2024 Sustainability Report

Veralto

Safeguarding
the World's Most
Vital Resources™

Appendix

Summary

Governance

People

Planet

Products

Introduction

In 2023,

we worked hard to fulfill our purpose of **Safeguarding the World's Most Vital Resources**™ and made continuous improvements to setting commitments aligned to our environmental, social and governance priorities.

Our 2023 highlights include:

Products
Setting an initial target for our EcoVadis responsible supply chain program to cover at least 40% of our annual supplier spend.

Planet
Establishing our Scope 1 & 2 greenhouse gas (GHG) emissions baseline with the intention to reduce these emissions by 54.6% by 2033.

People
Linking our executive compensation to the achievement of our financial, strategic and sustainability-related goals and objectives that we believe best correlate with the creation of long-term shareholder value.

We welcome you to read more about these and other highlights of the year on the following pages.

ASSOCIATE PHOTO (COVER)
Jeramey Johnson, Hach
River & Road
Jasper, Alberta, Canada

ASSOCIATE PHOTO (RIGHT)
Lisa Elliott, Trojan Technologies
Old Voyageur Channel
French River, Ontario, Canada

See page 97 for an index of all photos submitted by Veralto associates which were included in this report.

Appendix

Summary

Governance

People

Planet

Products

Introduction
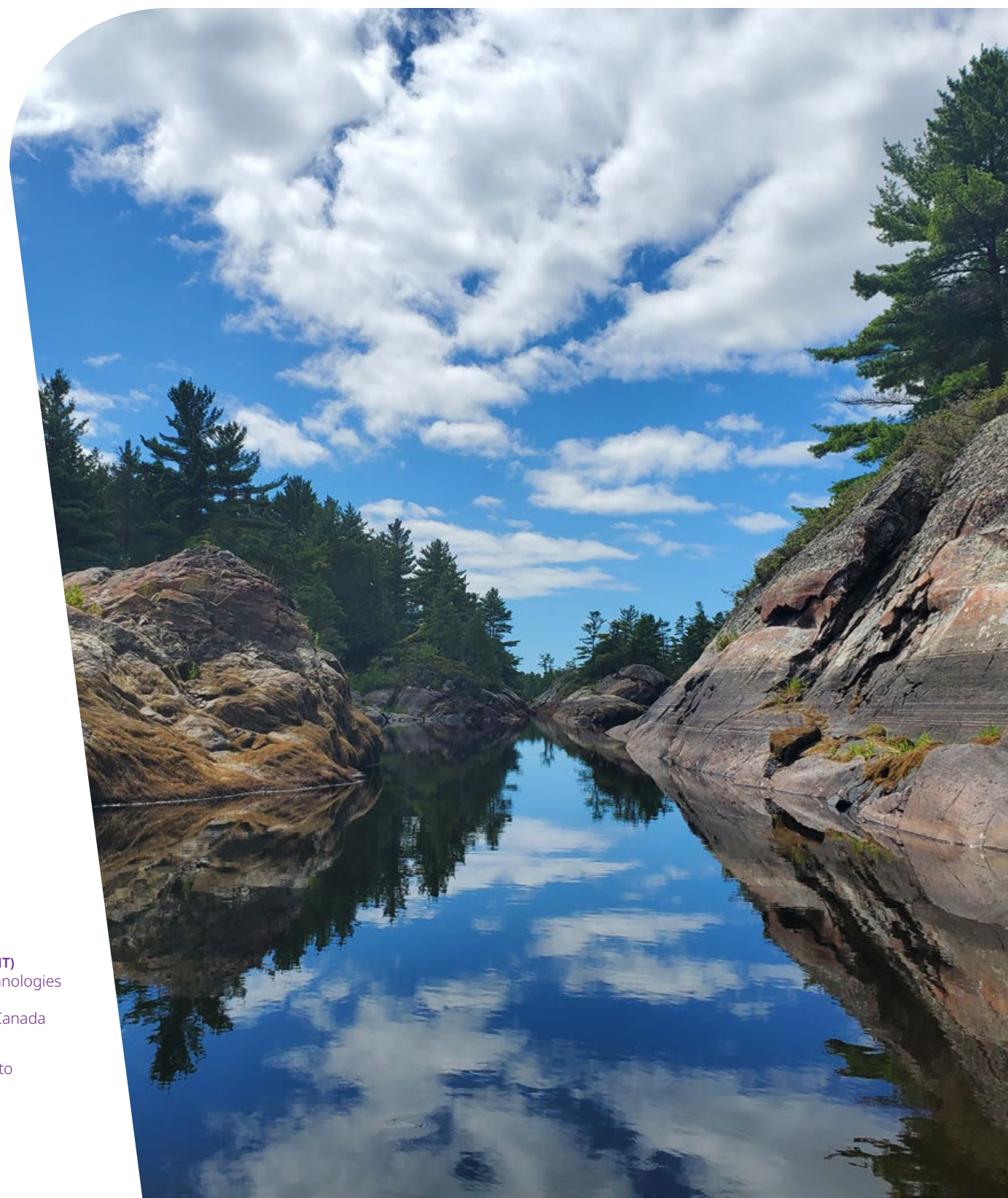
Letter from our CEO

I am excited to share Veralto's 2024 Sustainability Report.

Many companies recognize the importance of measuring, documenting, and improving the impact that they have on global stakeholders. At Veralto though, that commitment runs deep. It stems from our Unifying Purpose: **Safeguarding the World's Most Vital Resources™**.

To us, that means working day in and day out to ensure that people around the planet have access to clean water, safe food, and trusted essential goods. It also means taking meaningful actions that demonstrate our support of the environment, equity, and social responsibility.

We recognize that corporate commitment to sustainability has never been more important. We live in a world of complex global challenges: how do we manage extreme weather events? Does the planet have the capabilities to address water scarcity? Are we able to manage supply chains to ensure food and pharmaceutical security? Are corporations upholding fundamental human rights and fair treatment that embraces the dignity of humanity?

These are big challenges. And ones we are committed to playing a role in solving. As mentioned, Veralto's commitment begins with our Unifying Purpose, and it is grounded in our 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 shaped both the development of our sustainability strategy and the way we rigorously bring it to life. Our approach is grounded in the way we develop and leverage our **products**; reduce our impact on the **planet**; and demonstrate our commitment to our **people**.

Veralto's future is defined by our demonstrated financial performance, strong corporate governance, operational excellence and our commitment to sustainability. Organized around our strategic pillars of products, planet and people, I am confident in Veralto's ability to deliver enduring impact and drive sustainable outcomes for the benefit of humanity.

[signature]

Jennifer L. Honeycutt
President and Chief Executive Officer
Veralto

Products

Veralto and its operating companies pursue positive sustainable impact beyond just the *footprint* of our own operations. With solutions that drive efficiency and reuse in water systems as well as helping customers in their transition to more sustainable packaging of food and medicine, our work also delivers an environmentally sustainable *handprint*.

As a part of our culture of continuous improvement, we are expanding our efforts to drive sustainability in our supply chain. **We have committed to partnering with EcoVadis to assess and monitor our suppliers' sustainability performance, targeting coverage of at least 40% of our annual supplier spend.**

Planet

Veralto has taken a disciplined approach to understanding the impact of our operations on the planet. We began our efforts in 2023 as we were preparing to launch as an independent public company by developing a baseline understanding of our environmental footprint.

Backed by data, we determined that an area where we could make meaningful, rapid impact was in addressing our greenhouse gas (GHG) emissions. **In this report, we announce a commitment to cut by more than half (54.6%) our scope 1 and 2 GHG emissions by 2033.** In addition, we have begun assessing scope 3 GHG emissions and we are working to expand these reporting activities over time.

We will continue to leverage the Veralto Enterprise System as we take further action to improve our impact on the environment.

People

Our 16,000 associates are the foundation of our business. And we're equally committed to the communities where they live and work, and the places around the world where our customers and their customers reside. We have signed the CEO Action for Diversity and Inclusion™ pledge and partnered with Women in Manufacturing so that everyone on our team feels that Veralto is the place they can bring their best self and their best performance in service of our customers and our purpose.

In addition, we're driving focus in the way our senior leadership delivers sustainable impact throughout the enterprise. **This year, every member of the Veralto executive team has ESG goals tied to their personal performance objectives, which are linked to compensation.**

Appendix

Summary

Governance

People

Planet

Products

Introduction

Veralto at a Glance

In this section, you'll find an overview of Veralto's history, our operating companies, and how we work.

Get to know Veralto

Our History

October 2, 2023 marked our first day as a stand-alone, publicly traded company. We began our journey with an incredible heritage from Danaher as a long-tenured group of high performing industrial businesses. Our industry-leading companies have a long-established legacy of innovating essential technology solutions and building customer trust while creating a safer, cleaner, more vibrant future.

Veralto operates through two segments: Water Quality and Product Quality & Innovation. Our companies within these segments have strong globally recognized brands as a result of our leadership in served markets over several decades. Underpinning this collective history is our passion for continuous improvement as codified by the Veralto Enterprise System (VES).

2023 Highlights

Our diverse group of leading operating companies provide essential technology solutions that monitor, enhance and protect key resources around the globe.
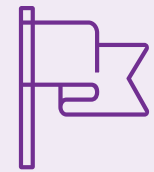
~16,000
Associates

13
Operating companies

45
Countries where we operate

Water Quality

$3.0 billion
Global revenue

56%
24%
2%
18%

- North America
- Western Europe
- High-growth markets
- Other developed markets

Product Quality & Innovation

$2.0 billion
Global revenue

33%
3%
35%
29%
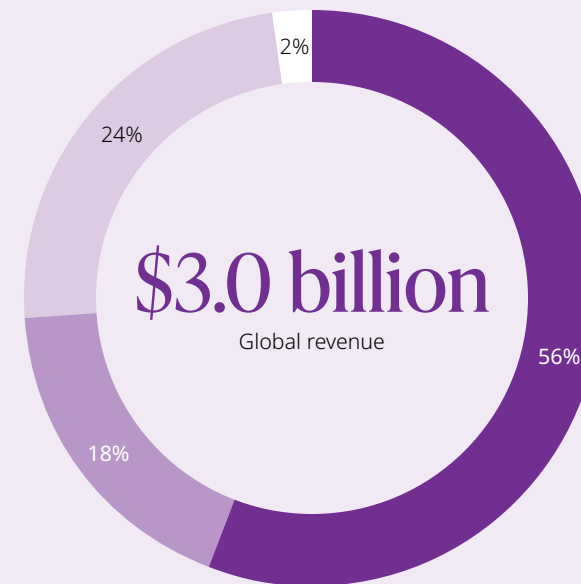
$5.0 billion
Veralto 2023 revenue

North America includes U.S. and Canada.
High-growth markets include China, Latin America, Middle East and Africa, India, South Korea, and Eastern Europe
Other developed markets include Japan, Australia, and New Zealand.

Appendix

Summary

Governance

People

Planet

Products

Introduction

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 & Innovation.

Water Quality
Safeguarding the World's Water

As the world's population increases, so too does the demand for our most vital resource: water. Veralto's Water Quality companies safeguard precious water resources by holistically addressing water safety and scarcity, responsible water management, and climate change.

Every day, we help our customers manage, treat, and protect our global water supply, from municipal and wastewater treatment facilities to lakes, rivers, watersheds, and oceans. Veralto's innovative solutions and advanced technologies help reduce the environmental impact of industrial water, detect and prevent life-threatening diseases, increase efficiency, generate sustainable energy, and purify and replenish vital water sources. From the fjords of Norway to the Antarctic ice shelves, we track weather patterns and rising sea levels to advance environmental stewardship. Our teams' expertise and ingenuity are increasing access to clean water around the world and helping our industrial customers meet their water conservation goals.

Product Quality & Innovation
Safeguarding Food, Medicine, and Essentials

Everyone, everywhere deserves to know that the food, medicines, and essentials they rely on are safe and authentic. Veralto's Product Quality & Innovation companies help our customers safeguard everyday essentials by protecting the food supply chain, enabling the delivery of verified pharmaceuticals, and ensuring product quality, freshness, and consistency.

Every day, we code, track, and trace the journeys of our food and medicines to authenticate the origin of raw materials, ensure product safety, and protect consumer trust by enabling transparency and brand integrity. Veralto's innovative digital and software solutions help ensure compliance with global regulatory requirements, advance packaging and product innovation, verify color fidelity, reduce waste, and protect highly sensitive goods including baby formula and life-saving vaccines. From production lines to the kitchen table, we help companies bring new offerings to market faster while ensuring consumers around the world can trust the safety, efficacy, and authenticity of essential goods.

Appendix

Summary

Governance

People

Planet

Products

Introduction

How We Work

Our Unifying Purpose

We are driven by our Unifying Purpose: **Safeguarding the World's Most Vital Resources™**. We are committed to this purpose and well-positioned to support our customers as they address large global challenges including environmental resource sustainability, water scarcity, management of severe weather events and food and pharmaceutical security. 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 purpose through four Veralto Values:

1. **We serve humanity with purpose and integrity.**

2. **We unlock ingenuity for customer success.**

3. **We deliver results as a team.**

4. **We continually improve for enduring impact.**

The Veralto Enterprise System

While we are motivated by our Unifying Purpose, what sets us apart is our ability to deploy VES™ tools and turn our commitments into action. VES is a proven business system and the bedrock of our culture. It is a mindset grounded in "kaizen," or continuous improvement, with a set of curated tools designed to create enduring impact.

VES tools are organized around Operational Excellence, Growth, and Leadership, and rooted in foundational tools known as the VES Fundamentals, which are relevant to every associate and business function. These fundamentals 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.

Our use of VES tools to refine our processes continuously 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.

Many of our executive leaders have a deep understanding of VES tools through first-hand experience. For example, our President and CEO has practiced and championed VES at multiple operating companies to deliver enduring impact while mentoring and engaging with associates from across the globe. Throughout the enterprise, our team is committed to deploying VES tools to improve commercial execution, product innovation, operational excellence and talent acquisition and management. In the spirit of continuous improvement, we have already started evolving the VES tools to better manage our program for VES Certified Practitioners, assess VES capability, and advance our early-stage innovation tools.

Appendix

Summary

Governance

People

Planet

Products

Introduction

Sustainability at Veralto

For us, sustainability means a commitment to considering the long-term interests of our associates, customers, shareholders, business partners, communities and our planet in everything we do.

Our Approach to Sustainability

Sustainability is embedded in Veralto's business strategy. At our core, the products and services we provide underscore our commitment to advancing the broad sustainability objectives of our customers. For example:

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

- Our Product Quality & Innovation segment allows brands to drive consumer transparency, measure and reduce packaging waste, and accelerate time-to-market for new packaging innovations.

Additionally, 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. We are committed to being a good employer — to offer safe working conditions and fair pay — and we strive to be a good neighbor in the communities where we operate.

Our sustainability strategy considers the unique long-term interests of all our stakeholders: our associates, our customers, our shareholders, our business partners, our communities, and our environment.

To deliver on our promise to our many stakeholders, our leadership has conducted a sustainability prioritization assessment to inform our sustainability priorities. This prioritization assessment exemplifies our culture of continuous improvement driven by VES tools. First, we engage with our stakeholders using Voice of Customer (VOC) tools to gain insight into their expectations of Veralto and understand where we can do

better. Then, we prioritize, set goals, and act according to our priorities. We share our results with our stakeholders to gain feedback, thereby informing new priorities. This iterative cycle of improvement embodies the spirit of kaizen as we strive to get better every day.

Our sustainability program is organized around the three pillars of Products, Planet, and People. These pillars allow us to organize our sustainability priorities in alignment with the functional leaders in our enterprise who are best positioned to take ownership and accountability for our sustainability projects and initiatives. We balance these priorities across the organization based on resource availability and feasibility. Coupled with strong corporate governance practices to provide oversight and management support, the sustainability program is positioned to iteratively prioritize initiatives using the insights we glean from engaging with our stakeholders.

How We Prioritize
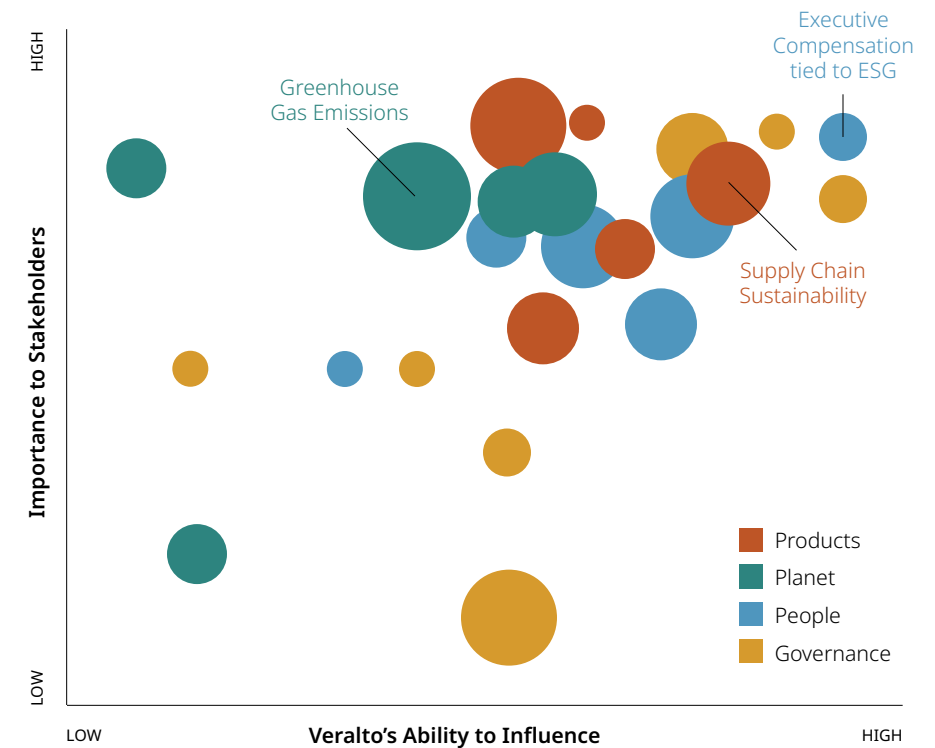
We prioritize our sustainability activities according to the importance of an opportunity or issue to our stakeholders and our ability to influence, including feasibility of appropriate actions or countermeasures. The labeled topics were highlighted in the Letter from our CEO as priority initiatives in 2023.

Appendix

Summary

Governance

People

Planet

Products

Introduction

Our Sustainability Commitments

United Nations Global Compact

In December 2023, Veralto became a participant in the UN Global Compact. We support the Ten Principles of the UN Global Compact and are committed to aligning our strategy, culture, and operations with these Principles in the areas of human rights, labor, environment, and anti-corruption.

Climate Change

Veralto intends to reduce our combined Scope 1+2 Greenhouse Gas (GHG) emissions by 54.6% from a 2023 baseline by 2033. This target is aligned with a 1.5°C climate change scenario and assumes continued business growth of our operating companies over time.

Among other things, we intend to achieve this goal through:

1. Expanded use of renewable and zero-carbon energy;

2. Increased use of electric, hybrid, and fuel-efficient vehicles in our service fleet;

3. Facilities retrofits that replace equipment that consumes fossil fuels;

4. Leveraging VES tools for the environment to drive continuous improvement in energy efficiency.

Learn more about our goals to mitigate our environmental impact in the Planet section.

Water Stewardship

Veralto and its operating companies are committed to the following water stewardship practices:

In Our Operations: We will work to implement operational controls that allow us to quantify our water consumption, itemize its use, and implement water use reduction and recovery practices as appropriate.

In Our Supply Chain: We expect our suppliers and subcontractors to share our commitments with respect to water stewardship. As appropriate, we will incorporate water stewardship considerations in our supplier selection and retention practices and will seek to utilize suppliers' water-efficient products and services.

In Our Products: We will seek opportunities to reduce the volumes of water required to manufacture and use our products, to reduce the volume of wastewater they generate, and to reduce the quantity of water necessary for their responsible end-of-life disposal.

In the Community: We will work in concert with local authorities to understand our sites' impact on the local watershed, and how the condition of the watershed may impact our operations. We will endeavor to provide access to WASH (water, sanitation, and hygiene) facilities for all our associates.

Read more about our position and commitments in our Water Stewardship Policy.

Supply Chain Sustainability

Veralto is committed to partnering with EcoVadis to assess and monitor our suppliers' sustainability performance. We are initially targeting the EcoVadis program to cover at least 40% of our annual supplier spend. Learn more in our Sustainable Supply Chain Policy and in the Products section.

