

The Veralto logo is rendered in a white, serif font with a trademark symbol (TM) at the end. It is positioned in the upper left corner of the page. The background of the entire page is a vibrant, abstract pattern of swirling colors in shades of purple, blue, and teal, with a central circular motif that resembles a stylized flower or a sunburst.

2023

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Letter from our CEO

I am pleased to introduce you to Veralto and present you with our inaugural sustainability report.

Veralto's Unifying Purpose is **Safeguarding the World's Most Vital Resources™**. We are committed to the advancement of public health and safety and believe we are positioned to support our customers as they address large global challenges including environmental resource sustainability, water scarcity, management of severe weather events, food and pharmaceutical security, and the impact of an aging workforce. For decades, we have used our scientific expertise and innovative technologies to address complex challenges our customers face across regulated industries – including municipal utilities, food and beverage, pharmaceutical and industrials – where the consequence of failure is high.

We are committed to delivering on our Unifying Purpose through four Veralto Values:

- We serve humanity with purpose and integrity.
- We unlock ingenuity for customer success.
- We deliver results as a team.
- We continually improve for enduring impact.

These values inform how we bring our sustainability strategy to life through our products, our impact on the planet, and our people.

At Veralto, we are fortunate to inherit a robust culture and operating discipline from Danaher, which enable us to make meaningful commitments and 'walk the talk' that our stakeholders expect from us, and that the world needs from us, when it comes to sustainability. While many companies share a similar commitment, what sets Veralto apart is our ability to deploy the Veralto Enterprise System to turn our commitment into action. You can read more about VES in the section [Veralto at a Glance > How We Work](#).

As we move forward as an independent company, Veralto and our operating companies intend to build upon the sustainability journey we began as part of Danaher.

Safeguarding the World's Most Vital Resources™. At Veralto, that's our Unifying Purpose and a strategic priority for our organization. Sustainability, then, is core to our Unifying Purpose.

Products

Our diverse group of leading operating companies provide essential technology solutions that monitor, enhance, and protect key resources around the globe.

When seeking ways to leverage our expertise for enduring impact, we are committed to evaluating the handprint of our products and the footprint of our operations on generations of stakeholders. Our sustainability imperative drives innovation across what we do and how we do it.

- Underpinning our commitment to long-term value creation, we invest over \$200 million annually in research & development, enhancing product offerings that help our customers achieve their sustainability goals. For examples, see the Products section.
- We drive innovation, design and commercialization, and reliability of our product offerings using our Veralto Enterprise System™ (VES) tools. See how we have updated our VES tools in 2023 to specifically prompt consideration of customer sustainability needs at key junctures in our processes in the section [Products > VES Tools for Products](#).

Planet

We are committed to doing the work to establish our own environmental targets, after we become an independent company, to guide Veralto and our operating companies forward.

- Building upon the work done when we operated as the Environmental & Applied Solutions (EAS) segment of Danaher, we intend to articulate quantitative greenhouse gas (GHG) emission reduction goals as a standalone company.
- We plan to leverage our established VES tools to address energy consumption, waste generation and water stewardship.
- We intend to explore additional environmental targets, informed by our prioritization assessment.

People

We are committed to continuous improvement in the Diversity, Equity, and Inclusion (DE+I) journey that we began under Danaher. We are also committed to being a good neighbor to the communities we serve and in which we do business.

- As Veralto, we reaffirm our commitment to pay equity in our companies. We have achieved a few important milestones since 2020. You can read about these milestones in the [People > Diversity, Equity, and Inclusion](#) section of this report.
- We are evaluating our opportunities to be a good neighbor and make positive enduring community impact in several areas through our grant-making and industry-leading alliances. Read more about the positive impacts we seek to make through local engagement in our communities in [People > Human Rights](#).

We believe that taking care of people and the planet through our products and our practices is the right thing to do. We are deeply aware of our responsibility to our stakeholders and the opportunities before us to make a global difference – through our innovative products, our impact on the planet, and our people – as reflected in our Unifying Purpose, **Safeguarding the World's Most Vital Resources™**. We have a track record of strong financial performance, corporate governance, and operating discipline and are committed to investing and acting responsibly according to our values. We endeavor to renew our social license to operate in perpetuity by ensuring we are economically, environmentally, and socially responsible.



Jennifer L Honeycutt
President and Chief Executive Officer
Veralto



Our name, Veralto, is formed from the Latin roots for truth (veri) and height (alto). Taken together, they mean “higher truth,” which so perfectly captures the vision and purpose of our company and our commitment to sustainability.



Veralto at a Glance

This section provides a brief introduction to Veralto – our history, how we work, and our companies.

Get to Know Veralto

Our History

Veralto was established over the past 25 years through strategic acquisitions in attractive and highly regulated markets. It is comprised of Danaher's Environmental & Applied Solutions segment, consisting of Danaher's Water Quality and Product Quality and Innovation (previously referred to as Product Identification) companies. Veralto expects to separate from Danaher in the fourth quarter of 2023 and trade on the New York Stock Exchange (NYSE) as VLTO.

2022 Highlights

We use our scientific expertise and innovative technologies to address complex challenges our customers face across regulated industries – including municipal utilities, food and beverage, pharmaceutical and industrials – where the consequence of failure is high.


~16,000
Associates


13
Operating
Companies


45+
Countries Where
We Operate

\$4.9 B Veralto 2022 Revenue

46% North America¹ 29% high-growth markets²

22% Western Europe 3% other developed markets³

Water
Quality
\$2.9 B

Product Quality
and Innovation
\$2.0 B

1. North America includes U.S. and Canada.

2. High-growth markets includes China, Latin America, Middle East and Africa, India, South Korea, and Eastern Europe

3. Other developed markets include Japan, Australia, and New Zealand

Our Companies

Veralto has outstanding brands and market-leading positions in a broad range of instruments, consumables, software and services, through our two segments: Water Quality and Product Quality and Innovation.

Water Quality

Our Water Quality companies help our customers address some of their most pressing and complex challenges, such as water scarcity, water safety, severe weather events and management of precious natural resources. Our companies have been at the forefront of delivering breakthrough innovations to our customers.

Our Water Quality segment provides one of the most comprehensive portfolios of water analytics and differentiated water treatment solutions that enable the reliable delivery of safe drinking water by public and private utilities - from source water to the consumer and back into the water cycle. In addition, we help improve the efficiency of processes and production operations of our customers and help ensure that their wastewater discharge meets regulatory standards and corporate targets.



Under our Hach, ChemTreat, Trojan Technologies and other globally recognized Water Quality brands, we provide proprietary precision instrumentation and advanced water treatment technologies that our customers rely on to measure, analyze and treat the world's water in residential, commercial, municipal, industrial, research and natural

resource applications. In addition to instrumentation, our suite of water solutions includes elements used on a recurring basis such as chemical reagents, services and digital solutions. Together, these offerings help promote the quality and reliability of water treatment and help optimize our customers' operations, decision making and regulatory compliance activities.

Product Quality and Innovation

Our Product Quality and Innovation segment provides a broad set of solutions for brand owners and consumer packaged goods companies that enable speed to market as well as traceability and quality control of their products. Our solutions play a central role in helping our customers ensure the quality and safety of their products and build trust with consumers.



Under our Videojet, Esko, Linx, X-Rite, Pantone and other globally recognized Product Quality and Innovation brands, we provide marking and coding, packaging and color instrumentation, and related consumables. Our customers across consumer, pharmaceutical, and industrial sectors utilize our offerings to bring products to market, mark packaging in compliance with industry and regulatory standards, and convey the safety of products to customers. Our solutions also enable the effective execution of product recalls, thereby helping to mitigate public health risks.

How We Work

Our Unifying Purpose

Safeguarding the World's Most Vital Resources™.

That's our Unifying Purpose. Our scientific expertise and innovative technologies address complex challenges our customers face across regulated industries – including municipal utilities, food and beverage, pharmaceutical and industrials – where the consequence of failure is high. Through our core offerings in water analytics, water treatment, marking and coding, and packaging and color, customers look to our solutions to help ensure the safety, quality, efficiency, and reliability of their products, processes, and people globally.

The Veralto Enterprise System

Veralto will license from Danaher the Danaher Business System (DBS) tools and processes as they exist at separation. Following separation, Veralto will use and evolve those tools and processes as the Veralto Enterprise System (“VES”).

The Veralto Enterprise System (and its predecessor, the Danaher Business System) is a business management system that applies our culture of continuous improvement to our processes and tools to create enduring impact. The VES processes and tools are organized around the domains of *Operational*

Excellence, Growth, and Leadership, and are rooted in foundational tools known as the *VES Fundamentals*, which are relevant to every associate and business function. The *VES Fundamentals* are focused on core competencies such as using visual representations of processes to identify inefficiencies, creating standard work, defining and solving problems in a structured way, and continuously improving processes to drive long term impact.

Our use of VES tools to continuously refine our processes also contributes to our effectiveness in supporting our customers as they seek to optimize their own operations and achieve their environmental, social, and corporate governance (ESG) objectives. We believe that our ability to use VES tools to improve across these dimensions will increase customer satisfaction and help us maintain and grow our competitive advantage.

Members of Veralto's management team have served as Danaher leaders and have been integral to the evolution of the Veralto Enterprise System.

For example, Veralto's President and Chief Executive Officer has practiced and championed DBS in multiple operating companies across multiple geographies and industries since 1999 and has contributed meaningfully to the evolution of DBS over that period. Veralto's Senior Vice President, Water Quality previously led the

Danaher Business System Office, which bears central responsibility for stewardship of the DBS processes and tools along with the development of DBS practitioners across Danaher's businesses. Many of the other Danaher associates who will become Veralto senior leaders have years of experience practicing DBS and deploying it in their businesses and functions. The Veralto team will continue to use the VES tools to improve commercial execution, product innovation, operational excellence, and talent acquisition and management.



Veralto
ENTERPRISE SYSTEM



Sustainability at Veralto

We believe it is imperative to integrate sustainability into all aspects of our business so that we may continue to serve future generations.

Our Sustainability Strategy and How We Prioritize

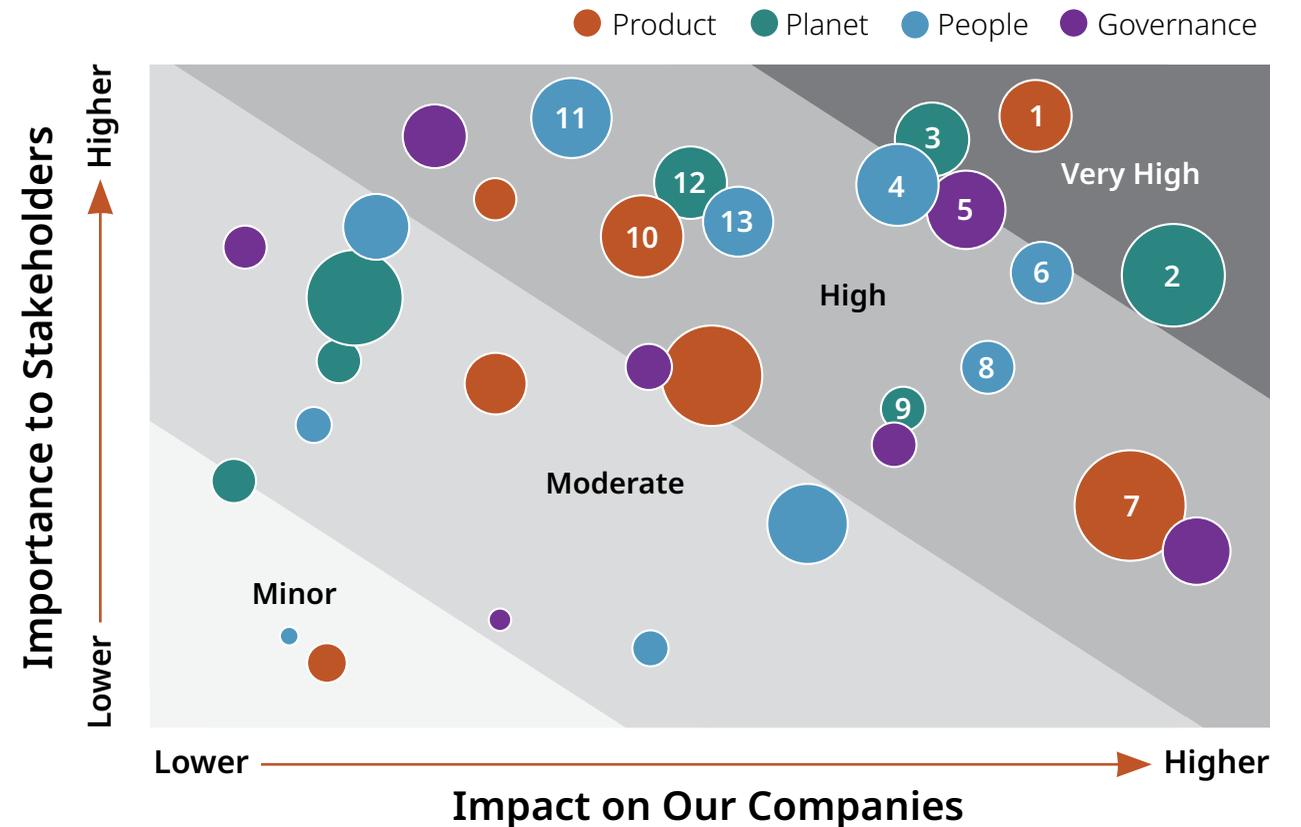
The nature of what we do and the customers we serve give Veralto and our operating companies a close-up view of the challenges facing the world's population. Our operating companies use this knowledge to develop products and solutions for governments, non-governmental organizations (NGOs), companies and communities to help assess, track, and develop science-based policy and responses to environmental threats. We also identify opportunities to contribute our distinctive capabilities to create long term value for our customers and our companies to help society move what's good forward, faster.

We believe it is imperative to integrate sustainability into all aspects of our business so that we may continue to serve future generations.

In preparation for our inaugural sustainability report, we applied the Veralto Enterprise System's Voice of the Customer methodology to get current insight regarding what our stakeholders expect from us today and what they will expect from us in the near future. Based on our findings from conversations with investors, interviews and surveys with associates, and discussions with sustainability leaders from our customers, we organized our sustainability strategy around the three pillars of Products, Planet, and People.

Across Veralto, our segments, and our operating companies, we will prioritize our sustainability initiatives according to the importance of an opportunity or issue to our stakeholders and its impact on our companies, including feasibility of appropriate actions or countermeasures. We will then assign ownership and accountability for these actions to the leaders who can drive outcomes across the organization. We will iteratively prioritize initiatives using insights we glean from engaging with our stakeholders.

Figure: How We Prioritize (illustrative)



We will prioritize our sustainability initiatives according to the importance of an opportunity or issue to our stakeholders and its impact on our companies, including feasibility of appropriate actions or countermeasures.

Our Sustainability Commitments, Governance, and More

Our Public Commitments

Veralto supports the Ten Principles of the UN Global Compact. We are committed to aligning our strategy, culture and operations with the initiative's principles in the areas of human rights, labor, environment and anti-corruption. Veralto intends to sign the UN Global Compact shortly after our separation from Danaher.

Our Governance Structure and Mechanisms

We are designing our organization and building key elements of our governance structure so that we are well prepared to move forward as a standalone company on our sustainability journey.

Veralto has selected and is in the process of establishing its Board of Directors, committees, and committee charters. It is our intention that, once established, the Board will oversee Veralto's sustainability strategy, targets, and metrics. We anticipate that our Board will review our sustainability program at least annually.

At the corporate level, Veralto's Senior Vice President of Strategy & Sustainability, who reports directly to our President and CEO, will oversee our sustainability program and the Veralto Sustainability Council, and will be responsible for reviewing and approving Veralto's sustainability reports.

We anticipate that Veralto's Sustainability Council will develop and drive our roadmap of sustainability initiatives. This council and its working groups will include representation from our Water Quality and Product Quality and Innovation segments, as well as the corporate human resources (HR); environment, health, and safety (EHS); diversity, equity, and inclusion (DE+I), Veralto Enterprise System (VES), procurement, investor relations, finance, IT and legal functions.

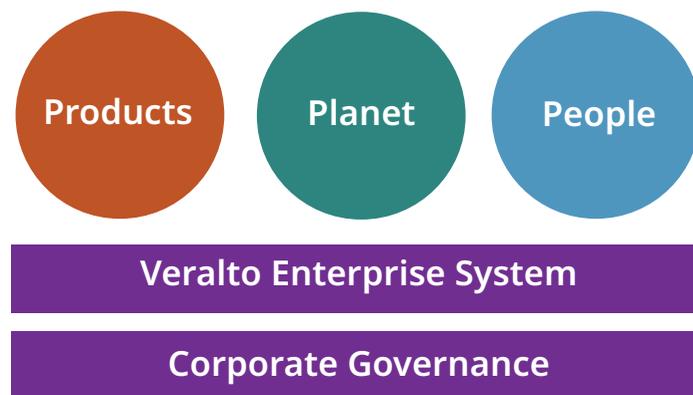


How We Drive Sustainability at Veralto

Sustainability matters to Veralto. We take seriously the scale and scope of the sustainability challenges facing humanity. We are doing the work to embed sustainability into our business strategy, operations, and supply chain, and we will seek to ensure that every operating company and business function is engaged and taking action. We are working to integrate sustainability into our Veralto Enterprise System (VES), Enterprise Risk Management (ERM), and Business Continuity Planning (BCP) processes.

The broad mandate to bring Veralto's sustainability strategy to life through our products, our impact on the planet, and our people rests with our board of directors, CEO, Senior Vice President of Strategy & Sustainability, Veralto Executive Team, Sustainability Council, VES leaders, and operating company presidents.

Figure: How We Drive Sustainability at Veralto



We bring Veralto's sustainability strategy to life through our products, our impact on the planet, and our people.

Our research & development, commercial, and product development teams share responsibility to ensure we develop sustainable products that are good for the planet and for people. These teams use our robust *VES Fundamentals* and *Growth Tools* to help carry out their sustainability objectives.

Our environment, health & safety (EHS), operations, supply chain, procurement, and trade compliance teams share responsibility to help ensure we are reducing the impact and improving the sustainability of our own operations and our supply chain. These teams collaborate and coordinate efforts through *VES Operational Excellence Tools* to help carry out their sustainability objectives.

Our human resources, labor relations, EHS, compliance, and investor relations teams share responsibility for ensuring that what we do is good for people – for our associates, our investors, our customers, our partners, and the communities we serve and in which we operate. These teams are aligned in applying *VES Leadership Tools* to help carry out their sustainability and diversity, equity, and inclusion objectives.

In the spirit of transparency and integrity, we make important sustainability-related policies and statements publicly available on our public web site and through our annual sustainability report so that our key stakeholders – including customers, suppliers, associates, investors, and the communities we serve – understand our expectations of how we do business in a sustainable and ethical way. We have provided a list/table and links to these sustainability-related policies and statements in the [Quick Links](#) and [Data Summary](#) sections at the end of this report.

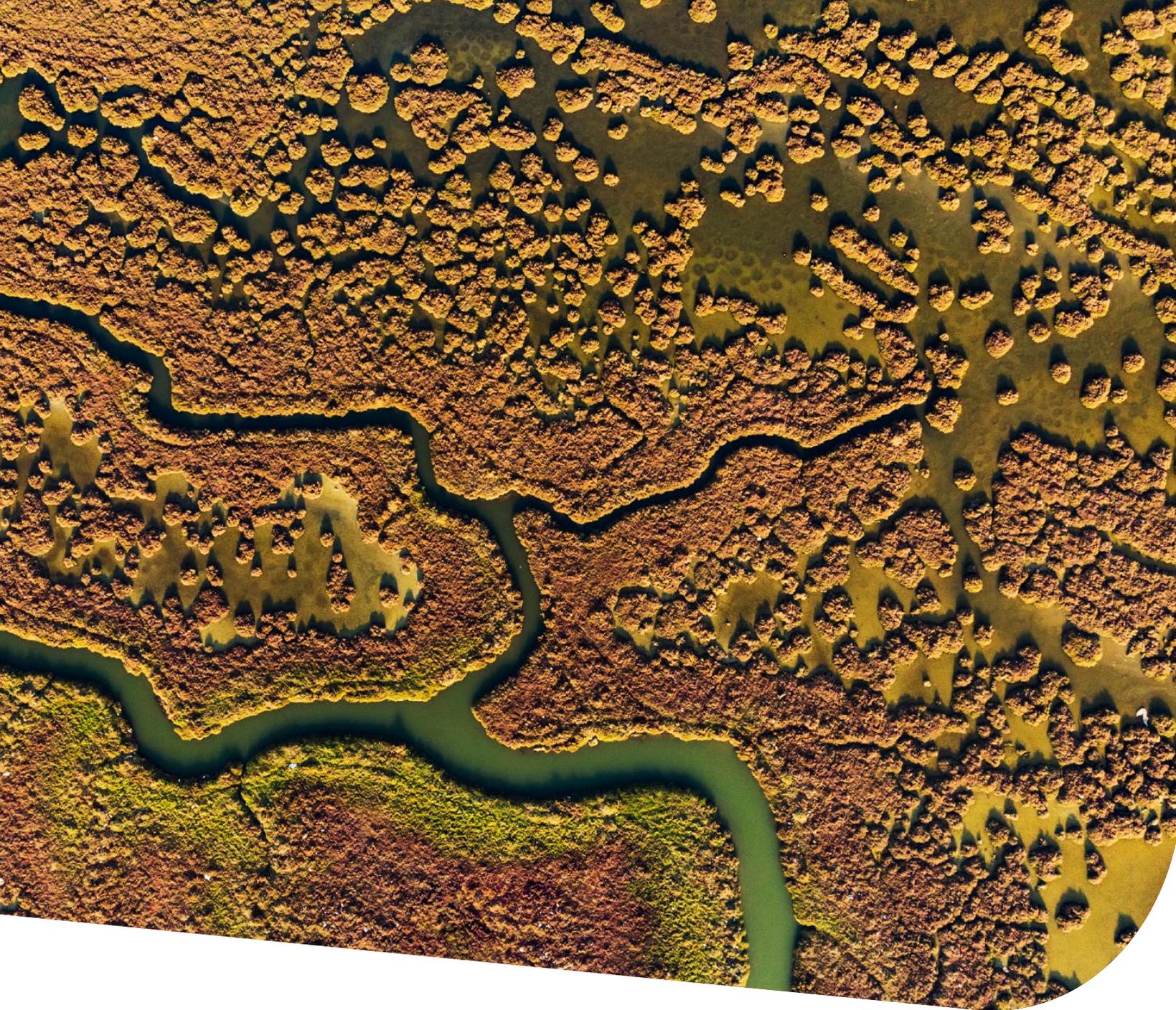
Our Approach to Disclosure

Veralto is committed to transparency, accountability, and continuous improvement. These principles underpin who we are and how we act as an organization. We believe that by sharing future goals and performance against any such goals publicly, it will motivate our leaders and our associates to use our ingenuity to solve complex

challenges and work in pursuit of a better today, for tomorrow. By sharing future sustainability commitments and goals publicly, we expect to inspire and facilitate engagement and collaboration in areas of mutual interest with our suppliers, customers, communities, and other stakeholders.



