

An aerial night photograph of a city, likely Dubai, featuring light trails from traffic on a multi-lane highway and the illuminated Burj Khalifa in the distance. A diagonal line divides the image, with the left side being darker and the right side showing more vibrant light trails.

VONTIERTM

2022 ESG Report

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This report highlights Vontier’s approach to and performance on the environmental, social, and governance (ESG) topics that matter most to our business and stakeholders, including employees, investors, regulators, and communities.

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*This report covers Vontier's progress since our launch in October 2020 through the end of 2021.
Data are as of December 31, 2021 unless otherwise noted.*



From Our CEO

Dear Fellow Stakeholders,

It is a tremendous honor to share Vontier's first ESG report with you. When we launched Vontier just two years ago, we knew that our purpose of [Mobilizing the Future to Create a Better World](#) demanded a strong ESG commitment, and we agreed as a team to embed that commitment into every aspect of our company, from our strategy to our products. This report marks an exciting milestone to share our progress, our results, and the ambitious goals that will keep us pushing forward.

As I think back to the critical steps that have shaped ESG at Vontier—from [our initial materiality assessment](#) that illuminated the most crucial issues for our stakeholders to [joining the United Nations Global Compact](#) (UNGC) and setting targets to increase diversity, achieve industry-leading safety, and minimize our environmental footprint—I'm struck by the agility and conviction consistently demonstrated by our global team. Our teams have stepped up to help lead the global energy transition by innovating alternative fueling solutions, digital services, and critical electric vehicle (EV) charging infrastructure. At the same time, they continue to ensure that the current petrol-based fueling infrastructure is secure and more sustainable. We are truly living our values by *Reimagining Better and Creating What's Next* as we shape a more sustainable future for mobility.

It's worth noting that at Vontier, we accelerate ESG in three powerful ways. [Our operating companies](#) have a direct impact on pressing global issues through product offerings in alternative energy, transportation efficiency, road safety, and eco-friendly solutions. [Our unique ESG philosophy](#), with employees at the heart, amplifies our positive impact on our teams and communities,

inspiring better innovations that pave the way to a better world and planet. I'm especially pleased that over the past two years, sustainability has become even more deeply ingrained in our overall business and our strategy, with *smart sustainable solutions for the road ahead* as our guiding vision. And [our fundamental commitment to continuous improvement](#), driven by the Vontier Business System (VBS), gives us the tools and mindset to continually learn from our successes and failures, grow as individuals and teams, and harness process rigor to ensure accountability, transparency, and results.

I'm excited about what the future holds as we continue to lead these critical efforts on the road ahead. We are grateful for your support and partnership as we mobilize the future to create a better world, together.



Mark Morelli
President and CEO



A conversation with our ESG leader



Katie Rowen
SVP, Chief Legal & Administrative Officer

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

Vontier has centered its ESG program around a Better Team. How does putting employees first accelerate your ESG efforts?

Our first step in building Vontier's ESG program was to create a [framework illustrating our philosophy](#) centered around our employees. By focusing on our employees' safety, well-being, sense of belonging, purpose, growth, and development, we unleash our collective potential, accelerate progress for our stakeholders, and fulfill our purpose of [Mobilizing the Future to Create a Better World](#). By cultivating an environment where our [Better Team](#) can be their curious, creative, and authentic selves, we powerfully drive [Better Innovations](#), a [Better Planet](#), and a [Better Society](#).

As a proud participant in the UNGC, how did Vontier identify the five sustainable development goals (SDGs) for prioritization?

In conjunction with our annual [materiality assessment](#) and [GRI](#) standards, we used the principled prioritization process set forth by the UNGC. We reviewed risks to people and the environment linked to our operations and value chain, and the beneficial contributions we make through our products, services, and investments. You will see the connections to our five prioritized SDGs throughout this report.

Vontier has set challenging greenhouse gas (GHG) emissions goals. Why such rigor, and what gives you confidence in Vontier's ability to meet your established targets?

We have the tremendous opportunity to accelerate and benefit from the global energy transition, make the mobility industry more sustainable, and help our customers achieve their own ESG goals. A part of credibly leading in the global energy transition is having rigorous, science-based GHG targets. Our confidence in our ability to meet these goals comes from several factors, including:

- Working with an established third-party organization to complete our baseline 2020 inventories in alignment with the GHG Protocol Corporate Accounting and Reporting Standard
- Harnessing the power of the [Vontier Business System](#) by applying our own tools and processes, including [energy kaizens](#), to continuously improve
- [Partnering with industry leaders](#) to scale climate solutions as a member of the MIT Climate & Sustainability Consortium

What key accomplishments are contained in this ESG report?

It's tough to choose only a few, but I would highlight the following:

- Our first ESG report is developed from [SASB](#) and [GRI](#) standards
- Our [safety achievements](#), including a 36% improvement in our global health and safety risk scores and additional International Organization for Standardization (ISO) 45001 Occupational Health and Safety certifications
- External recognitions for [inclusion and diversity](#), including our Military Friendly Employer recognition and a perfect score on the Human Rights Campaign (HRC) Foundation's Best Places to Work for LGBTQ+ employees
- Our reduction of absolute Scope 1 and 2 emissions by 8% from our 2020 baseline
- The impact of our [products and innovations](#): from ANGI's compressed natural gas refueling technologies that reduce GHG emissions by up to 30% and tailpipe emissions by up to 95% compared to petroleum products, to the Driivz EV charging platform that manages tens of thousands of EV chargers in over 27 countries

I look forward to continuing to update our stakeholders on Vontier's progress and impact as we *Mobilize the Future to Create a Better World*.

Mobilizing the future

[ABOUT VONTIER](#)

[VONTIER OPERATIONS](#)

[OUR VISION](#)

[OUR PURPOSE AND VALUES](#)

[VONTIER BUSINESS SYSTEM](#)

Mobilizing the future

ABOUT VONTIER

Vontier is a global industrial technology company at the forefront of solving next-gen transportation and mobility challenges. Guided by the [Vontier Business System](#) and an unwavering commitment to our customers, Vontier delivers smart, sustainable solutions for the road ahead. Our strong portfolio of mobility technologies businesses is built on trusted brands and market-leading technologies. Read more about each operating company at [What We Do](#).



VONTIER™
We are
**MOBILIZING
THE FUTURE**
to create a better world.



Our Operating Companies



[Matco Tools](#) manufactures, distributes, and services quality professional automotive repair and maintenance tools and equipment.

1,800+ MATCO FRANCHISES



[Gilbarco Veeder-Root](#) powers vehicles with fueling technology, including low-emissions dispensers, our [ANGI](#) alternative energy refueling systems, and pay-at-the-pump interfaces and software.

#1 GLOBAL PROVIDER
OF TECHNOLOGY SOLUTIONS FOR THE
RETAIL CONVENIENCE AND FUELING
INDUSTRY

ANGI
GLOBAL LEADER IN THE DELIVERY OF
ALTERNATIVE FUELS, SUCH AS [CNG](#)
AND [HYDROGEN](#)



[DRB](#) enhances the car wash industry with market-leading integrated technology solutions, including data-driven consumer behavior research, high-tech point of sale, automated workflows, and controls.

DRB COMMERCIALIZED THE UNLIMITED CAR WASH
MEMBERSHIP WITH
30 MILLION
PASSES SOLD

1,600+
CAR WASH, QUICK LUBE, AND LIGHT REPAIR
LOCATIONS USE DRB TECHNOLOGY



[Teletrac Navman](#) helps customers move their businesses forward through data-driven insights into fleet operations, vehicle and equipment maintenance, and asset utilization.

480,000+
VEHICLES MONITORED
BY TELETRAC NAVMAN



[Global Traffic Technologies](#) leads the market in connected vehicle solutions that decrease emergency response times, reduce transit delays, and increase safety and efficiency.

90,000+ GTT CONTROLLED
INTERSECTIONS

41 of 50 TOP US CITIES
SERVED BY GTT



[Hennessy Industries](#) keeps the wheels that power transportation and commerce moving as North America's largest full-line wheel service equipment manufacturer.

#1 and #2
POSITION IN CORE SEGMENTS
OF WHEEL SERVICE MARKET
UNDERGOING RAPID CHANGE



[Driivz](#)¹ serves global charging network operators with smart EV charging and energy management solutions to accelerate the global energy transition.

EQUIVALENT OF
>140,000 TONS OF CO₂
SAVED SINCE 2013 THROUGH CHARGING
NETWORKS INSTALLED IN
27 COUNTRIES



[Sparkion](#)¹ optimizes energy storage and power management to support consistent, cost-effective, reliable charging solutions.

70%
ECONOMIC ADVANTAGE OF
SECOND-LIFE EV BATTERIES
OVER NEW EV BATTERIES

¹Aquisitions closed in February 2022.

Global scale, inclusive culture

VONTIER OPERATIONS

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

“

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

Earl Angell

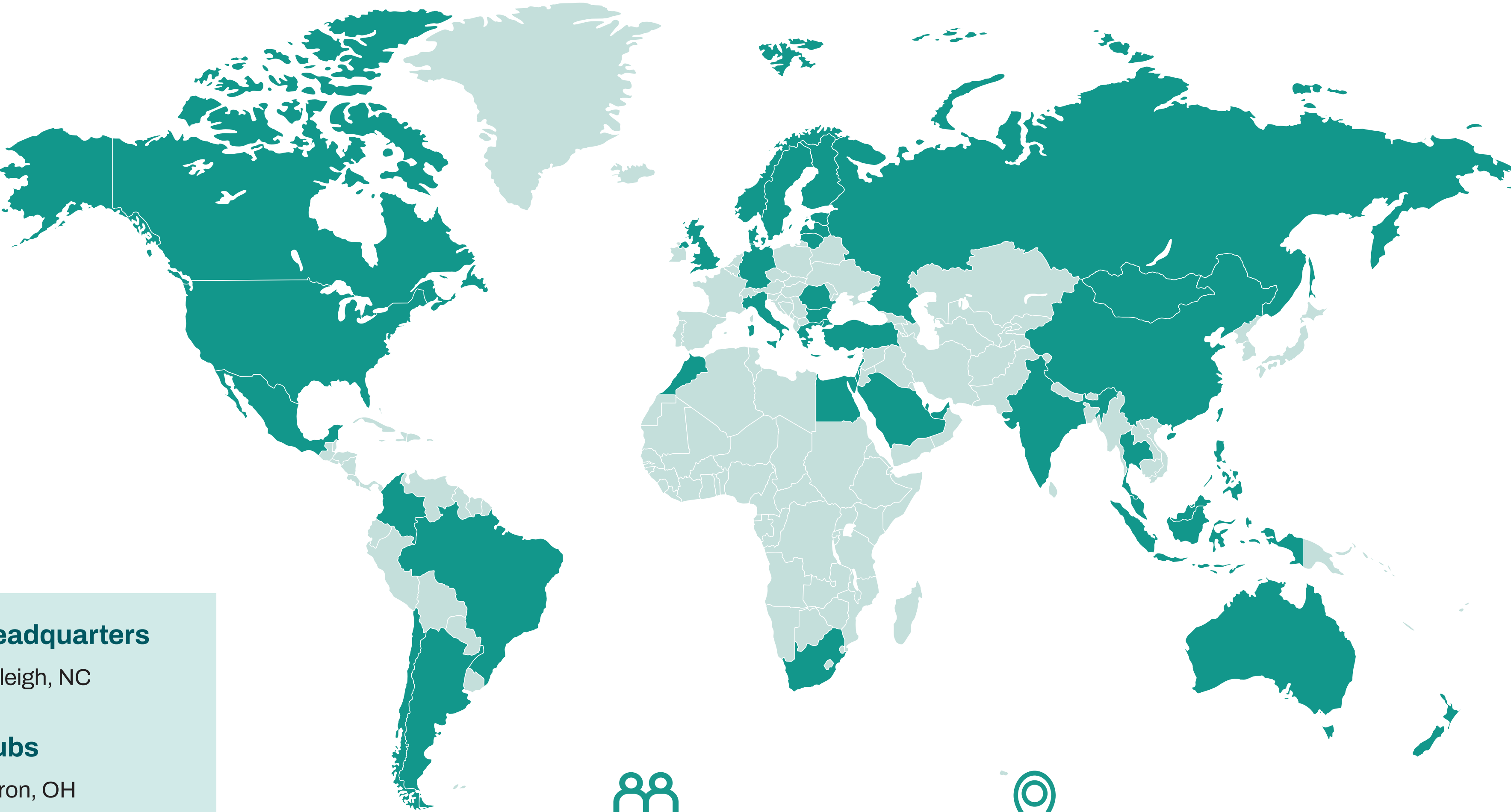
OEM Key Account Manager
Teletrac Navman UK