54.6%

Veralto's combined Scope 1+2 Greenhouse Gas (GHG) emissions reduction target from a 2023 baseline by 2033

ASSOCIATE PHOTO
Bart Verdonk, Hach
Kallektuffquell
Luxembourg

Appendix

Summary

Governance

People

Planet

Products

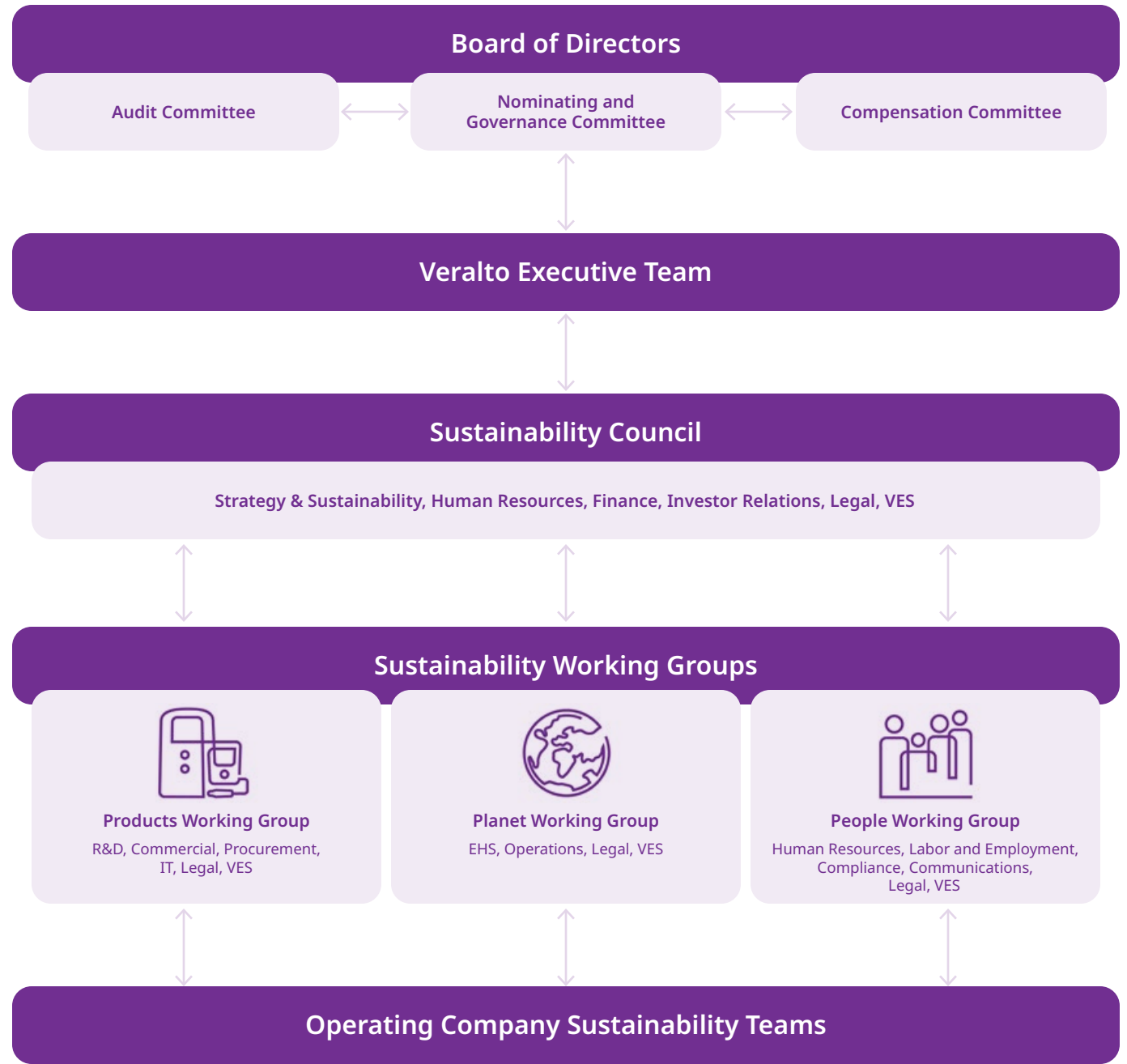**Introduction**
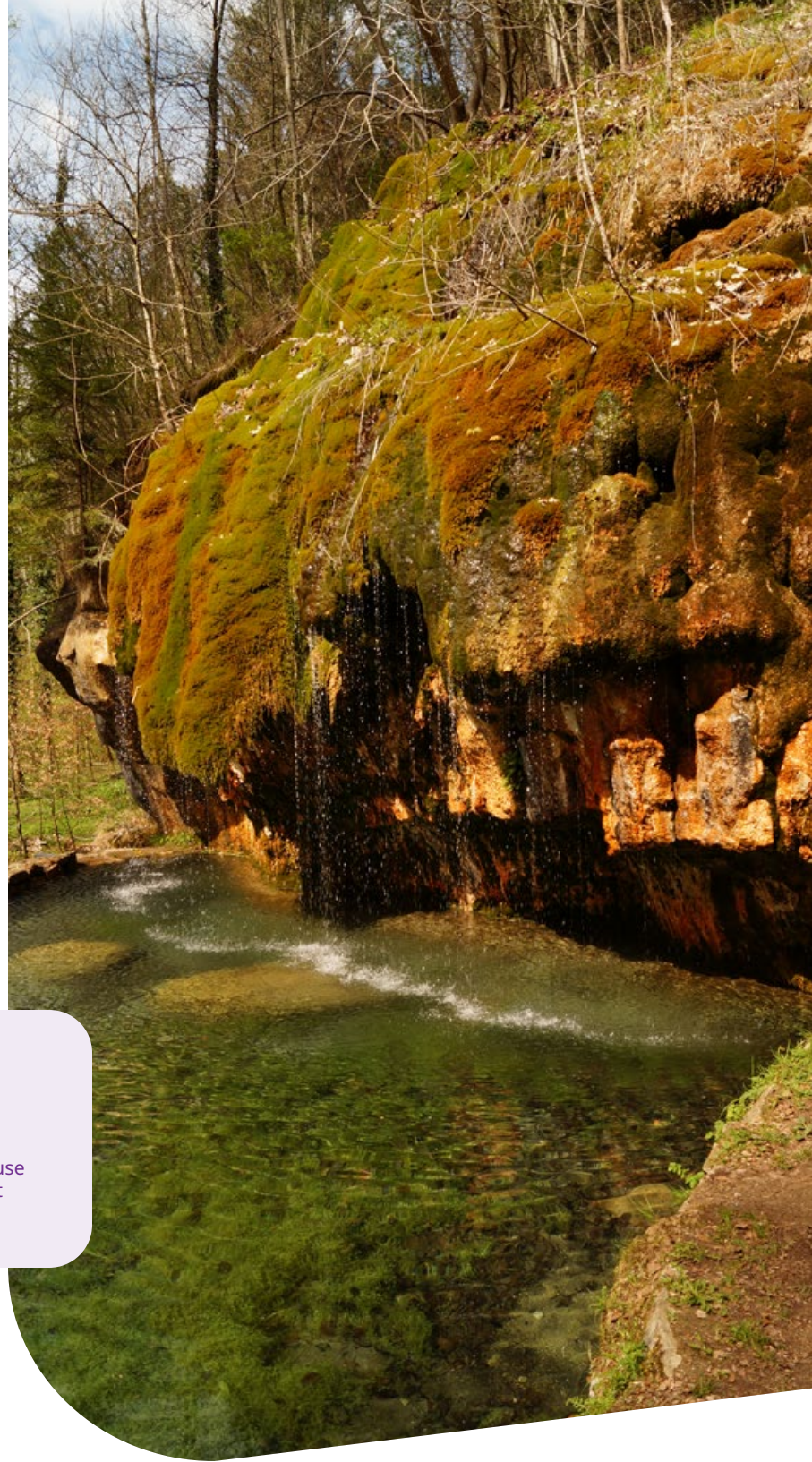
Our Sustainability Governance Structure

Governance starts with the Board of Directors. Our Board, either directly or through its committees, is responsible for overseeing our governance framework in general—and our sustainability program in particular—as part of its risk oversight function. As delegated by the Board, the Nominating and Governance Committee of Veralto's Board of Directors assumes primary oversight responsibility (interacting with the Audit and the Compensation Committees, as appropriate for certain matters) to provide fulsome oversight for Veralto's sustainability program, including Veralto's sustainability strategy, targets, and metrics. Our Board reviews our sustainability program at least annually.

At the managerial level, Veralto's Senior Vice President of Strategy & Sustainability, who reports directly to our President and CEO, oversees our sustainability program and the Veralto Sustainability Council and is responsible for reviewing and approving Veralto's sustainability reports.
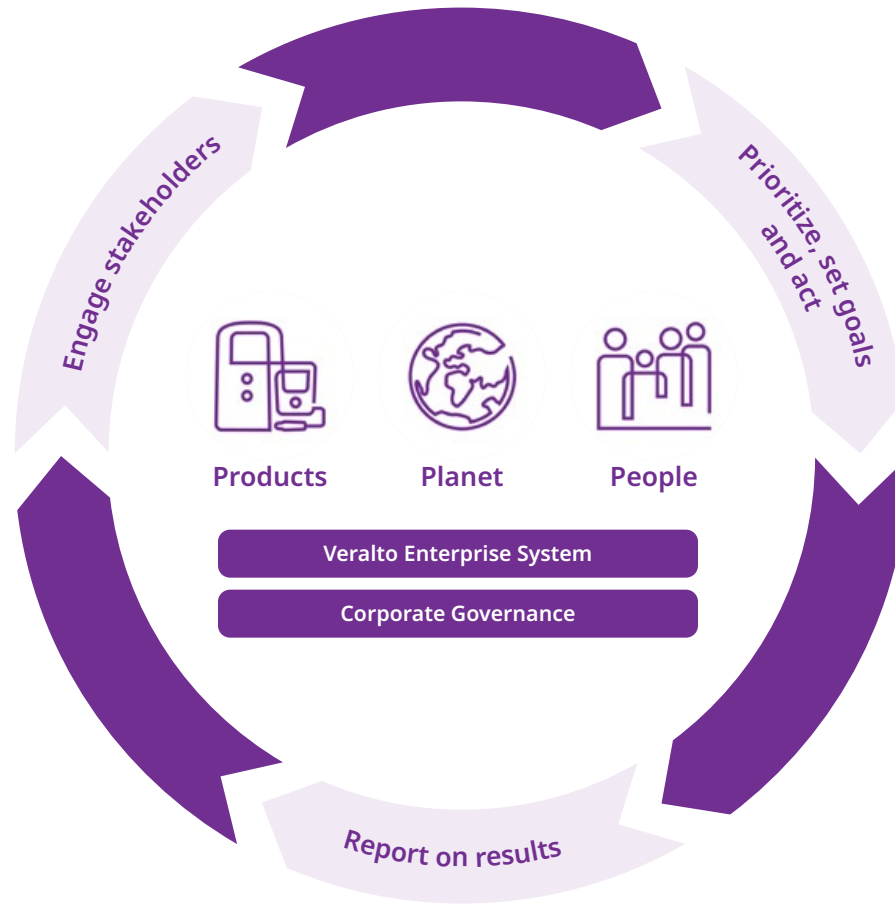
Veralto's Sustainability Council develops and drives our roadmap of sustainability initiatives. This council and its working groups includes representation from our Water Quality and Product Quality & Innovation segments, as well as the corporate human resources; environment, health, and safety; diversity, equity, and inclusion; Veralto Enterprise System; procurement; investor relations; finance; IT; corporate communications; and legal functions.

Board of Directors

| Audit Committee | Nominating and Governance Committee | Compensation Committee |

Veralto Executive Team

Sustainability Council

Strategy & Sustainability, Human Resources, Finance, Investor Relations, Legal, VES

Sustainability Working Groups

Products Working Group
R&D, Commercial, Procurement, IT, Legal, VES

Planet Working Group
EHS, Operations, Legal, VES

People Working Group
Human Resources, Labor and Employment, Compliance, Communications, Legal, VES

Operating Company Sustainability Teams

Appendix

Summary

Governance

People

Planet

Products

Introduction

How We Drive Sustainability at Veralto

Sustainability is part of the core of Veralto's business; it lives in our Unifying Purpose of **Safeguarding the World's Most Vital Resources™**. 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 seek to ensure that every operating company and business function is engaged and taking action.

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 CEO, Senior Vice President of Strategy & Sustainability, Veralto Executive Team, Sustainability Council, VES leaders and operating company presidents.

Products **Planet** **People**

Veralto Enterprise System

Corporate Governance

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 Fundamentals and 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 Fundamentals and 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 website and through our annual sustainability report so that our key stakeholders understand our expectations of how we do business in a sustainable and ethical way. We have provided a summary of our sustainability-related policies and data in the Quick Links and 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 our performance 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.

ESG ratings agencies represent one channel for disclosure of our progress in our sustainability journey. As an independent corporation, we have received ESG ratings from the following firms which are publicly viewable online: MSCI, Sustainalytics, and Institutional Shareholder Services (ISS). We also intend to participate in the S&P Global Corporate Sustainability Assessment and submit responses for the CDP Climate Change and Water Security questionnaires.

The Reporting Frameworks Index included in this report provides a comprehensive summary of our ESG disclosures aligned to the following frameworks: Global Reporting Initiative (GRI) Sustainability Reporting Guidelines, Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD), and UN Sustainable Development Goals (SDGs) relevant to Veralto.

Appendix

Summary

Governance

People

Planet

Products

Introduction

Products

Veralto operating companies provide essential technology solutions that monitor, enhance, and protect key resources around the globe. Many of our solutions help our customers reduce the environmental impacts of their products and operations, and in turn support their sustainability objectives.

Water Quality

Who We Are and What We Do

Our Water Quality brands provide solutions that our customers depend on to manage critical operations involving water. We provide proprietary precision instrumentation and advanced water treatment technologies that our customers rely on to measure, analyze, and treat water in residential, commercial, municipal, industrial, research and natural resource applications. We offer instrumentation, chemical reagents, services, and software that support water quality and the reliability of water delivery, optimize our customers' operations, improve the quality of their products, support their regulatory compliance activities, and help them to be more responsible water stewards. Our solutions are deployed in homes, commercial and industrial facilities, laboratories, hospitals, in municipal infrastructure, and in the natural environment.

Aquatic Informatics organizes water data to make it accessible and useful with advanced information technology solutions for source water, drinking water, municipal and industrial wastewater, and the world's rivers and oceans. With more than 1,500 customers in 60 countries, Aquatic Informatics helps organizations improve water data integrity, streamline regulatory compliance, strengthen resilience, and accelerate digitization.

ChemTreat associates work alongside customers across many industries to understand their water challenges and tailor chemical treatment plans and dosing protocols to help optimize customers' water usage, maximize reuse, and reduce water pollution; our solutions helped customers save over 81 billion gallons of water in 2023.

Hach, the best known of our global brands in the Water Quality segment and recognized for simple and reliable tests, offers analytical measurement instruments, digital solutions and related consumables that test water quality; Hach serves over 149,000 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.

McCrometer is a leading global flow instrumentation specialist specializing in the design, manufacture, installation and testing of flow metering solutions. Instrument, process, facility and consulting engineers worldwide have confidently chosen McCrometer's flow meters for more than 60 years.

OTT HydroMet provides valuable insights for experts in water, weather and solar applications to help detect floods, find holes in the ozone layer, make solar power more efficient, protect the environment, and ultimately save lives. OTT HydroMet offers more than 1,000 solutions to 8,000 customers in 90 countries around the world.

Sea-Bird Scientific develops and manufactures products for the measurement of salinity, temperature, pressure, dissolved oxygen, fluorescence, nutrients and related oceanographic parameters in marine waters. Sea-Bird Scientific's products support critical environmental research and monitoring efforts ranging from determining the ocean's role in, and the associated impact from, climate change and major episodic events, such as oil spills and tsunamis.

Trojan Technologies offers UV and membrane filtration systems for water disinfection and contaminant removal; our systems treat and support the recycling of 13 trillion gallons of water annually and in turn help to improve access to clean water for more than 275 million people every day.

XOS is a leading manufacturer of application-specific X-ray analyzers, offering elemental analysis solutions that improve public safety and environmental compliance.

3.4 billion
people around the world benefit from Hach solutions that help to ensure safe water for daily use

81 billion
gallons of water that ChemTreat solutions helped customers save in 2023

13 trillion
gallons per year of water treatment and recycling supported by Trojan Technologies systems

Appendix

Summary

Governance

People

Planet

Products

Introduction

SPOTLIGHT ON

Aquatic Informatics: Setting a Global Standard in Environmental Data Management with USGS

Aquatic Informatics launched an upgrade to its real-time environmental water monitoring platform, Aquarius™, to support U.S. Geological Survey (USGS). Faced with the complexity of managing 15,500+ discrete sampling sites with data ingest, management and quality assurance, USGS lacked a streamlined system for internal analysis and public accessibility until Aquatic Informatics' development initiative.

This joint effort, spanning multiple years, culminated in an add-on for Aquatic Informatics' Aquarius SaaS product, Aquarius Samples, revolutionizing data management standards for watershed monitoring globally.

The USGS, a longstanding partner of Aquatic Informatics, harnesses Aquarius's capabilities to enhance data consistency, comparability, and reliability across its extensive network. With access to over 8.5 billion historical data points and robust analytical tools, agencies and scientists worldwide benefit from improved decision-making, reduced operational costs, and enhanced ecosystem and community resilience. This landmark achievement underscores Aquatic Informatics' commitment to sustainability and innovation, amplifying its role in safeguarding water resources and mitigating the impacts of water stress on a global scale.

15,500+

USGS sampling sites supported by the data management services of Aquatic Informatics

ASSOCIATE PHOTO
Carlos Canizales, Videojet
The Fisherman
Lake Lecco, Italy

Appendix

Summary

Governance

People

Planet

Products

Introduction

Why We Do It

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 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

- Actions taken in support of sustainability goals, such as the United Nations Sustainable Development Goals 6 ("Clean Water and Sanitation") and 14 ("Life Below Water").

To further our commitment to safeguarding precious water resources, we are pleased to announce our partnership with The Water Council (TWC). TWC is a nonprofit organization and global hub "dedicated to solving critical global water challenges by driving freshwater innovation and advancing water stewardship."

OTT HydroMet Supporting Flood Monitoring in the Mountains of Colorado

In 2018, the Spring Creek wildfire spread across 108,045 acres in southern Colorado and became the fourth largest wildfire in the state's history. Damage from the fire dramatically increased the expected frequency of major floods. These conditions significantly impacted the town of La Veta, just five miles downstream from the burned area.

Mayor Doug Brgoch recognized the urgent need for real-time flood warnings to ensure the safety of La Veta's residents. Collaborating with various agencies, Brgoch engaged OTT HydroMet to design a system to monitor fluctuating streams. The goal was to extend warning times and determine proper water level thresholds for flood alarms.

The team installed a network of flood warning stations equipped with a range of advanced sensors from OTT HydroMet's broad portfolio of solutions. These stations provide real-time data on precipitation, water level, and water surface velocity. To ensure timely data transmission, the stations were configured to remotely update stakeholders every three minutes when water levels reach an alarm threshold.

OTT HydroMet's mission is to support decisions that protect lives and the environment. Our flood monitoring solutions can be found on nearly every continent, allowing communities to thrive despite the challenges posed by climate change-induced flooding.

Our flood monitoring solutions can be found on nearly every continent, allowing communities to thrive despite the challenges posed by climate change-induced flooding.

Appendix

Summary

Governance

People

Planet

Products

Introduction

SPOTLIGHT ON

USP Technologies' Solutions for Mitigating Environmental Impact

USP Technologies, a Veralto business that reports into ChemTreat, provides solutions that enable industrial customers to mitigate their environmental impact.

High-temperature production processes for steel are a common cause of Nitrogen oxide emissions (NOx), which are a contributor to climate change, and are subject to environmental regulations. A large steel mill in the southern U.S. implemented the USP Technologies NOx control program to address its NOx emissions chal-

lenges. By leveraging hydrogen peroxide technology, the program enabled this steel mill to achieve regulatory compliance, optimize operational efficiency, and realize substantial cost savings of $400,000 in a single year.

Additionally, the program supported the plant in getting closer to its environmental and social sustainability goals by facilitating a significant reduction in NOx emissions, enhancing resource efficiency through reduced ammonia and nitric acid consumption, and improving worker safety. The mill is now positioned as a leader in sustainable industry practices while bolstering its financial performance and competitive edge.

$400,000

in cost savings

Appendix

Summary

Governance

People

Planet

Products

Introduction

SPOTLIGHT ON

Sea-Bird Scientific Helps with Understanding the Implications of the Lahaina Wildfire on Coastal Water Quality

In the aftermath of the 2023 Lahaina wildfire in Hawai'i, Dr. Andrea Kealoha of the University of Hawai'i at Mānoa sought to assess the impact of post-fire agricultural and infrastructural runoff on coastal ecosystems, including coral reefs and marine life. Recognizing the urgency of the situation, Dr. Kealoha approached Sea-Bird Scientific to donate a HydroCAT-EP V2 multiparameter CTD sensor for comprehensive water quality monitoring.

Partnering with Sea-Bird Scientific, the deployment spanned three months, yielding crucial data on pH, chlorophyll, oxygen, temperature, and turbidity dynamics in Mala Wharf. The continuous dataset captured baseline conditions and revealed fluctuations linked to freshwater influxes, turbidity spikes, chlorophyll blooms, and oxygen variation driven by diurnal cycles. Dr. Kealoha continues to explore the correlation between observed hypoxia events in local coral reefs and storm-runoff phenomena, emphasizing the need for holistic ecosystem analysis and long-term monitoring to grasp the full impact of anthropogenic stressors like urban runoff and wastewater on marine environments.

"The silver lining of this has been the partnerships and doing research across so many groups for the benefit of a community."

Dr. Andrea Kealoha, University of Hawai'i at Mānoa

ASSOCIATE PHOTO
Charles Branham & Daryl Carlson,
Sea-Bird Scientific
Measuring the Breath of the Ocean
Kona, HI, USA

Appendix

Summary

Governance

People

Planet

Products

Introduction

Product Quality & Innovation

Who We Are and What We Do

Our Product Quality and Innovation segment provides a broad set of essential solutions that brand owners in consumer, food, pharmaceutical, and industrial sectors use to accelerate speed to market, to reduce material and transportation costs and waste, and to support product authenticity, traceability, quality control, and regulatory compliance. Our solutions play a central role in helping our customers convey the quality and safety of their products, building confidence and trust in the brands and products consumers use daily. We help provide product expiry dates, lot control data, nutritional facts and dietary guidance, quantity data, ingredients and allergen lists, and instructions for safe handling, preparation, and use.

By supporting the accuracy and availability of this information, Veralto operating companies help reduce waste, support market-access requirements, and, by enabling the effective execution of product recalls, help mitigate public health risks.

We offer product marking and coding equipment, packing and color instrumentation, software, and related consumables. We estimate that 80% of the top global consumer packaged goods (CPG) and pharmaceutical brands use Product Quality and Innovation solutions.

Esko facilitates the creation of new packaging designs through design software and imaging systems. Esko helps packaged goods companies reduce their environmental impact and further their digital transformation journeys by reducing waste throughout the ideation-to-store workflow. Esko's offerings are used by over 25,000 established and emerging brands and their suppliers in over 140 countries.

Linx is a leading global provider of coding and marking solutions for date and batch coding of products and packaging across manufacturing industries. Linx's continuous inkjet printers, laser coders, thermal transfer overprinters, and large character outer-case coders can apply primary and secondary codes onto products in a wide range of manufacturing sectors, wherever product identification codes, batch numbers, use-by dates, and barcodes are needed.

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.

Videojet offers technologies that mark and code packaged goods and related consumables. They are leading providers of inline printing solutions for products and packaging with marking and coding systems used by many of the top global consumer brands. Videojet solutions are used to print more than 10 billion codes around the world daily, helping ensure transparency, safety, authenticity, tracking and traceability.

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, helping to streamline production and reduce waste.

10 billion
products marked and coded by Videojet customers every day

140
countries where brands use Esko solutions to design product packaging and X-Rite solutions to manage color and appearance

10 million
designers, marketers, and other creatives leveraging Pantone color standards and solutions

Appendix

Summary

Governance

People

Planet

Products

Introduction

Why We Do It

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

Our 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 digital transformation, 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

To further our commitment to safeguarding everyday essentials in a sustainable manner, we are thrilled to announce our partnership with the Sustainable Packaging Coalition (SPC). SPC is a membership-based collaborative "that believes in the power of industry to make packaging more sustainable." Visit the SPC website to learn more.

X-Rite Solutions Enable Paper Mill to Reduce Transmission Times and Save on Dyes

In the competitive paper production sector, modern paper mills face diverse challenges driven by increasingly complex customer requirements and global sustainability initiatives. Seeking improved production efficiency while prioritizing recycling, one prominent Austrian mill partnered with X-Rite to modernize their operations and optimize costs while maintaining quality standards. By integrating X-Rite's inline, closed-loop color measurement system, the mill reduced manual intervention and errors, achieving a remarkable 50% reduction in transmission times. The mill realized significant cost savings, amounting to $200,000 annually on dyes. This strategic investment not only streamlined operations but also positioned the mill as a leader in the industry.