In pursuit of a better today, for tomorrow.



Products

Veralto operating companies provide essential technology solutions that monitor, enhance, and protect key resources around the globe. We operate through two segments, Water Quality and Product Quality and Innovation. Through our Water Quality companies, we improve the quality and reliability of water. Through our Product Quality and Innovation companies, we promote consumer trust in products and help enable product innovation.

Water Quality

Our Water Quality segment operating companies offer products and services that enable municipalities to deliver clean water while helping industrial customers to be good stewards of water in their processes.

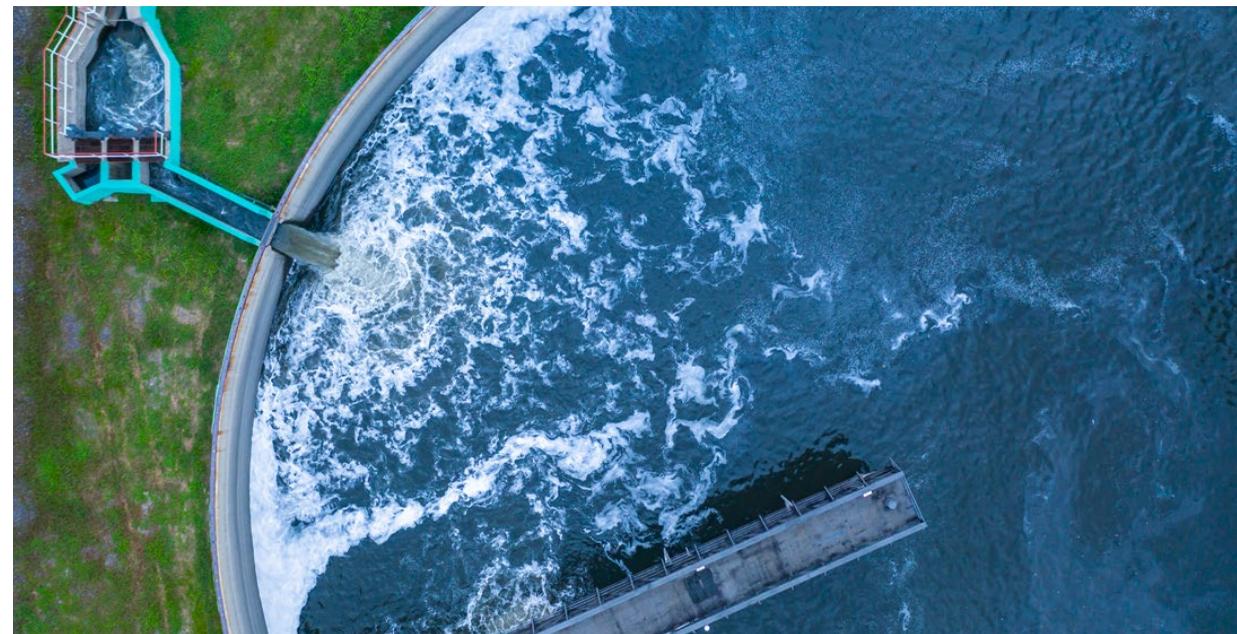
Helping to ensure safe water for more than 3.4 billion people every day - approximately 40% of the global population.

A Better Today

Our key Water Quality brands provide solutions that our customers rely upon to manage critical operations involving water.

Under our Hach, ChemTreat, Trojan Technologies and other globally recognized Water Quality brands, we provide proprietary precision instrumentation and advanced water treatment technologies that our customers rely on to measure, analyze and treat the world's water in residential, commercial, municipal, industrial, research and natural resource applications. In addition to instrumentation, our suite of water solutions includes elements used on a recurring basis such as chemical reagents, services and digital solutions. Together, these offerings help promote the quality and reliability of water and optimize our customers' operations, decision making, and regulatory compliance activities.

- Hach, the best known of our global brands in the Water Quality segment, recognized for simple and reliable tests, offers analytical measurement instruments, digital solutions and related consumables that test water quality; it serves over 125,000 customers, including small community water utilities, large public and private water utilities and industrial customers and helps to ensure safe water for more than 3.4 billion people every day - approximately 40% of the global population.
- ChemTreat associates work alongside industrial customers to understand their water challenges and tailor chemical treatment plans and dosing protocols to help optimize customers' water usage and maximize reuse; our solutions helped customers save over 80 billion gallons of water in 2022.
- Trojan Technologies offers UV and membrane filtration systems for water disinfection and contaminant removal; our systems treat and support the recycling of 12 trillion gallons of water annually and in turn help to improve access to clean water for more than 250 million people every day.





Aquatic Informatics and OTT HydroMet water monitoring and analytics technologies enable multinational collaboration around Mekong River watershed health

Water is a universal concern, but the challenges are localized. Each watershed is an incredibly complex system, with site-specific and basin-specific factors such as the volume and distribution of precipitation, temperatures, agricultural practices, land use, and the interplay of stakeholders relying on the shared water source. Effectively addressing local water issues requires collaboration across groups of stakeholders. Tens of millions of lives revolve around the Mekong River, which runs through six countries in Asia. The Mekong River Commission Secretariat (MRCS) is an intergovernmental organization that is tasked with providing the basin's four member countries – Cambodia, Laos, Thailand, and Vietnam – with information to sustainably manage and share this critical water resource.

OTT HydroMet provides three types of hydrometeorological sensors deployed at 49 network stations along the 4,900 kilometer-long Mekong River. The MRCS captures near real-time data on water level and rainfall from these sensors, along with other critical environmental data needed to monitor river health, flooding, droughts and the impact of people on the river delta. The data is captured in Aquatic Informatics' Aquarius platform which enables data quality control, rapid analysis and visualization. Together, these tools facilitate intergovernmental collaboration and decision-making to help protect and improve the lives of vulnerable populations through flash flood warnings, infrastructure investments, sustainable development planning, and more robust understanding of climate change and its impact on watershed health and regional food security.



ChemTreat enables brewery customer to achieve its 2025 water sustainability goals ahead of schedule

Responsible water management, including conservation and promoting quality, protection, and resilience of local water sources, is a strategic sustainability objective for many companies with water-intensive production facilities. ChemTreat offers a broad line of sustainability solutions that span water reuse, water treatment, performance validation, and advanced monitoring and control equipment.

ChemTreat worked in close partnership with a large, North American brewer in its water sustainability journey. Through its

sustainability programs, ChemTreat identified multiple water reduction opportunities and implemented projects that increased water efficiency and improved the operational performance of the brewer's capital assets. ChemTreat has been an integral part of this customer's sustainability journey, helping the customer save more than 15 million gallons of water in 2021 and more than 500 million gallons of water over the past nine years. As a result, this North American brewer achieved its 2025 sustainability goal of 22% water reduction across its 10 breweries ahead of schedule.

For Tomorrow

Our Water Quality companies are engaged in research and development activities to help our customers manage some of their greatest challenges, such as water scarcity, water safety, severe weather events, and management of precious natural resources.

Our Water Quality associates apply their expertise and ingenuity to address key factors that influence the customers and communities we serve:

- Increasing global demand for safe and affordable water
- Increasing government funding to support water and wastewater infrastructure
- Increasing threats to water access from growing scarcity of water and frequency of severe weather events
- The need to upgrade and optimize wastewater treatment facilities to cope with rising costs, energy demands and increasing capacity challenges
- Increasing regulatory standards and reporting requirements for drinking water supply and wastewater discharge
- Growing need to detect and destroy emerging water contaminants that are increasingly impacting public health
- Heightened focus on achieving environmental targets and the sustainable use of resources by the public and private sectors
- Growing demand for environmental resource conservation and renewable energy



Sea-Bird Scientific instruments provide intelligence about ocean biodiversity and marine hazards

The NASA PACE (Plankton, Aerosol, Cloud, Ocean Ecosystem) Mission gathers information that scientists rely on to develop a better understanding of the diversity of life within the ocean and of how our oceans and atmosphere exchange carbon dioxide.

Phytoplankton are one of the building block species for various organisms within the ocean food chain. Previously, NASA satellites could only provide information regarding the quantity of phytoplankton, but not the fraction of contribution of phytoplankton groups or types. PACE is expected to advance our understanding so we can identify and

quantify specific phytoplankton groups, especially groups considered to be harmful algal blooms (HABs). Sea-Bird Scientific instruments will help identify the variety of species of phytoplankton that are present, deepening understanding of ocean biodiversity and enabling scientists to better predict HABs and other marine hazards. Sea-Bird Scientific's instruments will also help scientists gain a better understanding of how aerosols influence ocean biogeochemical cycles and ecosystems and how those processes feed back into the atmosphere. The data generated from this program help drive policy and decision making.

Trojan Technologies' UV system used to support replenishment of potable water supplies

Certain sources of drinking water are particularly sensitive to the effects of climate change. Surface water is vulnerable to increased evaporation during hotter months. To secure a future supply of drinking water, utilities and providers in various regions of the world need advanced treatment systems to work toward high-quality potable water reuse.

The public drinking water utility Vendée Eau in La Roche-sur-Yon, France aims to advance the practice of water reuse in France through a program that leverages Trojan Technologies' UV system for inactivating microorganisms in treated wastewater. Water will be discharged back into the environment to supplement the region's drinking water supplies. Construction of the treatment unit is expected to be complete by the end of 2023.



Product Quality and Innovation

Our Product Quality and Innovation segment operating companies allow brands to drive consumer transparency, reduce packaging waste, and accelerate time-to-market for new packaging innovations.

A Better Today

Our Product Quality and Innovation segment provides a broad set of solutions for brand owners and consumer packaged goods companies that enable speed to market as well as traceability and quality control of their products. Our solutions play a central role in helping our customers ensure the quality and safety of their products and build trust with consumers.

Under our Videojet, Esko, Linx, X-Rite, Pantone, and other globally recognized Product Quality and Innovation brands, we provide marking and coding, and packaging and color instrumentation and related consumables. Our customers across consumer, pharmaceutical and industrial sectors utilize our offerings to bring products to market, mark packaging to comply with industry and regulatory standards and convey the safety of products to customers. Our solutions also enable the effective execution of product recalls, thereby helping to mitigate public health risks.

10 billion codes every day, helping our customers authenticate and ensure safe consumption of food, beverages, and medicines.



Our software solutions are designed to address higher-value, design-oriented portions of the packaging management value chain, such as digital asset management (DAM), marketing resource management (MRM) and product information management (PIM), that help our customers maximize efficiency of operations. We estimate that 80% of the top global consumer packaged goods (CPG) and pharmaceutical brands use Product Quality and Innovation's solutions, enabling confidence and trust in the brands and products consumers use daily.

Our Product Quality and Innovation brands provide brand owners and consumer packaged goods companies with essential solutions that improve their ability to develop, maintain and ensure authenticity of their brands. Veralto Product Quality and Innovation products help food and beverage producers provide product expiry dates, lot control data, nutritional facts and dietary guidance, quantity data, ingredients and allergen lists, and instructions for safe handling and preparation. By supporting the accuracy and availability of this information, Veralto operating companies help reduce food waste and recalls, and help food producers comply with global regulatory and market-access requirements. In addition, our product packaging design solutions help producers bring food to market safely, reducing packaging waste and transportation costs.

- Videojet, our largest operating company within Product Quality and Innovation, and Linx offer technologies that mark and code packaged goods and related consumables. Videojet is a leading provider of inline printing solutions for products and packaging with marking and coding systems used by many of the top global consumer brands. Our solutions are used to print more than 10 billion codes around the world daily, helping ensure transparency, safety, authenticity, tracking and traceability.
- Esko facilitates the creation of new packaging designs through design software and imaging systems. Esko's offerings are used by over 25,000 established and emerging brands and their suppliers in over 140 countries.

- X-Rite serves over 13,000 brands across 140 countries by providing color management solutions that measure the quality and consistency of color and appearance on printed packages and consumer and industrial products.
- Pantone is the preeminent color standard in the design industry leveraged by more than 10 million designers, marketers, and others in the creative community, not only to ensure color standardization but also to understand the impact of color on consumers.





Reducing Waste and Emissions Through Packaging and Pallet Optimization

Esko's Cape Pack package design and pallet optimization software helps customers maximize the number of boxes per pallet and truckload, reducing storage and transportation needs and ultimately reducing their environmental impact. In one application, Cape Pack facilitated changes to truck pallet height that increased the number of products per truck. This eliminated the need

for 18,100 trucks on the road, 10,000 gallons of gasoline and 909,000 trucking miles—equivalent to two round trips to the moon—and saved 3.4 million pounds of CO₂. In another application, Cape Pack facilitated the replacement of shipping cases with trays that held 30% more product per pallet, reducing the customer's paper consumption by over 23 tons.

For Tomorrow

Our Product Quality and Innovation companies are engaged in research and development activities to help our customers balance their sustainability, branding, safety, compliance, and traceability objectives as they adapt to market demands, evolving regulations, and resource constraints.

Our Product Quality and Innovation associates are engaged in developing differentiated solutions to address the critical needs of our customers and their consumers globally in areas such as:

- Increasing regulation and consumer pressure on brands to help ensure product safety and transparency
- Growing regulatory pressure and customer priorities to minimize the environmental impact of packaging
- Labor shortages and the need for greater speed to market driving adoption of digitization, automation, and connected devices
- Changes in brand strategies and the proliferation of smaller brands, leading to faster packaging cycles and more frequent press runs
- Growing need to centralize and control product code management to improve efficiency and product security

VES Tools for Products

Product Innovation

A Veralto Enterprise System Office Vice President has dedicated responsibility for enabling innovation across our operating companies using the following VES management programs and tools:

- A strategic framework for innovation and a process to identify and quantify how innovation will support Veralto's strategic and financial goals
- An innovation model for categorizing innovation types and identifying the market dynamics, leadership style and Intellectual Property (IP) attributes that best fit each type, and used by our operating companies to identify high-value innovation in the context of their businesses and served markets
- Tools that prioritize the identification of high-value customer problems and support the development of products, services and technologies to solve them
- A continuous improvement methodology to assess how effectively each innovation component is applied and measure the overall impact on growth

Veralto's IP strategy and management program, which we refer to as our *IP Vision*, is a critical enabler of our innovation. Our *IP Vision* focuses on people, process, and culture and includes the following key elements:

- A common IP language and framework, strategy and business maturity model across Veralto
- A methodology for ensuring that a company's IP organization aligns with its strategic objectives
- An educational program designed to drive IP fluency within relevant functions across Veralto

- A single technology platform that stores and categorizes IP assets across Veralto
- A unique metric that combines IP, market and financial characteristics to measure the quality of a company's competitive positioning, and identify risks and opportunities



Product Design and Commercialization

In 2023, we updated the VES tools that govern how we develop commercial strategy, discern customer insights, and launch products which consider customer sustainability needs. Focused on our sales, R&D, product planning, marketing and service teams, key elements of the updates include the following:

- **Commercial strategy.** We've updated our tools that drive innovation strategy to identify the capabilities and analytical framework required to achieve valuable product differentiation based on sustainability.
- **Customer insights.** Our customer insight tool updates prompt analysis of customer frustrations to identify sustainability-related needs.
- **Product definition and testing.** We've updated our product definition and testing tools to prompt consideration of product attributes that will address customer sustainability priorities.
- **Product design and launch.** Our product design and launch tool updates help ensure that sustainability is embedded in the entire product realization value stream, from concept to delivery. This includes consideration of sustainability matters across the entire life cycle of the product, from manufacturing, packaging and distribution to use. It also includes consideration of how to define the sustainability value proposition and how it will be communicated to customers.

Veralto Reliability System

We deploy a common framework and suite of processes across Veralto's operating companies to drive product quality and reliability, known as the *Veralto Reliability System (VRS)*, a core tool in the VES toolbox. The VRS spans the product lifecycle and consists of six pillars:

- Leadership focus on reliability
- Design for reliability
- Supplier quality management
- Manufacturing process control
- Customer service and support
- Customer defect tracking and resolution

The design for reliability pillar addresses regulatory compliance as well as compliance with internationally recognized third-party standards recommended by organizations such as the International Electrotechnical Commission, the International Organization for Standardization and the Canadian Standards Association. The customer defect tracking and resolution pillar leverages VRS with the goal of helping ensure that identified defects are quickly and successfully addressed.





Planet

Our planet is facing unprecedented environmental challenges, and we know that public health and safety is inextricably linked to the health of our planet. Our commitment to protecting the environment and precious natural resources for future generations is core to our overall sustainability strategy. We strive to act on our commitment to protect the environment through our efforts to reduce energy, emissions, and waste and drive water stewardship in our operations and for our customers.

Greenhouse Gas Emissions and Climate Change

At Veralto, we actively work to reduce energy consumption and greenhouse gas emissions attributable to our operations, products, and services.

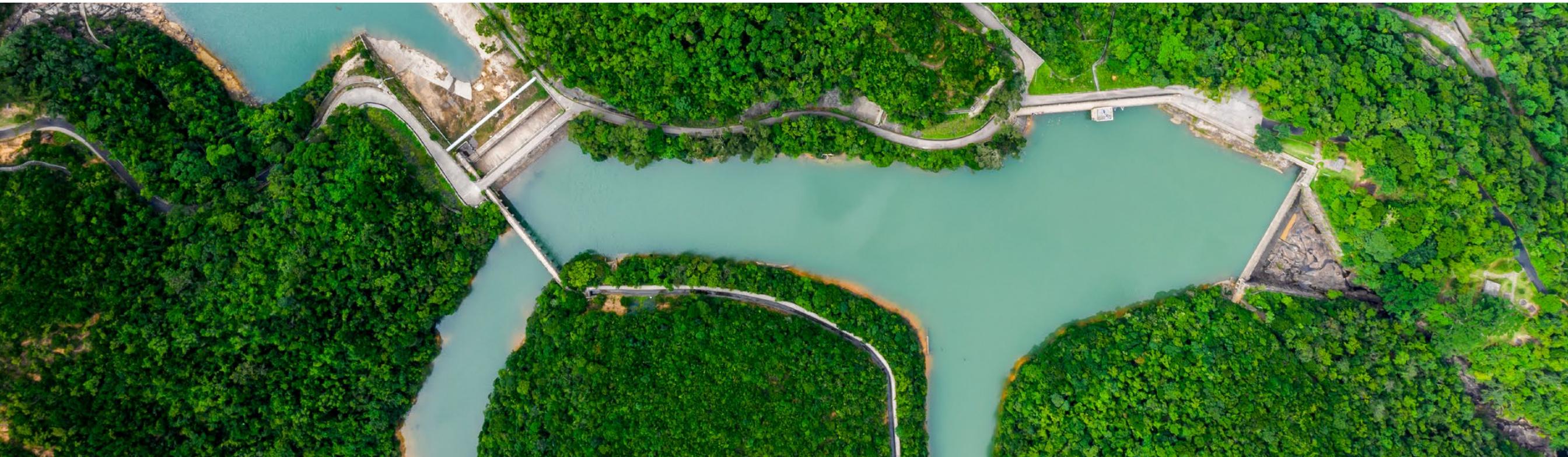
Energy Efficiency

We are working to implement a variety of energy-saving and emissions-reducing initiatives in our operations.

The Veralto Enterprise System, particularly our *Energy Management Toolkit*, is an important driver of past and future GHG reduction from our operations. You can

learn more about our *Energy Management Toolkit* in the section [Planet > VES Tools, Policies, and Processes for the Planet](#).

We continue to work toward reducing our Scope 1 and Scope 2 GHG emissions as we did under Danaher. We are working with a third-party consultant to determine our GHG reduction emissions ambitions and, as part of that work, to reestablish our baseline metrics related to energy and emissions.



Climate Risks and Opportunities

In 2023, Veralto is piloting a management program to identify, assess and manage climate risks and opportunities based on elements of the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). The management program is designed to include the following elements:

- The climate-related risk assessment will use the same scoring methodology as (and will run parallel to) the Veralto annual Enterprise Risk Management (ERM) process, such that the significance and prioritization of climate-related risks are assessed relative to wider business risks.
- The climate-related management program will require an in-scope operating company to identify (and score the severity, probability, and velocity of) each key climate-related risk, over short- medium- and long-term time horizons.
 - o With respect to each time horizon, for each identified risk that exceeds a prescribed score, the operating company is required to:
 - identify the proposed countermeasure(s) and related costs;
 - re-score the risk, taking into account the proposed countermeasures; and
 - identify (and quantify if feasible) the net, anticipated business and financial impact of the risk.
- The program will also require identification (and scoring) of each key climate-related opportunity, over short- medium- and long-term time horizons.
 - o The operating company will be required to take into account the scoring and decide whether to conduct a business analysis of the opportunity. For each opportunity as to which a business analysis is applied, the operating company will be required to describe, as appropriate, management's plan to capitalize on such opportunity and describe (and quantify if feasible) the anticipated business and financial impacts.

- Per the TCFD recommendations to disclose metrics and targets used to assess and manage climate-related risks, Veralto discloses our Scope 1 and 2 GHG emissions.
- Per the TCFD recommendations relating to governance, the pilot program contemplates that the results of the program would be presented annually to the Veralto Sustainability Council and to the Audit Committee of Veralto's Board of Directors, which has oversight responsibility with respect to climate change risk.

We anticipate further scope expansion in 2024 and to report any key climate-related risks and opportunities identified as a result of this process in future sustainability reports.