Headquarters

Raleigh, NC

Hubs

Akron, OH
Greensboro, NC
Garden Grove, CA
Nashville, TN
St. Paul, MN
Stow, OH



Global Team Members

~8,500



Global Locations

150+

Where we're headed

OUR VISION

At Vontier, we are accelerating smart sustainable solutions for the road ahead. This means forward-thinking products and technologies that advance sustainability by tapping into alternative fuel sources, keeping people and goods moving efficiently, and improving road safety.



Accelerating **smart sustainable solutions** for the road ahead.



Smart

We harness the power of connected digital workflows and analytics to solve high-value customer problems.



Sustainable

Our innovations pave the way to a safer and cleaner planet.



Solutions

We connect customers—and communities—with the innovative mobility technology and services they need to thrive in a world of rapid change.

In pursuit of a better world

OUR PURPOSE AND VALUES

At Vontier, we are inspired by our powerful purpose and guided by values that emphasize teamwork and inclusion, continuous improvement, and bold innovation. We are doing our best for our many stakeholders, including employees, communities, customers, partners, and investors. All of these are powerful accelerators for advancing the principles of ESG.



Mobilizing the future to create a better world.

Stronger Together

We work as one diverse team—acting with inclusion, trust, agility, and integrity in all that we do.

Driven to Win

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

Reimagine Better

We are never satisfied with “good enough.” We continuously strive for better in all we do.

Create What's Next

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

Our engine for success

VONTIER BUSINESS SYSTEM

Developed over three decades and fine-tuned to deliver breakthrough results and long-term value, the Vontier Business System (VBS) powers every aspect of our culture and operations. Its emphasis on measurement and continuous improvement uniquely suits our aspirations for ESG. And we are continuously evolving VBS to equip our teams for new challenges and innovations through fast iteration and focused experimentation.



What VBS Means to Us

Accelerating ESG at Vontier

[OUR ESG PHILOSOPHY](#)

[GUIDING PRINCIPLES](#)

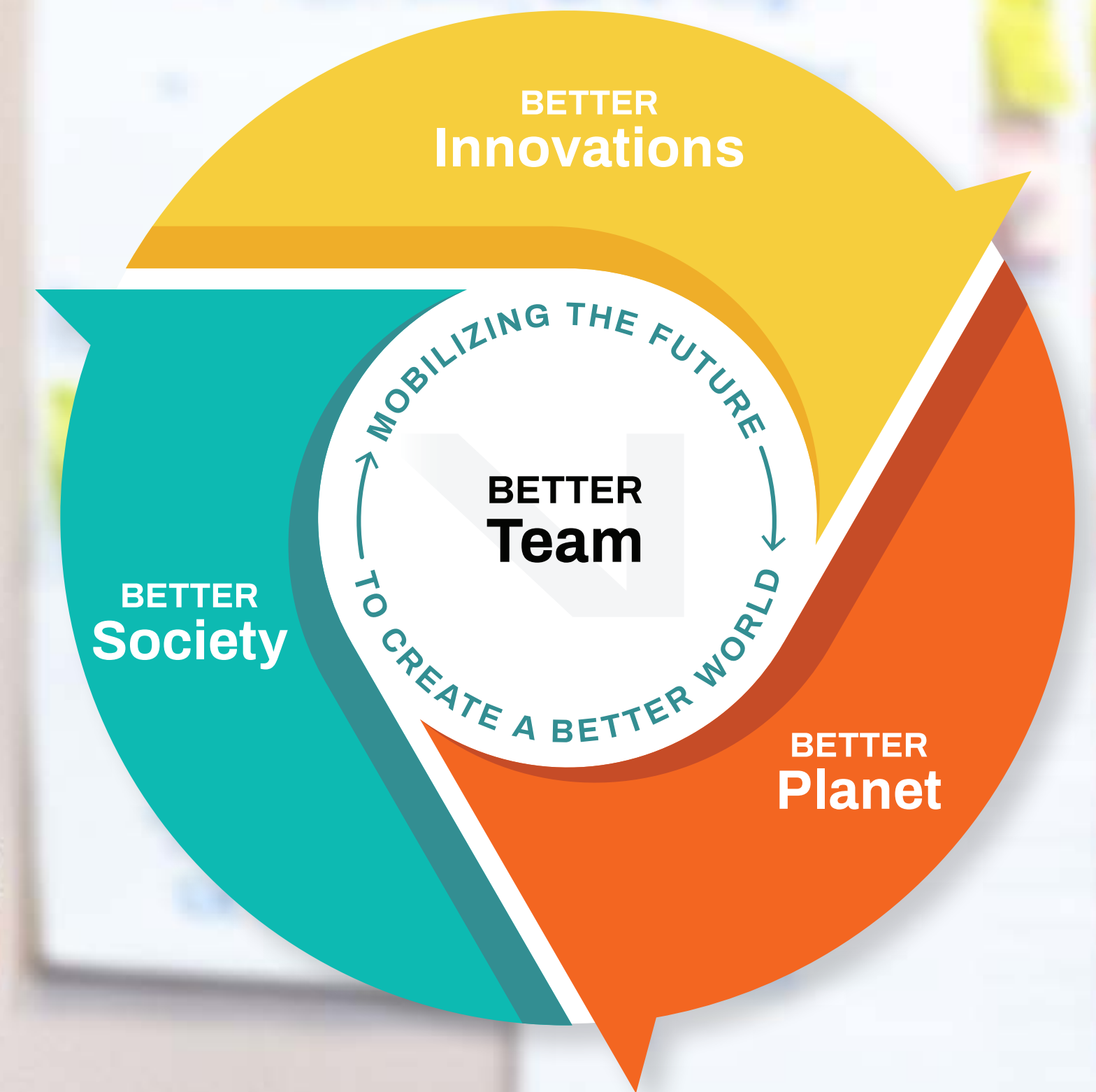
[MATERIALITY ASSESSMENT](#)

[UN GLOBAL COMPACT AND SUSTAINABLE
DEVELOPMENT GOALS \(SDGs\)](#)

People at the heart

OUR ESG PHILOSOPHY

We believe centering ESG around our people is the best way to unleash our full potential and accelerate progress for all stakeholders. At the heart of our efforts is investing in a **better team** by prioritizing employee health and well-being, growth, and sense of belonging. This inspires them to create **better innovations** that make the world safer, smarter, and more sustainable and paves the way to a **better planet** and ultimately a **better society**.



Advancing ESG the Vontier way

GUIDING PRINCIPLES

At Vontier we value action and measurable results, and as we embed ESG throughout our organization, we seek to ensure that people and planet are part of the equation for every business decision. We approach this world-changing work with the courage to try new things and learn from mistakes, and the conviction to act with integrity.

We established these principles
to guide our decisions:

Employee-led

We believe putting our people at the heart of our ESG efforts will maximize the impact we have on the world.



Transparent and accountable

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



VBS-led

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



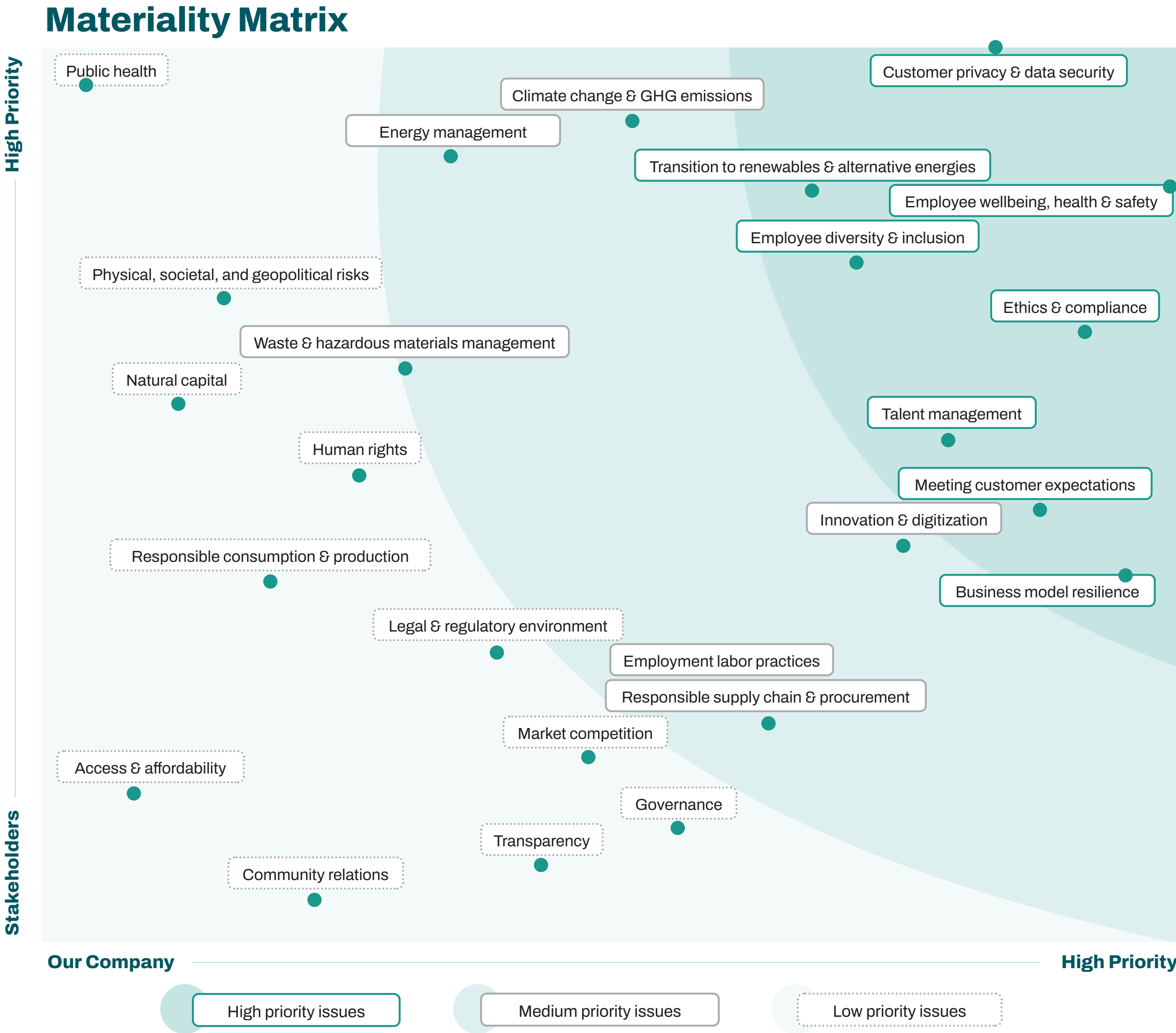
Identifying our ESG priorities

MATERIALITY ASSESSMENT

We began our ESG journey with a comprehensive, data-driven analysis to identify the issues that matter most to our business, employees, and stakeholders. We use advanced technology and regular surveys for rigorous, ongoing materiality assessments.