$200,000
annual cost savings on dyes achieved through streamlined operations

Appendix

Summary

Governance

People

Planet

Products

Introduction
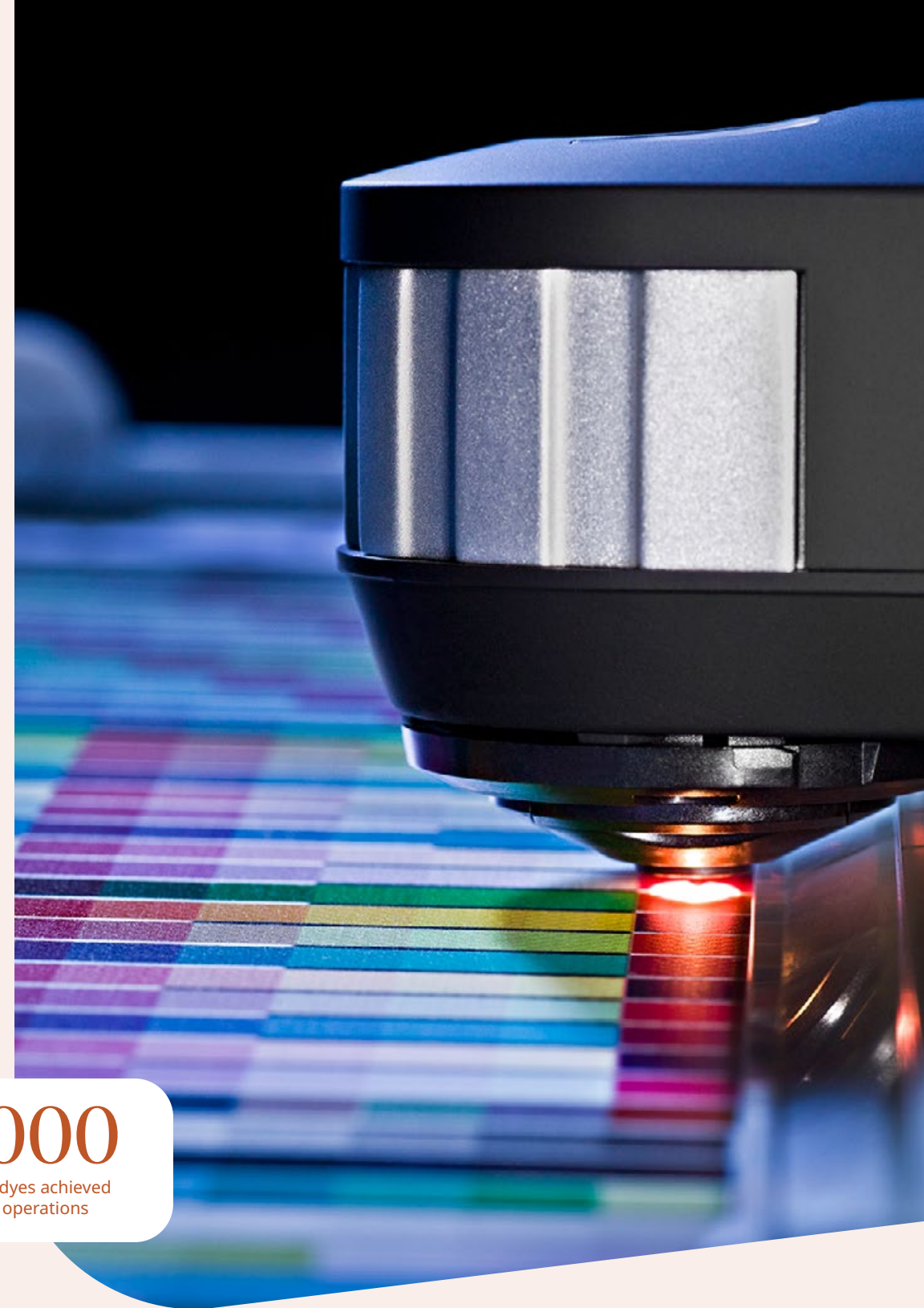
SPOTLIGHT ON

Esko's ArtiosCAD Helps Brands Redesign Packaging to Meet Sustainability Goals

Esko's ArtiosCAD™ software presents a strategic solution for printer converters and brands aiming to align packaging designs with sustainability objectives. Through advanced design capabilities, the software enables precise optimization of packaging shape and size, minimizing material usage and waste generation. Through virtual prototyping and testing features, ArtiosCAD streamlines the design iteration process, reducing the need for physical prototypes and associated waste. Moreover, the software facilitates the transition to sustainable materials, supporting the adoption of eco-friendly packaging alternatives such as paper. The implementation of ArtiosCAD-driven designs result in packaging that is not only environmentally friendly but also cost-effective to produce, enhancing brand image and helping to reduce emissions and waste across the supply chain.

ASSOCIATE PHOTO
Kenny Ma, Esko
Thinking...at the Esko CDI Imager
Shenzhen, Guangdong, China

Appendix

Summary

Governance

People

Planet

Products

Introduction

VES Tools for Products

Product Innovation

A VES 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

- 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 Intellectual Property (IP) strategic management program, which we refer to as the "Veralto IP Framework," helps drive sustainable innovation. The Veralto IP Framework focuses on people, processes, and culture and includes the following key elements:

- A disciplined and rigorous methodology for aligning a company's business, technology, and IP objectives year after year

- A common IP maturity model and educational program to continuously enhance IP fluency, infrastructure, strategy, and results across Veralto

- A unified technology platform for storing, categorizing, and managing Veralto IP assets

- A unique set of tools and metrics that consider IP, technology, market, and financial characteristics to assess and improve a company's competitive positioning

- An inventor rewards program that incentivizes and recognizes innovation and innovators across the company

The Veralto IP Framework helps guide our approach to seeking and maintaining valuable intellectual property rights to support our global businesses. Veralto's Water Quality and Product Quality & Innovation subsidiaries hold more than 2,500 active granted patents around the world.

SPOTLIGHT ON

Veralto's Commitment to Product Takeback and Recycling Programs

Several Veralto operating companies offer end-of-life takeback, trade-in, or recycling options. These programs vary in scope by operating company, region, and product line. Currently, Hach, Sea-Bird Scientific, Trojan Technologies, Linx, Pantone, Videojet, and X-Rite all offer these types of programs. Veralto is deeply aware of our responsibility to reduce waste in our value chain, and we are exploring opportunities to expand these programs over time.

One example from our operating companies is the recycling program established by Sea-Bird Scientific. Faced with the challenge of managing outdated hardware amid updates and upgrades, the Sea-Bird Scientific team devised a takeback and recycling program by salvaging usable parts and responsibly disposing of the remainder. This initiative not only provides customers with optimal products for their research needs but also prevents our instruments from contributing to landfills. As part of Veralto's broader commitment to sustainability, this program exemplifies our ongoing efforts to minimize waste and promote recyclability across our operating companies.

Appendix

Summary

Governance

People

Planet

Products

Introduction

Product Design and Commercialization

Veralto associates share a deep commitment to using our collective ingenuity to solve complex problems. Our companies do well when we do good for the planet. Our Water Quality segment customers seek 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 Product Quality and Innovation segment customers seek solutions that enable them to drive progress toward their sustainability, branding, safety, compliance, and traceability objectives.

In 2023, we employed over 1,800 scientists and engineers and invested approximately $225 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.

We continue to evolve 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 areas of focus include:

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.

$225 million
invested in R&D in 2023

X-Rite Helps Largest Manufacturer of Foam Cups and Containers to Decrease Production Waste

The world's leading manufacturer of foam cups and containers faced the challenge of reducing waste while maintaining a high output of over 3,000 different types of products per year. Seeking to streamline their color workflow to minimize waste generation, the manufacturer partnered with X-Rite to implement a comprehensive color management solution. With X-Rite's expertise, they integrated spectrophotometers, quality control software, and formulation tools into their production process. This allowed the manufacturer to objectively evaluate color accuracy, shorten make-ready times by 10%, and enhance color quality across their global facilities. As a result, X-Rite was able to help this manufacturer decrease waste by 10% while ensuring brand integrity and operational efficiency.

10%
reduction in waste generation

Appendix

Summary

Governance

People

Planet

Products

Introduction

SPOTLIGHT ON

OTT HydroMet Installations at the World's Largest Single-Site Solar Power Plant

OTT HydroMet is helping 200,000 households in the United Arab Emirates (UAE) get carbon-free electricity from the world's largest single-site solar power plant. The CO_2 reduction from this one solar plant is comparable to removing 470,000 cars from the road annually.

The Al Dhafrah Solar Power Project in Abu Dhabi began with a goal to expand the solar photovoltaic footprint in UAE while contributing to the country's clean energy and sustainability objectives. Site owner Dhafrah PV2 Energy Company needed solar monitoring experts and best in class solutions to achieve these goals. OTT HydroMet was brought in to provide guidance and deliver the quality and quantity of Solar Resource Monitoring Stations required to calculate and verify the performance ratio of the plant.

The team at OTT HydroMet worked to ensure our solar and environmental monitoring instrumentation would provide the data required to monitor, optimize, and validate the performance of the plant. Our team developed and delivered 20 Solar Resource Monitoring Stations made up of sun trackers, dataloggers, plus solar radiation and soiling sensors which have helped lift Abu Dhabi's solar energy capacity to 2.5 gigawatts.

2.5 gigawatts

energy capacity of Al Dhafrah Solar Power Plant in Abu Dhabi

Appendix

Summary

Governance

People

Planet

Products

Introduction

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.

SPOTLIGHT ON

McCrometer Collaborates on Water-Saving Initiative for Sustainable Agriculture in Nebraska

McCrometer partnered with two Nebraska agriculture-focused Natural Resource Districts to secure federal funding for flow metering and remote monitoring solutions. These districts, located along the Republican River, face water scarcity issues exacerbated by overuse, making them the subject of lawsuits for the past 20+ years.

McCrometer's technology offers real-time insights into water usage, aiding farmers and irrigation districts in optimizing allocation while ensuring compliance with regulatory requirements. The two Natural Resource Districts have championed this initiative as part of a broader mission for state-wide sustainability, emphasizing their positive experience with McCrometer. Amazingly, these two partnerships are estimated to save up to 5.1 billion gallons of water per year over 400,000 acres of irrigated farmland.
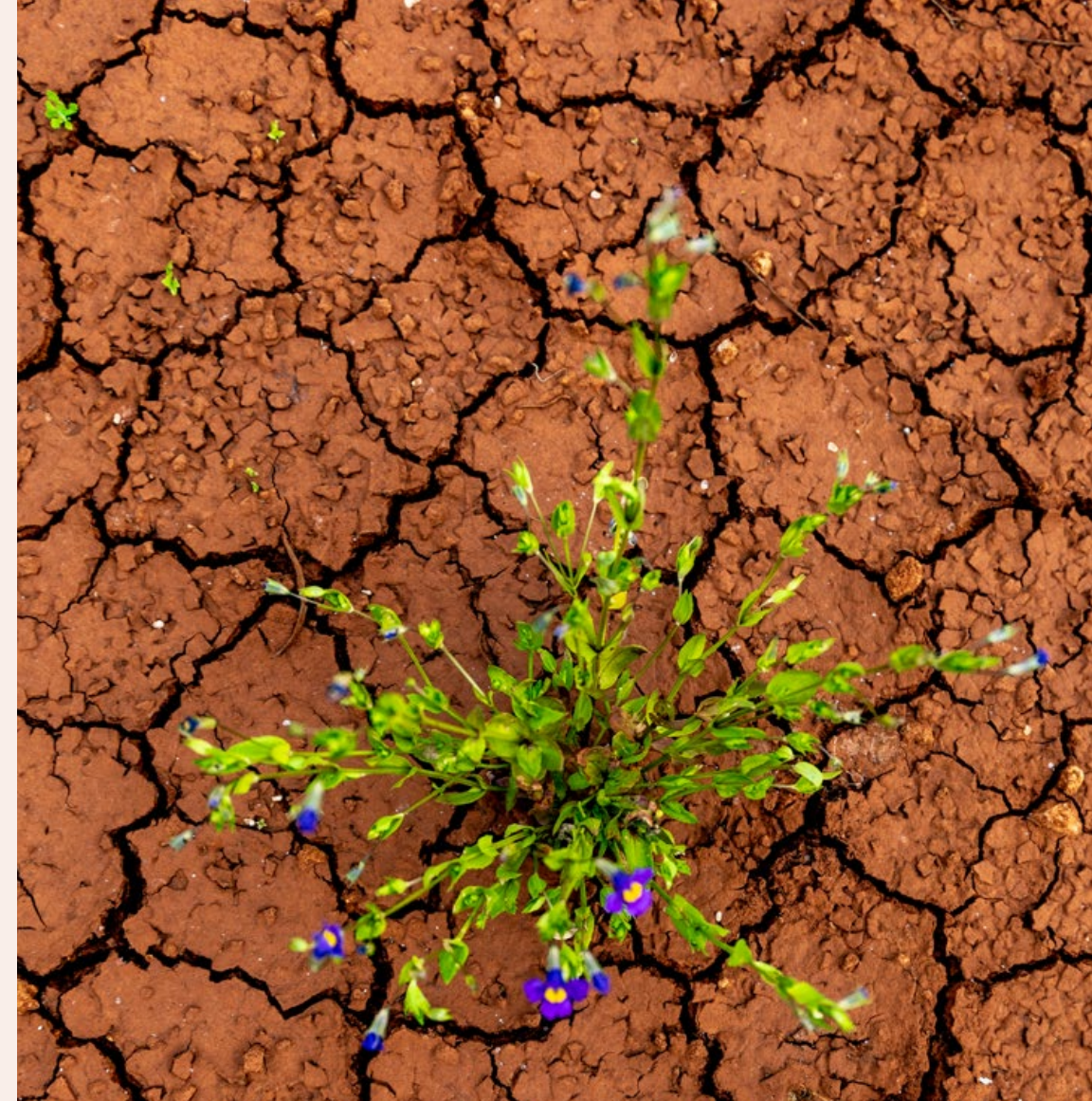
5.1 billion
gallons of water saved per year with the help of McCrometer

Appendix

Summary

Governance

People

Planet

Products

Introduction

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. Veralto has a responsibility to protect the environment, and our commitment to doing so is core to our overall sustainability strategy. We uphold this duty of care through our efforts to reduce material environmental impacts in our operational footprint and our value chain.

ASSOCIATE PHOTO
Arianna Perazzolo, Trojan Technologies
Water is precious and I carry it on my shoulders
Valle Olona, Varese, Italy

Appendix

Summary

Governance

People

Planet

Products

Introduction

Greenhouse Gas Emissions and Climate Change

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

In anticipation of our separation from our former parent company, Veralto undertook a program in 2023 to establish a new Greenhouse Gas (GHG) emissions inventory that more fully captured our scope of operations. As a result, we have increased our scope of reporting for energy consumption and GHG emissions to include approximately 95% of our global real estate footprint by area, an increase from approximately 70% in 2022's reporting.

In addition, we have begun assessing Scope 3 emissions, which are disclosed for the first time under Planet Data. We are working to expand our Scope 3 reporting activities over time with the purpose of increased transparency and fulfilling commitments to our stakeholders.

Having achieved a more complete and precise accounting of our GHG emissions, we are committing to a climate target. Veralto intends to reduce our combined Scope 1+2 GHG emissions by 54.6% from a 2023 baseline by 2033. This target is aligned with a 1.5°C climate change scenario and assumes continued business growth of our operating companies over time.

Among other things, we intend to achieve this goal over time through:

1. Expanded use of renewable and zero-carbon energy;

2. Increased use of electric, hybrid, and fuel-efficient vehicles in our service fleet;

3. Facilities retrofits that replace equipment that consumes fossil fuels;

4. Leveraging VES tools for the environment to drive continuous improvement in energy efficiency.

Appendix

Summary

Governance

People

Planet

Products

Introduction

Climate Risks and Opportunities

Following our separation from our former parent company, Veralto has undertaken a project to gain a more comprehensive under-standing of climate-related risks and opportunities facing our busi-nesses based on the recommen-dations of the Task Force on Climate-Related Financial Disclosures (TCFD).

As part of this initiative, we are examining in-scope facilities to understand short-term and long-term physical risks associated with several climate-related risks, including flood, wildfire, hurricanes and tropical cyclones, hail, torna-does, storm surges, and wind.

In addition, we are working to understand the business risks and opportunities that a changing climate may present for Veralto and our operating companies, including the eco-efficiency of our operations, the resource use efficiency of our products, evolv-ing customer demand for our products and services, and the impacts that climate change and climate-related regulations may have on the markets we serve.

We are working to quantify the potential financial and business impacts of these risks and opportunities.

Per the TCFD recommendations to disclose metrics and targets used to assess and manage climate-related risks, Veralto discloses our Scope 1+2 GHG emissions and has adopted a goal to reduce greenhouse gas emissions by 54.6% from a 2023 baseline by 2033. We have also begun assessing Scope 3 GHG emis-sions, and are working to expand these reporting capabilities over time. Please see Planet Data for more information.

Per the TCFD recommendations relating to governance, we intend to share the results of this ongo-ing assessment with the Veralto Sustainability Council and to the Audit and Nominating and Gov-ernance Committees of Veralto's Board of Directors, which have oversight responsibility with respect to climate change risk.

54.6%

Veralto's Scope 1+2 GHG emissions reduction target by 2033 from a 2023 baseline
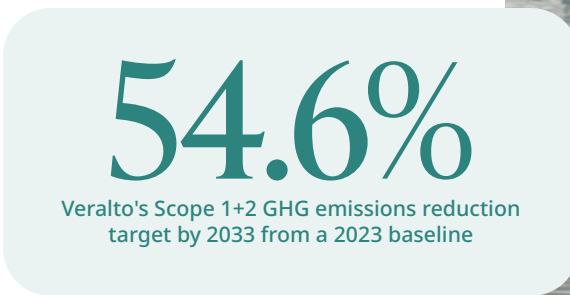
ASSOCIATE PHOTO
Jen St. Louis, Trojan Technologies
Jökulsárlón Glacial Lagoon
Iceland

Appendix

Summary

Governance

People

Planet

Products

Introduction

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 VES Tools, Policies, and Processes for the Planet.

9%

total electricity use from renewable sources in 2023

SPOTLIGHT ON

X-Rite's Energy Efficiency Journey

The X-Rite Grand Rapids, MI facility has achieved an impressive, long-term energy reduction journey through the application of technology and renovation of existing equipment. Starting as early as 2013, the site began its journey by optimizing the use of a Building Management System to improve energy efficiency. Over the last decade, the facility invested significantly in the renovation of heating, ventilation, and cooling systems, lighting, and compressed air systems. These improvements resulted in a 66% reduction in overall energy consumption when compared with energy usage before the start of the journey. And in the spirit of continuous improvement, the Grand Rapids site conducted an Energy Management Kaizen at the start of 2024 to find additional opportunities for efficiency gains.

66%

reduction in overall energy consumption achieved by X-Rite Grand Rapids

Appendix

Summary

Governance

People

Planet

Products

Introduction

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.

In 2023, we undertook an enterprise-wide program to expand our waste tracking efforts, and this report provides our investors and customers with a more transparent and complete view of the waste we generate in operations, as well as the steps we take to manage its impacts. For more information, refer to Planet Data. 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.

67%
non-hazardous waste diverted from landfill in 2023

82%
hazardous/regulated waste diverted from landfill in 2023
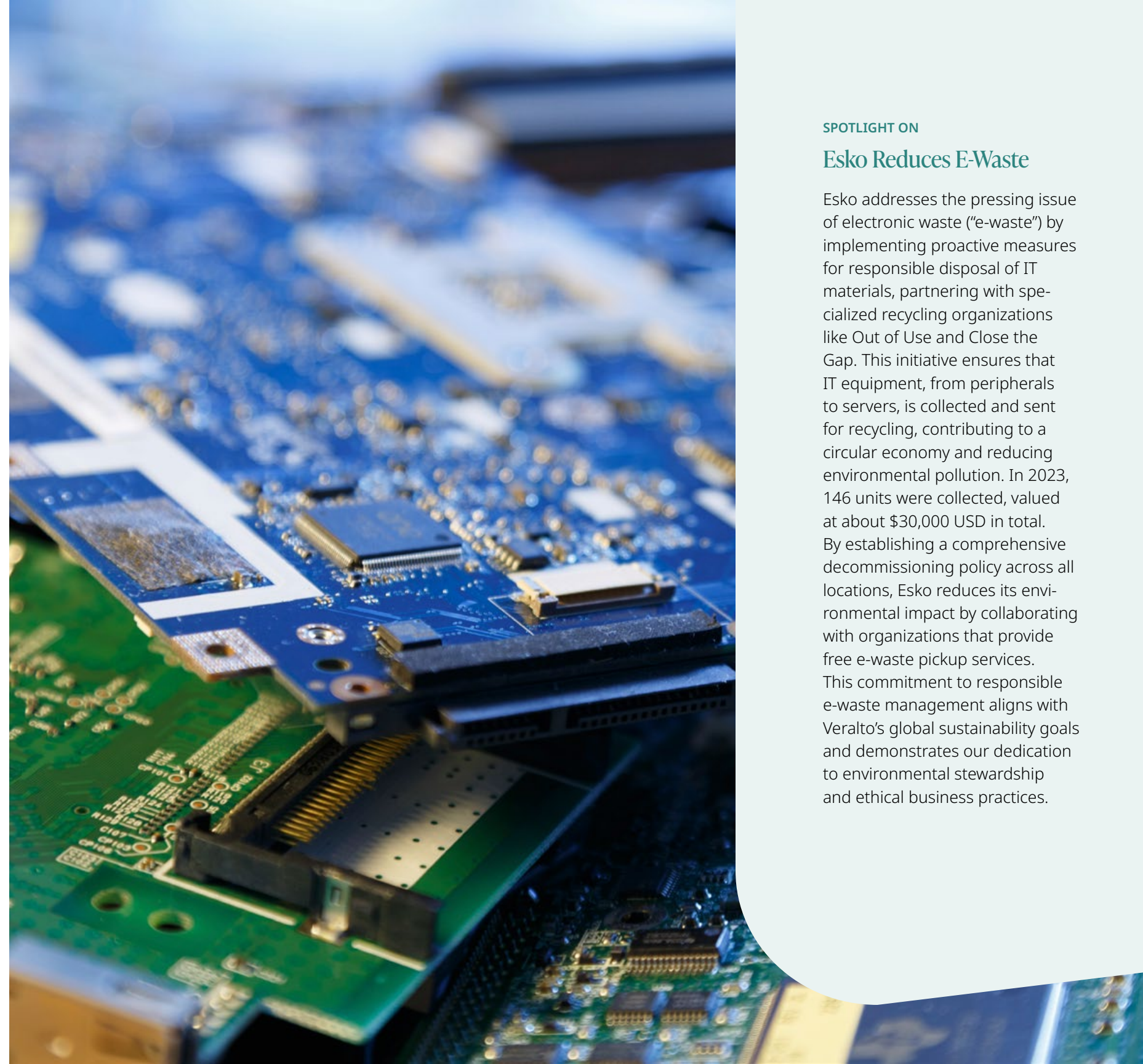
Esko Reduces E-Waste

Esko addresses the pressing issue of electronic waste ("e-waste") by implementing proactive measures for responsible disposal of IT materials, partnering with specialized recycling organizations like Out of Use and Close the Gap. This initiative ensures that IT equipment, from peripherals to servers, is collected and sent for recycling, contributing to a circular economy and reducing environmental pollution. In 2023, 146 units were collected, valued at about $30,000 USD in total. By establishing a comprehensive decommissioning policy across all locations, Esko reduces its environmental impact by collaborating with organizations that provide free e-waste pickup services. This commitment to responsible e-waste management aligns with Veralto's global sustainability goals and demonstrates our dedication to environmental stewardship and ethical business practices.

Sustainability in Action at Hach Shanghai Plant

Following a waste management kaizen event at the Hach Shanghai Plant last year, the team developed a series of strategic actions to reduce waste generation by 7%.

Starting in February 2024, the Hach Shanghai team substituted traditional cardboard packaging with recyclable plastic alternatives. This step signaled their commitment to influence suppliers to reduce unnecessary waste and resulted in an annual decrease of approximately 2,000 kg of cardboard waste. The site also made progress reducing chemical waste by recycling chemical glass bottles through partnerships with suppliers. After introducing a thorough cleaning process, the bottles can now be reused, which resulted in a substantial reduction in hazardous waste estimated at more than 400 kg per year.