Waste Reduction

Veralto leverages VES tools to identify sources of waste at our sites and to work towards their elimination, reduction, or diversion towards less impactful disposal. As a result of these efforts, we have been able to reduce total waste generated by our businesses by more than 15% from 2019 to 2022. For more information, refer to the [Data Summary > Planet Data](#) section of this report.

Veralto is aware that reduction in product and packaging waste is an important goal for many of our customers, and we have begun examining product and packaging designs to identify opportunities in this space.



Hach take-back program provides responsible recycling of our products

Municipal water facilities and companies in the pharmaceutical, food & beverage, consumer product, and other industries use chemical reagent vials to test water quality throughout their operations.

Hach established a take-back program and advanced recycling processes for small test tube-like containers called cuvettes that contain these reagents. Hach's Environment Center receives spent cuvettes from customers in 13 European countries.

The spent cuvettes are sorted by their contents for proper recycling and treatment, while any residual liquid reagent content is treated in an electrolysis plant to isolate and recover heavy metals. Hach's take-back program, which has been operating for more than 30 years, helps ensure the experts who develop water testing chemistries are involved in responsibly recycling them.



Water Stewardship

Water is a critical resource for human life. As our global population continues to expand and the effects of climate change intensify water stresses in more regions, governments, companies and communities alike increasingly need to become even better stewards of water.

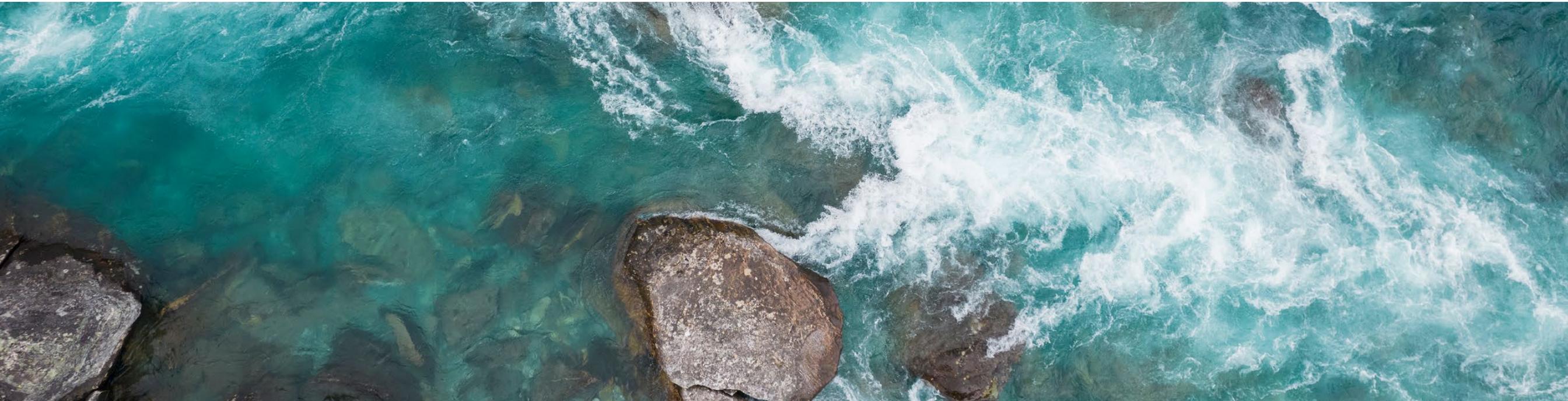
We define water stewardship as the use of water that is socially and culturally equitable, environmentally sustainable, and economically beneficial, achieved through a stakeholder-inclusive process that includes

both site-based and watershed-based actions. We strive to consider how water is used within direct operations, how a site's water use impacts the watershed, and how the conditions of the watershed impact a site's operations.

Individuals from Danaher's and Veralto's companies contributed their expertise and best practices to the development of our *Water Stewardship Toolkit* and helped to pilot this tool in 2022 prior to its formal adoption in 2023. An effective water

stewardship strategy reduces the risk of disruption to operations, highlights where mid- to long-term investment may be needed to ensure business continuity, protects the business from water related conflicts or negative reputations, and improves bottom-line performance and profitability.

We have reduced our water use by more than 15% from 2019 to 2022. Veralto will work to deploy our *Water Stewardship Toolkit* and continue to implement best practices for water stewardship in our own



operations, starting with the major sites within our Water Quality and Product Quality and Innovation companies. As an example, in 2022, Hach implemented a closed loop cooling system, as well as upgrades and repairs to restrooms and equipment, that now saves more than 4 million gallons of water each year.

Water is a universal need and area of concern for humankind, but the pressing water issues are site-specific and basin-specific. Water is also a shared resource, so solving local water issues requires deep expertise and collaboration with other stakeholders using the basin. Customers turn to our Veralto companies for expertise and solutions across the water cycle to help them to address their water challenges and reduce their water impact wherever they operate. Through partnership with our customers on their water sustainability initiatives, we enable them to achieve the level of incoming water purity they need to deliver the highest-quality products for consumers, especially in pharmaceuticals, food, and beverage industries; to minimize water consumption and improve water efficiency and reuse in operations; and to achieve cleaner outgoing water (known as effluents or discharges), so that our customers can be good neighbors to communities.



Trojan Technologies UV treatment systems support sustainable drinking water supply in drought-prone regions

Groundwater is naturally replenished by water from rain, snow, and rivers that seeps into the cracks and crevices beneath the earth's surface. But in areas where groundwater is used faster than it can be replenished naturally, people experience water shortages. Municipalities and water utilities seek to replenish groundwater through alternative means, such as reusing treated wastewater, to achieve a sustainable water supply.

Trojan Technologies products are key components of the Groundwater Replenishment System (GWRS) located in Orange County, California that provides purified recycled water for aquifer recharge to replenish supplies and to prevent seawater intrusion. The GWRS

treats and reuses wastewater that, in the past, had been discharged to the ocean. While microfiltration and reverse osmosis systems provide treatment for a variety of organic compounds, some contaminants can pass through reverse osmosis membranes. The California Division of Drinking Water (DDW) mandated that reverse osmosis be followed by an advanced oxidation system to provide a final treatment step to address emerging contaminants, removing 1,4-dioxane; breaking down N-nitrosodimethylamine (NDMA), pharmaceuticals, personal care products and industrial chemicals that would otherwise remain present in secondary effluent of the water treatment plant; and inactivating microorganisms.

VES Tools, Policies, and Processes for the Planet

VES Fundamentals

Every day around the world, at all levels of our organization, our teams are leveraging the full breadth of VES. This includes the foundational tools and processes known as the *VES Fundamentals*—which are applicable to every associate and business function—as well as domain-specific tools we have developed with the VES Office focused on reducing our energy and water consumption and waste generation. We use *Visual & Daily Management* to support teams in driving improvements around critical metrics, including our sustainability goals.

We've leveraged our legacy VES tools and operating company best practices to create a suite of EHS-specific tools to manage ergonomics, energetics, exposures, and environmental impacts, including a focus on reductions in energy and water consumption and waste generation.

The application of these tools is supported by a specially trained group of associates referred to as Certified Practitioners (CP) and Advanced Certified Practitioners (ACP). Qualifying as a CP or an ACP requires an extensive training process and includes classroom instruction as well as experiential demonstration of capability.

EHS Maturity Assessment

We revised our EHS maturity assessment tool (MAT) in 2021 to place greater emphasis on the strategy and cultural aspects of EHS. This tool scores a site against five major elements (strategy, risk management & compliance, VES, organization, and culture) and eleven sub-elements. Sites move through beginner, foundational,

mature, and advanced maturity phases as they develop, implement, and sustain key MAT requirements. The MAT requires senior leaders and EHS personnel of in-scope sites to set quarterly goals and three-year improvement targets. Leadership at both the Veralto and operating company levels reviews progress against these goals and targets multiple times each year.



Each year, we recognize the global “Best” and regional “Most Improved” EHS programs within our organization. Sites are evaluated based on several categories, including:

- EHS maturity assessment tool (MAT) score
- Incident frequency and severity rates
- Regulatory notices of violations/fines
- On-time closure of audit findings
- VES tool utilization
- Environmental sustainability performance
- Property risk protection

Two of Veralto’s sites won EHS awards in 2022, while we were part of Danaher. The Hach facility in Shanghai, China won the “Best EHS Program” global award and the Hach facility in Loveland, Colorado won the “Most Improved EHS Program, Americas” regional award for their EHS programs.

- Hach Shanghai had success in reducing costs and greenhouse gases through capital investments in infrastructure, such as lighting and power distribution systems.
- Hach Loveland reduced recordable injuries and increased proactive reporting.

Veralto anticipates continuing the tradition of sharing best practices for EHS, operations and supply chain across our operating companies and sites.



VES Energy Management Toolkit

With the *VES Energy Management Toolkit* as our foundation, we are developing a suite of domain-specific VES tools and processes to drive efficient progress toward reducing our greenhouse gas emissions.

The *VES Energy Management Toolkit* guides facility-level teams in identifying, prioritizing, and implementing measures that improve energy efficiency and reduce GHG emissions. Our teams use the toolkit to establish a thorough understanding of energy consumption and identify areas for improvement in the form of an “opportunity assessment.” Next, the teams develop energy management action plans to be implemented using a variety of VES tools, based on the following framework:

- **Envision.** Collect and analyze data relating to electricity, natural gas and other fuel usage, air line leaks, insulation and equipment. Establish long-term and short-term reduction goals. Establish clear roles and responsibilities.
- **Investigate.** Go to *gemba*—the physical location where work gets done—to identify and map all systems, processes and pieces of equipment that use electricity, natural gas, other forms of fuel or air, or contain insulation. Use the guidelines and checklists in the Toolkit to identify and prioritize opportunities for improvement and develop an action plan.
- **Implement.** Systematically execute the action plan. Measure the impact and track results.
- **Sustain.** Monitor performance at regular intervals, keep stakeholders engaged and add new opportunities for impact to the action plan.



Hach uses VES tools to reduce energy and emissions

Veralto's operating companies use our *VES Energy Management Toolkit* to identify site-specific opportunities to reduce energy and emissions. At Hach, energy efficiency programs and the transition to renewable energy sources are underway. More than 60% of its global footprint has converted to energy-efficient lighting as of the end of 2022, and plans are in place to convert the remainder of its lighting footprint to more efficient fixtures. Additionally, Hach's Shanghai facility has

reduced its total site energy use by more than 50% since 2016 through equipment upgrades and behavioral improvements. Hach purchases renewable energy for its facilities in Berlin and Duesseldorf, Germany and Cork, Ireland. Notably, all of the Duesseldorf site's energy is purchased from zero-carbon sources. The Nazareth, Belgium facility has installed solar panels, which is expected to offset 82% of the site's electricity use.

Decarbonization Roadmap and Tools

We are developing a strategic decarbonization roadmap to help our teams identify and prioritize the "reduction levers" that can be applied (e.g., electrification and alternative fuels, renewable energy procurement, fleet conversion and operational efficiency), taking into account availability, effectiveness and net cost. We also expect to develop and incorporate a tool to assess the decarbonization opportunities and costs of businesses we acquire.

The decarbonization roadmap will strive to leverage Veralto's scale as well as our decentralized operating model—maximizing potential cost efficiencies while factoring in each operating company's particular circumstances. Our goal is a strategic, tailored approach that enables us to pursue our emissions reduction goal in a sustainable, cost-effective way.

The Decarbonization Playbook is an operating company-level tool that guides a business on its decarbonization journey. The playbook addresses five functional elements (and related processes) necessary to the journey, ranging from culture to strategic insight and leadership.

The Decarbonization Toolkit is a site-level set of tools and processes that enables the site to achieve its decarbonization goals. The toolkit incorporates the *VES Fundamentals* and the *VES Energy Management Toolkit*, as well as a *Decarbonization Maturity Assessment Tool (D-MAT)* which defines the attributes and milestones required for a site to achieve progressive levels of decarbonization maturity (beginner, fundamental or mature). The toolkit also includes guidance on how to apply these tools and processes to achieve the site's desired decarbonization goals.

Waste Minimization Tools

We first introduced the *VES Waste Minimization Toolkit* in 2020. Facility-level teams use the tool to evaluate waste generation and disposal practices, identify improvement opportunities, develop action plans and implement comprehensive waste minimization strategies. The toolkit follows the waste management hierarchy of controls: avoid, reduce, reuse, recycle, recover energy, treat and dispose.

Promoting Water Stewardship

Quality freshwater is crucial to the success of our operations, and we also recognize that water is essential in protecting the environment and public health and safety in our local communities. Given our dependence on water access and our impact on water resources in the areas where we operate, in 2023 we deployed the *VES Water Stewardship Toolkit* to support good water management and the sustainability of freshwater resources.

The tool was developed and piloted over multiple years to ensure the process is replicable and scalable across our operating companies and geographies.

The *VES Water Stewardship Toolkit* guides facility-level teams in:

- evaluating current-state water consumption and risk;
- identifying, prioritizing, and implementing measures that improve water use efficiency and optimize re-use and recycling; and
- developing and implementing a comprehensive water stewardship strategy.

Application of the tool is intended to facilitate a business-focused understanding and mitigation of water-related market, reputational and operational risks. In future reports, we look forward to providing updates on the use of the *VES Water Stewardship Toolkit* and its impact on our business.



Videojet uses kaizens to reduce waste

Videojet ran a waste minimization kaizen event in 2022 at its Wood Dale, Illinois facility to review its entire waste portfolio, leading to a recycling rate of 94% of waste streams generated. Videojet's EHS team is currently working toward zero waste to landfill by designing and testing a process which would divert the remaining waste streams through solvent and container recycling.

Supply Chain Management

Veralto is committed to engaging our suppliers to improve transparency and collaboration, and encourage the minimization of the environmental impact, including water consumption, of our purchased goods. We aspire to engage our suppliers on water consumption and other sustainability priorities through the EcoVadis program, business reviews, and supplier development programs, coordinated by our Procurement and Supplier Quality Management functional organization. For more information about the EcoVadis program, see the section [Governance, Accountability, and More > Supply Chain Sustainability](#). To learn more, refer to our [Sustainability Policy](#) and [Sustainable Supply Chain Policy](#).



Esko redesigns specialized equipment to reduce materials and lifetime energy usage

Global food and consumer product brands are under pressure to reduce the environmental impact of packaging and are working with suppliers in their packaging value chain to reduce materials, energy, and waste wherever possible.

Esko has a unique position in the packaging value chain, providing specialized equipment and software used by print service providers to help ensure the key information global consumers rely upon – such as brands, ingredients, nutrition, product safety, usage instructions, and various codes used to ensure traceability and freshness – prints

clearly and accurately on all of a brand's packaging.

Esko's R&D team developed the XPS to make Esko's part of the packaging value chain more sustainable, replacing traditional fluorescent bulbs for mercury-free UV LEDs that last significantly longer. Compared to traditional equipment, Esko's XPS eliminates mercury waste, reduces overall waste related to internal light elements by 92% and reduces energy consumption over the equipment's usable lifetime up to 59%.



Sea-Bird Scientific helps improve global understanding of climate change

The Argo Program is an international coalition of 22 countries that collects information from the ocean using a fleet of more than 4,000 robotic instruments that drift with ocean currents and move up and down between surface and sub-surface levels. Each robotic instrument, also called a float, spends almost all its life below the surface.

Sea-Bird Scientific supplies conductivity, temperature, and depth sensors for

most of these floats. Using this technology, the floats took more than 144,000 profiles in 2022 alone, providing climate scientists with data to inform climate models that drive environmental policy and decision-making around the world. This broad-scale global array of Argo floats is a major component of the global ocean observation system.

Design for Sustainability

Veralto associates share a deep commitment to using our collective ingenuity to solve complex problems. In 2022, we employed over 1,800 scientists and engineers and invested more than \$200 million in R&D.

Across our portfolio of companies, our R&D teams are designing products that improve efficiency of energy, water, and materials usage and processes that improve resource conservation and replenishment.

Our companies do well when we do good for the planet. Our customers are asking our Water Quality companies for solutions that enable them to be good stewards of water, to reduce their water impact, to replenish local watersheds, and ultimately be good neighbors to communities. Our customers are asking our Product Quality and Innovation companies for solutions that enable them to balance sustainability, branding, safety, compliance, and traceability objectives.





People

Veralto and our operating companies are united by our purpose, **Safeguarding the World's Most Vital Resources™**. Our associates across operating companies and geographies have high expectations for our future regarding how our products help our customers preserve the planet, how we minimize the environmental impact of our own operations, and how we care for our people.

Human Rights

Veralto's commitment to respecting human rights in our own operations and complying with the laws of the countries in which we do business is articulated in our [Sustainability Policy](#). This commitment to upholding the dignity of every person and respecting and protecting human rights applies to all Veralto locations and businesses worldwide. We believe we have an opportunity and obligation to positively impact the protection of human rights within our sphere of influence, and we expect our suppliers to act in accordance with internationally recognized human rights standards.

Veralto's commitment to human rights is guided by the principles set forth in U.S. laws governing human rights, as well as in the following international standards:

- Universal Declaration of Human Rights
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- International Labor Organization's (ILO's) Declaration on Fundamental Principles and Rights at Work
- ILO Convention Nos. 87 (Freedom of Association and Protection of the Right to Organise), 98 (Right to Organise and Collective Bargaining) and 135 (Workers' Representatives)
- ILO Convention Concerning Discrimination in Respect of Employment and Occupation

Following the separation from Danaher, Veralto intends to become a signatory of the UN Global Compact (UNGC) to demonstrate our commitment to the 10 principles of the UNGC on human rights, labor, environment, and anti-corruption.

Veralto's Senior Vice President of Human Resources is responsible for human rights in our direct operations and Veralto's Vice President Corporate Procurement, who reports to Veralto's Senior Vice President and Chief Financial Officer, is responsible for our supply chain human rights program.

We recognize that human rights due diligence is a continuous process. We seek to use policies, training, processes, and monitoring systems that advance this commitment across all areas of our business.



Associate Code of Conduct

We expect each Veralto associate to act lawfully toward other associates, colleagues, business partners and those in our local communities. We do not tolerate the abuse of human rights in our operations. Each year, all associates in administrative, business, technical, professional, management and executive career categories are required to certify their understanding of the [Code of Conduct](#) and all its requirements, including the Code requirements relating to human rights. In addition, associates in our procurement function participate in annual human rights training.

Supplier Code of Conduct

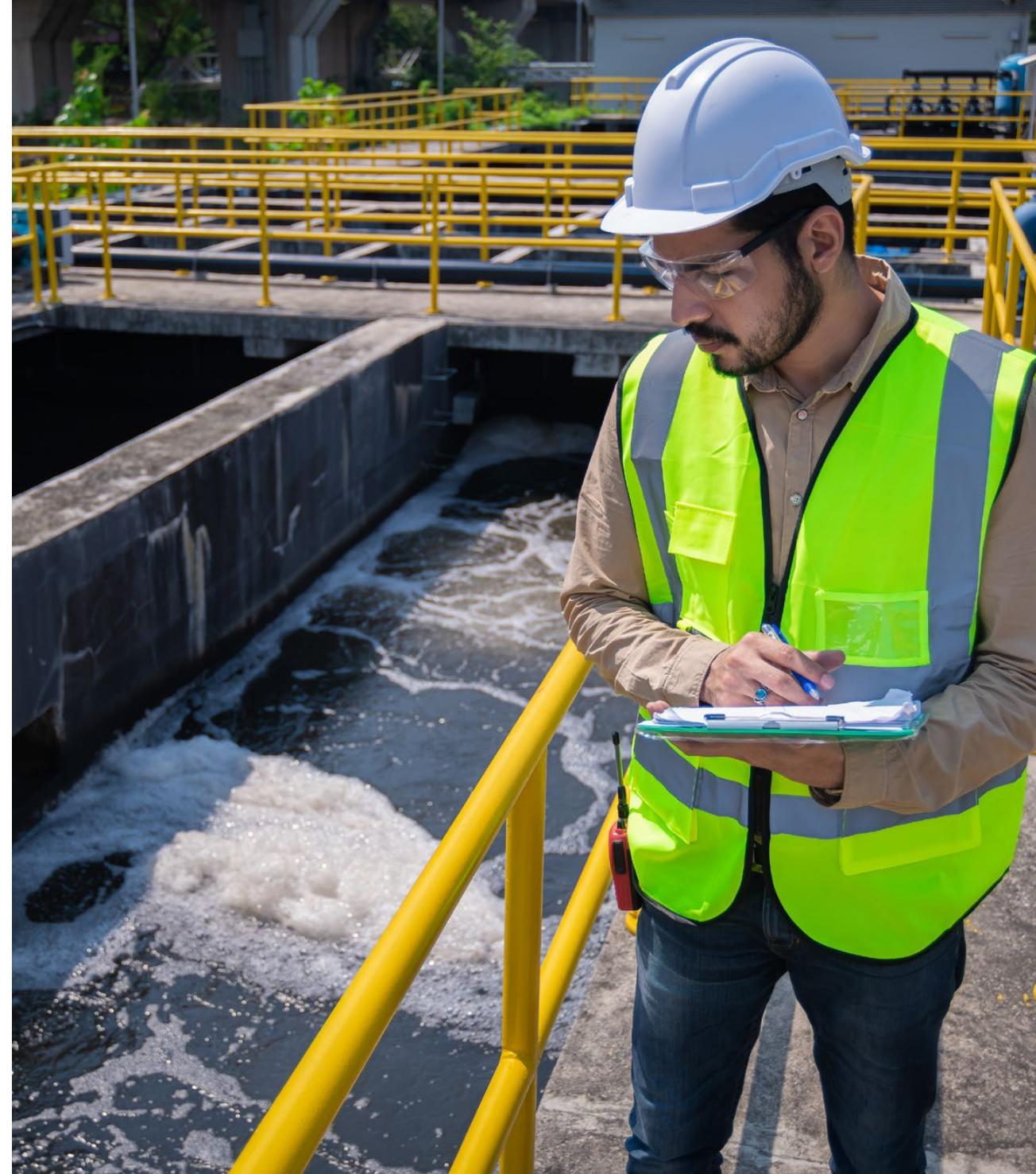
We expect our suppliers to share our commitment to respect human rights. All suppliers are expected to comply with our [Supplier Code of Conduct](#), which sets forth our expectations around supplier business practices, including human rights. We are committed to implementing and improving due diligence processes to assess risks relating to human rights.