Understanding stakeholder priorities

Vontier works continuously to identify material issues for our stakeholders using Datamaran's artificial intelligence (AI) powered platform to identify and monitor ESG risks and opportunities from a variety of sources including corporate annual filings, regulations, voluntary policy initiatives, news, media, and an employee survey. The resulting materiality matrix helps us evaluate and balance specific ESG issues and trends in the context of our evolving strategy and the business landscape.



MATERIALITY ASSESSMENT (CONT.)

Material issues

We have conducted two full materiality assessments since Vontier’s launch in October 2020 with our most recent assessment completed in May 2022. We also use Datamaran to conduct quarterly materiality “pulse” assessments based on the macro environment, and incorporate those results into our business strategy, risk management, and ESG reporting processes. As a result of these assessments, we have identified eight high-priority ESG issues (listed alphabetically) for Vontier.

Issue	At Vontier
Business model resilience	New safety, security, and environmental regulations and increasing supply chain complexity will touch every aspect of the industry. Vontier will lead the way with forward-looking solutions and ensure sustainable growth through innovation and strategic mergers and acquisitions. Read more in Better Innovations and Environmental management .
Customer privacy & data security	We are reimagining solutions to better safeguard data, assets, and systems during a period of rapid change. We prioritize robust privacy and data protection programs and compliance with global regulations. Read more in Protecting our data & technology .
Employee diversity & inclusion	We are committed to creating a fair, inclusive, high-performing global organization that truly values diversity across: racial, gender, disability status, religious, socioeconomic, cultural identities, educational, and sexual orientation, expression, and identity. Read more in Inclusion, diversity & equity .
Employee well-being, health & safety	We prioritize team members’ physical and mental health, well-being, and safety and track key safety metrics including total recordable incident rate (TRIR) and days away restricted or transferred (DART). Read more in Employee well-being .
Ethics & compliance	Our commitment to integrity and ethical behavior is part of our foundation and integral to our success. Every employee commits to The Vontier Code and to acting fairly, honestly, and in compliance with applicable laws. Read more in Integrity & compliance .
Meeting customer expectations	We focus on understanding our customers’ needs deeply so we can identify creative ways to meet and exceed them. Customer success is our success. Read more in Better Innovations .
Talent management	We are intentional about accelerating career development, offering learning opportunities, and building connections. 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 Talent management .
Transition to renewables & alternative energies	Our forward-thinking products and services are accelerating the global energy transition, and we are actively working on viable renewable energy strategies for our global production facilities. Read more in Better Planet .



Leading on a global scale

UN GLOBAL COMPACT AND SUSTAINABLE DEVELOPMENT GOALS

Vontier is a proud participant in the UNGC, the world’s largest global corporate sustainability initiative. We have made the UNGC and its principles a key part of the strategy, culture, and day-to-day operations of Vontier. We’re committed to engaging in collaborative projects that advance the UN’s broader goals, particularly its SDGs.

Vontier and the SDGs

The SDGs are the UN’s urgent call for action from governments, businesses, and individuals committed to addressing our most pressing societal issues. Vontier has prioritized five SDGs where we believe we can make the most impact, and that reflect our desire to lead and solve problems on a global scale.



Industry, Innovation, and Infrastructure

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

At Vontier, we aim to foster a culture of innovation and build an organization that accelerates smart, sustainable global infrastructure.

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



Reduced Inequalities

Reduce inequality within and among countries.

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

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



Sustainable Cities and Communities

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

At Vontier, we anticipate, innovate, and deliver products that facilitate sustainable transportation and meet our customers’ needs.

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



Climate Action

Take urgent action to combat climate change and its impacts.

Vontier is reducing its negative impact on the environment and helping our customers do the same. Through the MIT Climate & Sustainability Consortium, Vontier is partnering with industry leaders to scale climate solutions.

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



Peace, Justice and Strong Institutions

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

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

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

Better Team

TALENT MANAGEMENT

EMPLOYEE WELL-BEING

INCLUSION, DIVERSITY & EQUITY

HEALTH, SAFETY & SECURITY



GRI 401-2, 401-3,
403-1 to 403-3,
403-6, 403-8 to 403-10,
404-2

Enabling employee success

TALENT MANAGEMENT

We’re building a team of innovative leaders to shape the future of mobility, and our people are our most valuable asset. We invest in our employees and create opportunities to accelerate learning and career growth through a wide range of programs.

Developing our people

Our employees are passionate about their work and seek opportunities to hone their skills, build knowledge, and pursue a promising, satisfying career path. We support their career growth with training and development programs delivered in self-guided, instructor-led, mentorship, and on-the-job learning formats. Topics span from technical topics—VBS, operational safety, compliance, information technology—to collaboration, leadership, and self-awareness.

- MyLearning, our learning management system, is our hub for targeted virtual learning experiences. We offer hundreds of courses on topics ranging from strategy and leadership to safety and cybersecurity. In 2021, our employees completed a total of 50,485 courses in MyLearning.
- VBS Ignite is our career development program built to deliver three years of business experience in three months. Participants work full-time outside their home operating company and receive intensive training and active mentoring from the VBS Office, a personalized development plan, executive career coaching, and the opportunity to take on big challenges. In 2021, 16 employees from our operating companies and Vontier participated in VBS Ignite.

Collective bargaining

We respect freedom of association and collective bargaining agreements. Of our 4,100 US employees, approximately 1,000 are unionized employees. Outside the US, Vontier employs approximately 4,400 employees and has collective bargaining arrangements and union contracts in a number of countries, particularly in Europe where certain employees are represented by unions and/or works councils.

Our Leadership Competencies



- Collaborative**
We work together to achieve a common purpose.
- Inclusive**
We unleash our potential by valuing the uniqueness of all people.
- Accountable**
We prioritize what matters most and deliver on our commitments.
- Customer Driven**
We deeply understand our customers, anticipate their needs, and exceed their expectations.
- Champion of VBS**
We stay ahead because we are never done, never satisfied.
- Self-aware**
We ask for, reflect on, and act on feedback—it’s how we evolve and grow.
- Pioneering**
We take risks and apply technology to deliver breakthrough innovation.
- Agile**
We move fast by experimenting, adapting, and learning through success and setbacks.

Supporting our workforce

EMPLOYEE WELL-BEING

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

Remote and flexible work

Vontier launched as an independent public company amid the COVID-19 pandemic, with over 80% of our US employees working remotely in those early days. As a result, we have navigated the advantages and challenges of remote and flexible work since day one. Today, remote and flexible work are offered as an option globally in many of our jobs. This allows us to hire top talent, maximize global collaboration, and empower our employees to balance their obligations at work and at home.

Families of every kind

Vontier families come in every shape and size, and we offer support to address diverse family needs. Through our health benefits and partnerships, Vontier offers guidance and financial assistance for those who are planning a family, returning to work, or caring for an adult, child, or aging parent. Here are some examples:

- **Family planning:** Vontier offers adoption and fertility treatment assistance to employees hoping to grow their families. Vontier's paid parental leave policy offers new parents in the US and US expatriates six weeks of 100% paid leave within the first year of a child's birth, adoption, or foster care placement.
- **Working parents:** Our partnership with [Maven Clinic](#) helps support our working parents at every age and stage. Maven resources help every step of the way—from finding a clinic or specialist to working with a sleep coach and shipping breast milk.
- **Family care:** From navigating nursing services to securing respite care, our Employee Assistance Program (EAP) offers adult and elder care support services. In addition, Vontier offers two weeks of 100% paid family care leave so our employees can be there for their families when they're needed the most.
- **Fur families:** Vontier offers pet insurance to help provide affordable medical care to loved family pets.

Employee Assistance Program

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



Vontier Scholarship Program

Higher education teaches young people to ask questions, solve problems, and seek new and better ways to work. At Vontier, we believe that supporting the world's future leaders through higher education is key to creating a better future for all. The Vontier Scholarship Program awards \$3,000 to up to twelve students annually and is open to dependents of eligible employees at Vontier and Vontier operating companies around the world. Scholarships are awarded based on academic performance, demonstrated leadership, and financial need. Through 2021, we have awarded ten and renewed six global scholarships.

\$3,000

The Vontier Scholarship Program awards \$3,000 to up to twelve students annually and is open to dependents of eligible employees at Vontier and Vontier operating companies around the world.



I belong here.

INCLUSION, DIVERSITY & EQUITY

Driving real change means taking real action, and inclusion, diversity, and equity (ID&E) has been a top priority for us since day one. We are deeply committed to creating an inclusive workplace where people genuinely feel they belong, and that their individual perspectives and ideas are valued.

ID&E oversight

For Vontier, ID&E goes beyond diversity and representation. This critical part of our strategy is supported at the highest levels of our organization, all the way up to Vontier's Board of Directors. Within Vontier, the Vontier ID&E Advisory Board, composed of senior leaders from our corporate team and operating companies, drives our overall inclusion and diversity strategy, develops enterprise-wide plans and priorities, and establishes metrics to measure progress.

I belong here.

Together we celebrate the uniqueness of all people.
It's at the core of who we are, and the fuel that drives our success.

INCLUSION, DIVERSITY & EQUITY (CONT.)

ID&E vision and pillars

To be at our best, we must feel truly included and valued. That’s why Vontier’s ID&E Council led an interactive process to include global employees in the creation of our ID&E vision, “I belong here.” Based on these insights, we built our strategic ID&E pillars to help guide our actions:



Inclusion Champions

Being intentionally inclusive of all so people feel they belong.

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

ACTION: We’ve started this effort with robust communications, required training, and optional learning so that all employees feel like they can succeed.

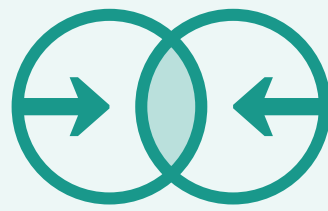


Diverse Teams

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

GOALS: Achieve 35% representation of women globally and 28% representation of diverse talent at senior management levels in the US by 2027.

ACTION: Being an equal opportunity employer is not enough. We aim to be diverse by design and have integrated ID&E into our recruiting strategy so that we recruit the best talent, and our teams benefit from diverse perspectives.



Equity for All

Ensuring fair treatment, access and opportunity for all.