The site implemented further sustainable practices, including optimizing test methods to cut 200 kg of waste chemicals, efficient inventory management to minimize disposal by 120 kg, and pallet recycling to reduce non-hazardous waste by 700 kg. Initiatives like encouraging double-sided printing and using electronic files have further reduced paper usage by about 60 kg. These combined efforts led to a total 7.8% reduction in waste generation, which met the kaizen goal and yielded significant environmental benefits and cost savings.

7%
reduction in waste generation achieved following kaizen event at Hach Shanghai plant

Appendix

Summary

Governance

People

Planet

Products

Introduction

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, businesses and communities alike increasingly need to become even better stewards of water.

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 stakeholders. Customers around the world 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. Our products and services enable our customers 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. In addition, we support our customers' water stewardship initiatives by helping them minimize water consumption and increase water efficiency in their operations. We also help them reduce their impacts on their local communities and watersheds by producing cleaner water discharges.

We work to understand how water is used in our operations, to understand how our sites impact local watersheds, and how the conditions of watersheds may in turn impact our operations. An effective water stewardship strategy reduces the risk of disruption to operations, highlights where investment may be needed to ensure business continuity, and supports business performance.

Following our separation from our former parent company, we examined our facilities footprint using the World Resources Institute Aqueduct Water Risk Atlas tool to better understand which of our facilities are located in high water stress regions. We examined our 40 most water-intensive sites, which accounted for approximately 80% of our 2023 water consumption. Through this analysis, we determined that approximately 21% of our water consumption occurs at sites in regions classified as having "High" water risk, and approximately 1% occurs at sites in regions with "Extremely High"

water risk. As a demonstration of our commitment to responsible water management, we are taking several steps. Veralto has adopted a Water Stewardship Policy, which will inform the steps we take in this area moving forward. This, in conjunction with our VES Water Stewardship tool, will help us prioritize the initiatives we take to help reduce the water intensity of our operations over time. In 2024 we anticipate participating in the CDP Water Security disclosure for the first time. In addition, we are committing to membership in The Water Council, which will give us the opportunity to be a voice for water stewardship in the industries we serve.

Through the use of VES tools, we have reduced our water use by more than 9% over the past 5 years. See Planet Data for details.

ASSOCIATE PHOTO
Jeramey Johnson, Hach
Water Droplet at Micro Level
Under Microscope

Appendix

Summary

Governance

People

Planet

Products

Introduction
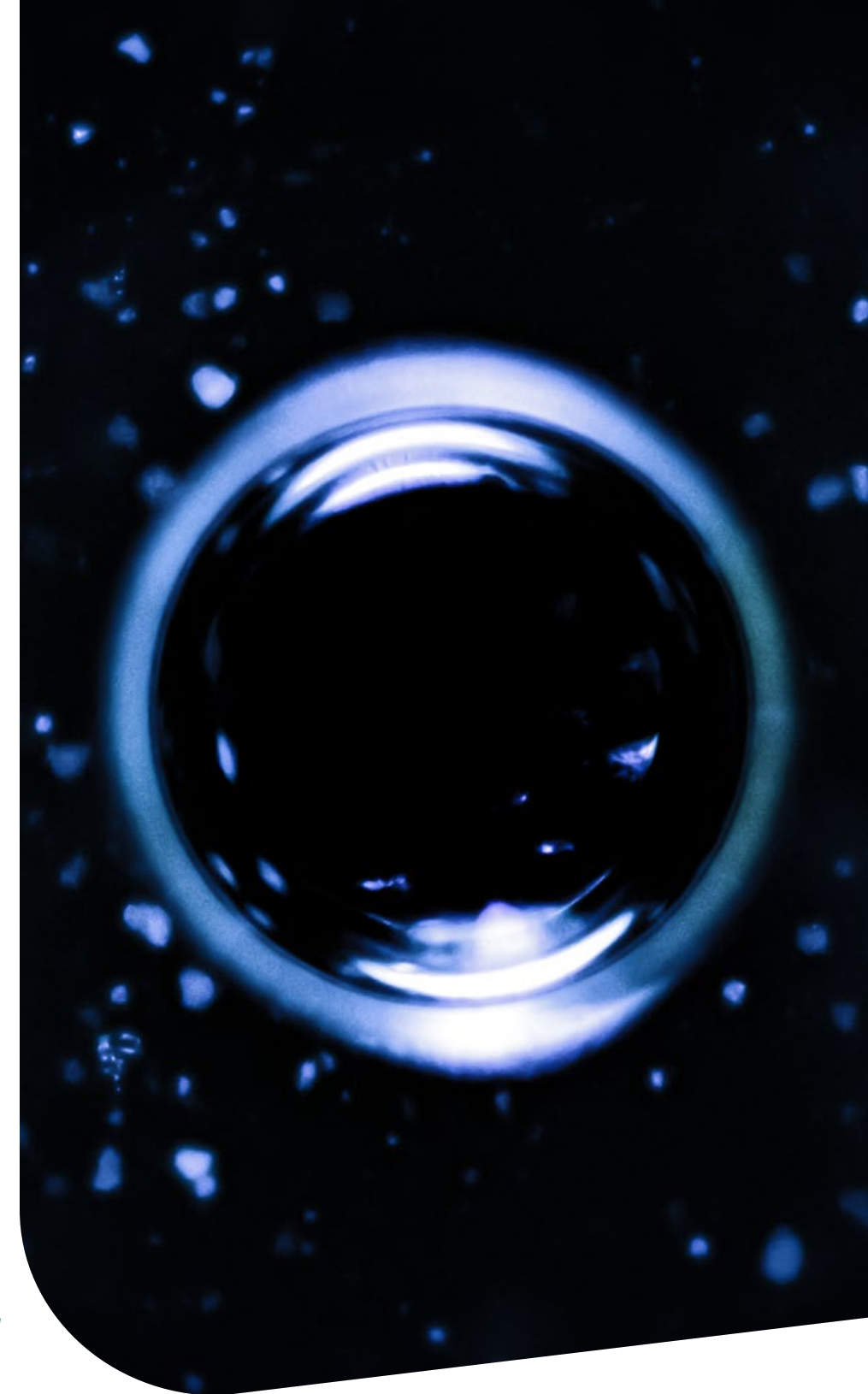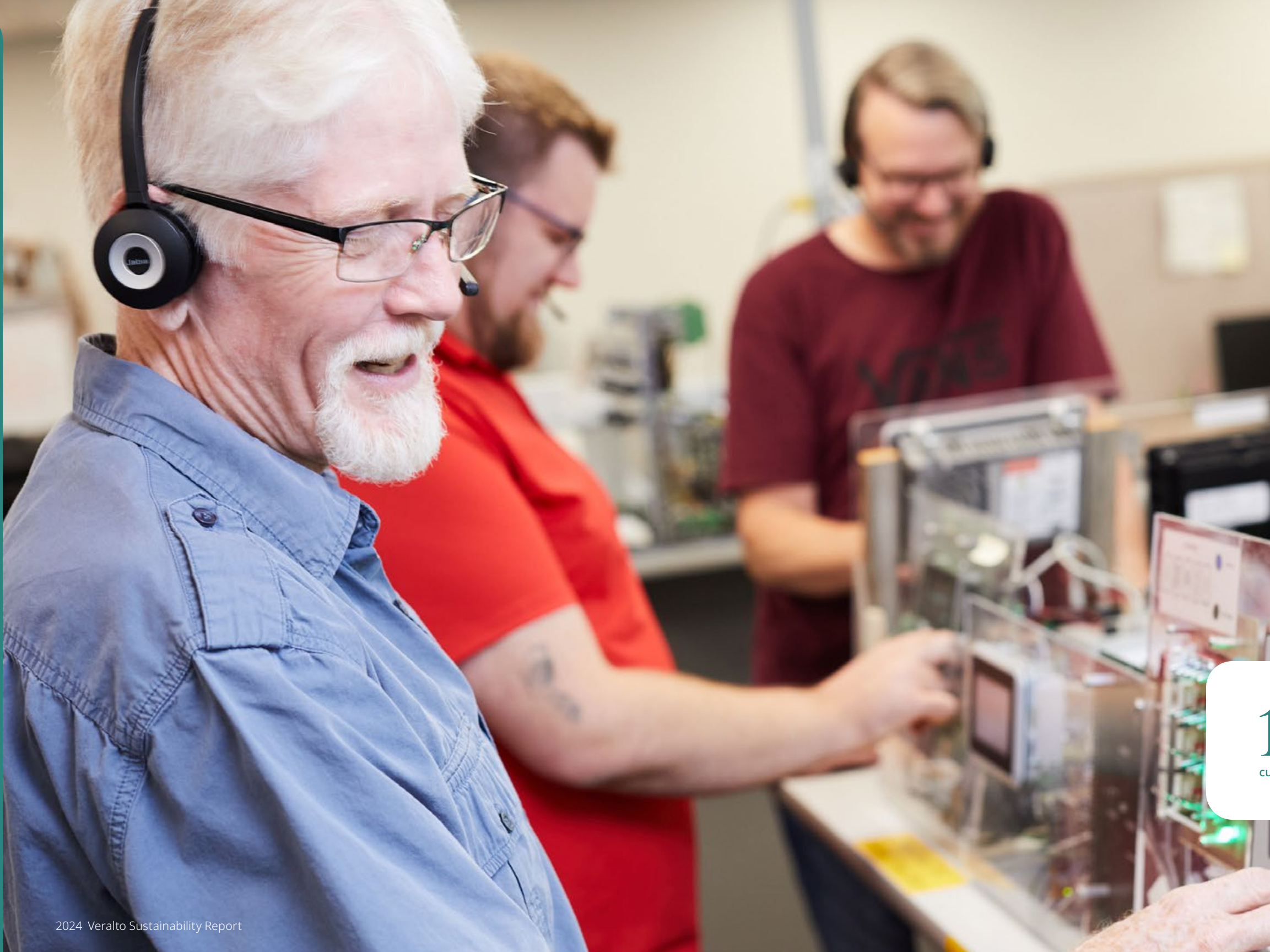
SPOTLIGHT ON

Trojan Technologies Makes Impressive Water Savings at London, Ontario Site

Two improvement initiatives implemented during the second half of 2020 have resulted in significant and sustained water savings at the Trojan Technologies site in London, Ontario. The first initiative was a change in manufacturing process that removed a redundant testing step which saved 2,500 cubic meters of water usage annually. The second initiative was related to a closed loop cooling tower upgrade. The previous site cooling tower was unable to efficiently meet the process requirements which led to high water consumption rates. Installation of a new, higher efficiency cooling tower further reduced annual water consumption by 8,000 cubic meters.

10,500
cubic meters water saved per year

Appendix

Summary

Governance

People

Planet

Products

Introduction

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 Governance and Accountability > Supply Chain Sustainability. To learn more, refer to our Sustainability Policy and Sustainable Supply Chain Policy.

40%

supply base by spend initially targeted for EcoVadis certification

ASSOCIATE PHOTO
Lin Zhu, Hach
Golden Fields of Peace
Taizhou City, Jiangsu, China

Appendix

Summary

Governance

People

Planet

Products

Introduction

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 tools. 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.

VES Toolkits

Building upon these fundamentals, we have developed a suite of domain-specific VES toolkits to drive continuous improvement in our environmental footprint:

Energy Management

The VES Energy Management Toolkit guides facility-level teams in identifying, prioritizing, and implementing measures that improve a facility's energy efficiency and reduce GHG emissions, including electricity, climate control, manufacturing processes, capital equipment, and resource utilization efficiency.

Water Stewardship

Adopted in 2023, the VES Water Stewardship Tool supports good water management and the sustainability of freshwater resources. The tool gives us a replicable, scalable framework for identifying water consumption drivers, and implementing measures to improve water use efficiency, re-use, and recycling. It also considers water-related market, reputational, and operational risks in support of broader water stewardship strategies.

Waste Minimization

Facility-level teams use VES *Waste Minimization Toolkit* 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.

Through cross-functional kaizen events, we use the toolkits to establish a thorough understanding of operations and identify opportunities for improvement through the following steps:

Envision. Collect and analyze data relating to the use of resources within the scope of the assessment. The team integrates understanding of existing or new 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 systems, processes and equipment that drive environmental impact(s). While at gemba, teams 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.

Appendix

Summary

Governance

People

Planet

Products

Introduction

Culture & Accountability

The VES Office maintains a kaizen event "funnel" that provides organization-wide visibility into activities that leverage these tools and works closely with the Sustainability Council's Planet Working Group to ensure that lessons learned, best practices, common challenges, and strategic opportunities are identified and socialized across the organization.

In addition, in the spirit of sharing best practices and driving VES culture throughout our business, we recognize the "Best" and "Most Improved" EHS programs across our operating companies each year:

- **Veralto Best EHS Program Award:** Hach Shanghai, China

- **Veralto Most Improved EHS Program Award:** Hach Loveland, Colorado, USA

Both facilities were successful due to their focus on continually improving and sustaining best practice EHS programs including:

- Multiyear EHS improvement and sustainment strategies in place

- Cross functional shared ownership of EHS

- Year over year improved EHS metrics

- Sustainment of ISO45001, ISO14001, and ISO9001 management systems

- Effective use VES tools and kaizen events

- Multiple proactive EHS layered audits

- Focus on sustainability initiatives

- Continued alignment to regulatory compliance

94.3%
recycling rate at Videojet's Wood Dale site

Waste Minimization Model Cell at Videojet Wood Dale

Videojet's Wood Dale site embarked on a transformative journey towards waste minimization between September 2022 and July 2023, showcasing dedication to sustainability and setting a benchmark for waste management. Achieving a remarkable 94.3% recycling rate and reducing landfill waste by over 10 metric tons, the initiative reflects a strong commitment to environmental stewardship. Key focus areas included comprehensive waste documentation, effective separation and labeling, associate training, and continuous evaluation for improvement. The success of the Waste Minimization Model Cell project underscores Videojet's dedication to environmental responsibility and commitment to **Safeguarding the World's Most Vital Resources™**.

Appendix

Summary

Governance

People

Planet

Products

Introduction

SPOTLIGHT ON

Hach Sustainability Events to Increase Recycling

Hach Loveland held a 4E Waste Minimization Kaizen in April 2023 where members of the Waste Reduction Team focused on refreshing and revamping our recycling program to further decrease our waste-to-landfill.

The team's goal was to eradicate contamination, develop consistent recycling container locations, and make recycling more accessible. The team found that almost every workspace had a personal blue recycling bin (over 175 throughout the site), but they were used as stand-ins for missing trash cans. This often forced our janitorial service to reroute them to landfill-destined trash. The team set out to fix this through standardization, more accessible signage, and increased communication and outreach.

EHS and the Kaizen team prioritized communication by supporting development of a sustainability e-learning module for non-operations associates, accompanied by a recycling quiz. The site Environmental Operations Coordinator actively engaged with departments, reinforcing recycling importance in collaboration with Hach's sustainability leadership. Immediate improvements include better sorted recycling bins, reduced contamination, and enhanced collaboration with janitorial partners for smoother recycling processes.

ASSOCIATE PHOTO
Jeramey Johnson, Hach
Hach Agent Working with Customer
Stadtlohn, Germany

Appendix

Summary

Governance

People

Planet

Products

Introduction

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.

ASSOCIATE PHOTO
Cathy Robson, Trojan Technologies
Twilight Serenity: A Boy's Silent Reflection
Lake Erie, Ontario, Canada

Appendix

Summary

Governance

People

Planet

Products

Introduction
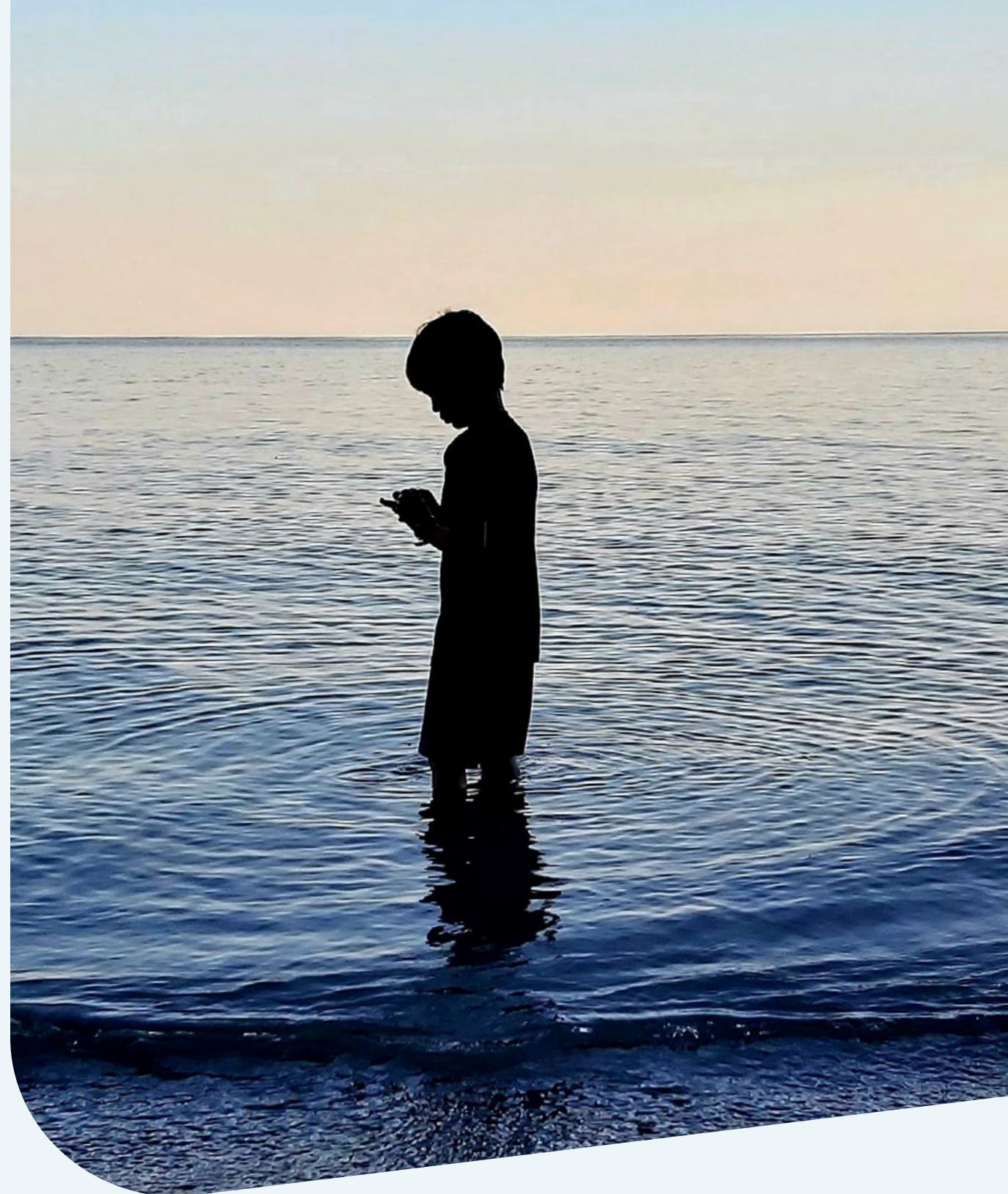
Diversity, Equity, and Inclusion

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 Diversity, Equity and Inclusion Policy. The policy articulates our commitments and expectations at the enterprise, operating company, people leader and individual contributor levels.

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.

58%
new hires in U.S. were women and/or people of color

Veralto's New Partnerships to Advance our DE+I Goals

Veralto is proud to announce its membership in two prominent organizations: CEO Action for Diversity & Inclusion and Women in Manufacturing (WiM). CEO Action, founded in 2017, champions diversity, equity, and inclusion (DE+I) as a critical societal issue, rallying over 2,500 CEOs to drive transformative change in workplace cultures. Through shared resources, events, and thought leadership, CEO Action empowers leaders to foster inclusive environments and engage in meaningful dialogue about DE+I.

Additionally, Veralto joins WiM, the premier global trade association supporting women in manufacturing. With over 28,000 members from 65 countries and 3,000 companies, WiM provides year-round support, virtual learning opportunities, career fairs, networking groups, and professional development programs. WiM's mission aligns with Veralto's commitment to diversity and empowerment, offering invaluable resources to women in manufacturing careers and their employers.

By collaborating with these organizations, Veralto aims to drive tangible progress toward a more inclusive workforce and industry, fostering environments where diversity is celebrated, and all voices are heard.

ASSOCIATE PHOTO
Richa Agrawal, Videojet
Global Harmony: Unity in Diversity
Wood Dale, IL, USA

Appendix

Summary

Governance

People

Planet

Products

Introduction

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.

Pay Equity

Our DE+I Policy articulates our commitment to pay equity (including gender and racial/ethnic group pay equity) and to 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.

We have achieved pay equity (i.e., a pay difference of 99–100%), with respect to base pay for women and for racial and ethnic minorities in the U.S. based on multi-variable regression analysis. We also achieved base pay equity for women and racial and ethnic minorities in the U.S. based on both weighted mean and median pay metrics.

We have achieved pay equity with respect to pay for women and for racial and ethnic minorities in the U.S.

Veralto's 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 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 entire Veralto 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 Out@Veralto ARG Reverse Mentorship Program, in which ARG members mentor leaders across our companies on LGBTQIA+ 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.

Veralto ARGs have each defined a powerful mission unique to their group's associates and allies:

Asian-Pasifika Community
To create an environment where Asian-Pasifika associates can be their authentic selves and feel empowered to break boundaries and pursue their aspirations.

Black Engagement Network
To cultivate a destination where Black associates belong, grow, and thrive.

Todos
To build an inclusive Latinx Community where all can thrive!

Out@Veralto
To cultivate environments for LGBTQIA+ associates that promote belonging and affirmation of each other's differences to explore and live their highest truth.

Belonging in EMEA, Latinas Unidas, Shakti, Ta 力量, and Women's Inclusion Network
To establish an inclusive culture, in which those who identify as women can be their authentic selves and feel supported to achieve their aspirations at Veralto.

Note: There are five Veralto ARGs that are currently available to associates in the U.S. and Canada. Additionally, there are four ARGs available for women in China, Europe, India, and Latin America.

Appendix

Summary

Governance

People

Planet

Products

Introduction

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

In December 2023, Veralto became 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. Veralto's Vice President Corporate Procurement, who reports to Veralto's Senior Vice President and Chief Financial Officer, is responsible for human rights in our supply chain. Our supply chain sustainability program includes policies such as our Supplier Code of Conduct, our Sustainable Supply Chain policy, and our Conflict Minerals policy.

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 PHOTO
Germán Cornejo, Hach/Termodinamica
Mujer Adulta Feliz
Santo Domingo, Valparaiso, Chile

Appendix

Summary

Governance

People

Planet

Products

Introduction

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 and comply with our Supplier Code of Conduct, which sets forth our expectations around supplier business practices. We are committed to implementing and improving due diligence processes to assess risks relating to human rights. Refer to our 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. Reference the Supply Chain Sustainability section of this report for further 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. For more information, see our UK Modern Slavery Act Statement / Statement on Slavery and Human Trafficking.

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.

Through our EHS function, we are committed to preventing workplace injuries and demonstrating improvement in such incident rates over time.