Please refer to the Veralto [Sustainable Supply Chain Policy](#) for additional details. In addition, our supplier risk assessment/risk management program and our EcoVadis supplier sustainability due diligence, assessment and monitoring program assess and monitor supplier human rights practices, among other topics. Please refer to the [Planet > VES Tools, Policies, and Processes for the Planet > Supply Chain Management](#) section of this report for additional detail.

Fair Labor Practices

All Veralto employment practices are required to comply with all applicable laws and regulations, including those concerning hours, compensation, opportunity and working conditions.

Our companies are required to respect each associate's legal rights to make an informed decision, free of coercion, about membership in associations and/or labor unions. Our companies are also required to bargain in good faith with these associations and labor unions.



Child Labor

Our policy is to support and comply with child labor laws across our operations and supply chain. Our approach is consistent with the ILO labor standards outlined in ILO Conventions 138 and 182.

Forced Labor and Human Trafficking

We do not accept or condone any aspect of forced or compulsory labor. We strictly prohibit our associates and suppliers from engaging in [human trafficking-related activities](#).

Safe and Healthy Work Environment

Our policy is that all associates work in a clean and safe environment. In the interest of maintaining a safe and healthy workplace, [we require full compliance with applicable workplace safety and industrial hygiene standards as mandated by law](#).

Non-Discrimination and Anti-Harassment

Veralto is committed to equal employment opportunity and equity, and it is our policy that we base employment decisions on merit, considering qualifications, skills and achievements. Regardless of geographic location, all employment-related decisions are required to be based on job-related qualifications, without regard to legally protected characteristics such as race, color, national origin, religion, sex, gender, age, marital status, disability, veteran status, citizenship status, sexual orientation, gender identity, gender expression or any other characteristic protected by law. We do not tolerate unlawful discrimination or harassment, and our [Code of Conduct](#) further expands upon these expectations.



Hach partners with Water Mission and makes in-kind contributions to community water projects in Tanzania

Globally, 2.2 billion people live without access to safe water, driving governments, NGOs, and technology providers to urgently work to solve the water crisis. Delivering safe water has economic, social, and environmental value, but measuring the full social and environmental impact can be difficult.

To explore this challenge, Hach joined its non-profit engineering partner, Water Mission, for a Sustainability Summit to discuss how water projects can deliver environmental and social benefits while working to achieve United Nations SDG #6:

Safe Water and Sanitation. Subsequently, Water Mission identified seven water projects in Tanzania that deliver measurable social and de-carbonization impacts. Carbon credits are generated by providing families access to treated drinking water, eliminating the need to burn fuel to boil water and reducing carbon dioxide emissions.

These projects also use solar power for the pump and treatment system rather than fossil power. Hach instruments and test kits ensure that the quality of water produced by each system is safe to drink.



Sea-Bird Scientific instruments and data inform protection of Puget Sound marine waters and tribal communities' way of life

The complex ecological system of the Puget Sound marine waters provides key resources that have supported local tribal communities for thousands of years, as well as a growing shellfish farming industry. Protecting the Puget Sound ecosystem – and those who depend on it – from increasing ocean acidity, harmful algal blooms and other concerns requires reliable monitoring to measure, understand, and forecast future conditions.

Local tribal nations partnered with state and academic institutions in the deployment and maintenance of the Northwest Association of Networked Ocean Observing Systems (NANOOS) network. NANOOS systems equipped with Sea-Bird Scientific instruments monitor marine water quality and conditions and associated biota. In 2022 alone, more than 50 million data samples were collected and used by researchers in conjunction with lawmakers to support environmental protection legislation and grants by the Washington State Department of Health.

Speak Up! Helpline

We are committed to providing effective resolution to the extent we have caused or contributed to adverse human rights impacts. The [Veralto Speak Up! helpline](#), together with the other reporting channels identified in our [Code of Conduct](#), are the grievance mechanisms available to associates, business partners and other persons.

Community Impact

Veralto and our operating companies work to ensure we create and share benefits with communities through grant-making, sponsorships, and in-kind contributions. We encourage you to read the many examples in this report about how our operating companies use their unique expertise to generate community benefits for enduring impact.

As an employer and a corporate citizen, we are aware of our role in the communities in which we operate. We seek to respect the rights of local communities and those who live and work there consistent with international human rights standards. We strive to monitor and address the local and global environmental impacts of our business operations, and to create positive impacts on adjacent communities through local engagement and charitable programs.

Diversity, Equity, and Inclusion

Our people are the most important part of our strategy, and we invest heavily to recruit, develop, inspire, support and retain the most talented, diverse team possible.

We started our journey to build a more diverse and inclusive workplace more than seven years ago.

In 2023, we codified our commitment to diversity, equity, and inclusion (DE+I) by adopting our [DE+I Policy](#). The policy articulates our commitments and expectations at the enterprise, operating company, people leader, and individual contributor levels.

“My goal is to create an environment that honors diversity, equity, and inclusion and inspires associates to bring their full authentic selves to work each and every day. I believe deeply that diverse perspectives create innovative solutions, breakthrough thinking, and a strong company community fueled through engagement.”

— Jennifer L. Honeycutt, President & Chief Executive Officer, Veralto

Veralto’s DE+I efforts are led by our Vice President, Talent and Diversity, who is responsible for the execution of Veralto’s DE+I strategy and reports to Veralto’s Senior Vice President of Human Resources. In partnership with the Veralto Executive Team, these leaders work with our operating company leaders to take action and accelerate progress through clear objectives, metrics, initiatives and development programs.

Leadership Commitment to DE+I

As we continue to mature in our DE+I journey, we are particularly focused on people leader accountability. In 2023, for the fourth year in a row, Veralto has required each people leader (including each executive officer) to have a DE+I-related personal performance or development objective as part of our annual review process, *Performance for Growth (P4G)*. Ensuring our leaders understand the importance of DE+I, model an inclusive culture through their own behaviors, and cultivate opportunities for their teams to learn and engage is critical in advancing our DE+I goals.



Associate Resource Groups

Our Associate Resource Groups (ARGs) are one of our most powerful tools for promoting inclusion. Veralto ARGs are voluntary, associate-led groups that promote a diverse, inclusive workplace aligned with our mission, values, goals and business practices. ARGs offer tailored education for each group's associates, friends and allies; a safe and supportive space to connect with others; and learning, mentoring and coaching programs that help underrepresented talent build connections with a broader group of Veralto leaders and external professionals. Each of our ARGs invites members of the "+ Friends" community to learn, participate and use their voice, recognizing the importance of broader support for each underrepresented group.

We strive to not only increase diverse representation on our teams, but to create an environment where associates can bring their authentic selves to work, have a strong sense of belonging, and realize their personal and professional potential to the fullest.

Support for our ARGs and their members is a priority for our President and CEO and her executive team. To reinforce their commitment to ARG members' career development and sense of security within Veralto, our executive leaders serve as ARG sponsors, prioritize opportunities to speak with our ARGs, and actively participate in their events.

One of our most impactful ARG programs has been the *LGBTQ + Friends ARG Reverse Mentorship Program*, in which ARG members mentor leaders across our companies on LGBTQ+ issues and how to be allies in the workplace. The *Reverse Mentorship Program* deepens leaders' understanding of and empathy toward experiences different than their own, leaving them with a better understanding of their responsibility to create and promote a culture that respects differences and similarities.



Our Associate Resource Groups (ARGs) are one of our most powerful tools for promoting inclusion.

Veralto ARGs include:

- **Asian Descent + Friends:** To create a community that embraces the unique experiences of Asian Descent associates and empowers them to achieve their professional aspirations while being their authentic selves.
- **Black + Friends:** To cultivate an environment in which Black associates can BE, GROW & LEAD.
- **Latinx + Friends:** To unite and elevate the Latinx community at Veralto by capitalizing on our passions and realizing our aspirations.
- **LGBTQ + Friends:** To create and cultivate an environment where the LGBTQ community can belong as their authentic selves and realize their potential.
- **Women + Friends:** To establish an inclusive culture, in which those who identify as a woman believe they can be their authentic selves and feel supported to achieve their aspirations at Veralto.

Pay Equity

Our [DE+I Policy](#) articulates our commitment to pay equity (including gender and racial/ethnic group pay equity) and ensuring that pay decisions are based on merit. We proactively monitor, measure, and review our pay practices and take actions toward achieving and maintaining pay equity.

Since 2020, we have achieved and maintained pay equity (i.e., a pay difference of 99-100%), with respect to base pay and short-term incentive compensation, for women and for racial and ethnic minorities in the U.S. (based on multi-variable regression analysis). In 2022 we achieved base pay equity for women based on both weighted mean and median pay metrics.

Supplier Development Activities

Part of being a responsible corporate citizen and business partner is promoting diversity not only within our direct operations but also among those with whom we conduct business. By continually increasing the diversity of our supply chain, we can benefit from the innovative solutions and fresh

business perspective such firms have to offer; and by working to expand the field of opportunity, we can help create the conditions that stimulate economic growth in the communities where we, our customers and our associates live and do business.



Learning and Development

We know that diverse and inclusive teams of exceptional associates create innovative breakthroughs by encouraging all voices to be heard, providing room for big ideas and better outcomes that address our customers' complex challenges.

Attracting high-performing, diverse talent is a key strategic priority for all our companies globally. In 2022, we hired more than 2200 new associates. 37% percent of our global new hires in 2022 were women and 65% of U.S. new hires were diverse (women and/or people of color). We have invested in comprehensive talent acquisition capabilities across all levels of recruitment including robust branding, labor market analytics, advanced sourcing, leading technology and streamlined processes.

Joining Veralto opens the door to 13 global operating companies making a positive impact on different aspects of life around the world. And because we're united by the same set of resources, tools and processes—with VES tools as our common foundation—associates can move more easily between operating companies and regions to grow their career, collaborate with counterparts across companies and functions, and take advantage of a wide range of development experiences. At any one time we have hundreds of open roles across our businesses. Here are some of the key ways we attract talent and support and encourage career advancement across Veralto:

Internal Fill Rate

Our commitment to filling roles from within, where possible, makes Veralto an attractive place to grow a career. Internal movement of talent is a top priority for our leadership team and is measured by our Internal Fill Rate (IFR) metric that tracks how well we are developing and retaining talent. Our internal *Veralto Go* policy and program reinforces this commitment by

encouraging associates to pursue jobs across Veralto and ensures they receive the necessary support from their manager and senior leadership as they pursue their career interests and reach their potential. In 2022, we achieved our goal of 75% IFR for senior leader roles, growing careers of emerging leaders and maintaining the strong culture of Veralto, grounded in VES tools.



Developing the Best People Leaders

Our people leaders play an important role in supporting their team members' career journeys and modeling servant leadership. Veralto associates work alongside top leaders in their fields, but we work hard to ensure excellence doesn't breed ego. We prize leaders who are humble and empathetic, who thrive on collaboration, and who are driven as much by their team's success as their own. And we prize people leaders who take seriously their role as a career coach, providing clear, direct feedback, counsel and support, developing their teams to succeed in their current roles, and readying them to take on the next role with even greater scale and scope.

Our Annual Engagement Survey cycle affords our leaders a powerful opportunity to continuously improve. The survey provides rich data, actionable insights, and practical tools to identify and address high-impact engagement gaps. In 2022, our Direct Supervisor Effectiveness Engagement Survey score was 82%.



Compensation

We are committed to offering associates competitive compensation that accounts for geography, industry, experience and performance. Veralto and its operating companies' compensation programs and practices are designed to attract associates, motivate and reward performance, drive growth and support retention. Compensation at Veralto typically includes base wages and some form of variable bonus or incentive opportunity. More than 80% of our associates participate in our bonus or incentive programs. In addition, certain associates receive long-term incentive compensation in the form of Veralto equity awards.

Our Executive Compensation Program will be designed to reward executive officers who achieve annual business goals, build long-term shareholder value and maintain long-term careers with Veralto. Our program's emphasis on long-term equity awards – tied closely to shareholder returns and subject to significant vesting and holding periods – will be fundamental in attracting skilled executives, encouraging them to build long-term careers with Veralto, and motivating them to achieve sustainable operating and financial performance through a range of economic cycles. We will provide our shareholders an opportunity to cast an annual advisory vote with respect to the compensation of our Named Executive Officers (the “say on pay” proposal).

Collective Bargaining

Of Veralto's U.S. associates, approximately 10 were hourly-rated, unionized associates at the end of 2022. Outside the U.S., the company has government-mandated collective bargaining arrangements and union contracts in certain countries, particularly in Europe where many

associates are represented by unions and/or Works Councils. As set forth in [Veralto's Sustainability Policy](#), our companies are required to respect each associate's legal rights to make an informed decision, free of coercion, about membership in associations and/or labor unions, are required to bargain in good faith with these associations and labor unions and are prohibited from discriminating against workers' representatives.



Associate Engagement and Well-Being

Associate Engagement

Associate engagement is a foundational priority for Veralto. Effective engagement drives higher performance at every level of the organization and helps us develop the best people leaders and foster the best workplace for our associates. We assess the effectiveness of our efforts primarily through our annual Associate Engagement Survey and our voluntary turnover rate. Our 2022 engagement score for our Water Quality and Product Quality and Innovation companies was 70%, with 88% of our associates globally taking part in the survey. Our people leaders' direct supervisor effectiveness score was 82%.

Well-Being

The COVID-19 pandemic reinforced our focus on associates' well-being. Throughout 2022 we continued to expand the scope and range of Veralto's health and wellness benefits to provide strong financial and well-being support for our associates, including the following:

Tailoring Benefits to Our Associates' Needs

Our goal is to best meet our associates' needs and create an environment where they feel like they belong as their authentic selves. An example of our efforts toward this goal is our new LGBTQ+ Friends Veralto Benefits Guide that outlines the unique ways Veralto's benefits support our LGBTQ+ community and families.

Strengthening Financial Well-Being

Through Fidelity, Veralto now offers access to a Planning Summary tool that allows associates to track all their Fidelity accounts in one place to gain a better understanding of their financial health. Specific financial goals (such as an emergency fund, long-term savings, or buying a home) can be entered and tracked to ensure associates stay on target.

World Mental Health Day Event

In recognition of World Mental Health Day in 2022, we offered educational webinars featuring mental health experts. The speakers provided practical information and tools on how to navigate the mental health journey and support others.

New Virtual Healthcare Options

In the U.S. we offer SWORD, a virtual physical therapy solution designed to help overcome back, joint or muscle pain from home. We also offer 2nd.MD in the U.S., a virtual medical expert second opinion service, offering guidance from medical experts to confirm or enhance current diagnoses and treatment plans.

Family-Friendly Benefits and Parental Leave

Veralto's paid parental leave policy offers new parents in the U.S. and U.S. expatriates eight weeks of 100% paid leave within the first year of a child's birth, adoption or foster care placement. Our policy includes surrogacy reimbursement support up to \$10,000—the same amount provided for adoptions. In the U.S., Canada and Puerto Rico (and for some of our operating companies, globally) we offer Maven Clinic, which offers around-the-clock support for every step of parenthood—from fertility treatments and adoption to parental leave and return to work, breast milk shipping and mental health support. In 2022, we saw an over 100% increase in Maven program activations, outperforming industry benchmarks.

VES Tools, Policies, and Processes for People

CEO Kaizen

Our 2023 CEO Kaizen illustrated the power of VES and our commitment to continuous improvement at all levels of the organization. Members of the Veralto Executive Team, led by our President and CEO, went to *gemba*—“the place where the work is done.” Over the course of several weeks, at 10 of our operating companies around the world, these senior leaders teamed up with associates to tackle several of the most significant opportunities for lasting competitive advantage across our companies. The event was a tremendous opportunity for our teams to come together and drive transformative change through VES – for Veralto, each other, and our customers around the world.

Annual Engagement Survey

Our annual Associate Engagement Survey is a critical channel for associates to share their voice, and it's complemented by ongoing conversations between leaders and team members throughout the year. As a result of Engagement Survey feedback and a disciplined approach to acting on that feedback, our Operating Companies and people leaders set meaningful action plans to close gaps which have resulted in ongoing improvements almost every year.



Day of Understanding

Our annual Day of Understanding (DoU) is another key learning experience people leaders use to engage their teams in meaningful discussions around DE+I to advance everyone's individual learning journey and our culture overall. The DoU event was originally created by CEO Action for Diversity & Inclusion™, which brings together CEOs and presidents across more than 2,400 U.S. organizations to lead open dialogue and inspire change. DoU stimulates opportunities

for addressing potential bias in the workplace and fostering a culture of inclusion and understanding. More than 90% of our associates participated in our 2022 DoU event, focused on Persons with Disabilities, specifically Neurodiversity. Our next DoU will build on this topic by focusing on visual and audio impairments and mobility. Based on survey feedback, the event touched many of our associates and people leaders in a meaningful and personal way and encouraged profound dialogue and learning about this important topic.

Operating Company Accountability for DE+I through Policy Deployment

While we have made tremendous progress through our DE+I efforts over the last few years, we feel a sense of urgency to accelerate our work further. Across Veralto, when we reach for bold objectives we care deeply about, we turn to a VES tool called *Policy Deployment (PD)*. Since 2021, each of our operating companies has had an annual PD initiative focused

on DE+I. PD helps our operating companies determine their critical few improvement priorities and achieve strategic breakthroughs through the implementation of new, sustainable processes. PD's rigorous "plan-do-check-adjust" approach is helping us increase the pace and traction toward our DE+I goals and a more inclusive workplace.



Pipeline Growth Process for Building Successors

The development of current and future leaders is critical to Veralto's success. Talent Planning is comprised of practical tools and processes that provide a framework for our people leaders and HR teams to ensure we proactively plan for and retain top talent. In 2022, with the support of several VES tools, we launched the new *Pipeline Growth Process* to build a strong diverse pipeline of talent for our most senior and critical roles. Dedicated "pipeline owners" are accountable for building the pipeline and developing the talent within.

While the *Pipeline Growth Process* focuses on a specific segment of talent, developing careers and successors at all levels of the organization continues to be our priority. One such process that's foundational to career development at Veralto is *Talent Assessments*. Career conversations are at the heart of this process, to help leaders understand their associates' career goals and proactively identify and develop those who can take on roles of greater responsibility and scope aligned to their aspirations and our business needs.

Performance for Growth (P4G) for Performance Management

P4G is our annual performance management program. P4G guides associates and their managers in setting clear personal performance and development objectives aligned to our strategic priorities and assessing associate performance against these goals. This required annual process helps our people leaders establish an effective plan for their associates, accurately assess associate performance, provide actionable and ongoing feedback and recognize and reward exceptional work. The P4G annual reviews are structured around performance assessments against formal, annual objectives as well as our four Core Behaviors, which are a set of standards and behaviors that Veralto associates are expected to aspire to and are assessed against. Our P4G process encompasses all Veralto associates (with limited exceptions at certain operating companies due to regional differences).

Development for Growth (D4G) for Professional Development

In-role development planning is a key part of our annual *Performance for Growth* cycle. Associates and leaders align on their Development Objectives at the beginning of each year and revisit those objectives through ongoing conversations over the course of the year. Learning the principles, techniques, concepts and skills to create the most impactful associate development plan is at the heart of our *Development for Growth (D4G)* process.

Development assessments, like 360° reviews or behavioral assessment tools, provide associates with objective insight to better understand their own strengths and development areas. This, in turn, ensures more meaningful and intentional development plans.

Our professional development programs focus on a mix of on-the-job experiences (70%), coaching (20%) and structured training (10%). Our 70-20-10 development philosophy supports associates and their leaders in crafting comprehensive development plans that deliver maximum impact.



Veralto Go for Internal Mobility

Our *Veralto Go* internal mobility program encourages people leaders to proactively suggest other opportunities within Veralto to their associates and look internally first for Veralto-ready talent. We want to fill our open roles with our own exceptional talent, where possible.

VES Certified Practitioners

Our goal is to get the right development experience to the right associate at the right time, whether associates are recent college graduates or seasoned leaders. We offer a rich mix of formal programming spanning a robust curriculum of courses, supported by enterprise-wide best-practice sharing opportunities. One of our most impactful talent development programs is our VES Certified Practitioner model. Certified Practitioners are associates who undergo a rigorous training and certification process in a particular discipline of VES, qualifying them to train, counsel, and mentor others. We have over 600 Certified Practitioners across Veralto.

Our pivot to virtual programming during the COVID-19 pandemic expanded the reach of several key courses to people leaders across the globe. We also support our associates in their pursuit of continuing education outside of Veralto, with many of our operating companies offering tuition reimbursement and educational assistance programs.





Governance, Accountability, and More

Veralto's culture is rooted in a strong foundation of integrity and sound governance, and our sustainability program reflects this commitment. Our operating companies have developed trust with their associates, customers, and local communities over decades. And at Veralto, we recognize the importance of reputation to our success, which is why we are committed to maintaining the highest ethical standards and complying with all applicable laws, wherever we do business.

Governance

Board Structure and Responsibilities

As of Veralto's separation from Danaher, our Board of Directors, either directly or through its committees, will:

- Together with management determine Veralto's long-term strategy and oversee Veralto's strategic acquisition and integration process
- Oversee Veralto's culture, management succession planning and development (including both a long-term succession plan and emergency succession plan for the CEO position), compensation, benefits, talent recruiting and retention, associate engagement and diversity, equity and inclusion programs
- Evaluate the performance and set the compensation of our CEO and other executive officers
- Oversee the quality and integrity of Veralto's financial statements, internal controls over financial reporting, compliance with legal and regulatory requirements and our integrity and compliance program
- Oversee our sustainability program
- Oversee our overall risk assessment and risk management program as well as risks specifically

relating to our strategy, acquisition and capital allocation program, capital structure, liquidity, organizational structure, legal and regulatory compliance, cybersecurity, privacy, compensation policies and practices, sustainability (including climate), governance and conflicts of interest

Our Board consists of 11 members. We have separated the positions of Board Chair and CEO, and the Board's Audit Committee, Compensation Committee and Nominating and Governance Committee each consist entirely of independent directors.

Board Selection, Composition, Refreshment, and Succession Planning

Nominees for Veralto's Board may be suggested by our directors, members of management, shareholders or, in some cases, by a third-party search firm.