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

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

Each operating company has created an ID&E Action Plan with benchmarks to further measure bias, pay equity, and career opportunities.

Partnering for diversity

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



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



Proud signatory to the CEO Action for Diversity & Inclusion Pledge



Proud member of The Valuable 500



Proud 2022 Military Friendly Employer and Military Friendly Brand



ERGs

Vontier’s eight employee resource groups create powerful focal points for connection, community, and advocacy, including through our Konnect & Educate Yourself Series. In 2021, Vontier’s ERGs came together for a shared networking initiative that resulted in 1,500 connections across 17 countries.



Allies for Inclusion



Asian Pacific Islander Network Alliance



Vontier Black Network



La Vida!



myAbility



Vontier Pride



Vontier Veterans



Vontier Women’s Guild

Safe workplaces and communities

HEALTH, SAFETY & SECURITY

2021
Workplace
accident
statistics

TRIR
0.82
DART
0.42

Global Traffic Technologies and Teletrac Navman achieved zero recordable incidents in 2021.

Our TRIR is 52% less and our DART is 61% less than industry rates according to the US Bureau of Labor Statistics.

Each of our reporting geographies have ISO 45001 certified manufacturing sites. As of 2021, 62% of all our manufacturing sites achieved certification.

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

Ensuring a culture of health and safety

Vontier maintains robust policies and procedures to ensure that our employees work in a safe, clean, and healthy environment.

[Read our environmental, health, and safety \(EHS\) policy.](#) >

We practice “stop work authority,” which empowers all our employees to stop work, without fear of retribution, if they feel something is unsafe. Positive reinforcement helps our teams feel comfortable speaking up about both safe and unsafe behaviors so that potential hazards can be addressed immediately.

In 2021, we:

- Committed to reducing TRIR to 0.34 and DART to 0.28 by the end of 2026.
- Committed to achieving ISO 45001 Occupational Health and Safety certifications at all manufacturing sites across Vontier by 2026.
- Invested in technology that measures driver behavior, along with coaching and defensive driving training for all applicable employees.
- Performed extensive safety reviews at each operating company and initiated a safety cultural change program, benchmarked against the DuPont Bradley Curve, to foster a safety culture in which our teams can thrive.

Measuring our progress

We measure the success of our health and safety program using both lagging and leading indicators. The TRIR per 200,000 hours worked and DART metric are common lagging indicators. We continuously track these metrics and have been consistently performing better than industry rates reported by the US Bureau of Labor Statistics since our company’s launch.

Among our leading indicators, the Vontier Risk Score Program allows operating companies to measure their health and safety progress against a range of criteria through an annual audit program. With these findings in mind, operating companies develop action plans to reach improvement milestones before the next audit. To continually improve, we revisit scoring criteria every three years. In 2021, average improvement in risk scores increased 36% across Vontier. Each operating company aims to deliver at least a 10% improvement in their Vontier risk scores every year.



Vontier safety week

In addition to celebrating World Safety Day, Vontier brings safety to the forefront for our global teams during Vontier Safety Week each October. Activities strive to build awareness of safety best practices and engage all employees in a culture of safety. In 2021, our Vontier Safety Week was “Spot the Hazard.”

Better Innovations

PRODUCTS THAT PROTECT THE PLANET

PRODUCTS THAT ENHANCE SOCIETY

INNOVATING OUR APPROACH TO WORK



GRI 2-6,
302-5

Technology for the future

PRODUCTS THAT PROTECT THE PLANET

Vontier has the unique opportunity to develop and deliver smart, sustainable mobility solutions that help our customers, and their customers, reduce emissions and their environmental footprints.



Investing in a better planet

In 2021, Vontier announced our intent to invest more than \$500 million over the next five years to lead in the energy transition. We completed our first energy transition capital deployment in early 2022 with the acquisitions of Driivz and Sparkion. These acquisitions advance our strategy to accelerate smart, sustainable solutions for the road ahead.

- Driivz provides market-leading, end-to-end EV charging and energy management solutions for global charge point operators and electric mobility service providers. We enable our customers to accelerate their market leadership by growing their charging infrastructure and making it easier, more efficient, and more cost-effective to scale their EV networks and deliver an exceptional charging experience.
- Sparkion Smart Energy Storage enables consistent delivery of power in an evolving and unpredictable environment. It uses both intermittent renewable sources and the grid to help site owners meet customer EV charging needs, optimize different value streams, and substantially reduce demand charges.

Driivz and Sparkion maximize the reliability of renewable energy, balance grid demand and response, and reduce dependence on fossil fuels.

Journey to cleaner transportation

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

Fuel contains Volatile Organic Compounds (VOCs) that evaporate inside vehicle fuel tanks and underground storage tanks, and have the potential to form ground-level ozone. Gilbarco Veeder-Root's technologies minimize this pollution and help fuel retailers meet environmental regulations.

- Gilbarco Veeder-Root has developed vapor recovery technology systems since 1993. The VaporTEK® Stage II Vapor Collection System returns fuel vapors to the fuel storage tank, reducing VOC emissions by approximately 60%.
- Veeder-Root's TLS-450PLUS Automatic Tank Gauge, sensors, and electronic line leak protection offer a comprehensive solution for detecting leaks in fuel tanks and lines before they become an environmental hazard. Combined with Veeder-Root's In-Station Diagnostics solution, these tools help customers manage their operations and ensure environmental compliance across all their sites.
- In partnership with the National Corn Growers Association, Gilbarco Veeder-Root is working to give retailers the flexibility to cost-effectively offer gasoline with 25% ethanol content. According to [studies](#) by Harvard, the US Department of Agriculture, and the Department of Energy's Argonne National Laboratory, corn-based ethanol reduces GHG emissions by about half compared to regular gasoline.

1 million

Driivz's platform manages tens of thousands of EV chargers in over 27 countries and serves more than 1 million EV drivers.

PRODUCTS THAT PROTECT THE PLANET (CONT.)

Fueling alternatives for commercial vehicles

Global populations and economies are more connected than ever, increasing our dependence on trains and buses, long-distance trucking, ship transport, and planes. While passenger vehicles are largely expected to transition to electric power, hydrogen is a promising, renewable alternative for decarbonizing commercial fleets. In 2022, ANGI Energy Systems, part of Gilbarco Veeder-Root, applied its deep-rooted expertise in compressed gas to launch a suite of hydrogen refueling technologies. As 35 and 70 MPa fuel cell EVs gain popularity, ANGI's all-in-one hydrogen refueling technologies offer the reliability, scalability, and performance needed for a seamless and safe transition.

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

Optimizing fleet fuel consumption with AI and analytics

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



95%



CNG produces 20-30% fewer GHG and 95% fewer tailpipe emissions compared to petroleum products.

30%



Teletrac Navman uses AI to improve fleet fuel efficiency by up to 30%.

Innovating for impact

PRODUCTS THAT ENHANCE SOCIETY

From safer highways and water-saving car washes to creating economic mobility, Vontier innovations help make the world a better place.

Protecting drivers with smart city infrastructure

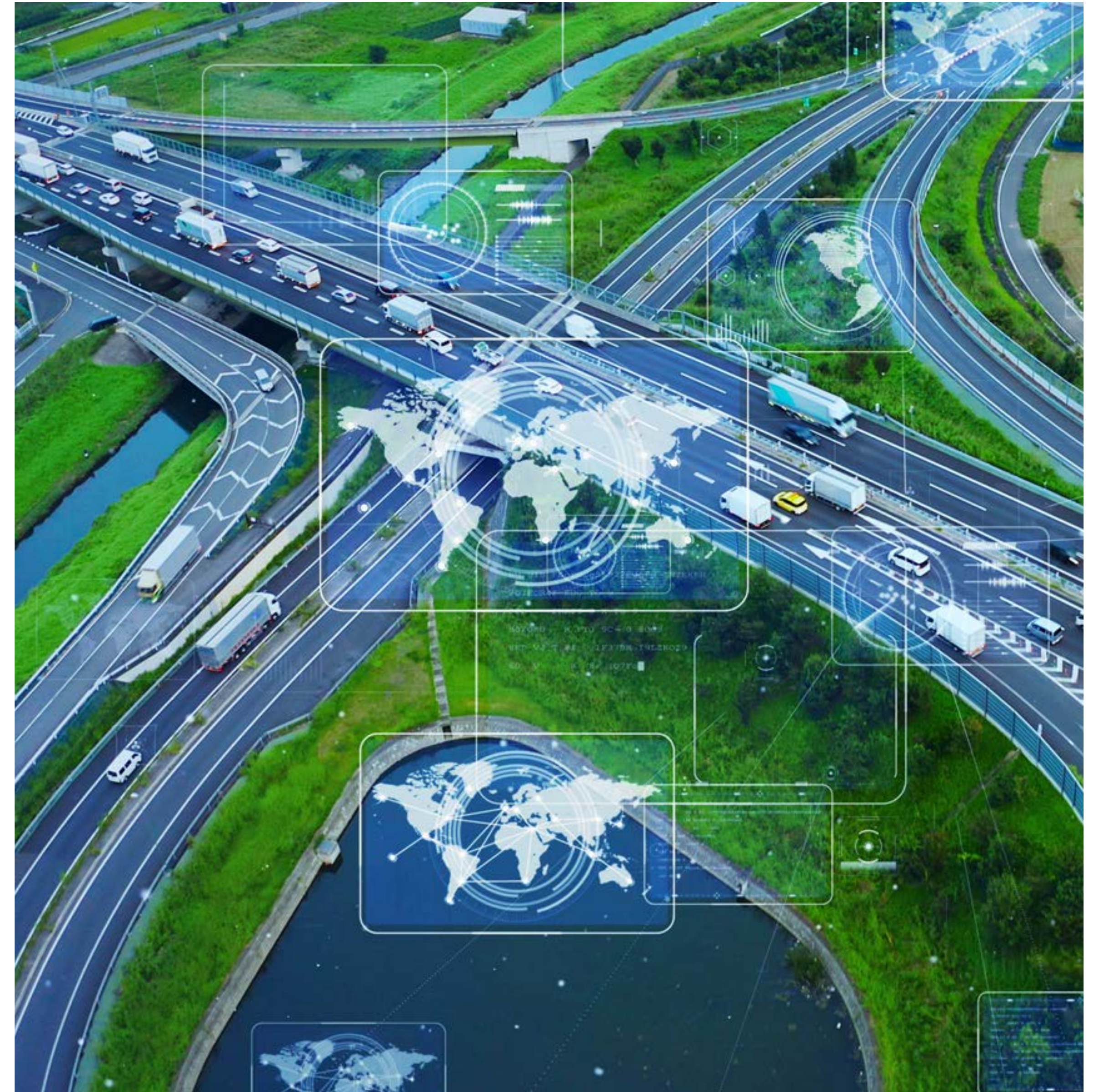
Global Traffic Technologies (GTT) reduces traffic fatalities with innovative technologies that improve safety at intersections, where nearly half of serious collisions occur. Opticom allows emergency vehicles to request a green light so they can pass through intersections safely, reducing crash rates by up to 70%. On remote roadways, where a disproportionate number of traffic fatalities take place, the Canoga Rural Intersection Conflict Warning System alerts drivers to oncoming vehicles to reduce deadly collisions.