- In 2023, Veralto's Total Recordable Incident Rate (TRIR) was 0.53. This was a slight improvement from our 2022 TRIR of 0.54.

- In 2023, Veralto's Days Away, Restricted, or Transferred (DART) was 0.40. This was a slight increase from our 2022 DART of 0.39.

Veralto's EHS Policy provides further detail about our approach to maintaining a safe and healthy workplace for our associates.

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.

Speak Up! Helpline

We are committed to providing effective resolution to the extent we have caused or contributed to adverse workplace conditions. 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 support local communities 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.

Appendix

Summary

Governance

People

Planet

Products

Introduction

SPOTLIGHT ON

Community Impact in Brazil

June 2023: Our Hach Brazil team volunteered at Casa Santa Marta de Jundiaí, an institution founded in 1998 with a mission to restore dignity and social integration to individuals struggling with homelessness and substance use disorders. As the weather grew colder, the team donated blankets to help those in need.

August 2023: In celebration of Father's Day, our Hach team and community members came together to support Casa Vicentina. A total of 490 liters of milk and 34 packages of geriatric diapers were collected and donated.

October 2023: Continuing their commitment to community service, the Hach Brazil team delivered toys to two institutions: Children's House and Transitional House, bringing joy to the children in need.

March 2024: A group of 14 ChemTreat Brazil employees and a few family members engaged in a meaningful initiative benefiting children from underprivileged communities. Partnering with the non-profit organization *"Hamburgada do Bem"* (Burger of the Good), our team orchestrated a day filled with fun, games, and, of course, lots of tasty hamburgers and fries. *Hamburgada do Bem* operates across various cities, impacting needy communities by embodying the African philosophy of Ubuntu, which emphasizes collective support and collaboration. Through Ubuntu's principle of "I am because we are," participants learn to embrace openness, mutual assistance, and the understanding that unity fosters genuine growth.

The outcomes were remarkable: 310 total volunteers participated, benefiting 200 children, while serving 627 burgers, including 32 veggie-burgers. Additionally, 74 "Adopted Dreams" were fulfilled, reflecting the profound impact of our collective efforts.

April 2024: Hach Brazil conducted a flu vaccination campaign that engaged 205 participants, including associates, dependents, and family members, demonstrating our ongoing dedication to the health and well-being of our community.

ChemTreat Brazil's day with *Hamburgada do Bem*

200	627	74
children benefited	burgers served (including 32 veggie-burgers)	"Adopted Dreams" fulfilled

Appendix

Summary

Governance

People

Planet

Products

Introduction

SPOTLIGHT ON

Pantone and Indego Africa Partnership

Since 2007, Indego Africa has been propelling the creation, growth, and sustainability of women-owned businesses in Africa — connecting artisans, unemployed youth, and refugees across Rwanda and Ghana with global markets for their expertly crafted products, investing in their education and ensuring they have access to the tools and resources to succeed as entre-preneurs. Pantone has partnered with Indego Africa by providing Pantone Color standards guides to 20 small artisan businesses in Rwanda, Ghana, and those based in Rwandan refugee camps.

These color guides are a crucial tool for ensuring the quality and consistency of their products and unlocking more income earning opportunities. This is particularly crucial for refugee cooperatives, who've historically relied on other cooperatives for color matching support.

Pantone Color Systems, including Pantone Matching System™ (PMS) and Pantone Fashion, Home + Interiors (FHI) tools, not only help brands mitigate investment risks, boosting revenue and minimizing waste, they open the door for investments in a more ethical and inclusive supply chain. By equipping artisans with a universal color language, Pantone offers an essential tool to safeguard heritage craft and artisan livelihoods — creating a cycle of economic opportunity for generations to come.

Since the partnership began in 2023:

95%
of brand partners communicate color to artisans using Pantone color guides

100%
of artisan cooperatives can now participate in orders requiring precise color matching; prior to Pantone fewer than 20% of cooperatives had the tools to do so

87%
reduction in color-based reject rate projected within the first year

Appendix

Summary

Governance

People

Planet

Products

Introduction

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 2023, we hired more than 2,400 new associates, compared to 2,200 new hires in 2022. 36% of our global new hires in 2023 were women (slightly down from 37% in 2022) and 58% of U.S. new hires were diverse (women and/or people of color) compared to 65% in 2022. 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.

Veralto Go: our commitment to filling roles from within

Our commitment to filling roles from within, where possible, makes Veralto an attractive place to grow a career. 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 as our common foundation — associates can move more easily between operating companies and regions. This provides associates more opportunities 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.

Internal movement of talent is a top priority for our leadership team and is measured by our Internal Fill Rate 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 2023, we placed 73% of our senior leader roles internally, growing careers of emerging leaders and maintaining the strong culture of Veralto, grounded in VES.

58%
of U.S. new hires were women and/or people of color

36%
of our global new hires were women

73%
of our senior leader roles were placed internally

Appendix

Summary

Governance

People

Planet

Products

Introduction

Developing the Best People Leaders

Our people leaders play an important role in supporting their team members' career journeys and modeling servant leadership. 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 value 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 People 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 2023, our Direct Supervisor Effectiveness survey score was 82%, putting us above the 75th percentile external norm.

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 is designed to attract and retain executives with the leader-

82%
Direct Supervisor Effectiveness score in 2023

ship skills, attributes, and experience necessary to succeed in an enterprise with Veralto's size, diversity, and global footprint. Executive compensation is also linked to the achievement of goals and objectives that we believe best correlate with the creation of long-term shareholder value, including financial and strategic objectives as well as sustainability-related objectives.

To achieve these objectives our executive compensation program combines annual and long-term components, cash and equity, and fixed and variable elements, with a bias toward long-term equity awards tied closely to shareholder returns and subject to significant vesting periods. This program design rewards our executive officers for helping increase long-term shareholder value, achieving annual business goals, and building long-term careers with Veralto. We provided 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) at our annual shareholders meeting. For more information about our executive compensation practices, see our 2024 Proxy Statement.

Collective Bargaining

We have no U.S. associates subject to a collective bargaining agreement. Outside the U.S., the company has government-mandated collective bargaining arrangements and union contracts in certain regions, 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 or retaliation, 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.

Appendix

Summary

Governance

People

Planet

Products

Introduction

Associate Engagement and Well-Being

Associate Engagement

Associate engagement is a foundational priority for Veralto. Developing the best people leaders and fostering the best workplace for our associates drives effective engagement and high performance at every level of the organization. We assess the effectiveness of our efforts primarily through our annual People Survey and our voluntary turnover rate. Our 2023 engagement score for our Water Quality and Product Quality & Innovation companies was 71% (which was slightly up from 70% in 2022), with 88% of our associates globally taking part in the survey. Our people leaders' direct supervisor effectiveness score was 82%.

71%

engagement score across Veralto operating companies

88%

of associates responded to annual People Survey
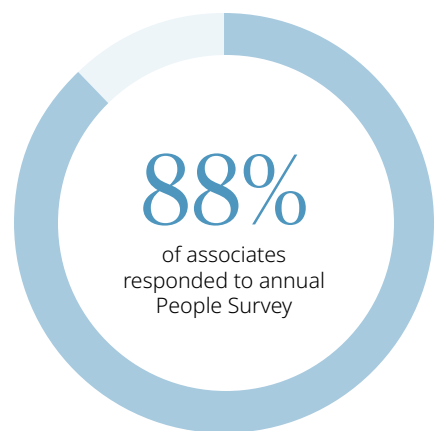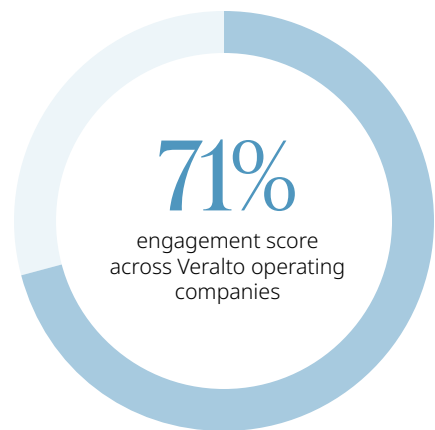
Veralto associates celebrated our global launch in October 2023 at events across nearly 50 sites around the world.

Appendix

Summary

Governance

People

Planet

Products

Introduction

Well-Being

Throughout 2023 we worked to create and launch benefits to provide health, 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. One example of our efforts toward this goal is a new health assessment — available through our digital well-being platform — to enable associates to gauge their current health status across four domains (weight, physical activity, heart health and stress) to help them determine next steps for improvement.

Strengthening Financial Well-Being

Through Fidelity, Veralto continues to offer 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. In addition, we launched a new digital based financial well-being partner to our U.S., Canada and Puerto Rico associates offering tools, lessons, and guidance to help associates reach their financial goals.

Global Employee Assistance Program (EAP)

Veralto offers an EAP through ComPsych branded as Guidance Resources. Examples of services that associates can receive are counseling for concerns such as stress, anxiety and depression; qualified referrals and resources for daycare, summer camps and household services; legal and financial support for common concerns and assistance with managing caregiving responsibilities.

Virtual Healthcare Options

In the U.S. and Canada, 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 of up to $10,000 — the same amount provided for adoptions. In the U.S., Canada and Puerto Rico 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. Lastly for U.S., U.K. and Ireland associates we offer Bright Horizons which assists associates manage their family and work responsibilities by helping find local, ongoing or back-up adult care and back-up childcare.

Educational Assistance for Associates and Their Families

We 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.

We also offer the Veralto Scholarship Program to help reduce the financial burden of higher education costs for dependent children of Veralto associates. Eligible applicants are awarded multi-year, renewable scholarships of $4,000 USD. To qualify, applicants must be enrolled or intending to enroll full-time in undergraduate study at an accredited three or four-year college or university (or the international equivalent).

ASSOCIATE PHOTO
Tom Sutherland, Esko
Beachgoers
Hornsea, East Riding of Yorkshire, UK
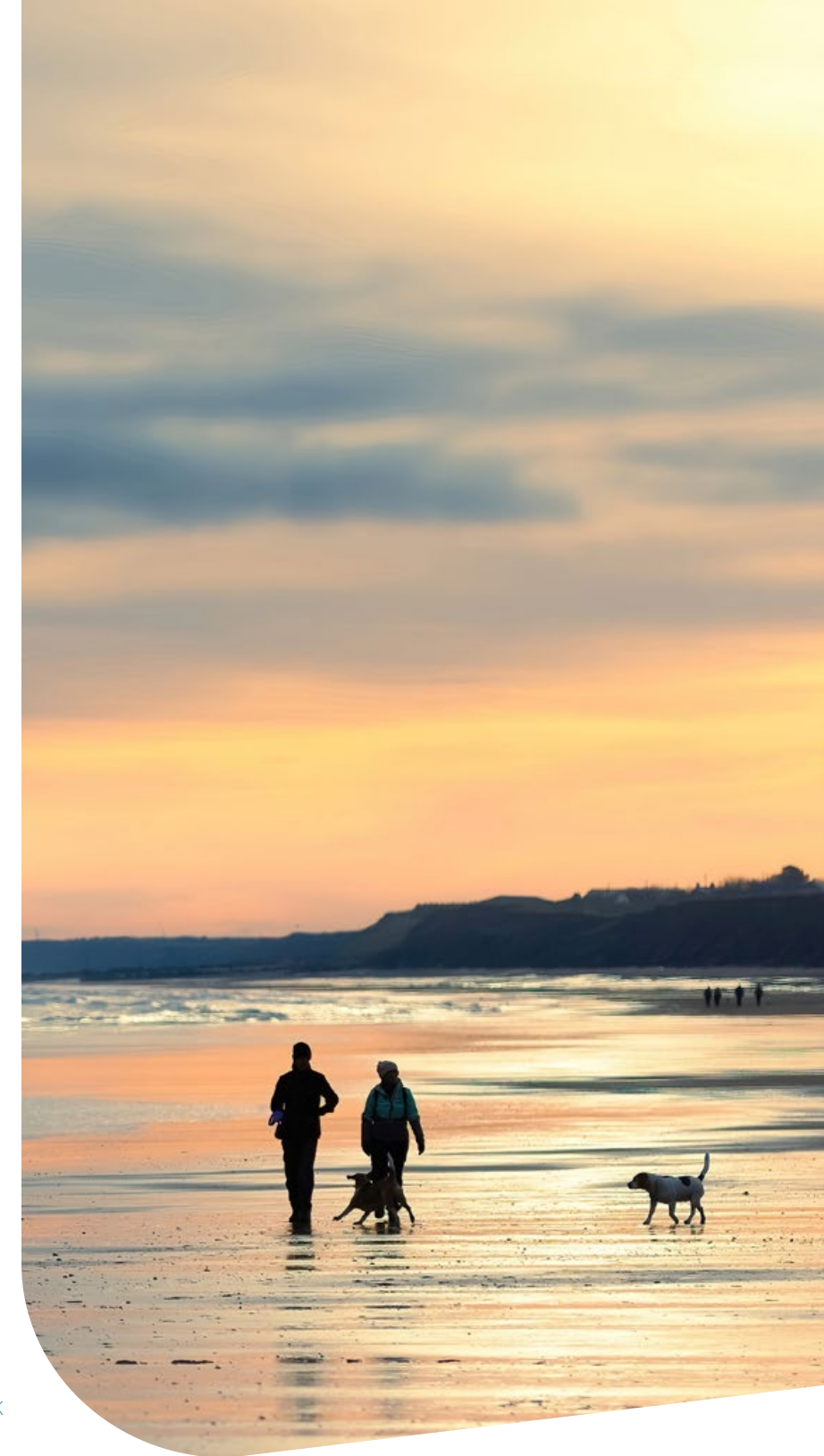
SPOTLIGHT ON

Veralto Operating Companies Win "Great Place to Work" Recognition

Trojan Technologies was certified as a "Great Place to Work" by Great Place to Work® Canada for the 2023–2024 cycle. This recognition is a testament to Trojan Technologies' commitment to fostering a positive and supportive work environment. Workplaces are awarded recognition based on their scores on the Great Place to Work Trust Index, which measures trust in the workplace using five dimensions: credibility, respect, fairness, pride, and camaraderie. Trojan Technologies' certification as a Great Place to Work is underpinned by impressive results: 84% of Trojan Technologies associates who participated in the survey agreed with the statement, "Taking everything into account, I would say this is a great place to work." This rate was well above the certification threshold of 60%.

Joining Trojan Technologies as a certified Great Place to Work is Esko India, which was recognized by Great Place to Work® India for the 2024–2025 cycle. Esko India has more than 570 employees and hosts Veralto R&D teams in India, including more than 90 employees from other Veralto companies. Esko India strongly believes that this recognition reflects their well-balanced culture, strategy, policies, and processes that create favorable outcomes for each employee. Every employee contributes to making the workplace a Great Place to Work.

We are proud of this recognition of the positive work culture at our operating companies where associates trust their supervisors, have pride in what they do, and enjoy working with their colleagues. Congratulations to both Trojan Technologies and Esko India!

> "The unique makeup and culture of Trojan Technologies will continue to be a competitive advantage for years to come."
>
> **Tom Siller, President of Trojan Technologies**

Esko India associates celebrating their "Great Place to Work" recognition.

Appendix

Summary

Governance

People

Planet

Products

Introduction

VES Tools, Policies, and Processes for People

CEO Kaizen

Our 2024 CEO Kaizen illustrated the power of VES tools 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 12 operating company sites 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. This year's CEO Kaizen events engaged more than 150 associates from six of our operating companies spanning three continents, five countries and 12 cities. The event was a tremendous opportunity for our teams to come together and drive transformative change through VES tools — for Veralto, each other, and our customers around the world.

Annual People Survey

Our annual People 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 People 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.

150+
associates participated in CEO Kaizen events

Day of Understanding

In 2024 we plan to conduct our Day of Understanding (DoU) event which is a 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. This year our DoU event will focus on Persons with Disabilities, specifically visual and audio impairments and mobility. The event has the ability to touch many of our associates and people leaders in a meaningful and personal way and encourage profound dialogue and learning about this important topic.

Appendix

Summary

Governance

People

Planet

Products

Introduction

DE+I Learning: Growing Teams Inclusively

Veralto is launching a new associate learning program in 2024 called "Growing Teams Inclusively." This live course is intended for all Veralto associates and helps explains Veralto's DE+I journey, accomplishments, and goals. The new learning program will help associates speak the common language for DE+I, share personal experiences, and discuss the potential impact of DE+I on individual and team performance.

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 2023 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 responsible 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 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). The section on Compensation further describes how P4G objectives of Veralto executives are linked to financial, strategic, and sustainability performance.

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.

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 400 Certified Practitioners across Veralto.

In 2023 we launched the new Pipeline Growth Process to build a strong diverse pipeline of talent for our most senior and critical roles.

Appendix

Summary

Governance

People

Planet

Products

Introduction

SPOTLIGHT ON

Veralto's First CEO Kaizen Week

In March 2024, Veralto Executive Team members joined over 150 associates at 12 kaizen events around the globe to learn, provide guidance, and roll up their sleeves as they helped the teams at gemba address our biggest-impact opportunities. The CEO Kaizen events focused on a variety of topics aligned with driving "Value Accretive Growth" — one of our 2024 Veralto Priorities.

At a kaizen, a team gathers to solve a specific problem or improve a process, harnessing the power of VES tools to tackle challenges head-on. Kaizens exemplify our culture of continuous improvement and our commitment to building a better tomorrow for our associates, customers, shareholders, and communities around the world.

"The truth is: kaizen isn't just an event. It is a mindset and approach we bring to work every day, allowing our teams to continuously improve for enduring impact," says Jennifer L. Honeycutt, President and CEO.

Six operating companies participated in the 2024 CEO Kaizen, including Esko, Hach, OTT HydroMet, Pantone, Videojet, and X-Rite.

"The truth is: kaizen isn't just an event. It is a mindset and approach we bring to work every day, allowing our teams to continuously improve for enduring impact."

Jennifer L. Honeycutt, President and CEO, Veralto

Appendix

Summary

Governance

People

Planet

Products

Introduction

SPOTLIGHT ON

Hach Field Service Teams Lead the Way with "Proactive Reporting"

Over the past 18 months, the Hach U.S. and Canada Field Service Team has pioneered a 'best practice' program around facilitating, submitting, and acting on proactive reports from technicians at customer sites and in the field.

Proactive reports are some of the most important leading indicators for managing workplace safety. While a recordable injury tells us about a hazard or unsafe practice after the fact, proactive reports raise our awareness and give us the opportunity to act BEFORE someone gets hurt. Years of statistics show that teams with safety programs that train employees to proactively look for hazards have far fewer injuries

than those that do not. While some reports will (and do) require direct intervention from EHS and management, other reports may not warrant follow-up action but are still valuable for collecting data to identify trends and repeated risks that need to be addressed.

When several Hach Field Service Technicians raised concerns about potential nuisance gas hazards at customer sites, the EHS team responded by launching a pilot mobile reporting software to determine the prevalence of these hazards.

It did not take long for the pilot to prove useful. EHS developed a "Proactive Reporting" training module for Field Service and began training the entire team on the process. The result has been a huge success: more than 100+ proactive reports have been submitted by Field Service technicians since implementation. These proactive reports have enabled the team to address safety concerns with customers and leadership, resulting in a safer working environment for both our technicians and our customers.

ASSOCIATE PHOTO
Jeramey Johnson, Hach
Customer Using DR300
New Orleans, LA, USA

Appendix

Summary

Governance

People

Planet

Products

Introduction

SPOTLIGHT ON

ChemTreat honored with Platinum Safety Award from Highwire

In a testament to its unwavering commitment to safety, ChemTreat received a Platinum Safety Award from Highwire, a Contractor Success Platform for asset owners, general contractors, and facilities managers.

The Platinum Safety Award is presented to companies scoring between 95 and 100 on Highwire's rigorous Safety Assessment, a feat achieved only by the top 5% of Highwire contractors.

"Highwire's Platinum Safety Award is a validation of our commitment to drive towards zero safety incidents," said Lori Palmer, Vice President Marketing at ChemTreat. "Whether it is within our own production facilities or at the customer's site, protecting our associates is one of our highest priorities. Safety is at the heart of our business system processes that underpin our culture of continuous improvement."

Highwire's comprehensive Safety Assessment evaluates a company's historical and current safety performance, allowing clients and contractors to identify, monitor, and mitigate risks more effectively.

"Management systems are critical to any company's ability to deliver successful outcomes and, most importantly, to keep their employees safe. ChemTreat has done a remarkable job implementing a strong safety management system resulting in exceptional safety performance and results," said David Tibbetts, CSP, Highwire's Chief Safety Officer.

This recognition not only underlines ChemTreat's current commitment to safety but also serves as a reliable predictor of future performance, reinforcing its dedication to maintaining the highest safety standards across its operations.

"Highwire's Platinum Safety Award is a validation of our commitment to drive towards zero safety incidents."

Lori Palmer, Vice President Marketing, ChemTreat

Appendix

Summary

Governance

People

Planet

Products

Introduction

SPOTLIGHT ON

Rooting for the Future: The "Esko Forest" Initiative

In an era where sustainability and corporate responsibility are more crucial than ever, the Esko team has taken a bold step forward. Esko, in collaboration with Treedom—a leader in funding agroforestry projects—has unveiled the Esko Forest Initiative.

The initiative allows every Esko employee to actively contribute to our sustainability goals by planting a tree in the Esko Forest. Inspired by Treedom's innovative approach to creating sustainable ecosystems and empowering farmers, the Esko Forest Initiative plants fruit-bearing trees across seven different countries. This approach offsets carbon emissions and equips local farmers with a sustainable income source.

Reflecting on the experience, Jan de Roeck, Director Industry Relations & Strategy at Esko, shared, "Planting my tree in the Esko Forest felt like a tangible commitment to the future. It's a modest gesture but symbolizes our broader commitment to positively affecting our planet."

In its inaugural year, the initiative planted more than 3,000 trees, with a projected reduction of 858 tons of CO_2.*

3,000+
new trees were planted with a projected reduction of more than 858 tons of CO_2

A notable aspect of the initiative's implementation was the distribution of electronic vouchers which enabled every Esko employee to plant a real tree in the Esko Forest. These vouchers were used to recognize associate contributions at the end of the year and Esko leadership extended the program to include New Year's greetings to customers. Overall, the Esko Forest Initiative stands as a testament to what we can achieve when we unite for a cause greater than ourselves. It reflects our commitment to making a lasting impact on the world, one tree at a time.

*See Treedom.net for more info on how CO_2 absorption is calculated.

ASSOCIATE PHOTO
Celine Zhang, Esko
Listening to the Nature Breathe
Guangfulin Country Park, Shanghai, China

Aquatic Informatics Leads Community Cleanup in Parts of Vancouver

Aquatic Informatics held a month-long cleanup initiative in their home city of Vancouver, Canada, bringing to life their 3P core values of "People, Planet, and Prosperity."

The community cleanup was organized by Aquatic Informatics' 3P committee as they sought to provide a volunteer opportunity that aligned with their core values. This event had the highest turnout in comparison to previous years, with approximately 30 participants in-person and many remote associates participating as well.

The cleanup initiative took place in Coal Harbour and Lost Lagoon, Stanley Park in Vancouver. Aquatic Informatics' volunteers dedicated their time and effort to meticulously clean and restore these public spaces, contributing to the overall well-being of the community. The emphasis extended beyond the immediate removal of litter, as the participants were driven by a shared vision of creating environments where nature could thrive alongside human activity.