Our Board will actively consider Board refreshment. Using our Board skills matrix as a guide as well as the results of an annual Board and committee self-assessment process, the Nominating and Governance Committee will evaluate Board composition at least annually and identify for Board consideration areas of expertise that would complement and enhance our current Board. The Board addresses succession planning for key Board leadership roles (such as Board

Chair and the Committee chairs) by seeking to ensure the depth of expertise on the Board is sufficient to provide appropriate successors in the event of a succession event.

Diversity is an important consideration in the Board's decision-making with respect to Board composition. Our Board believes that it should collectively embody a diverse set of skills, knowledge, experiences, and backgrounds appropriate in light of the Company's needs, and as a result it takes into consideration the diversity (including with respect to age, race, gender and national origin) of the Board when considering director nominees. Approximately 45% of the Company's Board members are diverse from a gender and/or race/ethnicity perspective, and our Board includes a broad range of ages and a diverse set of skills.

CEO Succession Planning

With the support of our Nominating and Governance Committee, our Board will maintain and annually review both a long-term succession plan and emergency succession plan for the CEO position. The foundation of the long-term CEO succession planning process will be a CEO development model consisting of three dimensions: critical experiences, leadership capabilities and personal characteristics/traits. The Board will use the development model as a guide

in preparing candidates, and also in evaluating candidates for the CEO and other executive positions at the Board’s annual talent review and succession planning session. At the annual session, the Board will evaluate and compare candidates using the development model, and review each candidate’s development actions, progress and performance over time. The candidate evaluations may be supplemented with periodic 360-degree performance appraisals, and the Board also expects to regularly interact with candidates at Board dinners and lunches, through Board meeting presentations and at the Company’s annual leadership conference.

Managing Potential Conflicts of Interest

Veralto’s Nominating and Governance Committee will review and, if appropriate, approve related person transactions prior to consummation. Any related person transactions of an ongoing nature will be reviewed annually by the Committee.

Communication with the Board

Shareholders and other parties interested in communicating directly with our Board, or with individual directors or the non-management or independent directors as a group, may do so by addressing communications to the Board of Directors, to the specified individual director or to the non-management or independent directors, as applicable, c/o Corporate Secretary, Veralto Corporation, 225 Wyman Street, Suite 250, Waltham, MA 02451.

SKILLS AND EXPERTISE	Colpron	Comas	Filler	Honeycutt	Kambeyanda	King	Lohr	Mitts	Schwieters	Wallis-Lage	Williams
Global/International	✓		✓	✓	✓		✓	✓	✓	✓	✓
Water Quality (segment)		✓		✓		✓		✓		✓	
Product Quality and Innovation (segment)		✓	✓	✓		✓					
Product Innovation			✓	✓	✓	✓					✓
Sustainability			✓							✓	
Corporate Strategy, Capital Allocation, M&A		✓	✓	✓	✓	✓	✓	✓	✓		✓
Public company CEO and/or President			✓		✓						✓
Accounting	✓	✓					✓	✓	✓	✓	✓
Finance	✓	✓						✓	✓	✓	✓
Branding/Marketing			✓	✓							✓
Government, legal or regulatory	✓						✓				
Age	52	59	63	53	52	56	79	52	83	60	64
Gender	F	M	F	F	M	M	M	M	M	F	M
Race/Ethnicity*	C	C	C	C	A	C	C	C	C	C	C
Born outside U.S.	✓										

* “A” refers to Asian and “C” refers to Caucasian (other than Middle Eastern or North African descent)

Risk Oversight

While risk-taking is essential to growing a business, we recognize that prudent risk management is necessary to deliver long-term, sustainable shareholder value. The Veralto annual Enterprise Risk Management (ERM) program will be the key management program that underpins our risk oversight function. The goal of our ERM program is to comprehensively inventory and mitigate key risks across all of Veralto's platforms and operating companies. The risk data collected will be used to support effective decision-making, assess risk-reward tradeoffs, and provide leadership visibility into key existing and emerging business risks to establish appropriate countermeasures.

Enterprise Risk Management Methodology

At the beginning of the annual ERM process, our corporate risk management function will communicate the key elements of the ERM program to our segments and operating companies, highlighting any year-over-year changes. Key program elements will include:

- An inventory and classification of key risk areas and key risk topics
- A methodology for scoring risks based on the risk's probability, severity and velocity of impact, and for trending key risks
- A framework for developing countermeasures for key risks
- A process for assigning responsibility and deadlines for the implementation of countermeasures, and re-assessing such risks following implementation of the applicable countermeasures
- A timeline for collection and synthesis of the risk assessment data and reporting of key risks and countermeasures to the Risk Committee and the Board of Directors
- ERM-specific VES tools, including an action plan template and a methodology for tracking planned vs. actual improvements each month.

Categorizing Risk

The program requires evaluation of risk across five main pillars: operational, strategic, financial and accounting, compliance and information technology/ security. The following list includes examples of the types of risks we assess in each of the five pillars.

Strategic	<ul style="list-style-type: none">• Diminution in Business• Regulatory Risk• Sovereign/Political Risk	<ul style="list-style-type: none">• Loss of Intellectual Property• Catastrophic Loss Risk• Competition for Talent
Operations	<ul style="list-style-type: none">• Product Supply Disruption• Climate Change Risk	<ul style="list-style-type: none">• Supplier Risk• Business Continuity Risk
Compliance	<ul style="list-style-type: none">• Risk of Violation of Operational Laws and Regulations• Risk of Violations of FCPA/Global Anti-Corruption Laws, Competition or Antitrust laws• Import and Export Practices Risk	
Financial, Accounting, Reporting	<ul style="list-style-type: none">• Accounting Irregularities• Segregation of Duties• GAAP/IFRS Irregularities	
Information Technology/Security	<ul style="list-style-type: none">• Cyber Security Threats• Infrastructure Risk• Disaster Recovery Planning	

Risk Assessment Process

Each operating company will assess its respective risks using the prescribed methodology and communicate the results to its respective segment risk committee. The strength of our anticipated ERM program lies in the autonomy we will give our operating companies to think broadly about the risks they face and determine how best to mitigate them. We know that those who are closest to *gemba* are best positioned to identify and mitigate our most significant risks.

Each segment risk committee will review and synthesize the results from its operating companies, identify key themes, ensure appropriate risk prioritization and communicate its results to the Veralto Risk Committee, which will consist of the

General Counsel, Chief Financial Officer, Chief Accounting Officer, Head of Internal Audit, and Chief Compliance Officer. The Risk Committee will review the results, hold discussions with the leadership of each segment, and present a final report to the Board of Directors annually. The General Counsel (the executive with management-level responsibility for our ERM program) will also update the Audit Committee of the Board on a periodic basis regarding the ERM processes. The Board's role in risk oversight is consistent with Veralto's leadership structure: management has day-to-day responsibility for assessing and managing risk exposure, and the Board and its Audit Committee oversee those efforts, with emphasis on our most significant risks.



Managing Cybersecurity Risks

Our goal is to maintain a secure environment for our products, data and systems that effectively supports our business objectives and customer needs. Our commitment to cybersecurity emphasizes cultivating a security-minded culture through security education and training, and a programmatic and layered approach that reflects industry best practice. Veralto will leverage the cybersecurity program already implemented at Danaher, while focusing on continuous improvement and continued maturity.

We have a comprehensive information Security Policy that clearly articulates Veralto's expectations and requirements with respect to acceptable use, risk management, data privacy, education and awareness, security incident management and reporting, identity and access management, third-party management, security (with respect to 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 (including both proactive and reactive measures), coupled with a global continuous monitoring program, and intend to regularly conduct exercises to help ensure its effectiveness and our overall preparedness.

We believe cybersecurity is the responsibility of every associate. We will continue to regularly educate and share best practices with our associates to raise awareness of cyber threats. Every year, all associates in-scope for the Annual Training Program are required to take information security and protection training and (in most countries where we operate) are required to certify their awareness of and compliance with the Information Security Policy. We also will continue to conduct monthly education, training, and cyber-event simulations for our associates.

Veralto will develop and implement strategies to regularly improve and update our cybersecurity program, including independent program assessments, penetration testing and scanning of our systems for vulnerabilities. The cybersecurity program is led by Veralto's Chief Information Security Officer, who along with our Chief Information Officer, will provide multiple updates each year to the Audit Committee regarding this program, including information about cyber-risk management governance and the status of projects to strengthen cybersecurity effectiveness. The Audit Committee will brief the full Board on these matters, and the full Board will receive periodic briefings from management on our cybersecurity program. Our disclosure controls and procedures specifically address cybersecurity risk, including Veralto's Insider Trading Policy to address cybersecurity by ensuring clear linkage between our Disclosure Committee and Chief Information Security Officer.

Privacy

We are committed to protecting the [privacy](#) of those who entrust us with their personal information, including our customers, website visitors, associates, and all who do business with us. We are committed to explaining how personal information can be corrected, updated or deleted and taking steps to keep personal information secure.

Political Matters

Political Involvement Policy

We believe in the right of associates to participate in the political process. We encourage our associates to be active in charitable and political activities on their own time and at their own expense. Our [Sustainability Policy](#) states that:

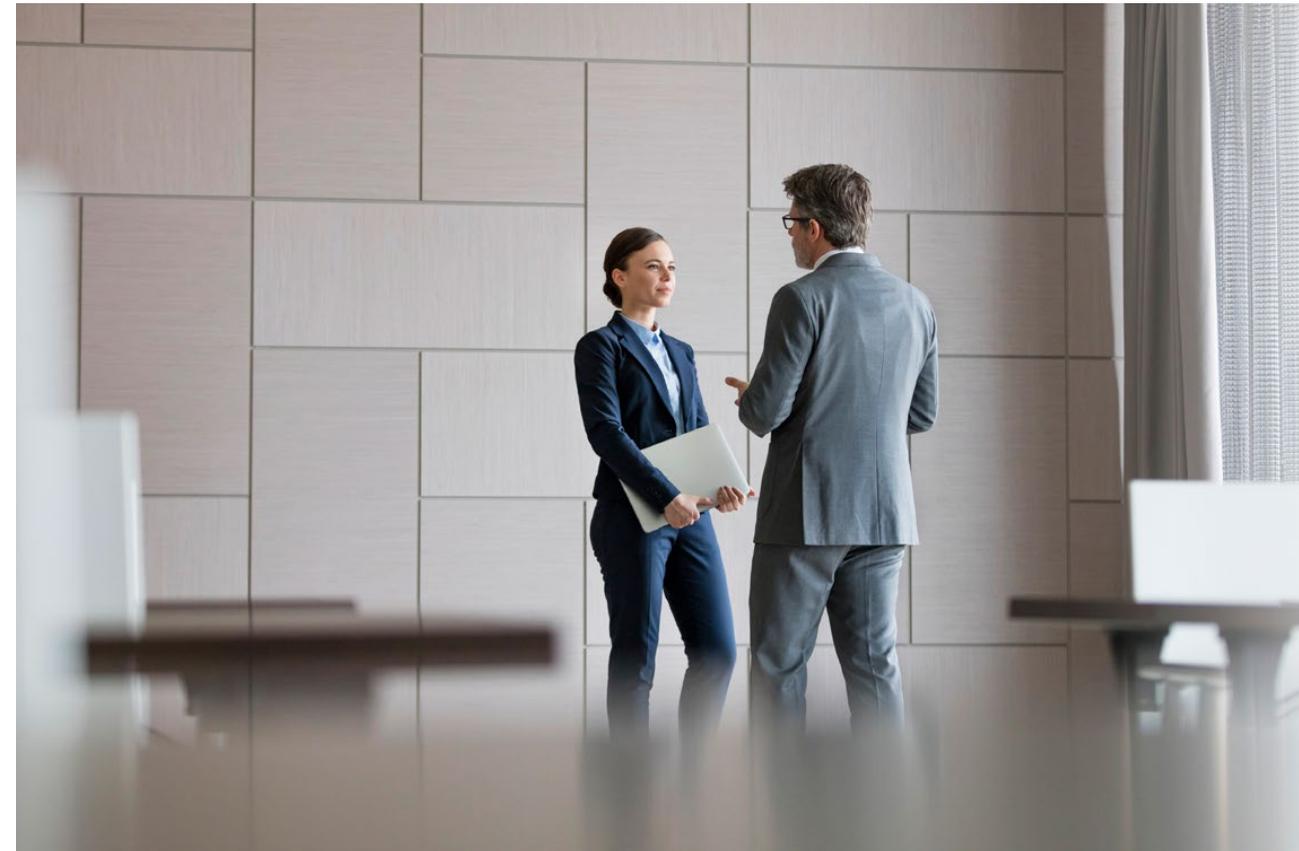
- In all communications, associates must make clear that political views and actions are their own and not those of Veralto.
- Associates may never use Veralto resources to contribute to, support or oppose any political party or candidate unless approved by Veralto Corporation's Board of Directors or a committee of the Board.
- Supervisors should not solicit direct or indirect reports to contribute to, support or oppose any political party or candidate.
- Associates may never make a charitable or political contribution with the intent to improperly influence someone.

Trade/Industry Associations

Veralto belongs to and pays dues to certain U.S. trade and industry associations. Our policy is that each association may use no more than \$25,000 of Veralto's dues in any calendar year for political purposes.

Political Expenditures

Veralto has adopted a formal policy governing political expenditures, set forth in our Sustainability Policy. Pursuant to the policy, Veralto has no intention of contributing funds or assets of Veralto Corporation or its subsidiaries to or for any political party or candidate, whether federal, state or local; any entity operating under 26 U.S.C. Sec. 527 of the Internal Revenue Code; any entity organized under 26 U.S.C. Sec. 501I(4) of the Internal Revenue Code; any ballot measure; or any public communication that expressly advocates the election or defeat of a political candidate ("political purposes"). Any contribution of company funds or assets for political purposes would require approval by Veralto's President and CEO.



Ethics and Compliance at Veralto

Veralto's integrity, reputation and successful execution of our ethics and compliance program priorities are key to our growth strategy. Studies have shown that organizations with strong reputations and compliance cultures attract better talent, are generally perceived by stakeholders as providing more value and have higher customer loyalty. An ethical workplace also helps build the trust necessary for our associates to innovate, engage at a high level and feel comfortable bringing forward any concerns.

Veralto is committed to doing business with integrity at every level of our organization. Our corporate ethics and compliance function is responsible for Veralto's Code of Conduct and related policies and programs that govern how we interact with customers, colleagues, business partners, regulators, and communities, and how we market our products and services. All Veralto operating companies are required to implement and comply with these policies and programs.



The Veralto Corporate Ethics and Compliance Function

A central, robust corporate ethics and compliance function reinforces our commitment to integrity. Veralto's ethics and compliance program is led by our Vice President, Chief Compliance Officer (CCO), who is responsible for developing, implementing, and maintaining Veralto's ethics and compliance program.

The responsibilities of our centralized, corporate ethics and compliance function include:

- Developing and communicating policies that convey Veralto's expectations and requirements relating to ethics and compliance
- Supporting platform and operating company legal teams and leaders
- Developing and overseeing implementation of programs and campaigns that increase associates' ethical awareness
- Reporting quarterly to Veralto's Audit Committee and at least annually to Veralto's Board of Directors on Veralto's ethics and compliance program
- Developing and implementing ethics and compliance training
- Leveraging VES tools to support Veralto's ethics and compliance program
- Leveraging data analytics to identify and mitigate key ethics and compliance risks
- Collaborating with Veralto's internal audit function to manage our anti-corruption risk assessment and risk mitigation program
- Managing our confidential Speak Up! reporting helpline
- Leading investigations into alleged misconduct

The Veralto Code of Conduct

Veralto's [Code of Conduct](#) guides our everyday actions and interactions with internal and external stakeholders and is available in 15 languages. The Code requires all Veralto directors and associates to comply with all applicable laws, rules, and regulations, provides specific guidance with respect to particular areas of ethics and compliance, and counsels our associates on how to deal with common compliance-related scenarios. The Code encourages our directors and associates to ask questions when unsure about any ethics or compliance issue and requires them to report actual or potential violations of law, our Code of Conduct or other Veralto policy. Finally, the Code of Conduct makes clear that Veralto will not tolerate retaliation against anyone who reports a problem in good faith, nor will we tolerate retaliation against anyone for participation in an investigation.

Reporting Concerns

Per our Code of Conduct, ethics and compliance questions, suspected violations of law or policy or retaliation concerns can be raised through numerous channels, including managers, HR, legal or compliance department representatives, Veralto's Board of Directors or the Speak Up! helpline. The Speak Up! call center and website are independent from Veralto and staffed by third-party ethics and compliance specialists. Speak Up! is a confidential way for associates to ask questions, seek guidance and report possible violations of law or policy. In addition, we encourage our business partners and other third parties who interact with us to report compliance concerns through Speak Up! We publicize Speak Up! through an annual internal communications campaign, and information about Speak Up! is prominently available in our Code of Conduct, in our offices and facilities, and on our intranet and public website.

Our associates and business partners may use Speak Up! 24 hours a day, 7 days a week. When a concern is reported by phone, the operator will listen, ask questions if necessary and then write a summary report. Phone numbers are available for 55 countries. Associates can also file complaints or submit inquiries electronically through www.veraltointegrity.com, which is available in 15 languages. Reporters can choose to

submit their concerns to Speak Up! anonymously, where allowed by local law. All complaints and inquiries submitted through Speak Up!, whether by phone or electronically, are provided to Veralto for assessment and further action.

Veralto's corporate ethics and compliance function tracks and oversees all reported concerns from investigation to resolution. In 2022, we received and investigated over 200 reports. Where appropriate we took disciplinary action, including coaching, changes in job responsibilities or title, discussion in performance reviews, adverse impact on paid incentive compensation and/or termination of employment. Associate trust in the Speak Up! program is fundamental to our compliance program. We track two key metrics to measure the level of trust that our associates have in the program:

- Each year, we target at least one Speak Up! report for every 100 Veralto associates as an indication that associates feel comfortable raising their concerns. We evaluate this metric overall and by specific associate groups.
- When associates use the Speak Up! Helpline, we view their willingness to self-identify as an indicator of trust and confidence in the program. We believe that having more than 50% of Speak Up! reporters self-identify each year is an indicator of the health of our program (this is an annual goal, including for 2022).

To the extent we identify a sustained and significant deviation from either of these indicators, either at the Veralto level or in specific associate groups, we use VES tools (particularly the Problem Solving Process) as appropriate to develop and implement countermeasures.

Corporate Internal Audit Support

Veralto has a robust corporate internal audit function tasked with validating that proper accounting and accounting-related controls exist throughout Veralto. The corporate internal audit function regularly conducts extensive internal audits to ensure that Veralto's externally reported financial statements are properly prepared according to U.S. Generally Accepted Accounting Principles and to validate the effectiveness of the company's internal controls over financial reporting. The corporate internal audit function reports to the audit committee of Veralto's board of directors, which is responsible for approving the annual audit plan and reviewing the results of, and responses to, internal audits.

Our internal audit team also coordinates with Veralto's corporate ethics and compliance function to quantitatively rank our business locations from a risk perspective and develop data-driven risk mitigation plans.

Business Ethics

Veralto-wide policies and programs (including the Code of Conduct) not only deter and prevent unethical behavior through education and awareness, but also reinforce our culture of integrity within the workplace. These include the ethics and compliance systems described in this report and, in some cases, the use of data analytics to identify and mitigate risks. We look to industry best practices and benchmarks to track our performance against our peers. Veralto's ethics and compliance team works closely with the legal, human resources, internal audit, finance, and other functions at all levels of our organization to monitor and help ensure ethical business practices.

Measuring Associates' Ethics and Compliance Performance

Every Veralto associate is personally accountable for following our ethics and compliance policies. *Instill Trust* is one of the four Core Behaviors that guide the annual performance reviews that are part of our P4G program. This Core Behavior emphasizes maintaining Veralto's core ethics and values, conducting oneself with integrity and humility while cultivating a culture of transparency. Associates self-assess and managers numerically score associate performance with respect to this element annually. The Core Behavior score an associate receives directly impacts their compensation.

Assessing Associate Trust in the Ethics and Compliance Culture

Every year, we ask Veralto associates to rate our ethics and compliance culture as part of our Annual Engagement Survey. Leaders across our segments and operating companies leverage those results to develop action plans and drive improvement, as necessary.

People leaders have heightened responsibility to promote a culture of integrity, transparency, and humility. As part of our Annual Engagement Survey, associates have the opportunity to quantitatively and qualitatively rate their manager's performance on the *Instill Trust* Core Behavior. Managers receive this feedback and create action plans to address opportunities to improve.

Empowering Associates Through Ethics and Compliance Training

Each year, all full-time and part-time associates in administrative, business, technical, professional, management and executive career categories (the online training job categories) are required to take Code of Conduct training. In addition, in most countries where we operate, we require associates to certify that they have complied with the Code of Conduct. Code of Conduct training is also provided when associates join

Veralto as new hires or through acquisitions, and live Code of Conduct training is provided in certain cases for our shop floor and manufacturing associates. In addition, associates are assigned training on various, specific ethics and compliance topics as part of the Veralto Annual Training Program. This program helps all associates understand their obligations under the law, the expectation to act ethically and how

to manage the risks inherent in their job function. In 2022, the Annual Training Program included the following training courses applicable to associates in the online training job categories (specific courses assigned are based on the associate’s role and level):

JOB FAMILY GROUP	Anti-corruption and Anti-Bribery	Veralto Code of Conduct	Data Privacy and Protection	Environment, Health, Safety, and Sustainability	Insider Trading	Off Label Promotions: Advertising and Marketing	Anti-Harassment and Discrimination	Quality Systems Regulation	Trade Compliance	Understanding Information Security and Protection & Info Sec Policy
Administrative	X	X	X	X			X			X
Communications		X	X	X	X	X	X			X
Customer Support	X	X	X	X		X	X	X	X	X
Veralto Enterprise System Group		X	X	X	X		X			X
Digital Product Development		X	X	X			X			X
Engineering		X	X	X	X		X	X	X	X
Environmental Health & Safety	X	X	X	X			X			X
Facilities		X	X	X			X	X		X
Finance & Accounting	X	X	X	X	X		X		X	X
Human Resources		X	X	X	X		X	X		X
Information Technology		X	X	X	X		X			X
Legal	X	X	X	X	X		X		X	X
Management	X	X	X	X	X		X		X	X
Manufacturing & Operations		X	X	X			X	X	X	X
Marketing	X	X	X	X		X	X	X		X
Mergers, Acquisitions & Alliances, Partnerships	X	X	X	X	X		X			X
Project/Program Management		X	X	X		X	X			X
Quality & Regulatory Affairs	X	X	X	X	X	X	X	X	X	X
Sales	X	X	X	X	X		X	X	X	X
Science	X	X	X	X	X		X	X		X
Supply Chain & Logistics	X	X	X	X		X	X	X	X	X

In general, any associate who fails to complete the required ethics and compliance training in a given year can achieve a score on the *Instill Trust Core Behavior* of no more than 2 out of 5 (if they fail to complete one required training course) or 1 out of 5 (if they fail to complete two or more required training courses), which directly affects the associate's compensation. We may withhold advancement opportunities, further recognition or monetary bonuses from, or terminate, associates who do not meet our expectations with respect to integrity and compliance.