Enabling eco-friendly, high-tech car washes

Commercial car washes use up to 60% less water than washing by hand. They also prevent the harmful pollution of local rivers, lakes, and oceans from untreated water entering residential storm drains. As a leading provider of technology-enabled devices and software for car washes, DRB is helping to transform a growing industry that increasingly demands clean, efficient, and sustainable solutions. DRB's TunnelWatch software activates car wash equipment exactly when it's needed to reduce overall operation time, extend equipment life, and reduce chemical and energy use.

Expanding opportunities for new business owners

At Matco Tools, special "Building the Dream" franchise programs demonstrate our commitment to inclusion, diversity, and equity in our communities. Since 2012, Matco's Veterans Franchise Program has given veterans the opportunity to run their own businesses with exclusive incentives, including up to \$10,000 to start a franchise. The company's Diversity Franchise Program awards an \$8,000 scholarship each month to expand opportunity and help individuals realize their dream of owning a Matco Tools distributor business.



Working smarter

INNOVATING OUR APPROACH TO WORK

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



Incubating new businesses

The Vontier Launch Pad uses VBS to build businesses and new ventures inside Vontier. Launch Pad is an opportunity for our operating companies and employees to solve customers' high-value problems with a startup mindset. Our first Launch Pad venture resulted in the 2021 European launch of EVerse, a managed service that empowers retailers and fleet operators to offer drivers a comprehensive fueling and EV charging experience. Our second Launch Pad venture, [Juxta](#), is creating portable, unmanned, turnkey micro-retail stores that help our customers bring convenience closer to consumers' daily lives, which will result in reduced traffic and emissions.

Driving smarter solutions with data and analytics

The Vontier Data & Analytics Hub (VDA Hub) is our centralized data and analytics team that supports and enhances our operating company data and analytics capabilities. Through partnerships with large tech companies and learnings from DRB, the VDA Hub team has launched the Cloud Data Platform and analytics tools to drive growth. In 2021, projects included:

- Deploying fuel management analytics to over 90 mines in South Africa, resulting in significant cost savings and emissions reductions due to decreased idling, increased productivity from performance monitoring, and valuable predictive maintenance for equipment.
- GTT's Transit Signal Priority Analytics use data from our traffic signal control systems to reduce bus stoppage by 25%, helping mass-transit customers optimize routes and reduce environmental impacts.

Eco-friendly processes at Hennessy Industries

Hennessy's wheel-servicing equipment is built to last and treated to withstand rugged servicing and repair environments. While traditional treatments ensure durable, long-lasting products, they require specialized cleaning to prevent heavy metal, phosphate, and heat pollution. Hennessy has moved beyond the industry standard by converting to phosphate-free wash tunnels, a new coating process that improves product performance and helps protect the environment.

Better Planet

CLIMATE ACTION

ENVIRONMENTAL MANAGEMENT

COLLABORATION AND PARTNERSHIPS



GRI 305-1,
305-2, 305-5

Protecting the Planet

CLIMATE ACTION

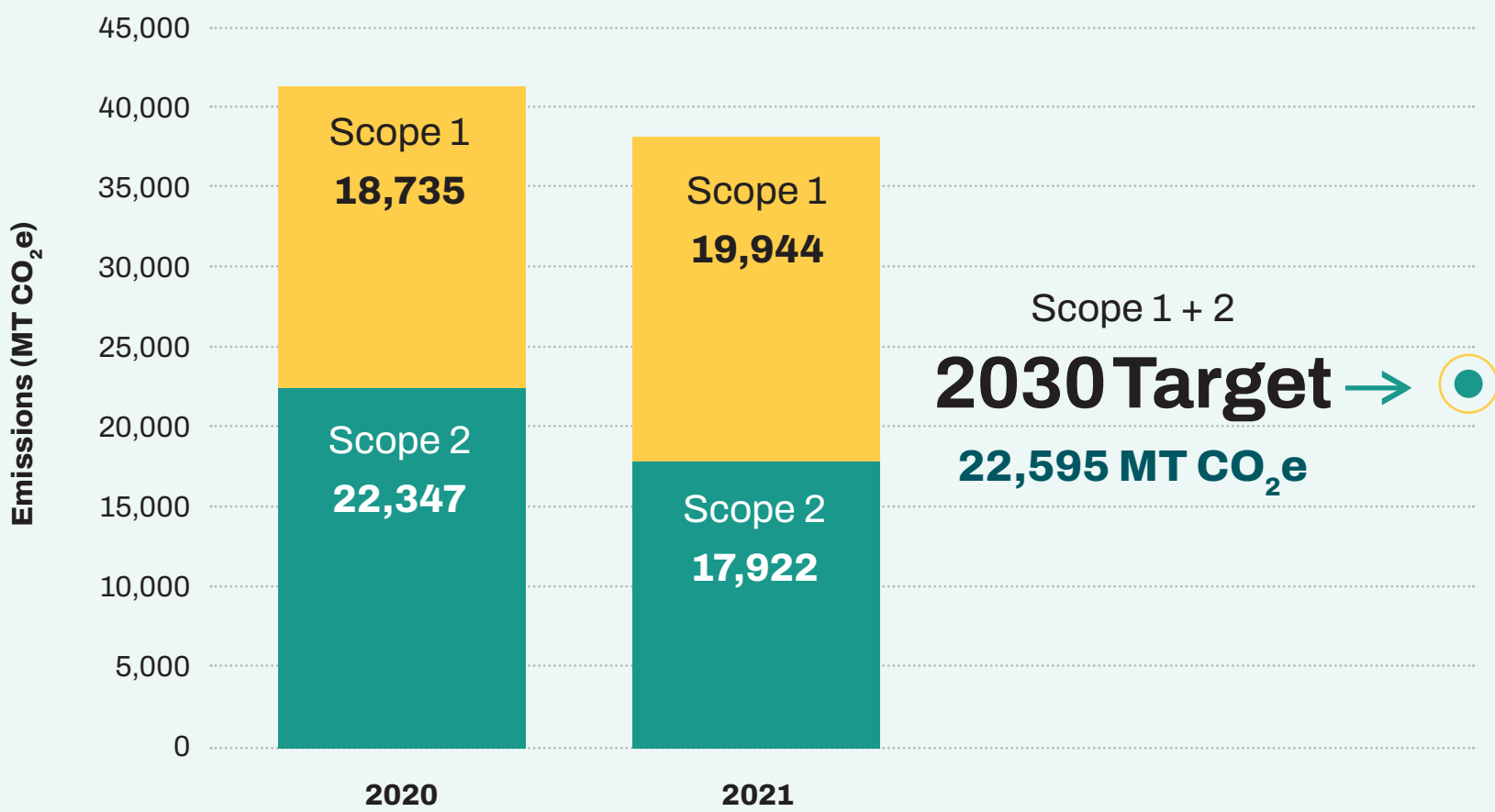
The call to act on climate change is increasingly urgent, and Vontier is committed to leading through action by reducing our GHG emissions worldwide.

On the road to net zero

We hold ourselves to high standards of environmental stewardship. In 2021, we set ambitious 2030 Scope 1 and Scope 2 goals to reduce our GHG emissions from a 2020 baseline. These goals align with climate science and the methodology defined by the Science Based Target initiative (SBTi) to reduce GHG emissions at the pace and scale necessary to keep global warming below 1.5°C. We also set a 2050 Net Zero goal in support of the Paris Climate Agreement.

[Read our Environmental policy statement.](#) >

GHG Emissions Actual vs. Target



GOAL

↓45%

absolute Scope 1 and 2
GHG emissions by 2030,
from 2020 base year

PROGRESS

In 2021, we reduced our absolute Scope 1 and 2 GHG emissions by 3,217 metric tons of CO₂e, about 8% from 2020 levels. This is equivalent to taking about 700 gasoline-powered passenger vehicles off the road for an entire year.

GOAL

ISO 14001
certifications

at all manufacturing sites
across Vontier by 2026

PROGRESS

Each of our reporting geographies have ISO 14001 Environmental Management System certified manufacturing sites. As of 2021, 69% of all our manufacturing sites achieved certification.



Impact for the future

ENVIRONMENTAL MANAGEMENT

At Vontier, we drive action and measurable results using risk analysis to ensure environmental impacts and progress toward our climate goals are part of every business decision.



Climate-related risks & business strategy

Climate change presents a risk to Vontier’s business, customers, suppliers, and communities. As such, climate-related risks and opportunities are incorporated into our business strategy and financial planning. Vontier identifies, assesses, and responds to risks, including climate-related risks, through our comprehensive enterprise risk management program. This program is driven by Vontier’s Executive Risk Committee, which is led by the SVP, Chief Legal & Administrative Officer and comprised of business and functional leaders. Annually, the Executive Risk Committee develops a standardized and comprehensive risk assessment based on risks inherent to operations, company prioritizations, and broader corporate-level challenges. Analysis of climate-related risks informs business decisions such as mergers and acquisitions, infrastructure

investments and relocation, current and emerging regulatory regimes, supplier and commodity sourcing, compliance, and EHS and sustainability programs. Risks are assigned severities and probabilities, with corresponding implemented or planned mitigation efforts and countermeasures. The Audit Committee oversees this enterprise risk management process and results are reported to the Board of Directors.

ESG data management & reporting

Transparency and accountability are among our ESG guiding principles, and as a critical component to our ESG program, Vontier has invested in our data and reporting processes. Our data collection and accounting processes are aligned with The GHG Protocol Corporate Accounting and Reporting Standard, a set of cross-industry emissions reporting requirements.

In early 2022, we migrated our data to FigBytes, a CDP-accredited solutions provider with an ESG data management platform that offers powerful analytics for GHG inventory accounting, reporting, and monitoring. This allows us to track the performance, trends, and impacts of emissions reduction projects across our organization. We now collect ESG data quarterly rather than annually, allowing us to respond quickly to changes in energy and fuel consumption and forecast with greater confidence. We expect to shift to monthly data collection by the end of 2022.

Vontier discloses our progress through this annual ESG report, which is created in reference to the [SASB](#) and [GRI](#) standards. Vontier discloses our progress on climate-related commitments annually via the [CDP Climate Change Questionnaire](#).

Delivering solutions

COLLABORATION AND PARTNERSHIPS

We collaborate and partner across our teams and with local and global organizations to identify opportunities and solutions that pave the path forward.

Energy kaizens

Vontier is using VBS, in the form of energy kaizens, to reduce energy usage and emissions. In 2021, the Veeder-Root team in Altoona, PA, conducted Vontier's first-ever energy kaizen. The team evaluated equipment life cycles and production processes to identify inefficiencies and environmental impacts. Over the course of five days, the cross-functional Altoona team implemented dozens of immediate actions to surpass its 20% energy reduction target. The team also identified several long-term, high-impact projects that will further reduce the environmental footprint of our operations and reduce cost over time.

Veeder-Root's success in Altoona sets a strong example for other Vontier facilities. The Gilbarco Veeder-Root team in Greensboro, NC held a successful energy kaizen in early 2022, and several more energy kaizens have been planned for the future.

MIT Climate & Sustainability Consortium

In 2022, Vontier proudly joined the MIT Climate and Sustainability Consortium (MCSC), which convenes influential industry leaders to accelerate decarbonization and sustainable resource use. MCSC strives to innovate and scale sustainability solutions, hasten the retirement of carbon-intensive technologies, and rapidly share best practices across industries. Vontier's SVP, Chief Legal & Administrative Officer and Senior Global Director of Sustainability & ESG serve as advisory board members, offering mobility and transportation industry expertise for various working groups.