Aquatic Informatics' community cleanup shows the collective power of individuals to effect positive change and exemplifies their dedication to Veralto's Purpose — **Safeguarding the World's Most Vital Resources™**. As Aquatic Informatics continues to embody its core values, events like these serve as a powerful reminder of the potential for businesses to lead the way in creating a better and more sustainable future for all.

30

in-person volunteers took part in Aquatic Informatics' month-long cleanup, the largest ever turnout for this initiative

Hach Ames Connects with Story County Conservation to Test Local Water Quality

"Ensuring water quality for people around the world." This powerful mission statement aligns with Story County Conservation's mission to connect people with nature and improve natural resources — making Story County a great place to live, work, and recreate. As part of that commitment, Hach Ames has partnered as volunteers with Story County Conservation and Prairie Rivers of Iowa by conducting a 10-year Water Quality Monitoring Plan.

The goals of this plan include:

• Collect and analyze water sampling data.

• Increase residents' and associates' knowledge and understanding of water quality resources.

• Support and improve water quality in our communities.

The Story County Conservation Water Quality Monitoring Program is a volunteer monitoring program that follows the Izaak Walton League of America Save Our Stream (SOS) processes and procedures. The SOS program is the only nationwide program training volunteers to protect waterways from pollution and communicating information about water quality to their communities.

Twice per month, staff and volunteers trained in SOS from Story County Conservation test approximately 50 sites across the county. Field monitors record transparency, temperature, pH, dissolved oxygen, nitrate, chloride, and phosphate. Observations such as water odor and color, weather, and the presence of wading animals, tile lines, and piping are noted. Regular monitoring should be able to detect changes to water quality in the future. After monitoring, the data is uploaded into a data entry system controlled by Story County Conservation. The data collected will be used to determine overall

health of the watershed and identify areas of concern. At the site level, the goal is to accompany any associate who volunteers for the monitoring to two assigned locations and engage with our Hach products and methods and teach the importance of the process, while enjoying peer to peer collaboration and the outdoors. This volunteer experience is truly an excellent demonstration of the simplicity of analytics and Hach products, and the necessity of the work that we do for our local environments and communities.

50

sites across Story County are monitored for water quality in part by Hach Ames volunteers

Appendix

Summary

Governance

People

Planet

Products

Introduction

Governance & Accountability

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.

Appendix

Summary

Governance

People

Planet

Products

Introduction

Governance

Board Structure and Responsibilities

Our Board of Directors, either directly or through its committees:

- Together with management determines Veralto's long-term strategy and oversees Veralto's strategic acquisition and integration process

- Oversees 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

- Evaluates the performance and sets the compensation of our CEO and other executive officers

- Oversees 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

- Oversees our sustainability program

- Oversees 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 12 members. Our Chair and CEO positions are separate, with an independent Chair. All members of our Audit, Compensation and Nominating and Governance Committees are independent as defined by New York Stock Exchange listing standards and applicable SEC rules.

For more information about our Board of Directors, see our 2024 Proxy Statement.

ASSOCIATE PHOTO
Jeramey Johnson, Hach
Tegernsee Village Boats
Germany

Appendix

Summary

Governance

People
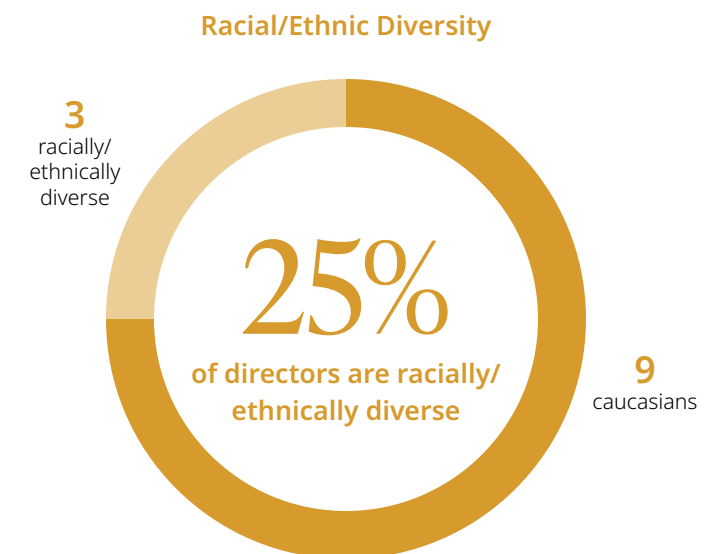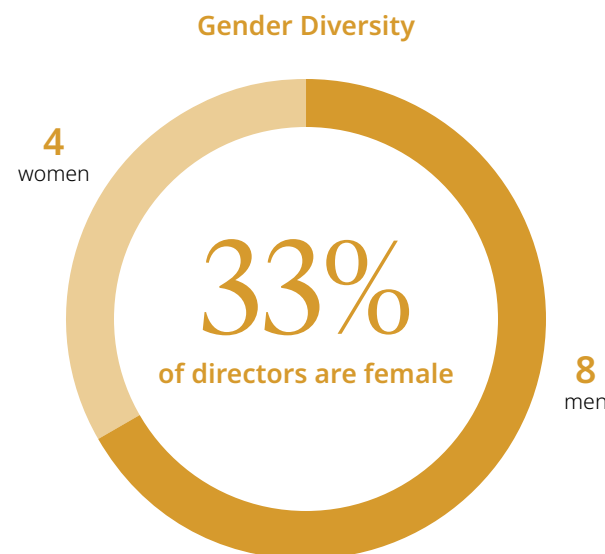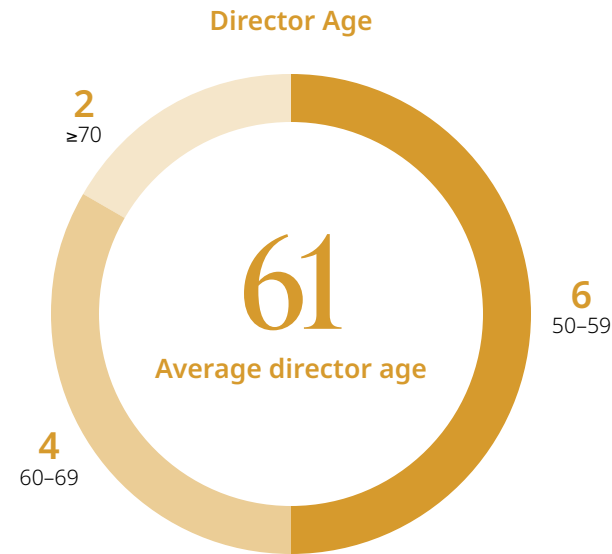
Planet

Products

Introduction

Board Selection, Composition, 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 recognizes that a rigorous and constructive evaluation process is an essential component of good corporate governance and Board effectiveness. Under the leadership of our Chair, the Nominating and Governance Committee oversees the annual evaluation process and periodically reviews the format of the process to help ensure it is eliciting actionable feedback with respect to the effectiveness of the Board, Board committees and individual directors.

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 50% of the Company's Board members are considered "diverse" (gender and/or race/ethnicity), and our Board includes a broad range of ages and skills.

Director Demographics

Director Age

2
≥70

6
50–59

61
Average director age

4
60–69

Director Tenure

100%
of directors joined within the last four years

Gender Diversity

4
women

33%
of directors are female

8
men

Racial/Ethnic Diversity

3
racially/ ethnically diverse

25%
of directors are racially/ ethnically diverse

9
caucasians

Director Skills and Expertise	Colpron	Comas	Filler	Honeycutt	Kambeyanda	King	Lohr	Mitts	Sankaran	Schwieters	Wallis-Lage	Williams
Global International	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓
Water Quality (Segment)		✓		✓	✓			✓			✓	
Product Quality & Innovation (Segment)	✓	✓	✓	✓		✓			✓			✓
Digital									✓		✓	✓
Product Innovation				✓	✓	✓			✓			✓
Sustainability	✓				✓				✓	✓	✓	✓
Corporate Strategy, Capital Allocation, M&A	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Public company CEO and/or President	✓		✓	✓	✓	✓						✓
Accounting		✓			✓		✓	✓	✓	✓		
Finance	✓	✓						✓	✓	✓	✓	
Branding/Marketing			✓	✓	✓						✓	✓
Government, legal or regulatory	✓	✓					✓					

Director Demographics

	Colpron	Comas	Filler	Honeycutt	Kambeyanda	King	Lohr	Mitts	Sankaran	Schwieters	Wallis-Lage	Williams
Age	53	60	64	55	53	56	80	53	50	84	61	65
Gender	F	M	F	F	M	M	M	M	M	M	F	M
Race/Ethnicity*	C/H	C	C	C	A	C	C	C	A	C	C	C
Born outside U.S.	✓											

* "A" refers to Indian/South Asian. "C" refers to Caucasian (other than Middle Eastern of North African descent). "H" refers to Hispanic/Latin American.

CEO Succession Planning

With the support of our Nominating and Governance Committee, our Board maintains and annually reviews both a long-term succession plan and emergency succession plan for the CEO position. The foundation of the long-term CEO succession planning process is a CEO development model consisting of three dimensions: critical experiences, leadership capabilities and personal characteristics/traits. The Board uses 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 evaluates and compares candidates using the development model, and reviews 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 reviews and, if appropriate, approves related person transactions prior to consummation. Any related person transactions of an ongoing nature are 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.

Appendix

Summary

Governance

People

Planet

Products

Introduction

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 is 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 Veralto's segments and operating companies. The risk data collected is 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, Veralto communicates the key elements of the ERM program to our segments and operating companies, highlighting any year-over-year changes. Key program elements 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 Veralto leadership and the Board of Directors

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	• Diminution in Business • Regulatory Risk • Sovereign/Political Risk	• Loss of Intellectual Property • Catastrophic Loss Risk • Competition for Talent
Operations	• Product Supply Disruption • Climate Change Risk	• Supplier Risk • Business Continuity Risk
Compliance	• 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	• Accounting Irregularities • Segregation of Duties • GAAP/IFRS Irregularities	
Information Technology/Security	• Cyber Security Threats • Infrastructure Risk • Disaster Recovery Planning	

Appendix

Summary

Governance

People

Planet

Products

Introduction

Risk Assessment Process

Each operating company assesses its respective risks using the prescribed methodology and communicates the results to its respective segment leadership team. The strength of our ERM program lies in the autonomy we 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 leadership team reviews and synthesizes the results from its operating companies, identifies key themes, ensures appropriate risk prioritization and communicates its results to Veralto leadership, including the Chief Legal Officer, Chief Financial Officer, Chief Accounting Officer and Head of Internal Audit. Veralto leadership reviews the results, holds discussions with the leadership of each segment, and presents a final report to the Board of Directors annually. The Chief Legal Officer (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.

Board of Directors

Audit Committee

↑

Veralto Executive Team

- SVP & Chief Legal Officer
- SVP & Chief Financial Officer
- VP & Chief Accounting Officer
- VP Internal Audit
- VP & General Counsel, Global Business
- VP Securities & Governance

↑

Segments

- Water Quality
- Product Quality & Innovation

↑

Operating Companies

Veralto Risk Assessment Process: Operating companies assess and report risks to segment leadership, who then consolidate and prioritize for Veralto's top executives and the Board, with the Chief Legal Officer providing periodic updates to the Audit Committee. The Board, with its Audit Committee, oversees management's risk handling, focusing on the most significant risks.

ASSOCIATE PHOTO
Saurabh Joshi, Esko
We Make Water Safe For All
Hyderbad, India

Appendix
Summary
Governance
People
Planet
Products
Introduction

Managing Cybersecurity Risks

Risk Management and Strategy

Veralto takes a risk-based approach to cybersecurity and has implemented cybersecurity policies throughout its operations that are designed to address cybersecurity threats and incidents.

Veralto's cybersecurity program and policies articulate the expectations and requirements with respect to acceptable use, risk management, data privacy, education and awareness, security incident management and reporting, identity and access management, vendor due diligence, security (with respect to physical assets, products, networks, and systems), security monitoring and vulnerability identification. The cybersecurity program and policies are operated by a dedicated cybersecurity operations team. The program and policies are aligned with the Veralto's enterprise risk management program.

Veralto's cyber risk management program identifies, tracks, escalates, remediates, and reports risks at the corporate level and across each operating company. These risk areas include internal, product, vendor, supply chain, and external services leveraged across Veralto. These risks are assessed, prioritized, and both tactically and strategically addressed via process, technology, and personnel improvements to ensure ongoing mitigation and tracking.

Veralto's cybersecurity strategy is guided by prioritized risk, identified areas for improvement based on the National Institute for Standards and Technology (NIST) Cybersecurity Framework, and emerging business needs. This strategy is shared with the executive leadership at least annually. Veralto maintains a global incident response plan, coupled with a global continuous monitoring program. This plan and program include incident alerting, comprehensive incident criticality assessments, and escalation processes to support teams, senior leadership, and the Board. This escalation process also includes cross-functional materiality determinations and applicable reporting requirements.

Veralto's cybersecurity operations team manages all facets of the security monitoring and global incident program, coordinating with a sourced managed services security provider and internal analysts across our operating companies. Applicable company employees are provided cyber-security awareness training, which includes topics on Veralto's policies and procedures for reporting potential incidents. Veralto's cybersecurity team is continuously evaluating emerging risks, regulations, and compliance matters and updating the policies and procedures accordingly.

Cybersecurity threats, including as a result of any previous cybersecurity incidents, have not materially affected Veralto, including its business strategy, results of operations or financial condition. Veralto does not believe that cybersecurity threats resulting from any previous cybersecurity incidents of which it is aware are reasonably likely to materially affect Veralto.

Governance

The Board oversees Veralto's risk management process, including cybersecurity risks, directly and through its committees. Pursuant to the Audit Committee Charter, the Audit Committee of the Board provides compliance oversight to Veralto's risk assessment and risk management policies, which includes cybersecurity, and the steps management has taken to monitor and mitigate such exposures and risks.

Veralto's Chief Information Security Officer (CISO), in coordination with Chief Information Officer, is responsible for leading the assessment and management of cybersecurity risks. The current CISO has over 25 years of experience in information security and is a Certified Information Systems Security Professional (CISSP). The CISO reports to the Board, the Audit Committee and management on cybersecurity risk assessment, policies, incident prevention, detection, mitigation, and remediation of cybersecurity incidents on a quarterly or as needed basis.

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.

Appendix

Summary

Governance

People

Planet

Products

Introduction

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.

ASSOCIATE PHOTO
Olivia Tang, X-Rite
Peak of Aspiration
Laojun Mountain, Luoyang, Henan, China

Appendix

Summary

Governance

People

Planet

Products

Introduction

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 segment 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

- Leading our anti-corruption and business ethics risk assessment and risk mitigation program

- Managing our confidential Speak Up! reporting helpline

- Leading investigations into alleged misconduct

Appendix

Summary

Governance

People

Planet

Products

Introduction

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 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 2023, we received and investigated 199 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. All reported concerns were reviewed, tracked against our closure timeframe metrics to ensure timely closure, and where appropriate, countermeasures were implemented.

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. In 2023, there were 1.2 reports per 100 Veralto associates which was slightly less than in 2022 (1.3 reports per 100 Veralto associates).

- 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 2023). In 2023, 48% of total reporters self-identified which was slightly down from 51% in 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.

Appendix

Summary

Governance

People

Planet

Products

Introduction

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 (GAAP) 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.

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. The efficacy of our business ethics programming is tested in our anticorruption risk assessments and our annual People Survey. 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 People 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 People Survey, associates have the opportunity to quantitatively and qualitatively rate their manager's performance. Managers receive this feedback and create action plans to address opportunities to improve.

Appendix
Summary
Governance
People
Planet
Products
Introduction
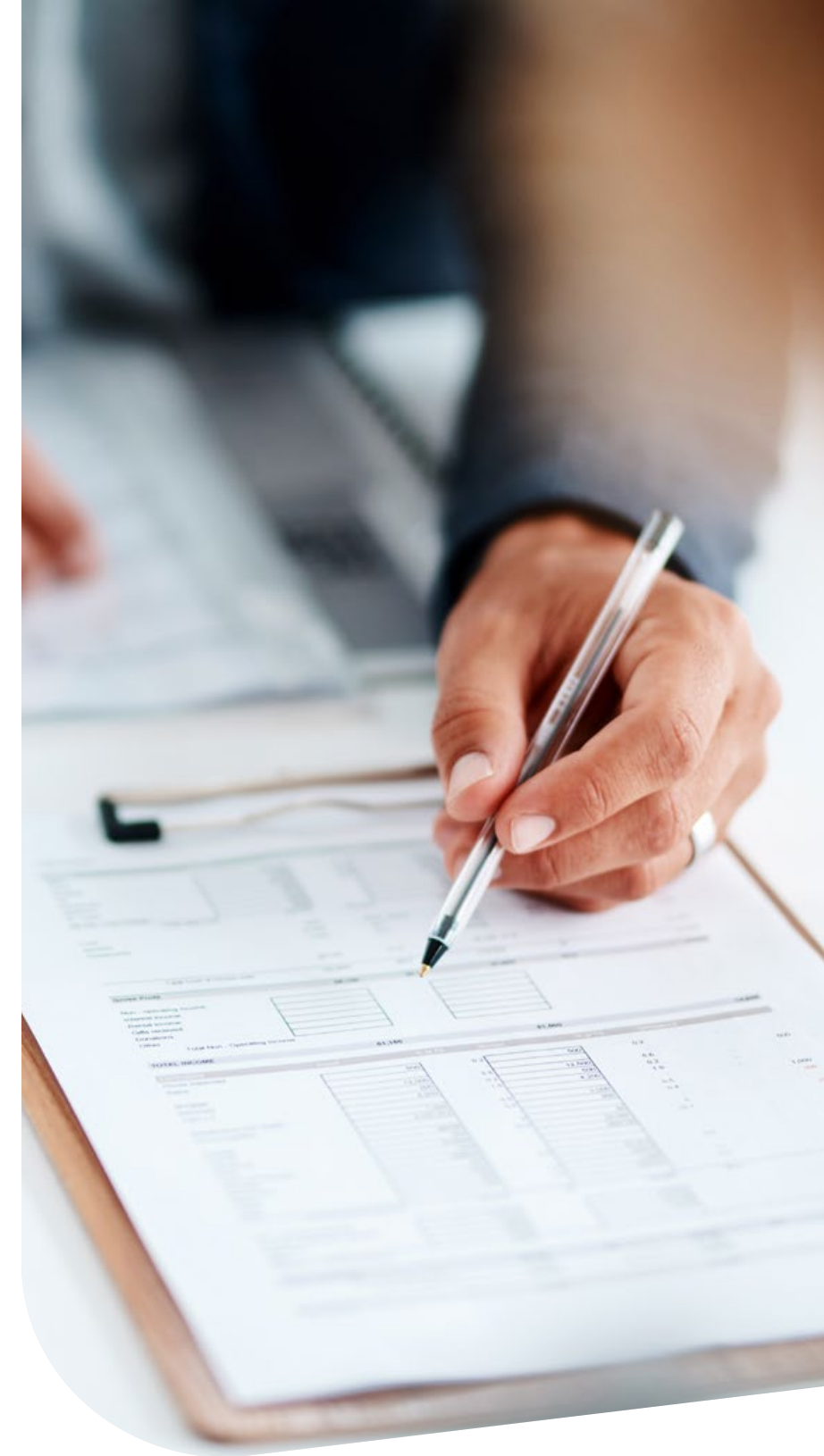
Empowering Associates Through Ethics and Compliance Training

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 2023, the Annual Training Program included the training courses listed in the following table applicable to associates in the training job categories

(specific courses assigned are based on the associate's role and level).

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.

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	✓	✓	✓	✓			✓			✓
Communications		✓	✓	✓	✓	✓	✓			✓
Customer Support	✓	✓	✓	✓		✓	✓	✓	✓	✓
Veralto Enterprise System Group		✓	✓	✓	✓		✓			✓
Digital Product Development		✓	✓	✓			✓			✓
Engineering		✓	✓	✓			✓	✓	✓	✓
Environmental Health & Safety	✓	✓	✓	✓	✓		✓			✓
Facilities		✓	✓	✓			✓	✓		✓
Finance & Accounting	✓	✓	✓	✓	✓		✓		✓	✓
Human Resources		✓	✓	✓	✓		✓	✓		✓
Information Technology		✓	✓	✓	✓		✓			✓
Legal	✓	✓	✓	✓	✓		✓		✓	✓
Management	✓	✓	✓	✓	✓		✓		✓	✓
Manufacturing & Operations		✓	✓	✓			✓	✓	✓	✓
Marketing	✓	✓	✓	✓		✓	✓	✓		✓
Mergers, Acquisitions & Alliances, Partnerships	✓	✓	✓	✓	✓		✓			✓
Project/Program Management		✓	✓	✓			✓			✓
Quality and Regulatory Affairs	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Sales	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Science	✓	✓	✓	✓			✓	✓		✓
Supply Chain & Logistics	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Note: Off Label Promotions training is no longer offered to Veralto associates after 2023.

Appendix

Summary

Governance

People

Planet

Products

Introduction

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 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 polices.

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 RAP 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 RAP.

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.

Appendix

Summary

Governance

People

Planet

Products

Introduction

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.

Appendix
Summary
Governance
People
Planet
Products
Introduction
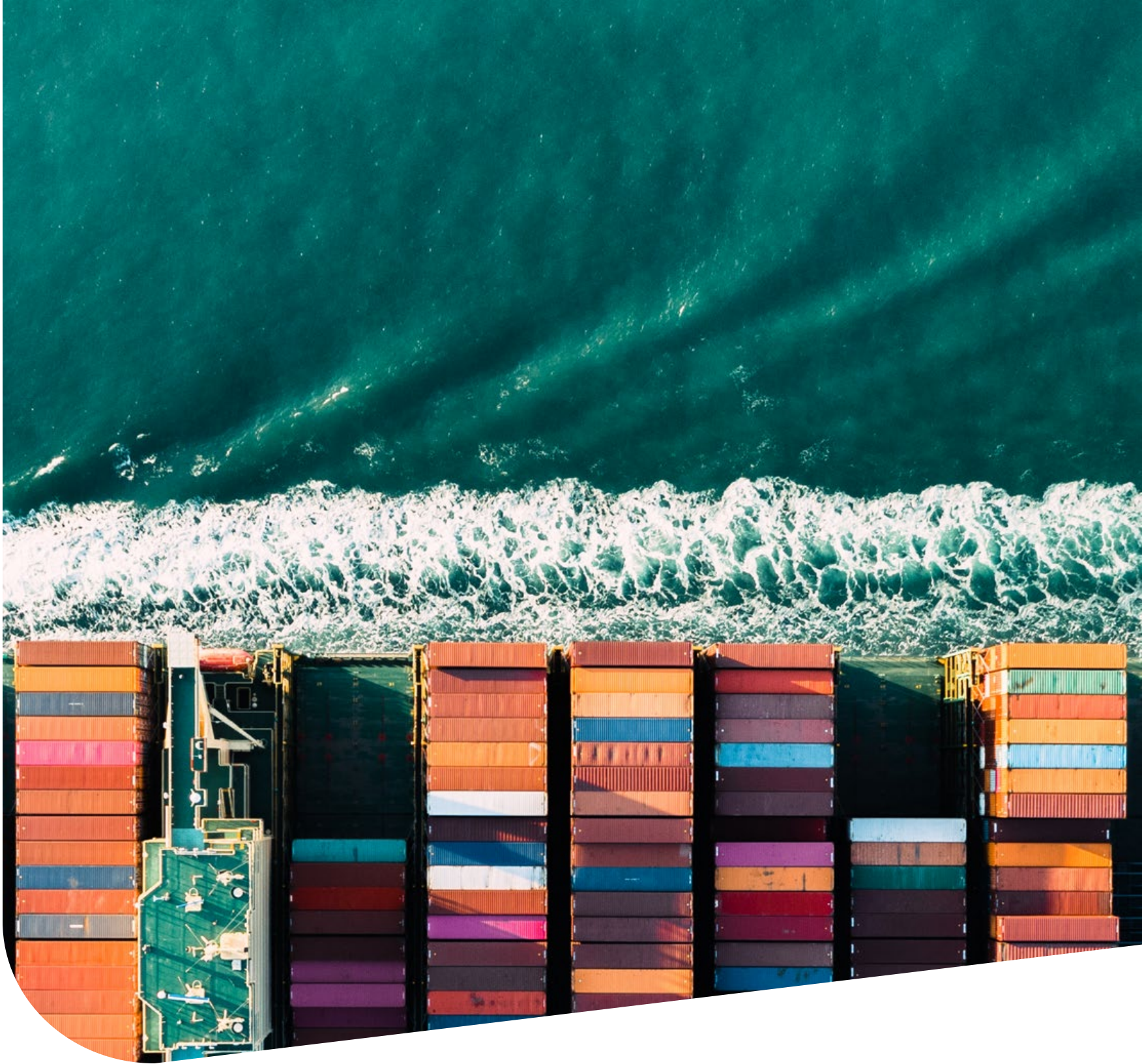
Supply Chain Sustainability

Veralto maintains an extensive, complex network of supplier relationships that are critical to our success.