Our culture of integrity is built and maintained by all associates, but our leaders carry an additional responsibility. To ensure that our people leaders understand their role in building a culture of integrity, ethical leadership training is included in Veralto's Leadership Development Program for newly promoted mid-level and senior leaders. These sessions are facilitator-led, scenario-based, and rooted in real Veralto leader experiences.

Countering Bribery and Corruption

Bribery and corruption are risks for all global enterprises. Preventing, detecting, and responding to these risks, as well as maintaining accurate books and records, is a critical priority for Veralto and its platforms and operating companies.

All Veralto associates must comply with all applicable laws and regulations, and all Veralto policies and processes, relating to anti-bribery and anti-corruption.

Anti-Corruption Policy

Our [Anti-Corruption Policy](#) requires that we abide by the anti-bribery and anti-corruption laws of the countries in which we operate. The Veralto Anti-Corruption Policy prohibits Veralto associates and representatives from improperly making, offering, providing or authorizing the provision of anything of value to third parties to affect a decision or secure an advantage in order to obtain or retain business. In addition, our Code of Conduct explicitly forbids facilitation payments.

Gift & Entertainment Policy

Veralto competes for business on our merits. The Veralto [Gift & Entertainment Policy](#) prohibits providing gifts and entertainment to secure business. Veralto associates may not give or receive gifts and entertainment as a quid pro quo for selecting a particular supplier. Additional restrictions apply to gifts and entertainment provided to government officials.

Customer Trip Policy and Procedure

The Veralto [Customer Trip Policy and Procedure](#) sets forth the criteria that must be met for Veralto to arrange for customer travel, including a legitimate Veralto business purpose and permissibility under applicable law and other relevant Veralto policies.

Veralto Anti-Bribery and Corruption Risk Assessment

Veralto's corporate ethics and compliance function manages our Anti-Bribery and Corruption Risk Assessment Process (ABC RAP), with support from the operating company legal functions and in cooperation with our internal audit, commercial and finance functions. The ABC RAP consists of a risk assessment process that evaluates and quantifies bribery and corruption risk at every operating company at least once every three years based on criteria including the Corruption Perception Index (a publicly available index that ranks countries by their perceived levels of public sector corruption), revenue by country, historical internal audit performance, interactions with government officials, business model, and management input.

Since a culture of integrity and compliance is one of the most effective tools in countering bribery and corruption, an assessment of ethical culture and evidence of management commitment to compliance are also key factors in determining the final risk rating of each operating company and the resulting improvement actions. Through a combination of data analysis, associate interviews, and surveys, the process assesses Speak Up! effectiveness, management tone at the top and the middle, availability of compliance policies and tools, and compliance program resourcing.

The results of the ABC risk assessment drive the selection and application of anti-corruption auditing, monitoring and risk-mitigation activities across our operating companies. The leadership of each operating company is responsible for the timely completion of all countermeasures resulting from the ABC risk assessment.

Channel Partner Management

We also evaluate and monitor the ethics and compliance of our third-party sales partners, such as distributors, through our Channel Partner Management compliance program. This program includes the following elements:

- Our [Channel Partner Code of Conduct](#) articulates our ethics and compliance expectations and requirements of our sales channel partners.
- We conduct due diligence on our third-party sales partners to help ensure adherence to our Code of Conduct and reduce risk before the partner is approved to conduct business on behalf of Veralto. Diligence is risk-based and repeated at periodic intervals.
- Our third-party sales partners (and many of our other third-party intermediaries) are required to complete our ABC program training, which is a condition to a Veralto operating company entering into or renewing a contract with such partner.
- Our third-party sales partners are required to complete regular certification of their compliance with the Veralto Channel Partner Code of Conduct as well as all applicable laws and regulations.
- We employ artificial intelligence to continuously monitor our third-party sales partners for legal or reputational issues that may surface through various channels, including watch lists, sanctions, court filings or media.
- We proactively audit select third-party sales partners to ensure their ongoing commitment to Veralto's Channel Partner Code of Conduct.
- Partners are assessed as part of our ABC program and selected for proactive audit

based on key risk criteria including sales volume, Corruption Perception Index in the countries where the partner operates on behalf of the operating company, any red flags identified during Veralto's due diligence process and ongoing monitoring, whether the partner does business with government entities, and country- or region-specific trends.

Competition and Trade Compliance

Many countries have laws governing fair competition as well as how products and services are moved in or out of country. Veralto has implemented a number of policies, training, and processes to mitigate risks relating to these laws.

Antitrust

It is Veralto's policy to comply with all applicable laws, rules, and regulations against unfair competition. The Veralto Antitrust Policy addresses compliance with the U.S. federal antitrust laws, notes activities that may lead to antitrust law violations and highlights areas where European competition law may differ from U.S. law.

Import and Export

The countries in which we operate typically regulate how goods are imported and exported. Veralto's Trade Compliance Policy provides guidance on these regulations and requires each operating company to implement applicable policies and procedures to help ensure compliance with these laws.

Additionally, U.S. export control regulations are intended to ensure that certain products and technologies are not sold to actors who could use them for inappropriate purposes, and many other countries have similar laws. Veralto's Trade Compliance Policy describes the types of transactions subject to export control laws globally and the processes Veralto has instituted to help ensure compliance.

Associates in applicable functions receive training on trade compliance and sanctions at least every other year as part of the Annual Training Program.

Medical Device Product Quality

Regulatory Framework; Veralto Risk Profile

One Veralto subsidiary designs, manufactures and sells medical devices registered and regulated by the FDA. Our medical device manufacturing site is required to adhere to all applicable quality system regulations and requirements, including the U.S. Current Good Manufacturing Practices (CGMP) requirements set forth in the FDA's Quality Systems Regulation (QSR), the ISO Medical Devices – Quality Management Standard (ISO 13485) and the Medical Device Single Audit Program (MDSAP).

Centralized Compliance Standards and Controls

The Veralto Code of Conduct requires that the medical devices we make and sell strictly comply with all applicable laws, rules, and regulations. To help ensure compliance, we deploy Quality Management Systems (QMS) standards and controls to drive the safety and effectiveness of these products and services. Below are highlights of these standards and controls.

Regulatory, Quality and Clinical Affairs KPIs

We require our operating company that sells medical devices to regularly track and report KPIs designed to provide transparency, drive accountability, and measure the health of our Quality Management System (QMS).

These required KPIs focus on pre-market and post-market product and QMS performance and cover a range of areas including:

- Internal and external audits, including tracking and trending of audit observations
- Supplier and internal corrective and preventive actions (CAPA), including the timeliness and effectiveness of the CAPA process
- Complaints and external defects, including the number of complaints received and defects identified, and the amount of time before such matters are addressed
- Recalls and adverse events, including quantity and trending

KPI-related goals are established annually for the medical devices we sell, and we leverage our suite of VES tools to help us meet them.

We regularly review and update our regulatory, quality and clinical affairs KPIs as needed to support continuous improvement. These reviews and updates are rooted in VES principles and leverage the expertise and perspectives of regulatory, quality and clinical affairs professionals across Veralto. Recent updates have focused on reflecting regulatory changes around the world and seeking to ensure that our KPIs reflect standards recommended by industry and standard-setting organizations.

Corporate Audit Programs

Veralto's corporate audit staff audits our FDA-registered site for compliance with the FDA's CGMP and ISO requirements. These audits cover design control, product testing, supplier evaluation and monitoring, recalls, FDA establishment registrations, device listings and ethical marketing, advertising and sales procedures.

Annual Training

The KPI and auditing controls described above are bolstered by CGMP-specific annual training requirements. All associates employed by our medical device operating company, including senior management, are required to participate in annual training covering compliance with CGMP and laws governing the advertising and promotion of our products.

Membership In External Associations/Partnerships

Veralto, including its subsidiaries, participates in a variety regulatory, quality and clinical industry associations at the company and individual levels including memberships in the Regulatory Affairs Professional Society and the American Society for Quality.

Regulatory Inspections

As a medical device manufacturer, our manufacturing facility is subject to inspection on a routine basis by the FDA. The FDA audits or inspects Veralto's registered medical device site using a risk-based process, taking into account the risk profile of the products manufactured by the site. In connection with an inspection, the FDA may issue Form 483 Inspectional Observations, Warning Letters, and/or consent decrees, which list conditions or practices that may indicate a violation of the FDA's requirements. Veralto's goal each year (including 2023) is to have zero FDA Form 483 Inspectional Observations, Warning Letters and consent decrees.

Recalls

A medical device recall can include actions ranging from a labeling change or an in-field correction to a partial or full removal of the product from the market, depending on the nature of the issue and the risk to public health. Medical device recalls are typically conducted voluntarily by the manufacturer but may also be mandated by FDA. Recalls are required to be reported to FDA if the recall was initiated to reduce a risk to health posed by the device or to remedy a violation of applicable law caused by the device which may present a risk to health. FDA classifies recalls as Class I (highest risk), Class II or Class III (lowest risk) based on the relative degree of health hazard posed by the recall.



Supply Chain Sustainability

Veralto maintains an extensive, complex network of supplier relationships that are critical to our success. In 2022, we conducted business with over 15,000 suppliers globally, and our supply chain spending exceeded \$1.6 billion—a reach that offers us the opportunity to drive our sustainability values across a footprint far broader than our direct operations. As a result, we view our supply chain as an extension of our own business and expect our suppliers to share our values. While recognizing differences in laws, customs and acceptable practices around the world, we believe shared values are the cornerstone of supplier relationships and we articulate our expectations through the following policies:

- [Supplier Code of Conduct](#); Sets forth the requirements and expectations we have of our suppliers with respect to legal compliance and ethical business practices.
- [Sustainable Supply Chain Policy](#); Details Veralto's requirements and expectations with respect to the extension of our sustainability values across our supply chain.
- [Conflict Minerals Policy Statement](#); Sets forth our rules designed to avoid the sourcing of minerals that finance or benefit armed groups in the Democratic Republic of the Congo (DRC) or in adjoining countries.

Veralto's Vice President of Global Procurement, who reports to Veralto's Executive Vice President and Chief Financial Officer, is responsible for Veralto's supply chain sustainability program.

We have implemented the following management programs to help mitigate risk, support product quality, and drive our sustainability values in our supply chain.

Supplier Risk Assessment/Risk Management

We have a rigorous supply chain risk assessment/risk management program that incorporates supplier financial and risk data from external providers as well as Veralto internal data. Key elements of the program include the following:

- All Tier 1 direct material suppliers (as well as critical Tier 2+ direct material suppliers and critical indirect suppliers) are scored based on their impact on Veralto's revenues, the supplier's financial health and any Veralto source limitations with respect to the supplied product.
- Veralto engages a third party to continuously monitor media and other publicly available data sources to identify risks relating to its direct material suppliers. The monitoring encompasses dozens of risk categories, including financial, weather-related, cyber, geopolitical and other risk types.
- We require any supplier who exceeds a specified risk assessment score to develop and implement a risk management plan (RMP). The RMP may include financial monitoring, business continuity planning, supplier training/development, additional contractual provisions and tooling assessments. We also require any supplier whose revenue impact and source limitation scores exceed a specified level to develop and implement a supplier emergency response plan.
- Veralto and operating company leaders review the program status for their respective companies on a regular basis.

Sustainability Due Diligence, Assessment and Monitoring

We have partnered with EcoVadis, a globally recognized provider of business sustainability assessments and ratings, to assess and monitor our direct and indirect supplier sustainability performance. EcoVadis' supplier assessments and ratings address a wide range of topics including:

- Energy consumption and GHG emissions
- Water consumption
- Biodiversity
- Local and accidental pollution
- Materials, chemicals and waste
- Product use and product end-of-life
- Customer health and safety
- Environmental services and advocacy
- Employee health and safety
- Working conditions
- Social dialogue
- Career management and training
- Child labor, forced labor and human trafficking
- Diversity, discrimination and harassment
- External stakeholder human rights
- Corruption and anticompetitive practices
- Responsible information management
- Supplier environmental practices
- Supplier social practices

EcoVadis requires verifiable, objective evidence to support its ratings, including documented evidence of policies, implementation of measures and actions including training and procedures, and tracking of KPIs; the supplier's endorsement of key, external sustainability initiatives; and third-party certifications such as ISO certifications. In particular, in-scope suppliers are monitored on a real-time basis with respect to specific KPIs including U.N. Global Compact signatory status; CDP participation; the existence of a formal sustainability policy; the existence of an active whistleblower procedure and policies on anti-corruption and bribery; extent of ISO 14001 and ISO 45001 certification coverage; public reporting on energy consumption, GHG emissions and health and safety indicators; and sustainability-related audits or assessments. EcoVadis also tracks reporting from sources including media, governments, trade unions and non-governmental organizations (NGOs) for evidence of developments or controversies relating to suppliers.

The EcoVadis rating a Veralto supplier receives could impact the frequency of subsequent EcoVadis assessments or could require the supplier to develop a Corrective Action Plan targeting specific improvement, among other impacts. Please refer to our [Sustainable Supply Chain Policy](#) for additional details.

Mitigating Forced Labor Risk in Our Supply Chain

Veralto's corporate trade compliance function screens Veralto's suppliers on a quarterly basis using a tool that aggregates publicly available data and government-provided information regarding suppliers who may be implicated in the use of forced labor. While the screening tool is not necessarily comprehensive due to the fragmented nature of the available data, it is an important asset in Veralto's efforts to mitigate the risk of forced labor in our supply chain.

Supplier Quality Management

One of the key elements of the Veralto Reliability System is the *Supplier Quality Management (SQM)* process, which applies across Veralto and its operating companies. The iterative elements of SQM include criteria for supplier qualification and processes to measure and monitor supplier performance, implement corrective actions and improve supplier performance. Where appropriate we provide training and other development support to improve supplier performance, which may include supplier corrective action plans, supplier development plans, VES-based improvement activities, process audits and/or business reviews. Veralto's corporate procurement function monitors KPIs relating to the SQM performance of its operating companies on a monthly basis.

Training and Education

All Veralto procurement associates are required to complete annual training on human rights awareness, risk management and other sustainable supply chain topics, including human trafficking, labor and employment rights, employee health and safety, responsible environmental practices, anti-corruption, business ethics and data and IP protection.

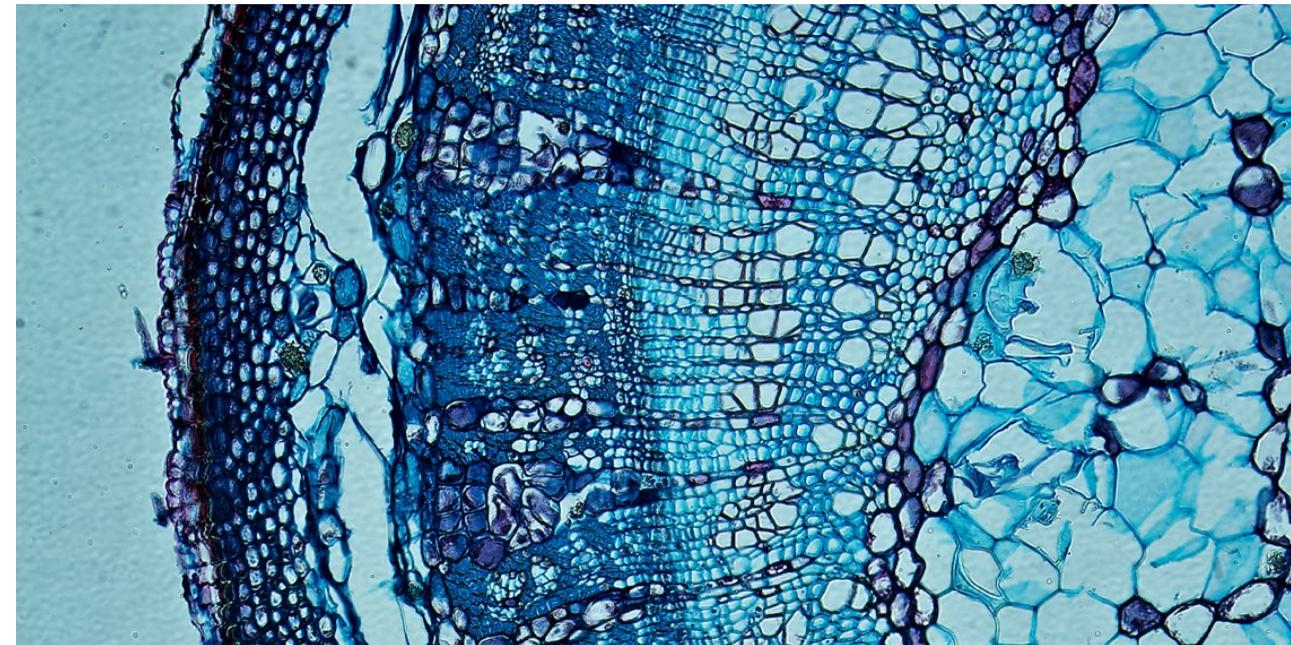
Conflict Minerals

Veralto is committed to complying with the Organization for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict- Affected and High-Risk Areas, as well as Section 1502 of the Dodd-Frank Act, which aims to prevent the use of minerals that directly or indirectly finance or benefit armed groups in the DRC or in adjoining countries ("conflict minerals").

Suppliers to Veralto are required to commit to being or becoming "conflict-free" (meaning they do not source conflict minerals) and sourcing only from conflict-free smelters. Veralto requires suppliers to provide completed Responsible Minerals Initiative Conflict Minerals Reporting Template declarations detailing their commitment to becoming conflict-free and documenting countries of origin for any tin, tantalum, tungsten, and gold purchased.

Supply Chain Continuity Planning

Veralto's manufacturing operations employ a wide variety of raw materials, including metallic-based components, electronic components, chemistries, OEM products, plastics, and other petroleum-based products. Prices of oil and gas also affect our costs for freight and utilities. Veralto purchases raw materials from many independent sources around the world. No single supplier is significant to Veralto as a whole, although for some components that require particular specifications or regulatory or other qualifications there may be a single supplier or a limited number of suppliers that can readily provide them. Veralto utilizes a number of techniques to address potential disruption in and other risks relating to its supply chain, including in certain cases the use of safety stock, alternative materials and qualification of multiple supply sources.



Our Environment, Health, and Safety (EHS) Programs

Our EHS professionals play a vital role in helping us achieve our business goals by facilitating compliance, hazard recognition and risk reduction, wellness and productivity improvements, driving environmental stewardship across our organization and strengthening associate engagement. Veralto's Senior Vice President and General Counsel is the executive with management-level responsibility for our EHS program.

EHS Policies

[Code of Conduct](#)

Identifies the core principles that guide our organization, including our core EHS principles.

[Environment, Health, and Safety \(EHS\) Policy](#)

Specifically addresses compliance with applicable EHS laws, personal accountability, effective communication, consultation and engagement, routine program assessments, continuous improvement in EHS performance, integration of EHS principles into our business plans, product design and facilities, recycling and reuse, EHS due diligence of newly acquired businesses and public reporting of our program effectiveness.

[Sustainability Policy](#)

Builds upon the EHS Policy and addresses the EHS elements most critical to our approach to sustainability.

[Supplier Code of Conduct](#) and [Sustainable Supply Chain Policy](#)

Outline our expectations regarding the extension of our EHS values throughout our supply chain, including the assessment and monitoring of our suppliers' environmental performance through the EcoVadis platform.

EHS Audit Program

In 2022, we updated our EHS audit process, with the goal of further enhancing our strong foundation of EHS compliance. Our updated audit process uses internal and external EHS auditing expertise and combines structured self-assessments with risk-based, on-site auditing by internal EHS and independent third parties. The audit process covers jurisdiction specific EHS regulatory requirements, with the objectives of identifying and correcting deficiencies as well as identifying and sharing best practices. Approximately 25% of our EHS significant sites undergo an in-person third-party EHS audit each calendar year. Any observed deficiencies are documented, communicated to site leadership and tracked by corporate EHS to ensure timely closure.

EHS Training, Education, and Best Practice Sharing

In 2022, we expanded our EHS awareness training to cover a wider variety of EHS topics and target a broader audience of associates. This annual training is designed to help ensure an understanding of EHS compliance obligations, actively promote an EHS culture of accountability and engagement, and covers EHS topics such as hazard recognition, managing risks, ergonomics, workplace violence and incident protocols.

EHS responsibilities are distributed across Veralto's Operating Companies with centralized EHS leadership. The EHS leaders across all Veralto Operating Companies meet on a regular basis to share best practices, lessons learned from incidents, to help drive Veralto's EHS strategy and provide opportunities for professional development.

EHS Information Management System

We use a third party EHS information management system, Benchmark ESG, to collect and manage EHS information globally, including:

- EHS incident, severity, and investigation
- An activity calendar for managing compliance and other recurring task
- Action tracking following an incident, audit or inspection
- Near miss events, concerns and observations
- EHS performance metric reporting and tracking
- Sustainability-related metric reporting and tracking
- EHS KPIs and Goals

To drive accountability and continuous improvement, we have established goals designed to achieve meaningful improvement in our EHS performance and reduce our impact on the environment. We also track a range of EHS-related KPIs to measure the effectiveness of our program and quantify our progress. These are provided in the [Data Summary](#) section at the end of this report.