“

Kaizens are a beautiful thing! On top of driving organization-wide sustainability work, they are an opportunity for VBS innovation and career development. They tap into the passion of team members from many departments and career levels as we work together toward a common goal.

Nate Streed

Senior Global Director of Sustainability & ESG and Altoona Energy Kaizen Participant



Better Society

COMMUNITY IMPACT

HUMAN RIGHTS

GOOD GOVERNANCE

INTEGRITY & COMPLIANCE

PROTECTING OUR DATA & TECHNOLOGY



GRI 2-5, 2-9, 2-10, 2-12 to 2-14,
2-16, 2-23 to 2-27, 205-2, 205-3,
207-2, 405-1, 413-1, 418-1



Creating a better world

COMMUNITY IMPACT

Vontier’s community involvement and philanthropic giving are grounded in our shared purpose—mobilizing the future to create a better world—and tie to our prioritized SDGs.

“

Vontier Day of Caring is one of the best things that all Vontier team members get to participate in. Giving back to our communities has and will continue to be a core pillar of our business.

Ben Williams
Director of Digital & Central Marketing,
Teletrac Navman

\$500,000+

Donated by the Vontier Foundation and our operating companies

Vontier Foundation

In 2021, we launched the Vontier Foundation. This 501(c)(3) organization amplifies our impact where it’s needed most—whether it’s urgent COVID-19 assistance or natural disaster relief. Last year, through Vontier contributions and employee match opportunities, the Vontier Foundation and our operating companies donated over \$500,000 with a focus on acute disaster relief, COVID-19, climate change, hunger relief, housing, and other regional initiatives. Through its giving pillars, the Vontier Foundation will prioritize the following areas for future community investment:



Climate & Environment



Equality & Inclusion



Education



Disaster Relief

2,134

Vontier Day of Caring participants

Vontier Day of Caring

Our deeply engrained drive to make things better makes Vontier a powerful force for giving back. In 2021, all of our operating companies participated in our 2nd Annual Vontier Day of Caring, a program that provides employees with one paid day to volunteer, give back to the community, or advance social justice initiatives. All employees were able to choose from virtual, in-person, individual, or group community impact events. Over 2,000 Vontier employees participated in Day of Caring activities.

Day of Caring principles:

- All employees have the opportunity to give back to their communities without sacrificing their pay.
- Employee engagement and relationship building are encouraged, but participation is not mandatory.
- We celebrate our amazing community spirit and empower employees to participate in ways that matter most to them.



Promoting fair practices and protecting dignity

HUMAN RIGHTS

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



Human Rights Policy

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

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

Ukraine relief

[Vontier publicly stands with Ukraine](#), supports its sovereignty, and has called for peace following Russia’s unprovoked assault. Committing to principles and values means difficult choices, and we have indefinitely ceased all sales and shipments in Russia.

We have also supported humanitarian relief efforts in Ukraine through our partnership with the American Red Cross. In addition to a \$50,000 donation from the Vontier Foundation, we amplified the efforts of our employees by matching all donations made through our Vontier giving microsite.

\$50,000

Donation to support humanitarian efforts in Ukraine through American Red Cross



Promoting transparency and accountability

GOOD GOVERNANCE

Vontier and our Board of Directors are committed to robust corporate governance. We firmly believe that transparency and accountability are essential in building trust with our stakeholders.

Board of Directors and ESG oversight

The Vontier Board of Directors has oversight of our ESG program. The Nominating and Governance Committee oversees ESG disclosures and coordinates ESG oversight among the company's committees. Our ESG Executive Council, which consists of the entire senior leadership team, oversees ESG at the management level, and our ESG Advisory Team consists of cross-functional and cross-operating company workstream owners in areas like cybersecurity, environmental, health, safety and security, employee benefits, and governance.

Political involvement

Neither Vontier Corporation nor our operating companies contributed funds or assets to or for any political purposes. Vontier also has no intention of contributing funds or assets for political purposes in the future.

Our directors and officers have diverse skills, backgrounds, and experiences, which contribute to the effective oversight of the company.

To read more about our Board of Directors and Executive Officers, please refer to our [2022 Proxy Statement](#). >

Board Composition

8

Total Board Members



1

Executive Member

7

Non-Executive Members

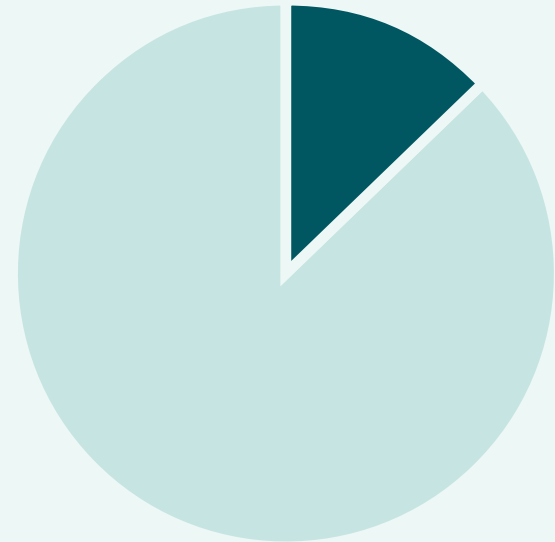
6

Independent Members

Diversity



38% • Women



13% • BIPOC¹

¹BIPOC stands for Black, Indigenous, and people of color.

Average Board Tenure

1 year
10 months

Vontier launched in October 2020



Supporting an ethical culture in the workplace

INTEGRITY & COMPLIANCE

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



Global Compliance Program

Vontier’s Global Compliance Program is centered around our leadership, our culture, and our purpose and values. It has three pillars:

- 1 PREVENT:** We use thoughtfully designed policies, procedures, training, and communications to prevent compliance concerns from arising.
- 2 DETECT:** We detect and investigate concerns in a timely way. We provide multiple avenues for employees to Speak Up!, and we monitor and audit our organization’s risks and controls.
- 3 CORRECT:** We correct issues promptly by implementing countermeasures, strengthening our organization’s internal controls, and taking appropriate and proportional disciplinary action against those who fail to adhere to Vontier’s commitment to integrity.

Training

Each employee plays a vital role in ensuring we do the right things the right way. We provide our global employees with the resources they need to act honestly and fairly, and training to ensure they understand how the law applies to their jobs.

- New employees are required to complete Code of Conduct training within the first 60 days of their employment.
- Because the Code of Conduct is core to Vontier’s culture of ethics and integrity, employees repeat training annually. In 2021, 99.6% of eligible employees completed Code of Conduct training.
- Since our launch, the Integrity & Compliance team conducted more than 50 live, compliance-related webinars for employees.

Integrity Heroes

Each quarter, Vontier provides awards to employees who go above and beyond to ensure that Vontier conducts business with integrity. Award winners demonstrated exemplary responsibility and accountability by taking action. Examples include: positively impacting Vontier’s culture of integrity and compliance by minimizing risk, preventing or addressing misconduct, or influencing others to do the same.

Speak Up! program

Our Speak Up! program allows employees and third parties to report compliance-related concerns, make suggestions, ask questions, or obtain guidance. Speak Up! is available online or by phone 24 hours a day, 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 prohibited by local law. Vontier’s Integrity & Compliance team responds to all inquiries with applicable guidance, and professionally and thoroughly investigates all reported concerns. Vontier prohibits retaliation against anyone who makes a report in good faith or participates in an investigation.

Anti-corruption/third-party management

Vontier, our subsidiaries, and our third-party representatives abide by the US Foreign Corrupt Practices Act, UK Bribery Act, and the anti-corruption and anti-bribery laws of every country in which we operate. The actions of our agents, distributors, and logistics partners—our channel partners—affect our reputation, so Vontier carefully chooses partners that we can trust to act with integrity on the company’s behalf. Prior to engaging channel partners, we conduct thorough due diligence and background investigations, provide mandatory anti-corruption training, and obtain anti-bribery contractual commitments. We also conduct periodic compliance reviews of all channel partners and engage in anti-corruption-focused audits, with a particular focus on activities in higher-risk geographic regions.

Key integrity & compliance policies

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

Safeguards for a connected world

PROTECTING OUR DATA & TECHNOLOGY

We live and work in a world of data devices and powerful analytics that is becoming more sophisticated by the day. These innovations and insights make the world a better place, but also make us vulnerable to new threats and shifting regulations. We are hypervigilant in protecting our employee and customer data, and protecting our businesses from ransomware, distributed denial-of-service (DDoS) attacks, botnets, and more.

Privacy and data protection

Our privacy and data protection programs are designed to safeguard data, assets, and systems; comply with global regulations, such as the General Data Protection Regulation (GDPR), California Consumer Privacy Act (CCPA), Protection of Personal Information Act (POPIA), and Brazilian General Data Protection Law (LGPD); and maintain the privacy of the people who use our products.

Our privacy program is based on:

- **Customers** – We develop privacy and data protection practices and materials that matter to our customers and end-users.
- **Risk** – We use a risk-based assessment approach to evaluate our personal data collection practices and identify the greatest threats to our systems. In 2021, we conducted Record of Processing Activity assessments to help identify high data processing risks.
- **Continuous improvement** – We regularly assess and update our internal controls to stay in front of the evolving privacy, information, and cybersecurity landscape. In 2021, we partnered with Internal Audit to evaluate GDPR processes for operating companies with significant operations in Europe.
- **Privacy by design** – Our data security and privacy programs are maturing as we integrate them into our innovation efforts. In 2021, we trained our Data Analytics teams to deepen their understanding of best practices.
- **Employee training** – In 2021, we increased our privacy training sessions. We included privacy in our Code of Conduct training and held specific training sessions with IT and HR employees.

Cybersecurity

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

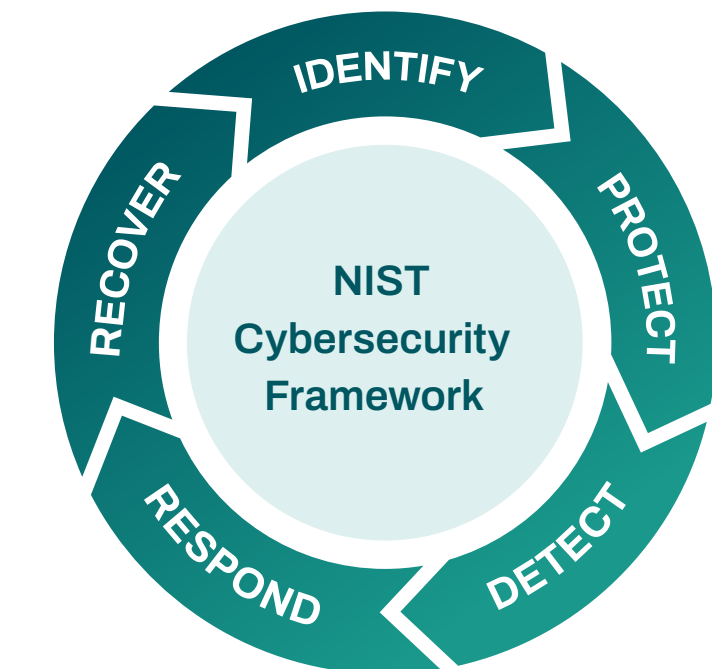
Information Security Policy

Our comprehensive Information Security Policy clearly articulates Vontier's expectations and requirements regarding acceptable use, risk management, data privacy, education and awareness, security incident management and reporting, identity and access management, third-party management, security (for physical assets, products, networks, and systems), security monitoring, and vulnerability identification. The policy sets forth a detailed security incident management and reporting protocol, with clear escalation timelines and responsibilities. We also maintain a global incident response plan and conduct exercises to help ensure its effectiveness and our overall preparedness. We believe cybersecurity is the responsibility of every employee. We regularly educate and share best practices with our employees to raise awareness of cyber threats.