In 2023 we conducted business with over 20,000 suppliers globally, and our supply chain spending exceeded $1.7 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:

- Our Supplier Code of Conduct sets forth the requirements and expectations we have of our suppliers with respect to legal compliance and ethical business practices.

- Our Sustainable Supply Chain Policy details Veralto's requirements and expectations with respect to the extension of our sustainability values across our supply chain.

- Our 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 Senior 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.

- 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.

Appendix

Summary

Governance

People

Planet

Products

Introduction

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 UN 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.

We are initially targeting the EcoVadis program to cover at least 40% of our annual supplier spend.

Please refer to our Sustainable Supply Chain Policy for additional details.

ASSOCIATE PHOTO
Jeramey Johnson, Hach
Peruvian Salt Terrace
Peru

Appendix

Summary

Governance

People

Planet

Products

Introduction

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.

For more information on Veralto's conflict minerals program access our Conflict Minerals Policy or contact us at conflictminerals@veralto.com.

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.

Appendix

Summary

Governance

People

Planet

Products

Introduction

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 Chief Legal Officer 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

Our EHS audit process demonstrates our strong foundation of EHS compliance. Our 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.

Appendix

Summary

Governance

People

Planet

Products

Introduction
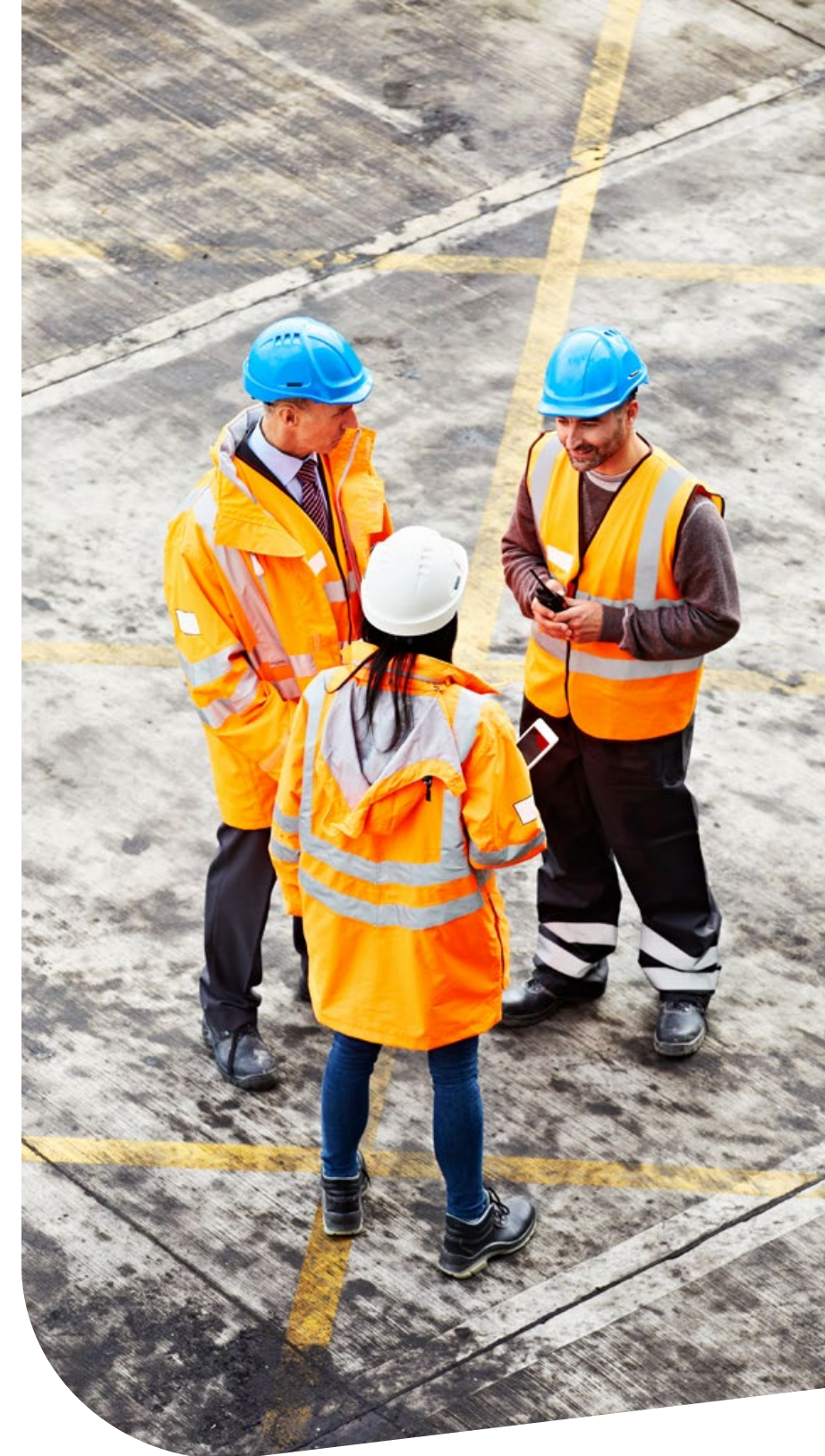
EHS Training, Education, and Best Practice Sharing

Our EHS awareness training covers a wider variety of EHS topics and targets 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 and 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 tasks
- 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 People Data and Governance & Accountability Data sections at the end of this report.

ASSOCIATE PHOTO
Ivan Huang, Pantone
Pantone Cross Reference
Zhangye UNESCO Global Geopark,
Zhangye City, China

Summary

ASSOCIATE PHOTO
Germán Cornejo, Hach/Termodinamica
Mirlo Tricolor
Parque Tricao, Valparaiso, Chile

Appendix

Summary

Governance

People

Planet

Products

Introduction
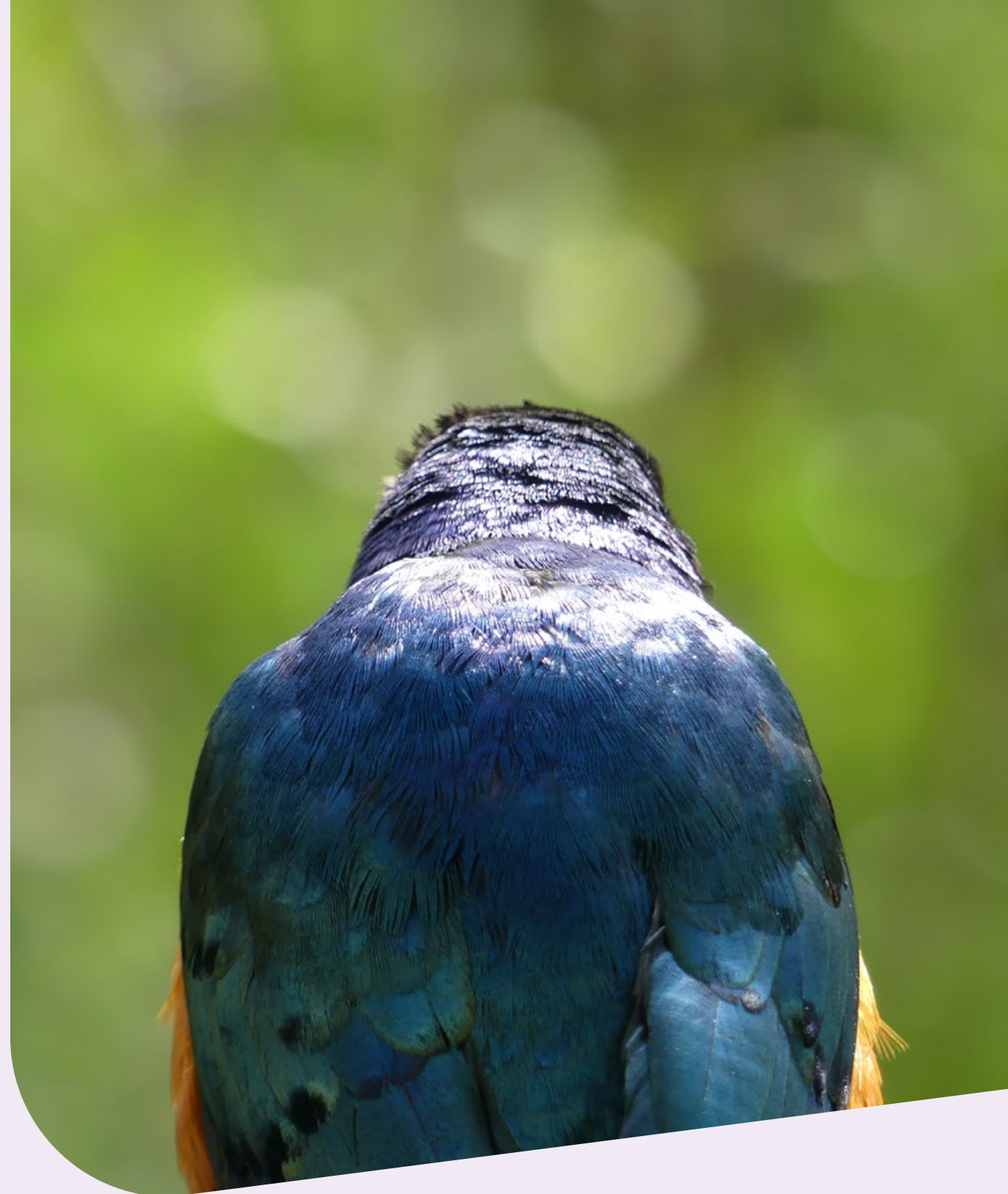
Architecting our Future

In our relatively brief time as Veralto, we have taken strides to define a vision for our future and transform ourselves into a standalone enterprise with a focus on solving the problems that matter most.

I am proud of our actions to accelerate our sustainability journey, especially our commitment to protect our planet by setting a science-aligned target to reduce our Scope 1 and 2 GHG emissions. I also recognize that there is plenty left to be done. We at Veralto re-affirm our commitment to continually improving for enduring positive impact through our sustainability program:

• We will continue to prioritize and evaluate ESG risks and opportunities relevant to our industry and operating companies in accordance with our prioritization methodology and VES principles.

• We will continue to engage with stakeholders to define our goals and commitments for the future. We proactively solicit feedback from a wide variety of sources and will continue to incorporate what we hear into our sustainability strategy and roadmap.

• We continue to evaluate opportunities for enduring 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 and we will rigorously track our progress towards achieving those goals.

• We will continue to hold our leaders accountable to meeting our sustainability targets.

• We will continue to leverage the strength of VES as the heart of our culture and our toolkit for continuous improvement to achieve our sustainability goals.

Strategy is about making choices, and sustainability is about ensuring we can deliver on the promise of those choices for generations

of stakeholders. Sustainability is fundamental to who we are, how we approach our business strategy, and our Unifying Purpose: **Safeguarding the World's Most Vital Resources™**. We will continue to drive our sustainability program through VES discipline, our culture of continuous improvement, and our commitment to transparency in service to our stakeholders: our customers, investors, associates, and the communities where we live and work.

Surekha Trivedi
Senior Vice President
Strategy & Sustainability
Veralto

ASSOCIATE PHOTO
Alessio Brengetto, Esko
Light to Infinity
Merzouga, Morocco

Appendix

Summary

Governance

People

Planet

Products

Introduction

Quick Links

Veralto Sustainability-Related Policies and Statements

1. Anti-Corruption Policy

2. California Transparency in Supply Chains Act of 2010

3. Channel Partner Code of Conduct

4. Code of Conduct

5. Conflict Minerals Policy

6. Customer Trip Policy

7. Diversity, Equity, and Inclusion (DE+I) Policy

8. Environment, Health, and Safety (EHS) Policy

9. Gift & Entertainment Policy

10. Global Tax Strategy

11. Iran Trading Policy

12. Privacy Policy

13. Speak Up! Helpline

14. Supplier Code of Conduct

15. Sustainability Mission Statement

16. Sustainability Policy

17. Sustainable Supply Chain Policy

18. UK Modern Slavery Act Statement / Veralto Statement on Slavery and Human Trafficking

19. United Nations Global Compact Participant

20. Water Stewardship Policy

ASSOCIATE PHOTO
Bridget Ury, Sea-Bird Scientific
Sunrise à la Fog
Lake McDonald,
Glacier National Park, MT, USA

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
Aquatic Informatics	· Environmental information technology · Environmental remediation technologies · Optimization technologies and systems · Rainwater harvesting or rainwater harvesting systems · Small hydropower capacity · Wave tidal power capacity
ChemTreat	· Biomass · Cellulosic ethanol (excluding corn) · Conventional pollution controls · Environmental remediation technologies (USP Technologies) · Green-certified properties · Low toxicity/VOC materials (USP Technologies) · Solar power capacity · Waste treatment operations or technologies · Wastewater treatment operations or wastewater treatment · Wind power capacity
Esko	· Industrial automation technologies
Hach	· 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

Operating Company	Clean Tech Offerings
Linx	· Low toxicity/VOC materials
McCrometer	· Desalinization operations or desalinization · Smart metering devices
OTT HydroMet	· Conventional pollution controls · Environmental information technology · Rainwater harvesting or rainwater harvesting systems · Solar power capacity · Wind power capacity
Sea-Bird Scientific	· Conventional pollution controls
Trojan Technologies	· Conventional pollution controls · Environmental remediation technologies · Reuse products or products using recycled waste · Waste treatment operations or technologies · Wastewater treatment operations or wastewater treatment
Videojet	· Industrial automation technologies · Low toxicity/VOC materials
X-Rite	· LED lighting technologies
XOS	· Environmental remediation technologies

Note: For more information, see "About This Report."

Planet Data

Category	Metric	Unit	2019	2020	2021	2022	2023
Energy Use*	Total Energy Use	GJ	380,410	332,970	642,714	650,023	768,556
	Total Energy Use (intensity)	GJ per million USD revenue	86.1	76.6	134.7	132.9	153.1
	Direct Energy Use	GJ	149,671	130,471	444,743	454,393	544,451
	Indirect Energy Use	GJ	230,739	202,499	197,970	195,630	224,105
	Proportion of Total Electricity Use from Renewable Sources	%	—	—	—	—	9%
Greenhouse Gas (GHG) Emissions*	Total GHG Emissions, Scope 1 and 2 Market Based	Metric tons CO_2e	33,608	31,764	50,526	50,247	58,496
	Total GHG Emissions, Scope 1 and 2 Market Based (intensity)	Metric tons CO_2e per million USD revenue	7.6	7.3	10.6	10.3	11.7
	GHG Emissions, Scope 1	Metric tons CO_2e	7,637	7,083	28,665	28,933	36,237
	GHG Emissions, Scope 1 (intensity)	Metric tons CO_2e per million USD revenue	1.7	1.6	6.0	5.9	7.2
	GHG Emissions, Scope 1 — Stationary	Metric tons CO_2e	—	—	—	—	9,354
	GHG Emissions, Scope 1 — Mobile	Metric tons CO_2e	—	—	—	—	26,883
	GHG Emissions, Scope 2 Market Based	Metric tons CO_2e	25,972	24,681	21,861	21,315	22,259
	GHG Emissions, Scope 2 Market Based (intensity)	Metric tons CO_2e per million USD revenue	5.9	5.7	4.6	4.4	4.4
	GHG Emissions, Scope 2 Location Based	Metric tons CO_2e	24,305	21,745	21,703	21,588	23,968
	GHG Emissions, Scope 2 Location Based (intensity)	Metric tons CO_2e per million USD revenue	5.5	5.0	4.5	4.4	4.7
	GHG Emissions, Scope 3 — Purchased Goods and Services	Metric tons CO_2e	—	—	—	—	710,645
	GHG Emissions, Scope 3 — Capital Goods	Metric tons CO_2e	—	—	—	—	680
	GHG Emissions, Scope 3 — Fuel- and Energy-Related Activities	Metric tons CO_2e	—	—	—	—	14,353
	GHG Emissions, Scope 3 — Upstream Transportation and Distribution	Metric tons CO_2e	—	—	—	—	73,967
	GHG Emissions, Scope 3 — Waste in Operation	Metric tons CO_2e	—	—	—	—	382
	GHG Emissions, Scope 3 — Business Travel	Metric tons CO_2e	—	—	—	—	2,350
	GHG Emissions, Scope 3 — Associate Commuting and Telecommuting	Metric tons CO_2e	—	—	—	—	23,372

*In anticipation of our separation from our former parent company, Veralto undertook a program in 2023 to establish a new Greenhouse Gas Emissions inventory that more fully captured our scope of operations. As a result, we have increased our scope of reporting for energy consumption and GHG emissions to include approximately 95% of our global real estate footprint by area, an increase from approximately 70% in 2022's reporting. We have begun assessing scope 3 GHG emissions and we are working to expand these reporting activities over time.

Note: 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. For more information, see "About This Report."

Planet Data, continued

Category	Metric	Unit	2019	2020	2021	2022	2023
Waste Generated*	Total Waste Generated	Metric tons	7,771	7,389	7,024	6,692	7,829
	Total Waste Generated (intensity)	Metric tons per million USD revenue	1.8	1.7	1.5	1.4	1.6
	Total Non-Hazardous Waste	Metric tons	5,948	5,274	5,210	4,676	6,018
	Recycled	Metric tons	—	—	—	—	3,437
	Incineration with Energy Recovery	Metric tons	—	—	—	—	555
	Incineration without Energy Recovery	Metric tons	—	—	—	—	35
	Landfill	Metric tons	2,150	2,120	1,965	1,631	1,991
	Unspecified Diversion from Landfill	Metric tons	3,798	3,154	3,244	3,045	—
	Total Hazardous/Regulated Waste	Metric tons	1,823	2,115	1,814	2,017	1,811
	Recycled	Metric tons	—	—	—	—	791
	Incineration with Energy Recovery	Metric tons	—	—	—	—	331
	Incineration without Energy Recovery	Metric tons	—	—	—	—	354
	Landfill	Metric tons	640	826	709	784	335
	Unspecified Diversion from Landfill	Metric tons	1,183	1,289	1,105	1,233	—
	Non-Hazardous Waste Diversion Rate	% of waste generated diverted from landfill	64%	60%	62%	72%	67%
	Hazardous/Regulated Waste Diversion Rate	% of waste generated diverted from landfill	65%	61%	61%	61%	82%
Water Use	Total Water Use	Cubic meters	286,404	283,128	263,878	249,678	258,789
	Total Water Use (intensity)	Cubic meters per million USD revenue	64.8	65.2	55.3	51.1	51.5

*In 2023, we undertook an enterprise-wide program to expand our waste tracking efforts, and this report provides our investors and customers with a more transparent and complete view of the waste we generate in operations, as well as the steps we take to manage its impacts.

Appendix | Summary | Governance | People | Planet | Products | Introduction

Appendix
Summary
Governance
People
Planet
Products
Introduction

People Data

Category	Metric	Unit	2019	2020	2021	2022	2023
Associate Demographics	Total Associates (Global)	# of associates	16,000	15,000	16,000	16,000	16,000
	North America	# of associates	6,000	6,000	6,000	6,000	6,000
		% of total	37%	37%	38%	38%	38%
	Western Europe	# of associates	5,000	4,000	5,000	5,000	5,000
		% of total	30%	30%	29%	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	14,800	15,600	15,000	15,600
	Part Time Associates (Global)	# of associates	500	500	500	1,000	500
	Temporary Workers (Global)	# of associates	300	200	200	200	200
	Unionized Associates (U.S., hourly-rated)	# of associates	<10	<10	<10	<10	0
	Associate Tenure (Global Average)	Years	8.5	8.8	8.4	8.5	8.6
	Countries With Veralto Locations	# of countries	56	57	61	63	64
	Languages Spoken by Associates*	# of languages	—	—	—	>20	17
	18–20 years old (Global)	% of associates	—	—	0%	0%	0%
	21–30 years old (Global)	% of associates	—	—	14%	14%	13%
	31–40 years old (Global)	% of associates	—	—	33%	33%	31%
	41–50 years old (Global)	% of associates	—	—	26%	27%	27%
	51–60 years old (Global)	% of associates	—	—	20%	20%	21%
	61–64 years old (Global)	% of associates	—	—	4%	4%	5%
	65+ years old (Global)	% of associates	—	—	2%	2%	2%

*Decrease in # of languages due to change in configuration of HR management software following spin off from former parent company.

Note: 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. For more information, see "About This Report."

Appendix

Summary

Governance

People

Planet

Products

Introduction

People Data, continued

Category	Metric	Unit	2019	2020	2021	2022	2023
Internal Fill Rate	Executives & Senior Leaders	% of open roles filled internally	85%	64%	77%	80%	73%
	Manager	% of open roles filled internally	67%	72%	74%	74%	81%
New Hires	Total External New Hires (Global)	# of associates	2,200	1,700	3,200	2,200	2,400
	North America	# of associates	800	600	1,300	1,000	1,000
	Western Europe	# of associates	500	400	600	500	600
	High Growth Markets	# of associates	800	700	1,200	700	900
	Other Developed Markets	# of associates	<50	<50	<50	<50	<50
	Global Women New Hires	% of total global external new hires	34%	36%	39%	37%	36%
	U.S. People of Color New Hires	% of total U.S. external new hires	20%	30%	38%	48%	37%
	U.S. Diverse New Hires (women and/or people of color)	% of total U.S. external new hires	49%	53%	59%	65%	58%
Turnover	Voluntary Turnover	% of associates	8%	7%	9%	11%	7%
	Involuntary Turnover	% of associates	5%	7%	6%	6%	5%
	Total Turnover	% of associates	13%	14%	15%	17%	14%
Engagement	Engagement Index	%	72%	78%	78%	70%	71%
	Engagement Index Improvement/Decline (vs. prior year)	Percentage points	—	+6	0	-8	+1
	Diversity Index	%	84%	87%	90%	88%	88%
	Inclusion Index	%	82%	85%	87%	86%	85%
Training & Development*	Associates Who Completed Career or Skills-related Training as tracked in Workday	% of associates	—	—	—	—	35%
	Executives & Senior Leaders	% of associates	—	—	—	—	54%
	Managers	% of associates	—	—	—	—	43%
	Individual Contributors	% of associates	—	—	—	—	32%
	Average Online Training Hours Completed per Year (Global)	Hours per associate	—	—	—	—	6.6
	Executives & Senior Leaders	Hours per associate	—	—	—	—	11.5
	Managers	Hours per associate	—	—	—	—	10.3
	Individual Contributors	Hours per associate	—	—	—	—	5.5
Performance	Associates Who Received a Performance Review	% of P4G-eligible associates	—	—	—	93%	92%

*Training & Development data does not include Veralto annual compliance training. New baseline was established in 2023 following spin off from former parent company.