Continually Improving for Enduring Positive Impact

Veralto is committed to protecting many of the world's important resources through our products, our sustainability-focused practices, our impact on the planet, and our people. As Veralto becomes a standalone company and we continue along our sustainability journey, here's what you can expect from us:

- We are underway as a standalone company with our first prioritization assessment to evaluate ESG risks and opportunities that are relevant to our industry and our companies. We are using the findings of this assessment to drive our organizational priorities and build our sustainability roadmap.
- We engage and will continue to engage with stakeholders to inform our goals for the future and the strategies through which we can achieve them. We proactively solicit the voice of our stakeholders through associate surveys, conversations with investors, collaboration with our customers and partners, and participation in industry associations. We are and will continue to incorporate what we hear directly from our stakeholders into our sustainability strategy and roadmap.
- We are actively evaluating opportunities to make an impact through collective actions such as sustainability-focused partnerships, initiatives, industry alliances and grant-making opportunities.

- We intend to set and communicate additional public sustainability goals. We commit to rigorously measuring our progress towards closing the gaps to these goals, both current and future.
- We will hold our leaders across Veralto and our operating companies accountable to the sustainability targets we have established today and will establish in the future through a regular cadence of reviews.
- We will leverage the strength of our Veralto Enterprise System as our system for continuous improvement to achieve our sustainability goals.

Sustainability is core to our Unifying Purpose and our business strategy. In our journey as a new standalone company, we plan to learn from stakeholders and grow by adopting sustainable practices to continually improve for enduring positive impact. We hope that our transparency regarding our progress and aspirations conveys the depth of our commitment to sustainability for our customers, partners, investors, associates, and the communities we serve.

Surekha Trivedi
Senior Vice President of Strategy & Sustainability
Veralto

Quick Links

Veralto Sustainability-Related Policies and Statements

1. [Anti-Corruption Policy](#)
2. [Channel Partner Code of Conduct](#)
3. [Code of Conduct](#)
4. [Conflict Minerals Policy Statement](#)
5. [Customer Trip Policy](#)
6. [Diversity, Equity, and Inclusion \(DE+I\) Policy](#)
7. [Environment, Health, and Safety \(EHS\) Policy](#)
8. [Gift & Entertainment Policy](#)
9. [Global Tax Strategy](#)
10. [Privacy Policy](#)
11. [Speak Up! Helpline](#)
12. [Supplier Code of Conduct](#)
13. [Sustainability Mission Statement](#)
14. [Sustainability Policy](#)
15. [Sustainable Supply Chain Policy](#)
16. [California Transparency in Supply Chains Act of 2010](#)
17. [UK Modern Slavery Act Statement / Veralto Statement on Slavery and Human Trafficking](#)
18. [Iran Trading Policy](#)
19. United Nations Global Compact Participant (*Coming soon*)



Reporting Frameworks Index

Global Reporting Initiative (GRI) Sustainability Reporting Guidelines

GRI Content Index

Statement of use: Veralto Corporation has reported the information cited in this GRI content index for the period of January 1, 2022 to December 31, 2022, with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

GRI 2: General Disclosures 2021

Disclosure	Description	Response
2-1	Organizational details	Information Statement, p. 13
2-2	Entities included in the organization's sustainability reporting	Form 10, Exhibit 21.1 About This Report
2-3	Reporting period, frequency and contact point	Sustainability at Veralto About This Report sustainability@veralto.com
2-4	Restatements of information	About This Report
2-5	External assurance	Not reported
2-6	Activities, value chain and other business relationships	Veralto at a Glance Governance, Accountability, and More > Supply Chain Sustainability
2-7	Employees	Veralto at a Glance People Data Summary > People Data
2-8	Workers who are not employees	Not reported

GRI Content Index, continued

Disclosure	Description	Response
2-9	Governance structure and composition	Veralto Corporate Governance Sustainability at Veralto > Our Sustainability Commitments, Governance, and More > Our Governance Structure and Mechanisms Governance, Accountability, and More > Governance > Board Structure and Responsibilities
2-10	Nomination and selection of the highest governance body	Governance, Accountability, and More > Governance > Board Selection, Composition, Refreshment, and Succession Planning
2-11	Chair of the highest governance body	Information Statement, p. 100-101, 104
2-12	Role of highest governance body in overseeing the management of impacts	Sustainability at Veralto > Our Sustainability Commitments, Governance, and More > Our Governance Structure and Mechanisms Governance, Accountability, and More > Governance > Board Structure and Responsibilities
2-13	Delegation of responsibility for managing impacts	Sustainability at Veralto > Our Sustainability Commitments, Governance, and More > Our Governance Structure and Mechanisms
2-14	Role of highest governance body in sustainability reporting	Information Statement, p. 93-94, 105-108
2-15	Conflicts of Interest	Governance, Accountability, and More > Governance > Managing Potential Conflicts of Interest
2-16	Communication of critical concerns	Governance, Accountability, and More > Governance > Communication with the Board
2-17	Collective knowledge of the highest governance body	Governance, Accountability, and More > Governance > Board Selection, Composition, Refreshment, and Succession Planning
2-18	Evaluation of the performance of the highest governance body	Not reported / not applicable at this time

GRI Content Index, continued

Disclosure	Description	Response
2-19	Remuneration policies	Information Statement, p. 105, 109-139 People > Learning and Development > Compensation
2-20	Process to determine remuneration	Information Statement, p. 105
2-21	Annual total compensation ratio	Not reported
2-22	Statement on sustainable development strategy	Letter from Our CEO Sustainability at Veralto Continually Improving for Enduring Positive Impact
2-23	Policy commitments	Code of Conduct Sustainability Policy Veralto Sustainability webpage Sustainability at Veralto > Our Sustainability Strategy and How We Prioritize ; Our Sustainability Commitments, Governance, and More People > Human Rights Governance, Accountability, and More > Ethics and Compliance at Veralto
2-24	Embedding policy commitments	Code of Conduct Sustainability Policy Sustainability at Veralto > How We Drive Sustainability at Veralto People > Human Rights Governance, Accountability, and More > Ethics and Compliance at Veralto
2-25	Processes to remediate negative impacts	Sustainability at Veralto > Our Sustainability Strategy and How We Prioritize Governance, Accountability, and More > Risk Oversight ; Ethics and Compliance at Veralto www.veraltointegrity.com

GRI Content Index, continued

Disclosure	Description	Response
2-26	Mechanisms for seeking advice and raising concerns	Code of Conduct Governance, Accountability, and More > Ethics and Compliance at Veralto > Reporting Concerns www.veraltointegrity.com
2-27	Compliance with laws and regulations	Not reported
2-28	Membership associations	Sustainability at Veralto > Our Sustainability Commitments, Governance, and More
2-29	Approach to stakeholder engagement	Sustainability at Veralto > Our Sustainability Strategy and How We Prioritize
2-30	Collective bargaining agreements	People > Learning and Development > Collective Bargaining
Material Topics		
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Sustainability at Veralto > Our Sustainability Strategy and How We Prioritize Continually Improving for Enduring Positive Impact
3-2	List of material topics	Continually Improving for Enduring Positive Impact
Topic Standards and Management of Material Topics		
Innovation		
GRI 3: Material Topics 2021	3-3 Management of material topics: Innovation & Clean Tech	Sustainability at Veralto > Our Sustainability Strategy and How We Prioritize Products > VES Tools for Products > Product Innovation Planet > VES Tools, Policies, and Processes for the Planet > Design for Sustainability Data Summary

GRI Content Index, continued

GRI 203: Economic Performance 2016		
Disclosure	Description	Response
GRI 3: Material Topics 2021	3-3 Management of material topics	
201-1	Direct economic value generated and distributed	Veralto at a Glance > Get to Know Veralto; Our Companies
201-2	Financial implications and other risks and opportunities due to climate change	Planet > Greenhouse Gas Emissions and Climate Change > Climate Risks and Opportunities TCFD Index
201-3	Defined benefit plan obligations and other retirement plans	Information Statement, p. F-5, F-12, F-13
GRI 302: Energy 2016		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Policy Planet > Greenhouse Gas Emissions and Climate Change; Tools, Policies, and Process for the Planet > VES Energy Management Toolkit; Decarbonization Roadmap and Tools Governance, Accountability, and More > Our Environment, Health, and Safety (EHS) Programs Data Summary > Products Data
302-1	Energy consumption within the organization	Data Summary > Planet Data About This Report
302-3	Energy intensity	Data Summary > Planet Data About This Report
302-4	Reduction of energy consumption	Planet > Greenhouse Gas Emissions and Climate Change; VES Tools, Policies, and Process for the Planet > VES Energy Management Toolkit; Decarbonization Roadmap and Tools Governance, Accountability, and More > Our Environment, Health, and Safety (EHS) Programs Data Summary > Planet Data

GRI Content Index, continued

GRI 305: Emissions 2016		
Disclosure	Description	Response
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Policy Planet > Greenhouse Gas Emissions and Climate Change; VES Tools, Policies, and Process for the Planet > VES Energy Management Toolkit; Decarbonization Roadmap and Tools Governance, Accountability, and More > Our Environment, Health, and Safety (EHS) Programs Data Summary > Planet Data
305-1	Direct (Scope 1) GHG emissions	Data Summary > Planet Data About This Report
305-2	Energy indirect (Scope 2) GHG emissions	Data Summary > Planet Data About This Report
305-4	GHG emissions intensity	Data Summary > Planet Data
305-5	Reduction of GHG emissions	Planet > Greenhouse Gas Emissions and Climate Change; VES Tools, Policies, and Process for the Planet > VES Energy Management Toolkit; Decarbonization Roadmap and Tools Governance, Accountability, and More > Our Environment, Health, and Safety (EHS) Programs Data Summary > Planet Data

GRI Content Index, continued

GRI 306: Waste 2020

GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Policy Planet > Waste Reduction; VES Tools, Policies, and Process for the Planet > Waste Minimization Tools Governance, Accountability, and More > Our Environment, Health, and Safety (EHS) Programs Data Summary > Planet Data
306-2	Management of significant waste-related impacts	Sustainability Policy Planet > Waste Reduction; VES Tools, Policies, and Process for the Planet > Waste Minimization Tools Governance, Accountability, and More > Our Environment, Health, and Safety (EHS) Programs Data Summary > Planet Data
306-3	Waste generated	Data Summary > Planet Data About This Report
306-4	Waste diverted from disposal	Data Summary > Planet Data About This Report
306-5	Waste directed to disposal	Data Summary > Planet Data About This Report

GRI Content Index, continued

GRI 403: Occupational Health and Safety 2018

Disclosure	Description	Response
GRI 3: Material Topics 2021	3-3 Management of material topics	Environment, Health, and Safety Policy Governance, Accountability, and More > Our Environment, Health, and Safety (EHS) Programs
403-1	Occupational health and safety management system	Environment, Health, and Safety Policy Governance, Accountability, and More > Our Environment, Health, and Safety (EHS) Programs Data Summary > Planet Data
403-2	Hazard identification, risk assessment, and incident investigation	Environment, Health, and Safety Policy Governance, Accountability, and More > Our Environment, Health, and Safety (EHS) Programs
403-3	Occupational health services	Not reported
403-4	Worker participation, consultation, and communication on occupational health and safety	Not reported
403-5	Worker training on occupational health and safety	Governance, Accountability, and More > Our Environment, Health, and Safety (EHS) Programs > EHS Training, Education, and Best Practice Sharing
403-6	Promotion of worker health	People > Associate Engagement and Well-Being Veralto benefits website
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Not reported
403-8	Workers covered by an occupational health and safety management system	Not reported
403-9	Work-related injuries	Data Summary > People Data About This Report
403-10	Work-related ill health	Not reported

GRI Content Index, continued

GRI 404: Training and Education 2016

GRI 3: Material Topics 2021	3-3 Management of material topics	People > Learning and Development ; VES Tools, Policies, and Processes for People
404-1	Average hours of training per year per employee	Not reported
404-2	Programs for upgrading employee skills and transition assistance programs	People > Learning and Development ; VES Tools, Policies, and Processes for People
404-3	Percentage of employees receiving regular performance and career development reviews	People > VES Tools, Policies, and Processes for People > Performance for Growth (P4G) for Performance Management ; Development for Growth (D4G) for Professional Development Data Summary > People Data

GRI 405: Diversity and Equal Opportunity 2016

Disclosure	Description	Response
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity, Equity and Inclusion Policy People > Diversity, Equity, and Inclusion ; VES Tools, Policies, and Processes for People > Day of Understanding ; Operating Company Accountability for DE+I through Policy Deployment ; Pipeline Growth Process for Building Successors Governance, Accountability, and More > Governance > Board Selection, Composition, Refreshment, and Succession Planning
405-1	Diversity of governance bodies and employees	Data Summary > People Data
405-2	Ratio of basic salary and remuneration of women to men	People > Diversity, Equity, and Inclusion > Pay Equity Data Summary > People Data

Supply Chain Sustainability

GRI 3: Material Topics 2021	3-3 Management of material topics: Supply Chain Sustainability	Sustainable Supply Chain Policy Governance, Accountability, and More > Supply Chain Sustainability
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Sustainability Accounting Standards Board (SASB) Index

SASB – Industrial Goods & Machinery

Table 1. Sustainability Disclosure Topics & Metrics

Topic	Metric	Code	Response
Energy Management	(1) Total energy consumed	RT-IG-130a.1	Data Summary > Planet Data
	(2) Percentage grid electricity	RT-IG-130a.1	Not reported
	(3) Percentage renewable	RT-IG-130a.1	Not reported
Employee Health & Safety	(1) Total recordable incident rate (TRIR)	RT-IG-320a.1	Data Summary > People Data
	(2) Fatality rate	RT-IG-320a.1	Data Summary > People Data
	(3) Near miss frequency rate (NMFR)	RT-IG-320a.1	Not reported
	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	RT-IG-410a.1	Not reported
Fuel Economy & Emissions in Use-phase	Sales-weighted fuel efficiency for non-road equipment	RT-IG-410a.2	Not reported
	Sales-weighted fuel efficiency for stationary generators	RT-IG-410a.3	Not reported

SASB Index, continued

SASB – Industrial Goods & Machinery

Table 1. Sustainability Disclosure Topics & Metrics

Topic	Metric	Code	Response
	Sales-weighted emissions of (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines and (d) other non-road diesel engines	RT-IG-410a.4	Not reported
Materials Sourcing	Description of the management of risks associated with the use of critical materials	RT-IG-440a.1	Supplier Code of Conduct Conflict Minerals Policy Statement Governance, Accountability, and More > Supply Chain Sustainability > Conflict Minerals; Supply Chain Continuity Planning
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	RT-IG-440b.1	Not reported

SASB – Industrial Goods & Machinery

Table 2. Activity Metrics

Activity Metric	Code	Response
Number of units produced by product category	RT-IG-000.A	<i>Not reported</i>
Number of employees	RT-IG-000.B	Veralto at a Glance > Get to Know Veralto

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

TCFD Index

This index cross-references the Task Force on Climate-Related Financial Disclosures (TCFD) Framework with applicable Veralto disclosures.

Topic	Recommended Disclosure	Response
Governance	<p>Describe the board’s oversight of climate-related risks and opportunities.</p> <hr/> <p>Describe management’s role in assessing and managing risks and opportunities.</p>	<p>Veralto’s Board will oversee Veralto’s sustainability strategy, targets and metrics. We anticipate that our Board will review our sustainability program at least annually.</p> <p>In 2023, Veralto is piloting a management program to identify, assess and manage climate risks and opportunities. The management program is designed to include the following elements:</p> <ul style="list-style-type: none"> • The climate-related risk assessment will use the same scoring methodology as (and will run parallel to) the Veralto annual enterprise risk management (ERM) process, such that the significance and prioritization of climate-related risks are assessed relative to wider business risks. • Per the TCFD recommendations relating to governance, the pilot program contemplates that the results of the program would be presented annually to the Veralto Sustainability Council and to the Audit Committee of Veralto’s Board of Directors, which has oversight responsibility with respect to climate change risk. <hr/> <p>At the corporate level, Veralto’s Senior Vice President of Strategy & Sustainability, who reports directly to our President and CEO, will oversee our sustainability program and the Veralto Sustainability Council, and is responsible for reviewing and approving Veralto’s sustainability reports.</p> <p>We anticipate that Veralto’s Sustainability Council and its working groups will develop and drive our roadmap of sustainability initiatives. This council will include representation from our Water Quality and Product Quality and Innovation segments, as well as the corporate human resources (HR); environment, health, and safety (EHS); diversity, equity, and inclusion (DE+I), Veralto Enterprise System (VES), procurement, investor relations, finance, IT, and legal functions.</p>

TCFD Index, continued

Topic	Recommended Disclosure	Response
Governance	Describe management's role in assessing and managing risks and opportunities.	<p>In 2023, Veralto is piloting a management program to identify, assess and manage climate risks and opportunities.</p> <ul style="list-style-type: none"> • The climate-related management program will require an in-scope operating company to identify (and score the severity, probability, and velocity of) each key climate-related risk, over short- medium- and long-term time horizons. • The program will also require identification (and scoring) of each key climate-related opportunity, over short- medium- and long-term time horizons. • Per the TCFD recommendations relating to governance, the pilot program contemplates that the results of the program would be presented annually to the Veralto Sustainability Council and to the Audit Committee of Veralto's Board of Directors, which has oversight responsibility with respect to climate change risk.
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<p>Our risk management process has previously identified high-level climate-related risks and opportunities: physical risk resulting from acute or chronic changes in climate patterns, to include increased severity of extreme weather events such as cyclones, hurricanes and floods. Chronic physical risks refer to longer-term shifts in climate patterns (such as sustained higher temperatures) that may result in rising sea levels (which could impact our facilities in coastal areas), droughts and heat waves. Key climate-related opportunities for Veralto include the prospect of developing new commercial solutions or product features to address customers' sustainability related needs and potentially reduce our operating costs.</p>

TCFD Index, continued

Topic	Recommended Disclosure	Response
Strategy	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	Veralto anticipates reporting on any key impacts to our businesses, strategy, and financial planning identified as a result of the Company's climate-related risk and opportunity management program in future sustainability reports.
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	In the future, management will consider the potential applicability to its businesses and strategy of multiple climate-related scenario analyses.
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks.	<p>In 2023, Veralto is piloting a management program to identify, assess and manage climate risks and opportunities.</p> <p>The climate-related management program requires each in-scope operating company to identify (and score the severity, probability and velocity of) each key climate-related risk, over short- medium- and long-term time horizons.</p> <ul style="list-style-type: none"> • With respect to each time horizon, for each identified risk that exceeds a prescribed score, the operating company is required to: <ul style="list-style-type: none"> o identify the proposed countermeasure(s) and related costs; o re-score the risk, taking into account the proposed countermeasures; and o identify (and quantify if feasible) the net, anticipated business and financial impact of the risk.

TCFD Index, continued

Topic	Recommended Disclosure	Response
Risk Management	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	The climate-related risk assessment uses the same scoring methodology as (and runs parallel to) the annual Enterprise Risk Management process. As a result, the significance and prioritization of climate-related risks are assessed relative to wider business risks.
	Describe the organization's processes for managing climate-related risks	<p>Veralto leverages the Veralto Enterprise System (VES) to manage climate-related risks in our operations and our products. VES is a business management system that applies our culture of continuous improvement to our processes and tools to create enduring impact.</p> <p>With respect to the management of climate-related risks, we combine foundational tools known as the VES Fundamentals that are not climate-specific but focus on core competencies such as using visual representations of processes to identify inefficiencies, creating standard work, defining and solving problems in a structured way, and continuously improving processes to drive long-term impact, with climate-specific VES tools such as our Energy Management Toolkit.</p> <p>With respect to the climate-related opportunities described above, the Products > VES Tools for Products section of this report describes 2023 updates to the VES tools that govern how we develop commercial strategy, discern customer insights, and launch products which consider customer sustainability needs.</p> <p>In addition, Veralto has partnered with EcoVadis, a globally recognized provider of business sustainability assessments and ratings, to assess and monitor our direct and indirect supplier sustainability performance, including climate-related performance and practices.</p>

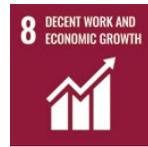
TCFD Index, continued

Topic	Recommended Disclosure	Response
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>Veralto has established the following metrics, which will be updated annually in the Veralto Sustainability Report, to measure and track the progress of our climate program:</p> <ul style="list-style-type: none"> • Direct (Scope 1) and indirect (Scope 2) GHG Emissions • GHG Emissions intensity • Total Energy Use • Supplier engagement with our Sustainability Due Diligence, Assessment and Monitoring program (in partnership with EcoVadis)
·	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks	The Company discloses its Scope 1 and 2 GHG emissions, which can be found in the Data Summary > Planet Data section of this report.
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	We are committed to doing the work to establish our own environmental targets, after we become an independent company, to guide Veralto and our operating companies forward.