Cybersecurity Program

The cybersecurity program is led by the company's Chief Information Security Officer, who along with the Chief Information Officer, provides multiple updates each year to the Audit Committee regarding cyber-risk management governance and the status of projects that strengthen cybersecurity effectiveness. The full Board regularly receives briefs from the Audit Committee and management on these matters and the effectiveness of the program. The Chair of Vontier's Board has a certificate in Cybersecurity Oversight from Carnegie Mellon University.

Cybersecurity safeguards and programs are organized and managed based on an internationally recognized cybersecurity framework developed by the [National Institute of Standards and Technology](#) (NIST):



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

We take measures to regularly improve and update our cybersecurity program, including independent program assessments, penetration testing, and scanning of our systems for vulnerabilities.

Cybersecurity risk assessment

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

Indices

[DATA TABLES](#)

[MEMBERSHIP ASSOCIATIONS](#)

[SUSTAINABILITY ACCOUNTING STANDARDS BOARD \(SASB\)](#)

[GLOBAL REPORTING INITIATIVE \(GRI\)](#)

GRI 2-7, 2-8, 2-28, 2-30, 302-1,
302-4, 305-1 to 305-3, 305-5,
401-2, 401-3, 403-3, 403-6, 405-1

Workforce & employee diversity

for the period ending December 31, 2021

DATA TABLES

Our Workforce¹

HEADCOUNT

8,500

Total Number of
Employees

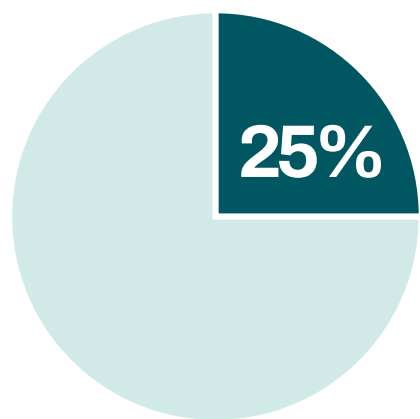
4,100

US Employees

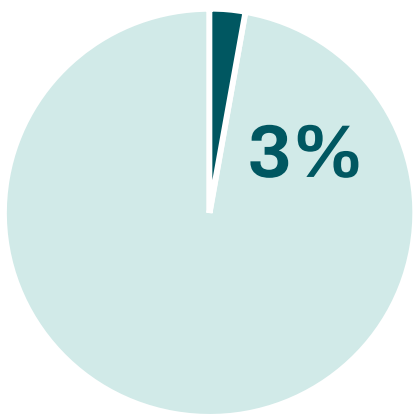
4,400

Employees outside
the US

UNIONIZED EMPLOYEES



US Only



Outside the US

CONTRACTORS²

200

Outside the US

270

US Only

¹Reported numbers in this chart are approximations for 2021.

²Contractors are workers who are not employees and whose work is controlled by the organization.

Employee Demographics

Company-wide		2020	2021
	Women	26%	26%
	Men	74%	74%
US Only ³		2020	2021
	American Indian/Alaska Native	0.2%	0.2%
	Asian	6%	5%
	Black or African American	21%	22%
	Latinx	6%	6%
	Native Hawaiian/Other Pacific Islander	0.1%	0.1%
	Two or More Races	0.8%	0.6%
	White	62%	63%
	Not Specified	3%	2%

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

Leadership

Organization Levels	Total	US Pop	Women %	Women #	Men %	Men #
Level 1 & 2—CEO and Executive	11	11	36%	4	64%	7
Level 3—Senior Leader	73	54	29%	21	71%	52
Level 4—Mid Level Manager	271	158	29%	78	71%	193
Level 5—First Level Manager	776	381	28%	218	72%	558
Level 6—Supervisors	1,213	554	25%	305	75%	908
Total	2,344	1,158	27%	626	73%	1,718

LEVEL 1 & 2
CEO AND EXECUTIVE

36%
Women

LEVEL 3
SENIOR LEADER

29%
Women

COMPANY
TOTAL

27%
Women

United States Diverse Talent

	US Pop	American Indian/ Alaska Native	American Indian/ Alaska Native	Asian	Asian	Black or African American	Black or African American	Hispanic/ Latinx	Hispanic/ Latinx	Nat Hawaiian/ Pacific Islander	Nat Hawaiian/ Pacific Islander	Two or more races	Two or more races	White	White	Not Specified	Not Specified
Organization Levels		%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
Level 1 & 2—CEO and Executive	11	0%	0	18%	2	9%	1	0%	0	0%	0	0%	0	73%	8	0%	0
Level 3—Senior Leader	54	0%	0	13%	7	9%	5	4%	2	0%	0	2%	1	72%	39	0%	0
Level 4—Mid Level Manager	158	0%	0	10%	15	8%	13	3%	4	0%	0	1%	2	78%	124	0%	0
Level 5—First Level Manager	376	0%	0	10%	38	4%	16	5%	18	0%	1	2%	6	79%	297	0%	0
Level 6—Supervisors	554	0%	2	6%	35	11%	56	5%	29	0%	1	0%	2	78%	428	0%	1
Total	1,153	0%	2	8%	97	8%	91	5%	53	0%	2	1%	11	78%	896	0%	1

Employee benefits

DATA TABLES

At Vontier, ensuring our families are healthy, safe, and well is a priority. We are pleased to offer a range of high-quality health and wellness benefits to support them on the road ahead. Read more about our benefits in [Employee well-being](#).

Support programs

Vontier offers support programs and services to further promote health and wellness, such as vaccinations, weight loss coaching, family planning, and mental counseling. Services are offered through insurers, assistance hotlines, websites, and wellness presentations.

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, HSA, FSA, DCFSa, Basic Life, Voluntary EE Life, Voluntary EE ADD, Voluntary SP Life, Voluntary Child Life, ID Theft, Legal Services, Critical Illness, Accident Insurance, Hospital Indemnity, EAP, Backup/ Emergency Childcare and Eldercare, Financial Well-Being

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

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

Energy use & emissions

DATA TABLES

Energy Use

Metric	Unit of Measure	2020	2021	YOY (% change) ¹
Natural Gas	MMBtu	142,166	173,519	22%
No. 2 Fuel Oil	liters	459,164	518,206	13%
Propane	liters	94,300	151,593	61%
Mobile—Gasoline	liters	1,351,356	1,424,833	5%
Mobile—Diesel	liters	2,200,203	1,998,776	-9%
Mobile—Compressed Natural Gas	liters	479	7,917	>100% ²
Electricity	kWh	53,810,264	52,987,967	-2%

¹Increases are largely attributed to facilities and employees increasing operations after COVID-19 restrictions were lifted.

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

Emissions³

Metric	Unit of Measure	2020	2021	YOY (% change) ¹
Scope 1	MT CO ₂ e	18,735	19,944	6%
Scope 2 ⁴	MT CO ₂ e	22,347	17,922	-20%
Scope 1 and 2 ⁴	MT CO ₂ e	41,082	37,865	-8%

³The emissions data reported is the most current as of August 2022, and reflects updates to emissions factors, data corrections, and site portfolio.

⁴Scope 2 emissions are market-based, which includes reductions from renewable energy certificates (RECs).

Membership associations

ACC – Association of Corporate Counsel

ACCI – Athens Chamber of Commerce and Industry

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

Beijing Association Measurement

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

CEO Action for Diversity & Inclusion

China Society for Electrical Engineering Committee of
Electromagnetic Measurement

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

Florence Industrial Association

Hamburg Chamber of Commerce

HRC – Human Rights Campaign

IODSA – Institute of Directors South Africa

MAPI – Manufacturers Alliance for Productivity & Innovation

Military Friendly

MIT Climate & Sustainability Consortium

MSC – Manufacturers and Services Council

NACS – National Association of Convenience Stores

UNGC – United Nations Global Compact

Valuable 500

Sustainability Accounting Standards Board (SASB)

The SASB is an independent standards-setting organization that promotes disclosure of material sustainability information to meet investor needs. In this SASB Index, Vontier is reporting for the period ending December 31, 2021 with reference to the SASB standards for the Technology and Communications: Hardware industry.

SASB Topic	Code	Metric	Location, Direct Answer, or Omission
Product Security	TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	Protecting our data & technology
Employee Diversity & Inclusion	TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Workforce & employee diversity
Product Lifecycle Management	TC-HW-410a.1 to TC-HW-410a.4	Percentage of products by revenue that contain IEC 62474 declarable substances	We do not currently track this information; however, we anticipate gathering this data for future reporting.
Supply Chain Management	TC-HW-430a.1 to TC-HW-430a.2	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	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 2,421,400 square feet
	TC-HW-000.C	Percentage of production from owned facilities	Not currently disclosed. Vontier creates a wide variety of products and services, so this is not an applicable metric for our business.

Global Reporting Initiative (GRI)

Statement of use	Vontier Corporation has reported the information cited in this GRI content index with reference to the most recent GRI Standards (GRI 1: Foundation 2021), for the period ending December 31, 2021.
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GRI Standard	Disclosure	Location
GRI 2: General Disclosure 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: 2022 CDP Climate Change Response, section C0.3</p>
	2-2 Entities included in the organization’s sustainability reporting	Gilbarco Veeder-Root, Hennessy Industries, Matco Tools, Global Traffic Technologies, Teletrac-Navman, DRB, Vontier Corporation
	2-3 Reporting period, frequency and contact point	This report covers Vontier’s progress from our launch in October 2020 through the end of 2021. Data are as of December 31, 2021 unless otherwise noted. Reporting will be completed annually. Please contact Sustainability-ESG@vontier.com for any questions.
	2-4 Restatements of information	There are no restatements of information as this is Vontier’s first ESG report.
	2-5 External assurance	This report is not externally assured. Additional information on ESG reporting and oversight is included in Good governance and 2022 Proxy Statement , p. 23-24.
	2-6 Activities, value chain and other business relationships	About Vontier Better Innovations 2021 Form 10-K , p. 4-10
	2-7 Employees	Workforce & employee diversity data table 2021 Form 10-K , p. 8-9
	2-8 Workers who are not employees	Workforce & employee diversity data table

GRI Standard	Disclosure	Location
GRI 2: General Disclosure 2021 (continued)	2-9 Governance structure and composition	Good governance 2022 Proxy Statement , p. 17-26 2022 CDP Climate Change Response , section C1
	2-10 Nomination and selection of the highest governance body	Good governance 2022 Proxy Statement , p. 10 2022 CDP Climate Change Response , section C1
	2-11 Chair of the highest governance body	2022 Proxy Statement , p. 17
	2-12 Role of the highest governance body in overseeing the management of impacts	Good governance 2022 Proxy Statement , p. 17-26
	2-13 Delegation of responsibility for managing impacts	Good governance 2022 Proxy Statement , p. 17-26
	2-14 Role of the highest governance body in sustainability reporting	Good governance 2022 Proxy Statement , p. 21-22, 24
	2-15 Conflicts of interest	2022 Proxy Statement , p. 27
	2-16 Communication of critical concerns	Integrity & compliance The Vontier Code , p. 11 2022 Proxy Statement , p. 20
	2-17 Collective knowledge of the highest governance body	2022 Proxy Statement , p. 21-22
	2-18 Evaluation of the performance of the highest governance body	2022 Proxy Statement , p. 21-26
	2-19 Remuneration policies	2022 Proxy Statement , p. 28, 32-48 2022 CDP Climate Change Response , C1.3a
	2-20 Process to determine remuneration	2022 Proxy Statement , p. 32-40
	2-21 Annual total compensation ratio	2022 Proxy Statement , p. 47
	2-22 Statement on sustainable development strategy	From Our CEO A conversation with our ESG leader
	2-23 Policy commitments	Vontier Policies & Statements Integrity & compliance

GRI Standard	Disclosure	Location
GRI 2: General Disclosure 2021 (continued)	2-24 Embedding policy commitments	Policies that promote responsible business conduct in Vontier’s activities and business relationships are embedded in our new employee onboarding, training, and internal communications. The Vontier Code and additional key policies are publicized on our website , and additional information is included in Integrity & compliance .
	2-25 Processes to remediate negative impacts	Integrity & compliance The Vontier Code , p. 11 The Audit Committee of Vontier’s Board of Directors plays an important role in remediating negative impacts as detailed on page 20 of our 2022 Proxy Statement .
	2-26 Mechanisms for seeking advice and raising concerns	Integrity & compliance The Vontier Code , p. 11
	2-27 Compliance with laws and regulations	Vontier and our Board of Directors are committed to robust corporate governance as detailed in Good 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 84-85 of our 2021 Form 10-K .
	2-28 Membership associations	Membership associations
	2-29 Approach to stakeholder engagement	Materiality assessment 2022 CDP Climate Change Response , section C12 2022 Proxy Statement , p. 22-26
	2-30 Collective bargaining agreements	Workforce & employee diversity data table
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Vontier has conducted two full materiality assessments, with our most recent completed in May 2022. Aided by the Datamaran tool and guided by leading global standards, we use a data-driven approach to track topics that are material to our businesses and stakeholders, as detailed in the Materiality assessment . Our eight prioritized material issues were cross-referenced with GRI to create this GRI Content Index.
	3-2 List of material topics	List of material topics per GRI: Economic Performance (201), Anti-Corruption (205), Anti-Competitive Behavior (206), Tax (207), Energy (302), Emissions (305), Employment (401), Labor/Management Relations (402), Occupational Health and Safety (403), Training and Education (404), Diversity and Equal Opportunity (405), Non-discrimination (406), Freedom of Association and Collective Bargaining (407), Child Labor (408), Forced Compulsory Labor (409), Security Practices (410), Local Communities (413), Public Policy (415), Customer Health and Safety (416), Customer Privacy (418)
	3-3 Management of material topics	This GRI content index includes by topic Vontier’s impacts on the economy, environment, and people with relevant actions taken, policies, and commitments.

GRI Standard	Disclosure	Location
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	See financial statements beginning on page 50 of our 2021 Form 10-K .
	201-2 Financial implications and other risks and opportunities due to climate change	2022 CDP Climate Change Response , section C2
	201-3 Defined benefit plan obligations and other retirement plans	2021 Form 10-K , p. 60, 70, 76
	201-4 Financial assistance received from government	2021 Form 10-K , p. 9, 41
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 pages 23-24 of our 2021 Form 10-K .
	205-2 Communication and training about anti-corruption policies and procedures	Integrity & compliance All eligible 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 though Speak Up! are managed by third-party compliance experts and follow a standard procedure in which a case is opened, investigator is assigned, information is gathered, witnesses are interviewed, and documents are reviewed. Issues are promptly addressed by implementing countermeasures and strengthening our organization’s internal controls. For more information, see Integrity & compliance .
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Wherever we operate, we comply with all applicable laws, rules, and regulations. Material legal proceedings (all types) and associated litigation and other contingencies are discussed on pages 84-85 of our 2021 Form 10-K .
GRI 207: Tax 2019	207-1 Approach to tax	Taxes are discussed throughout the 2021 Form 10-K , however core pages are p. 33-34, 44, 60, 79-83. 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 2021, the Audit Committee met eight times.
	207-2 Tax governance, control, and risk management	See 207-1 and 205-3 above for the description of our tax governance, control and assurance framework, and our mechanism for reporting compliance concerns.
	207-3 Stakeholder engagement and management of concerns related to tax	Vontier Tax Strategy
	207-4 Country-by-country reporting	Taxes are discussed throughout the 2021 Form 10-K , particularly on pages 33-34, 44, 60, and 79-83. We seek to report more localized tax data in the future.

GRI Standard	Disclosure	Location
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy use & emissions data table 2022 CDP Climate Change Response , section C8.2a
	302-2 Energy consumption outside of the organization	Energy consumption outside of the organization has been quantified based on spend data (refer to 305-3 below), but is not available in energy-specific metrics (i.e., MWh).
	302-3 Energy intensity	0.000054 MWh per revenue sales (MWh/\$USD) Energy intensity calculation is based on total energy consumption (from renewables and non-renewables) and annual revenue.
	302-4 Reduction of energy consumption	Energy use & emissions data table 2022 CDP Climate Change Response , section 4.1a
	302-5 Reductions in energy requirements of products and services	Products that protect the planet
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy use & emissions data table Climate action 2022 CDP Climate Change Response , section C5.2, C6.1, C7.1-7.3a
	305-2 Energy indirect (Scope 2) GHG emissions	Energy use & emissions data table Climate action 2022 CDP Climate Change Response , section C5.2, C6.2-6.3, C7.5-7.6a
	305-3 Other indirect (Scope 3) GHG emissions	Energy use & emissions data table 2022 CDP Climate Change Response , section C5.2, C6.5
	305-4 GHG emissions intensity	2022 CDP Climate Change Response , section C6.10
	305-5 Reduction of GHG emissions	Energy use & emissions data table Climate action 2022 CDP Climate Change Response , section 4.1a
	305-6 Emissions of ozone-depleting substances (ODS)	2022 CDP Climate Change Response , section C7.1a
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Vontier does not have operations that produce significant amounts of these emissions.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	We anticipate gathering this data for future reporting.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee benefits data table Employee well-being
	401-3 Parental leave	Employee benefits data table Employee well-being

GRI Standard	Disclosure	Location
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	We comply with applicable laws and collective bargaining agreements regarding minimum notice periods.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Our health and safety management practices are described in Health, safety & security and pages 25-26 of our 2022 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 Vontier and facility-level health and safety policies and procedures such as the EHS Policy and The Vontier Code .
	403-2 Hazard identification, risk assessment, and incident investigation	<p>Our EHS Policy requires periodic, formal evaluation of our compliance and page 16 of The Vontier Code encourages employees to report potentially hazardous conditions or unsafe practices. Health, safety & security, details our “stop work authority” practice. All employees and business partners are empowered to report concerns through physical concern boxes or the Speak Up! reporting system.</p> <p>Risk assessments are conducted at least annually to identify and prioritize risks. All sites are audited every two to three years by insurance companies depending on risk, set-up and complexity, and size. Facilities and EHS leadership routinely conduct inspections to identify work-related hazards and risks.</p> <p>Work-related incidents are recorded and investigated, and corrective actions are taken. Findings and improvement opportunities from inspections, audits, and incident investigations are recorded and used to continually improve safety processes, practices, and management systems.</p>
	403-3 Occupational health services	<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 negative treatment of an employee constitutes a violation of The Vontier Code.</p> <p>Additional employee benefits and health services are detailed in Employee well-being and the Employee benefits data table.</p>
	403-4 Worker participation, consultation, and communication on occupational health and safety	<p>Vontier’s EHS Leadership Council consists of EHS leaders from across Vontier and our operating companies and meets regularly to develop, implement, and evaluate the occupational health and safety management systems for Vontier. The EHS Leadership Council works closely with each operating company 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 manufacturing facility. Committees typically consist of both employee and management representation to ensure all activities and recommendations are adequately 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>Operating companies 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 delivered in various formats (e.g., in-person, virtual, or independent study) depending on the operating company 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	Employees are provided with benefits such as medical, dental, vision, life, disability, retirement, and parental leave as applicable as described in Employee well-being and the Employee benefits data table .
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Vontier holds quarterly business review meetings in which key business partners and customers can voice concerns, including those related to health and safety. Additionally, communities can submit concerns through the publicly available Speak Up! reporting system . All concerns are investigated.
	403-8 Workers covered by an occupational health and safety management system	All employees and contractors who work on site or whose work is controlled by the organization are subject to their operating company's health and safety policies and procedures. Vontier has facilities that have obtained management system certifications such as ISO 45001 as detailed in Health, safety & security .
	403-9 Work-related injuries	There were no work-related fatalities in 2021. Work-related injury and illness data, including TRIR and DART metrics are included in Health, safety & security .
	403-10 Work-related ill health	There were no work-related fatalities in 2021. Work-related injury and illness data, including TRIR and DART metrics are included in Health, safety & security . Information on COVID-19 response is included on page 26 of our 2022 Proxy Statement .
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Vontier has one central Learning Management System (LMS) that delivers and tracks a wide variety of training and development courses. Training is also delivered to our global employees via the VBS and supplemental learning opportunities conducted by our operating companies. For 2021, our data is limited to our LMS. Within our LMS, 5,098 employees completed an average of 6 hours of training in 2021.
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent management
	404-3 Percentage of employees receiving regular performance and career development reviews	100% of our global employees are eligible to participate in our performance review processes. We seek to report additional data in the future.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Workforce & employee diversity data table Good governance
	405-2 Ratio of basic salary and remuneration of women to men	We anticipate gathering this data for future reporting.

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.
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 is addressed in our Supplier Code of Conduct and Human Rights Policy .
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Wherever we operate, we comply with all applicable laws, rules, and regulations. Child labor is addressed in our Supplier Code of Conduct and Human Rights Policy .
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Wherever we operate, we comply with all applicable laws, rules, and regulations. Forced or compulsory labor is addressed in our Supplier Code of Conduct and Human Rights Policy .
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	All eligible employees are required to complete annual training on The Vontier Code , which includes content on human rights on pages 48-49.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Better Society
	413-2 Operations with significant actual and potential negative impacts on local communities	Environmental and social impact studies are conducted for major new facilities as part of regulatory approval processes.
GRI 415: Public Policy 2016	415-1 Political contributions	Vontier did not make any political contributions in 2021.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	We anticipate gathering this data for future reporting.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Wherever we operate, we comply with applicable laws, rules, and regulations. We expect to report on the health and safety compliance of our products and services in the future.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	We currently do not disclose this information. However, general information on Vontier’s data privacy and cybersecurity practices can be found in Protecting our data & technology and on pages 27-30 of The Vontier Code .

Additional information about this report

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



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