UN Sustainable Development Goals (SDGs) Relevant to Veralto

Sustainable Development	Response
 <p>Goal 2 – Zero Hunger</p>	Veralto at a Glance > Our Companies Products
 <p>Goal 3 - Good Health and Well-Being Ensure healthy lives and promote well-being for all at all ages</p>	Letter from Our CEO Veralto at a Glance > Our Companies Products People > Associate Engagement & Well-Being Governance, Accountability, and More Data Summary
 <p>Goal 5 - Gender Equality Achieve gender equality and empower all women and girls</p>	Diversity, Equity and Inclusion Policy People > Human Rights; Diversity, Equity, and Inclusion > Pay Equity; Learning and Development Governance, Accountability, and More > Governance > Board Selection, Composition and Refreshment, and Succession Planning Data Summary
 <p>Goal 6 - Clean Water and Sanitation Ensure access to water and sanitation for all</p>	Veralto at a Glance > Our Companies Products Planet > Water Stewardship; VES Tools, Policies, and Processes for the Planet

UN SDGs Relevant to Veralto, continued



Goal 8 - Decent Work and Economic Growth

Promote inclusive and sustainable economic growth, employment and decent work for all

[Veralto Code of Conduct](#)
[Diversity, Equity, and Inclusion Policy](#)
[Veralto at a Glance > Our Companies](#)
[People > Diversity, Equity, and Inclusion](#); [Learning and Development](#); [Associate Engagement and Well-Being](#)



Goal 9 - Industry, Innovation and Infrastructure

Build resilient infrastructure, promote sustainable industrialization and foster innovation

[Veralto at a Glance](#)
[Products](#)
[Planet > Water Stewardship](#)



Goal 10 - Reduced Inequalities

Reduced inequalities within and among countries

[Diversity, Equity, and Inclusion Policy](#)
[People > Diversity, Equity, and Inclusion](#)
[Data Summary](#)



Goal 12 - Responsible Consumption and Production

Ensure sustainable consumption and production patterns

[Sustainability Policy](#)
[Sustainable Supply Chain Policy](#)
[Veralto at a Glance > Our Companies](#)
[Planet > Water Stewardship](#); [VES Tools, Policies, and Processes for the Planet Governance, Accountability, and More > Governance](#); [Our Environment, Health, and Safety \(EHS\) Programs](#)
[Data Summary](#)



Goal 13 - Climate Action

Take urgent action to combat climate change and its impacts

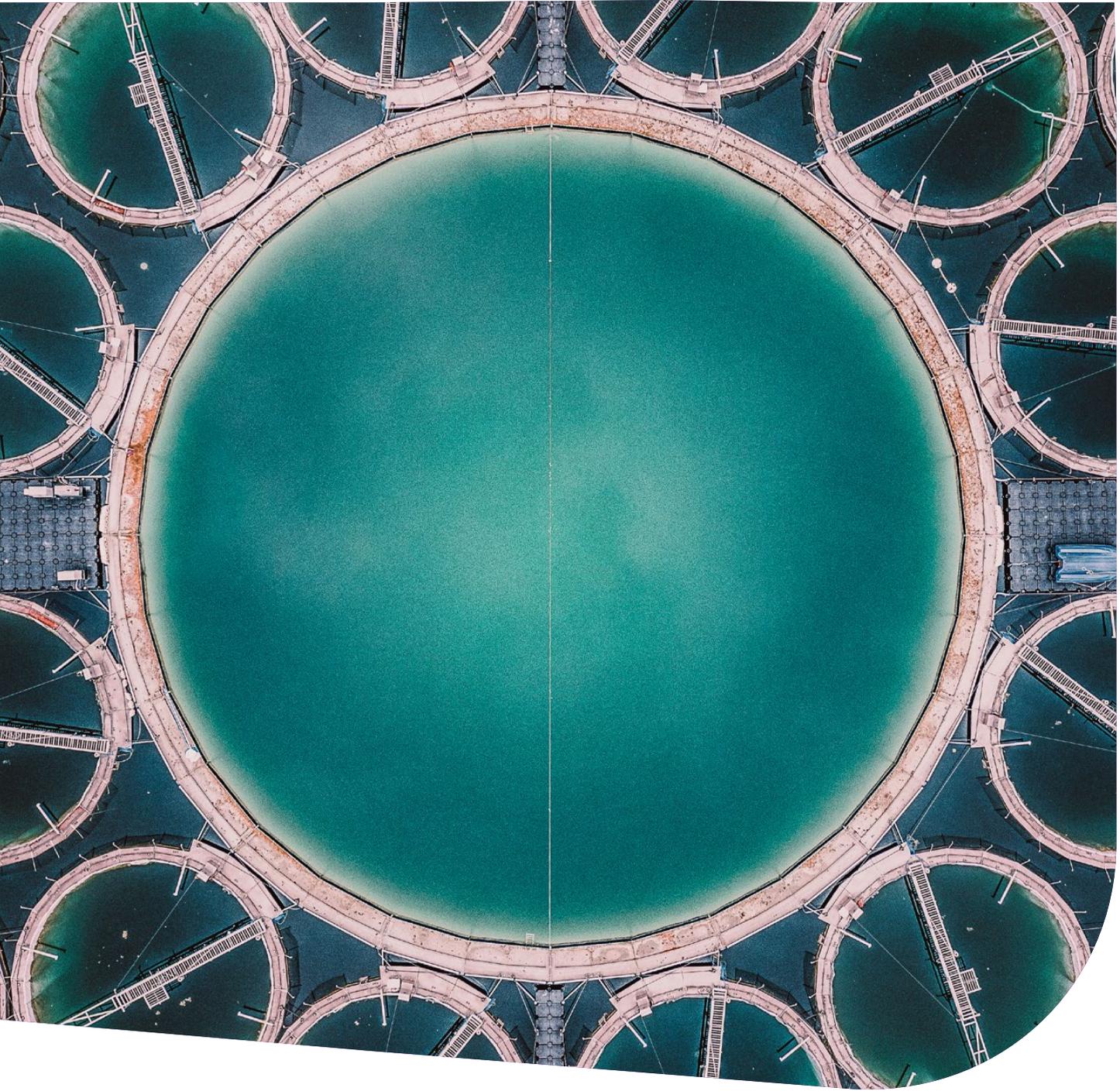
[Sustainability Policy](#)
[Letter from Our CEO](#)
[Planet](#)
[Governance, Accountability, and More > Governance](#); [Our Environment, Health, and Safety \(EHS\) Programs](#)
[Data Summary](#)



Goal 14 - Life Below Water

Conserve and sustainably use the oceans, seas and marine resources

[Products](#)
[Planet > Water Stewardship](#); [VES Tools, Policies, and Processes for the Planet > Promoting Water Stewardship](#)



Data Summary

Products Data

Our Operating Company products, services, software and/or solutions (“products”) support the following categories of Clean Tech offerings, either through products we provide directly or through products that our customers use to support their own Clean Tech offerings.

Operating Company	Clean Tech Offerings	Operating Company	Clean Tech Offerings
Aquatic Informatics	<ul style="list-style-type: none"> • Environmental information technology • Environmental remediation technologies • Optimization technologies and systems • Rainwater harvesting or rainwater harvesting systems • Small hydropower capacity • Wave tidal power capacity 	Linx	<ul style="list-style-type: none"> • Low toxicity/VOC materials
ChemTreat	<ul style="list-style-type: none"> • Biomass • Cellulosic ethanol (excluding corn) • Conventional pollution controls • Green-certified properties • Solar power capacity • Waste treatment operations or technologies • Wastewater treatment operations or wastewater treatment • Wind power capacity 	McCrometer	<ul style="list-style-type: none"> • Desalinization operations or desalinization • Smart metering devices
Esko	<ul style="list-style-type: none"> • Industrial automation technologies 	OTT HydroMet	<ul style="list-style-type: none"> • Conventional pollution controls • Environmental information technology • Rainwater harvesting or rainwater harvesting systems • Solar power capacity • Wind power capacity
Hach	<ul style="list-style-type: none"> • Conventional pollution controls • Desalinization operations or desalinization • Environmental remediation technologies • Industrial automation technologies • Nuclear energy • Optimization technologies and systems • Rainwater harvesting or rainwater harvesting systems • Reuse products or products using recycled waste • Waste treatment operations or technologies • Wastewater treatment operations or wastewater treatment 	Sea-Bird Scientific	<ul style="list-style-type: none"> • Conventional pollution controls
		Trojan Technologies	<ul style="list-style-type: none"> • Conventional pollution controls • Environmental remediation technologies • Reuse products or products using recycled waste • Waste treatment operations or technologies • Wastewater treatment operations or wastewater treatment
		USP Technologies	<ul style="list-style-type: none"> • Environmental remediation technologies • Low toxicity/VOC materials • Waste treatment operations or technologies • Wastewater treatment operations or wastewater treatment
		Videojet	<ul style="list-style-type: none"> • Industrial automation technologies • Low toxicity/VOC materials
		X-Rite	<ul style="list-style-type: none"> • LED lighting technologies
		XOS	<ul style="list-style-type: none"> • Environmental remediation technologies

Planet Data

Category	Metric	Unit	2018	2019	2020	2021	2022
Environmental Metrics	Total Energy Use	GJ	—	380,410	332,970	642,714	650,023
	Total Energy Use (intensity)	GJ per million USD revenue	—	86.1	76.6	134.7	132.9
	Direct Energy Use	GJ	—	149,671	130,471	444,743	454,393
	Indirect Energy Use	GJ	—	230,739	202,499	197,970	195,630
	Total GHG Emissions, Scope 1 and 2 Market Based	Metric tons CO ₂ e	—	33,608	31,764	50,526	50,247
	Total GHG Emissions, Scope 1 and 2 Market Based (intensity)	Metric tons CO ₂ e per million USD revenue	—	7.6	7.3	10.6	10.3
	GHG Emissions, Scope 1*	Metric tons CO ₂ e	—	7,637	7,083	28,665	28,933
	GHG Emissions, Scope 1 (intensity)	Metric tons CO ₂ e per million USD revenue	—	1.7	1.6	6.0	5.9
	GHG Emissions, Scope 2 Market Based	Metric tons CO ₂ e	—	25,972	24,681	21,861	21,315
	GHG Emissions, Scope 2 Market Based (intensity)	Metric tons CO ₂ e per million USD revenue	—	5.9	5.7	4.6	4.4
	GHG Emissions, Scope 2 Location Based	Metric tons CO ₂ e	—	24,305	21,745	21,703	21,588
	GHG Emissions, Scope 2 Location Based (intensity)	Metric tons CO ₂ e per million USD revenue	—	5.5	5.0	4.5	4.4
	Total Waste Generated	Metric tons	—	7,771	7,389	7,024	6,692
	Total Waste Generated (intensity)	Metric tons per million USD revenue	—	1.8	1.7	1.5	1.4
	Non-hazardous/Non-regulated Waste Generated	Metric tons	—	5,948	5,274	5,210	4,676
	Non-hazardous/Non-regulated Waste Diverted From Disposal	Metric tons	—	3,798	3,154	3,244	3,045
	Non-hazardous/Non-regulated Waste Sent to Landfill or Incineration	Metric tons	—	2,150	2,120	1,965	1,631
	% of Non-hazardous/Non-regulated Waste Sent to Landfill or Incineration	% of total non-hazardous/non-regulated waste generated	—	36%	40%	38%	28%
	Hazardous/Regulated Waste Generated	Metric tons	—	1,823	2,115	1,814	2,017
	Hazardous/Regulated Waste Sent to Landfill or Incineration	Metric tons	—	640	826	709	784
Hazardous/Regulated Waste Diverted From Disposal	Metric tons	—	1,183	1,289	1,105	1,233	
Total Water Use	Cubic meters	—	286,404	283,128	263,878	249,678	
Total Water Use (intensity)	Cubic meters per million USD revenue	—	64.8	65.2	55.3	51.1	

*The increase in Scope 1 emissions between 2020 and 2021 is due to the allocation of fleet emissions historically aggregated at the corporate Danaher level. The change was a result of improved fleet data collection and standardized reporting of fleet fuel consumption.

People Data

Category	Metric	Unit	2018	2019	2020	2021	2022
Associate Demographics	Total Associates (Global)	# of associates	16,000	16,000	15,000	16,000	16,000
	North America	# of associates	6,000	6,000	6,000	6,000	6,000
		% of total	37%	37%	37%	38%	38%
	Western Europe	# of associates	5,000	5,000	4,000	5,000	5,000
		% of total	30%	30%	30%	29%	29%
	High Growth Markets	# of associates	5,000	5,000	5,000	5,000	5,000
		% of total	32%	32%	32%	32%	32%
	Other Developed Markets	# of associates	<1,000	<1,000	<1,000	<1,000	<1,000
		% of total	1%	1%	1%	1%	1%
	Full Time Associates (Global)	# of associates	15,100	15,100	14,800	15,600	15,000
	Part Time Associates (Global)	# of associates	500	500	500	500	1,000
	Temporary Workers (Global)	# of associates	400	300	200	200	200
	Unionized Associates (U.S., hourly-rated)	# of associates	<10	<10	<10	<10	<10
	Associate Tenure (Global Average)	Years	9.3	8.5	8.8	8.4	8.5
	Countries With Veralto Locations	# of countries	56	56	57	61	63
	Languages Spoken by Associates	# of languages	—	—	—	—	>20
	18 - 20 years old (Global)	% of associates	—	—	—	0%	0%
	21 - 30 years old (Global)	% of associates	—	—	—	14%	14%
	31 - 40 years old (Global)	% of associates	—	—	—	33%	33%
	41 - 50 years old (Global)	% of associates	—	—	—	26%	27%
51 - 60 years old (Global)	% of associates	—	—	—	20%	20%	
61 - 64 years old (Global)	% of associates	—	—	—	4%	4%	
65+ years old (Global)	% of associates	—	—	—	2%	2%	

People Data, continued

Category	Metric	Unit	2018	2019	2020	2021	2022
Internal Fill Rate	Executives & Senior Leaders	% of open roles filled internally	71%	85%	64%	77%	80%
	Manager	% of open roles filled internally	72%	67%	72%	74%	74%
New Hires	Total External New Hires (Global)	# of associates	—	2,200	1,700	3,200	2,200
	North America	# of associates	—	800	600	1,300	1,000
	Western Europe	# of associates	—	500	400	600	500
	High Growth Markets	# of associates	—	800	700	1,200	700
	Other Developed Markets	# of associates	—	<50	<50	<50	<50
	Global Women New Hires	% of total global external new hires	—	34%	36%	39%	37%
	U.S. People of Color New Hires	% of total U.S. external new hires	—	20%	30%	38%	48%
	U.S. Diverse New Hires (women and/or people of color)	% of total U.S. external new hires	—	49%	53%	59%	65%
Turnover	Voluntary Turnover	% of associates	7%	8%	7%	9%	11%
	Involuntary Turnover	% of associates	7%	5%	7%	6%	6%
	Total Turnover	% of associates	14%	13%	14%	15%	17%
Engagement	Engagement Index	%	—	72%	78%	78%	70%
	Engagement Index Improvement/Decline (vs. prior year)	Percentage points	—	—	+6	0	-8
	Diversity Index	%	—	84%	87%	90%	88%
	Inclusion Index	%	—	82%	85%	87%	86%
Training & Development	Associates Who Completed Career or Skills-related Training	% of associates	—	—	—	—	66%
	Executives & Senior Leaders	% of associates	—	—	—	—	81%
	Managers	% of associates	—	—	—	—	89%
	Individual Contributors	% of associates	—	—	—	—	63%
Performance	Associates Who Received a Performance Review	% of associates	—	—	—	—	93%
Pay Equity	U.S. Women Weighted Median Base Pay vs Male Associates	%	—	—	—	—	100%
	U.S. Black, Asian and Hispanic/Latinx Weighted Median Base Pay vs White Associates	%	—	—	—	—	100%

People Data, continued

Category	Metric	Unit	2018	2019	2020	2021	2022
Diversity Representation	Global Women	% of total	28%	28%	29%	31%	32%
	Executives & Senior Leaders	% of total	19%	22%	25%	28%	30%
	Managers	% of total	22%	24%	25%	28%	28%
	Individual Contributors	% of total	29%	29%	30%	32%	33%
	North America	% of total	28%	28%	29%	30%	31%
	Western Europe	% of total	28%	28%	29%	28%	31%
	High Growth Markets	% of total	28%	29%	31%	34%	34%
	Other Developed Markets	% of total	21%	22%	22%	26%	26%
	U.S. People of Color	% of total	20%	21%	22%	24%	27%
	Executives & Senior Leaders	% of total	15%	17%	20%	22%	21%
	Managers	% of total	16%	18%	19%	21%	21%
	Individual Contributors	% of total	21%	22%	22%	25%	28%
	U.S. Associates	# of associates	5,200	5,100	5,000	5,300	5,200
	White	% of total	72%	72%	72%	70%	68%
	Executives & Senior Leaders	% of total	77%	79%	76%	74%	75%
	Managers	% of total	79%	77%	76%	74%	73%
Individual Contributors	% of total	71%	71%	72%	69%	67%	
Asian	% of total	5%	6%	6%	6%	6%	
Executives & Senior Leaders	% of total	10%	10%	11%	11%	11%	
Managers	% of total	6%	6%	6%	7%	7%	
Individual Contributors	% of total	5%	5%	6%	6%	6%	
Hispanic/Latinx	% of total	10%	9%	9%	10%	12%	
Executives & Senior Leaders	% of total	4%	5%	6%	7%	5%	
Managers	% of total	6%	7%	6%	6%	6%	
Individual Contributors	% of total	10%	10%	9%	10%	12%	

People Data, continued

Category	Metric	Unit	2018	2019	2020	2021	2022
Diversity Representation (Continued)	Black	% of total	4%	4%	5%	6%	7%
	Executives & Senior Leaders	% of total	1%	2%	2%	3%	3%
	Managers	% of total	3%	3%	3%	4%	5%
	Individual Contributors	% of total	4%	4%	5%	6%	7%
	American Indian/Alaskan Native	% of total	0%	0%	0%	0%	0%
	Executives & Senior Leaders	% of total	0%	0%	0%	0%	0%
	Managers	% of total	0%	0%	0%	1%	0%
	Individual Contributors	% of total	0%	0%	0%	0%	0%
	Native Hawaiian/Other Pacific Islander	% of total	0%	0%	0%	0%	0%
	Executives & Senior Leaders	% of total	0%	0%	0%	0%	0%
	Managers	% of total	0%	0%	0%	0%	0%
	Individual Contributors	% of total	0%	0%	0%	0%	0%
	Two or More	% of total	1%	2%	2%	2%	2%
Not Specified	% of total	8%	7%	6%	6%	5%	
Health and Safety Performance	Total Recordable Incident Rate (TRIR)	See accompanying "Notes"	0.84	0.67	0.47	0.42	0.54
	Days Away, Restricted or Transferred (DART)	See accompanying "Notes"	0.59	0.39	0.24	0.28	0.39
	Contractor Fatalities	# of contractors	0	0	0	0	0
	Associate Fatalities	# of associates	0	0	1	0	0

Governance, Accountability, and More Data

Category	Metric	Unit	2018	2019	2020	2021	2022
Speak Up! Compliance Reporting	Speak Up! Reports Received and Investigated	# of reports	129	185	144	167	208
	Speak Up! Reports Received per 100 Veralto Associates	# of reports per 100 associates	0.8	1.2	1.1	1.2	1.3
	Self-Identifying Reporters	% of total reporters	49%	45%	60%	57%	51%
Code of Conduct	In-scope Associates Who Completed Code of Conduct and Related Certification	% of total in-scope associates	—	—	—	—	99%
EcoVadis Ratings	Hach	EcoVadis rating/badge	—	—	—	Gold	Gold
	ChemTreat	EcoVadis rating/badge	—	—	Silver	Silver	Bronze
	Esko	EcoVadis rating/badge	—	—	—	—	Bronze
	Videojet	EcoVadis rating/badge	—	—	—	—	Bronze
EHS Management Program Certifications	Total EHS Significant Manufacturing & Assembly Sites (Globally)	# of sites	37	37	37	37	38
	ISO 14001 Certified	# of sites	15	16	18	18	18
		% of total manufacturing & assembly square footage	—	—	—	—	53%
	ISO 45001 Certified	# of sites	0	4	7	8	9
		% of total manufacturing & assembly square footage	—	—	—	—	29%
	ISO 50001 Certified	# of sites	0	0	0	0	0
	% of total manufacturing & assembly square footage	—	—	—	—	-%	

Notes to Sustainability/ESG Data Summary

- Unless otherwise indicated, all data presented is as of December 31 of the referenced year, unless the nature of the metric is such that it covers the entire year. Certain components may not sum due to rounding. A dash indicates that the particular metric is not provided for the indicated time period.
- All data under the category "Diversity Representation" includes full-time and part-time associates.
- "Executives & Senior Leaders," "Managers" and "Individual Contributors" are mutually exclusive categories and are the three highest-level categories we use to classify all full-time and part-time associates.

- "Total Recordable Incident Rate" is defined as the number of work-related injuries or illness cases serious enough to require treatment beyond first aid, per 100 associates.
- "Days Away, Restricted or Transferred" is defined as the number of work-related injuries or illness cases that result in an associate working with physical restrictions, being away from work or unable to do their job or transferring to other work, per 100 associates.

About this Report

Important Information About This Report

- Certain statements included or incorporated by reference in this report are “forward-looking statements” within the meaning of the U.S. 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, you should 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 Veralto’s filings with the U.S. Securities and Exchange Commission (SEC). The forward-looking statements included in this report speak only as of the date of this report, and except to the extent required by applicable law, we do not assume any obligation to update or revise any forward-looking statement, whether as a result of new information, future events and developments or otherwise.
- Please note that the inclusion of information in this report is not an indication that such information is necessarily material as defined under the U.S. federal securities laws and the applicable regulations thereunder.
- Any trademarks, product names or brand images appearing herein are the property of their respective owners.
- We refer to developing markets as “high-growth markets” in our SEC filings and in this report and define them as geographic markets experiencing extended periods of accelerated growth in gross domestic product and infrastructure, which include Eastern Europe, the Middle East, Africa, Latin America and Asia (except Japan, Australia and New Zealand).
- Unless otherwise noted, all data in this report is as of June 30, 2023 and is limited to continuing operations. All financial information in this report is reported in U.S. dollars. Unless otherwise noted, all financial data in this report refers to the 2022 fiscal year.
- Uncertainties are inherent in collecting data from a wide range of facilities and operations in a global company such as Veralto. The data included in this report (other than audited financial data) are good faith estimates and have not been externally assured. We expect our data collection systems to evolve and we seek to continually improve our processes for collecting and disclosing accurate, meaningful and consistent data.
- Veralto used the same inventory methodology as Danaher. Danaher applied the following methodology with respect to the metrics and goals included in this Report relating to energy, GHG emissions, water and waste (“Planet Data” and “Governance, Accountability, and More Data”). We collected data from (1) Veralto locations owned or leased from January 1, 2022 through December 31, 2022 that were within our operational control and accounted for approximately 96% of our total owned or leased space (within our operational control) over such period, and (2) vehicles owned or leased by Veralto during 2022. With respect to any locations owned or leased from January 1, 2022 through December 31, 2022 that

were within our operational control and for which data was not collected, we accounted for such locations by estimation using energy intensity values (for energy and GHG emissions) and by linear extrapolation (for waste and water). The financial data to which the environmental impact metrics are normalized is limited to continuing operations and also excludes revenue attributable to acquisitions consummated within the applicable year, to promote comparability.

- The energy usage and GHG emissions metrics are based on available activity data of fuel consumed on-site, purchased energy and energy consumed through operation of Veralto operating company-owned or -leased vehicles. Veralto's non-energy-consumption GHG emissions, such as refrigerant releases and process air emissions, are considered non-significant and were omitted.
- We define "regulated and hazardous waste" as wastes that are deemed regulated by national legislation/regulations.