Note: "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.

People Data, continued

Category	Metric	Unit	2019	2020	2021	2022	2023
Pay Equity	U.S. Women Weighted Median Base Pay vs Male Associates	%	—	—	—	100%	100%
	U.S. Black, Asian and Hispanic/Latinx Weighted Median Base Pay vs White Associates	%	—	—	—	100%	100%
Diversity Representation*	Global Women	% of total	28%	29%	31%	32%	32%
	Executives & Senior Leaders	% of total	22%	25%	28%	30%	32%
	Managers	% of total	24%	25%	28%	28%	29%
	Individual Contributors	% of total	29%	30%	32%	33%	33%
	North America	% of total	28%	29%	30%	31%	32%
	Western Europe	% of total	28%	29%	28%	31%	31%
	High Growth Markets	% of total	29%	31%	34%	34%	35%
	Other Developed Markets	% of total	22%	22%	26%	26%	25%
	U.S. People of Color	% of total	21%	22%	24%	27%	27%
	Executives & Senior Leaders	% of total	17%	20%	22%	21%	22%
	Managers	% of total	18%	19%	21%	21%	22%
	Individual Contributors	% of total	22%	22%	25%	28%	28%
	U.S. Associates	# of associates	5,100	5,000	5,300	5,200	5,300
	White	% of total	72%	72%	70%	68%	68%
	Executives & Senior Leaders	% of total	79%	76%	74%	75%	73%
	Managers	% of total	77%	76%	74%	73%	72%
	Individual Contributors	% of total	71%	72%	69%	67%	67%
	Asian	% of total	6%	6%	6%	6%	7%
	Executives & Senior Leaders	% of total	10%	11%	11%	11%	10%
	Managers	% of total	6%	6%	7%	7%	8%
	Individual Contributors	% of total	5%	6%	6%	6%	6%

*All data under the category "Diversity Representation" includes full-time and part-time associates.

People Data, continued

Category	Metric	Unit	2019	2020	2021	2022	2023
Diversity Representation*, continued	Hispanic/Latinx	% of total	9%	9%	10%	12%	11%
	Executives & Senior Leaders	% of total	5%	6%	7%	5%	4%
	Managers	% of total	7%	6%	6%	6%	7%
	Individual Contributors	% of total	10%	9%	10%	12%	12%
	Black	% of total	4%	5%	6%	7%	7%
	Executives & Senior Leaders	% of total	2%	2%	3%	3%	4%
	Managers	% of total	3%	3%	4%	5%	5%
	Individual Contributors	% of total	4%	5%	6%	7%	7%
	American Indian/Alaskan Native	% of total	<1%	<1%	<1%	<1%	<1%
	Executives & Senior Leaders	% of total	<1%	<1%	<1%	<1%	<1%
	Managers	% of total	<1%	<1%	<1%	<1%	<1%
	Individual Contributors	% of total	<1%	<1%	<1%	<1%	<1%
	Native Hawaiian/Other Pacific Islander	% of total	<1%	<1%	<1%	<1%	<1%
	Executives & Senior Leaders	% of total	<1%	<1%	<1%	<1%	<1%
	Managers	% of total	<1%	<1%	<1%	<1%	<1%
	Individual Contributors	% of total	<1%	<1%	<1%	<1%	<1%
	Two or More	% of total	2%	2%	2%	2%	2%
	Not Specified	% of total	7%	6%	6%	5%	5%
Health and Safety Performance**	Total Recordable Incident Rate (TRIR)	*See accompanying note*	0.67	0.47	0.42	0.54	0.53
	Days Away, Restricted or Transferred (DART)	*See accompanying note*	0.39	0.24	0.28	0.39	0.40
	Contractor Fatalities	# of contractors	0	0	0	0	0
	Associate Fatalities	# of associates	0	1	0	0	0

*All data under the category "Diversity Representation" includes 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.

Appendix

Summary

Governance

People

Planet

Products

Introduction

Governance & Accountability Data

Category	Metric	Unit	2019	2020	2021	2022	2023
Speak Up! Compliance Reporting	Speak Up! Reports Received and Investigated	# of reports	185	144	167	208	199
	Speak Up! Reports Received per 100 Veralto Associates	# of reports per 100 associates	1.2	1.1	1.2	1.3	1.2
	Self-Identifying Reporters	% of total reporters	45%	60%	57%	51%	48%
Code of Conduct	In-scope Associates Who Completed Code of Conduct and Related Certification	% of total in-scope associates	—	—	—	99%	99%
EcoVadis Ratings	ChemTreat	Ecovadis rating/badge	—	Silver	Silver	Bronze	Silver
	Esko	Ecovadis rating/badge	—	—	—	Bronze	Bronze
	Hach	Ecovadis rating/badge	—	—	Gold	Gold	Silver
	Trojan Technologies	Ecovadis rating/badge	—	—	—	—	Gold
	Videojet	Ecovadis rating/badge	—	—	—	Bronze	Silver
ISO Certifications	Total EHS Significant Manufacturing & Assembly Sites (Globally)	# of sites	37	37	37	38	45
	ISO 9001 Certified	# of sites	—	—	—	—	38
		% of total manufacturing & assembly square footage	—	—	—	—	86%
	ISO 14001 Certified	# of sites	16	18	18	18	20
		% of total manufacturing & assembly square footage	—	—	—	53%	56%
	ISO 45001 Certified	# of sites	4	7	8	9	9
		% of total manufacturing & assembly square footage	—	—	—	29%	30%
	ISO 50001 Certified	# of sites	0	0	0	0	0
		% of total manufacturing & assembly square footage	—	—	—	0%	0%

Note: 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. For more information, see "About This Report."

Appendix

Summary

Governance

People

Planet

Products

Introduction

Appendix

ASSOCIATE PHOTO
Hannes Tietz, OTT HydroMet
Sunrise in the Bavarian Alps
Allgäu, Germany

Appendix

Summary

Governance

People

Planet

Products

Introduction

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, 2023 to December 31, 2023, with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

Disclosure	Description	Response
GRI 2: General Disclosures 2021		
2-1	Organizational details	2023 Annual Report
2-2	Entities included in the organization's sustainability reporting	Veralto at a Glance 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 Supply Chain Sustainability
2-7	Employees	People Data
2-8	Workers who are not employees	Not reported
2-9	Governance structure and composition	2024 Proxy Statement Our Sustainability Governance Structure Board Structure and Responsibilities
2-10	Nomination and selection of the highest governance body	Board Selection, Composition, and Succession Planning
2-11	Chair of the highest governance body	2024 Proxy Statement

Disclosure	Description	Response
2-12	Role of highest governance body in overseeing the management of impacts	Our Sustainability Governance Structure Board Structure and Responsibilities
2-13	Delegation of responsibility for managing impacts	Our Sustainability Governance Structure
2-14	Role of highest governance body in sustainability reporting	2024 Proxy Statement Our Sustainability Governance Structure
2-15	Conflicts of Interest	Managing Potential Conflicts of Interest
2-16	Communication of critical concerns	Communication with the Board
2-17	Collective knowledge of the highest governance body	Board Selection, Composition, and Succession Planning
2-18	Evaluation of the performance of the highest governance body	2024 Proxy Statement
2-19	Remuneration policies	2024 Proxy Statement Compensation
2-20	Process to determine remuneration	2024 Proxy Statement
2-21	Annual total compensation ratio	Not reported
2-22	Statement on sustainable development strategy	Letter from Our CEO Sustainability at Veralto Architecting our Future

GRI Content Index, continued

Disclosure	Description	Response
2-23	Policy commitments	Code of Conduct
		Sustainability Policy
		Veralto.com/Sustainability
		Sustainability at Veralto
		Human Rights
		Ethics and Compliance at Veralto
2-24	Embedding policy commitments	Code of Conduct
		Sustainability Policy
		How We Drive Sustainability at Veralto
		Human Rights
		Ethics and Compliance at Veralto
2-25	Processes to remediate negative impacts	How We Drive Sustainability at Veralto
		Risk Oversight; Ethics and Compliance at Veralto
		www.veraltointegrity.com
2-26	Mechanisms for seeking advice and raising concerns	Code of Conduct
		Reporting Concerns
		www.veraltointegrity.com
2-27	Compliance with laws and regulations	Not reported
2-28	Membership associations	Not reported
2-29	Approach to stakeholder engagement	Sustainability at Veralto
2-30	Collective bargaining agreements	Collective Bargaining

Disclosure	Description	Response
Material Topics		
GRI 3: Material Topics 2021		

	Description	Response
3-1	Process to determine material topics	How We Drive Sustainability at Veralto
		Architecting our Future
3-2	List of material topics	Architecting our Future

Topic Standards and Management of Material Topics

Innovation

GRI 3: Material Topics 2021	3-3 Management of material topics: **Innovation & Clean Tech**	How We Drive Sustainability at Veralto
		Product Innovation
		Products Data

GRI 203: Economic Performance 2016

GRI 3: Material Topics 2021	3-3 Management of material topics	
201-1	Direct economic value generated and distributed	Veralto at a Glance
201-2	Financial implications and other risks and opportunities due to climate change	Climate Risks and Opportunities
		TCFD Index
201-3	Defined benefit plan obligations and other retirement plans	2023 Annual Report
		2024 Proxy Statement

Appendix

Summary

Governance

People

Planet

Products

Introduction

GRI Content Index, continued

Disclosure	Description	Response
GRI 302: Energy 2016		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Policy
		Greenhouse Gas Emissions and Climate Change; VES Tools, Policies, and Process for the Planet
		Our Environment, Health, and Safety (EHS) Programs
		Products Data
302-1	Energy consumption within the organization	Planet Data
		About This Report
302-3	Energy intensity	Planet Data
		About This Report
302-4	Reduction of energy consumption	Greenhouse Gas Emissions and Climate Change; VES Tools, Policies, and Process for the Planet
		Our Environment, Health, and Safety (EHS) Programs
		Planet Data
GRI 305: Emissions 2016		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Policy
		Greenhouse Gas Emissions and Climate Change
		Our Environment, Health, and Safety (EHS) Programs
		Planet Data
305-1	Direct (Scope 1) GHG emissions	Planet Data
		About This Report
305-2	Energy indirect (Scope 2) GHG emissions	Planet Data
		About This Report
305-4	GHG emissions intensity	Planet Data
305-5	Reduction of GHG emissions	Greenhouse Gas Emissions and Climate Change
		Our Environment, Health, and Safety (EHS) Programs
		Planet Data

Disclosure	Description	Response
GRI 306: Waste 2020		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Policy
		Waste Minimization Tools
		Our Environment, Health, and Safety (EHS) Programs
		Planet Data
306-2	Management of significant waste-related impacts	Sustainability Policy
		Waste Minimization Tools
		Our Environment, Health, and Safety (EHS) Programs
		Planet Data
306-3	Waste generated	Planet Data
		About This Report
306-4	Waste diverted from disposal	Planet Data
		About This Report
306-5	Waste directed to disposal	Planet Data
		About This Report
GRI 403: Occupational Health and Safety 2018		
GRI 3: Material Topics 2021	3-3 Management of material topics	Environment, Health, and Safety Policy
		Our Environment, Health, and Safety (EHS) Programs
403-1	Occupational health and safety management system	Environment, Health, and Safety Policy
		Our Environment, Health, and Safety (EHS) Programs
		Planet Data
403-2	Hazard identification, risk assessment, and incident investigation	Environment, Health, and Safety Policy
		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	EHS Training, Education, and Best Practice Sharing
403-6	Promotion of worker health	Associate Engagement and Well-Being

Appendix

Summary

Governance

People

Planet

Products

Introduction

GRI Content Index, continued

Disclosure	Description	Response
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	People Data About This Report
403-10	Work-related ill health	Not reported

GRI 404: Training and Education 2016

GRI 3: Material Topics 2021	3-3 Management of material topics	VES Tools, Policies, and Processes for People
404-1	Average hours of training per year per employee	People Data
404-2	Programs for upgrading employee skills and transition assistance programs	VES Tools, Policies, and Processes for People
404-3	Percentage of employees receiving regular performance and career development reviews	Performance for Growth (P4G) for Performance Management; Development for Growth (D4G) for Professional Development People Data

GRI 405: Diversity and Equal Opportunity 2016

GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity, Equity and Inclusion Policy Day of Understanding; Pipeline Growth Process for Building Successors Board Selection, Composition, and Succession Planning
405-1	Diversity of governance bodies and employees	Board Selection, Composition, and Succession Planning People Data
405-2	Ratio of basic salary and remuneration of women to men	Pay Equity People Data

Supply Chain Sustainability

GRI 3: Material Topics 2021	3-3 Management of material topics: **Supply Chain Sustainability**	Sustainable Supply Chain Policy Supply Chain Sustainability

Appendix

Summary

Governance

People

Planet

Products

Introduction

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	Planet Data
	(2) Percentage grid electricity	RT-IG-130a.1	Not reported
	(3) Percentage renewable	RT-IG-130a.1	Planet Data
Employee Health & Safety	(1) Total recordable incident rate (TRIR)	RT-IG-320a.1	People Data
	(2) Fatality rate	RT-IG-320a.1	People Data
	(3) Near miss frequency rate (NMFR)	RT-IG-320a.1	Not reported
Fuel Economy & Emissions in Use-phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	RT-IG-410a.1	Not reported
		RT-IG-410a.2	Not reported
	Sales-weighted fuel efficiency for non-road equipment	RT-IG-410a.3	Not reported
	Sales-weighted fuel efficiency for stationary generators	RT-IG-410a.4	Not reported
	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		
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
			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	*Not reported*
Number of employees	RT-IG-000.B	Get to Know Veralto
		People Data

Appendix

Summary

Governance

People

Planet

Products

Introduction

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	Describe the board's oversight of climate-related risks and opportunities.	The Nominating and Governance committee of Veralto's Board of Directors has oversight responsibility for Veralto's sustainability program, including Veralto's sustainability strategy, targets, and metrics. It coordinates with our Audit and Compensation committees as appropriate. Our Board reviews our sustainability program at least annually. For more information, see Climate Risks and Opportunities.
	Describe management's role in assessing and managing risks and opportunities.	At the managerial level, Veralto's Senior Vice President of Strategy & Sustainability, who reports directly to our President and CEO, oversees our sustainability program and the Veralto Sustainability Council and is responsible for reviewing and approving Veralto's sustainability reports. Veralto's Sustainability Council develops and drives our roadmap of sustainability initiatives. This council and its working groups include representation from our Water Quality and Product Quality & Innovation segments, as well as the corporate human resources; environment, health, and safety; diversity, equity, and inclusion, Veralto Enterprise System; procurement; investor relations; finance; IT; corporate communications; and legal functions.
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	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.
	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.

Appendix

Summary

Governance

People

Planet

Products

Introduction

TCFD Index, continued

Topic	Recommended Disclosure	Response
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks.	See Climate Risks and Opportunities.
	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 runs parallel to the annual Enterprise Risk Management process. 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.	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. For more information about how we use VES tools to reduce our environmental impact, see VES Tools, Policies, and Processes for the Planet. For information about how VES informs our processes for commercial strategy, discerning customer insights, and launching products that consider customer sustainability needs, see VES Tools for Products. 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.
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.	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: • Location- and market-based Scope 1+2 GHG emissions and progress towards Scope 1+2 GHG goals • 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.	See the Planet Data section of this Report. We have begun assessing scope 3 GHG emissions and are working to expand these reporting activities over time.
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	At Veralto, we actively work to reduce energy consumption and greenhouse gas emissions attributable to our operations, products, services, and supply chain. For more information, see Greenhouse Gas Emissions and Climate Change.

Appendix

Summary

Governance

People

Planet

Products

Introduction

UN Sustainable Development Goals (SDGs) Relevant to Veralto

Sustainable Development Goal	Response
Goal 2 — Zero Hunger	Our Companies Products
Goal 3 — Good Health and Well-Being Ensure healthy lives and promote well-being for all at all ages	Letter from Our CEO Our Companies Products Associate Engagement and Well-Being Governance and Accountability People Data
Goal 5 — Gender Equality Achieve gender equality and empower all women and girls	Diversity, Equity and Inclusion Policy People Board Selection, Composition, and Succession Planning People Data
Goal 6 — Clean Water and Sanitation Ensure access to water and sanitation for all	Water Stewardship Policy Our Companies Products VES Tools, Policies, and Processes for the Planet
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 Our Companies People

Sustainable Development Goal	Response
Goal 9 — Industry, Innovation and Infrastructure Build resilient infrastructure, promote sustainable industrialization and foster innovation	Veralto at a Glance Products Water Stewardship
Goal 10 — Reduced Inequalities Reduced inequalities within and among countries	Diversity, Equity and Inclusion Policy Diversity, Equity, and Inclusion People Data
Goal 12 — Responsible Consumption and Production Ensure sustainable consumption and production patterns	Sustainability Policy Sustainable Supply Chain Policy Our Companies Planet Our Environment, Health, and Safety (EHS) Programs Planet Data
Goal 13 — Climate Action Take urgent action to combat climate change and its impacts	Sustainability Policy Letter from Our CEO Planet Our Environment, Health, and Safety (EHS) Programs Planet Data
Goal 14 — Life Below Water Conserve and sustainably use the oceans, seas and marine resources	Water Stewardship Policy Products Planet

Summary

Governance

People

Planet

Products

Introduction

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), including our annual report on Form 10-K and quarterly reports on Form 10-Q. 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 December 31, 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 2023 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 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 and Accountability Data"). We collected activity data from (1) Veralto locations owned or leased from January 1, 2023 through December 31, 2023 that were within our operational control over such period, and (2) vehicles owned or leased by Veralto during 2023. With respect to any locations owned or leased from January 1, 2023 through December 31, 2023 that were within our operational control and for which data was not collected, we accounted for such locations by estimation based on facility size, use, and location using energy intensity values (for energy and GHG emissions) and by linear extrapolation (for waste and water).

- 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. Location-based emissions were calculated using emissions factors provided by the United States Environmental Protection Agency and the International Energy Agency. Estimated energy consumption and GHG emissions include purchased electricity and stationary combustion. GHG emissions also include refrigerant emissions, but other non-energy-consumption GHG emissions, such as process air emissions, are considered non-significant and were omitted.

- We define "regulated and hazardous waste" as wastes that are deemed regulated and/or hazardous by territory-specific legislation/regulations at the site where said waste is generated.

Our Photo Contest

Veralto associates submitted their personal photos representing our sustainability pillars: Products, Planet, and People. More than 200 incredible photos were submitted and we are proud to recognize the associates whose photos were selected to be included in this year's Sustainability Report.

Page 1
Jeramey Johnson
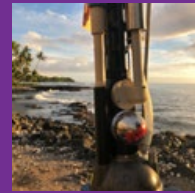Hach
River & Road
Jasper, Alberta, Canada
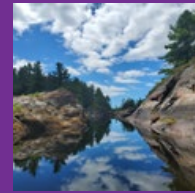
Page 2
Lisa Elliott
Trojan Technologies
Old Voyageur Channel
French River, Ontario, Canada

Page 8
Bart Verdonk
Hach
Kallektuffquell
Luxembourg

Page 13
Carlos Canizales
Videojet
The Fisherman
Lake Lecco, Italy

Page 16
Charles Branham & Daryl Carlson
Sea-Bird Scientific
Measuring the Breath of the Ocean
Kona, HI, USA

Page 19
Kenny Ma
Esko
Thinking
Shenzhen, Guangdong, China
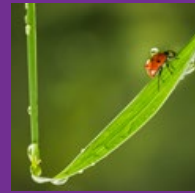
Page 24
Arianna Perazzolo
Trojan Technologies
Water is precious and I carry it on my shoulders
Valle Olona, Varese, Italy

Page 26
Jen St. Louis
Trojan Technologies
Jökulsárlón Glacial Lagoon
Iceland

Page 30
Jeramey Johnson
Hach
Water Droplet at Micro Level
Under Microscope
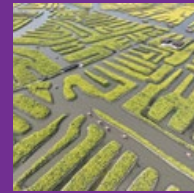
Page 32
Lin Zhu
Hach
Golden Fields of Peace
Taizhou City, Jiangsu, China

Page 35
Jeramey Johnson
Hach
Hach Agent Working with Customer
Stadtlohn, Germany

Page 36
Cathy Robson
Trojan Technologies
Twilight Serenity: A Boy's Silent Reflection
Lake Erie, Ontario, Canada

Page 37
Richa Agrawal
Videojet
Global Harmony: Unity in Diversity
Wood Dale, IL, USA

Page 40
Germán Cornejo
Hach/Termodinamica
Mujer Adulta Feliz
Santo Domingo, Valparaiso, Chile

Page 47
Tom Sutherland
Esko
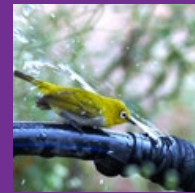*Beachgoers*
Hornsea, East Riding of Yorkshire, UK

Page 52
Jeramey Johnson
Hach
Customer Using DR300
New Orleans, LA, USA

Page 54
Celine Zhang
Esko
Listening to the Nature Breathe
Guangfulin Country Park, Shanghai, China

Page 58
Jeramey Johnson
Hach
Tegernsee Village Boats
Germany

Page 62
Saurabh Joshi
Esko
We Make Water Safe For All
Hyderbad, India

Page 64
Olivia Tang
X-Rite
Peak of Aspiration
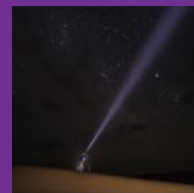Laojun Mountain, Luoyang, Henan, China

Page 72
Jeramey Johnson
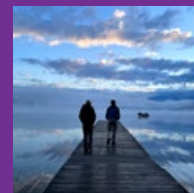Hach
Peruvian Salt Terrace
Peru

Page 75
Ivan Huang
Pantone
Pantone Cross Reference
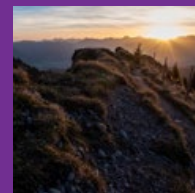Zhangye UNESCO Global Geopark, Zhangye City, China

Page 76
Germán Cornejo
Hach/Termodinamica
Mirlo Tricolor
Parque Tricao, Valparaiso, Chile

Page 77
Alessio Brengetto
Esko
Light to Infinity
Merzouga, Morocco

Page 78
Bridget Ury
Sea-Bird Scientific
Sunrise à la Fog
Lake McDonald, Glacier National Park, MT, USA

Page 87
Hannes Tietz
OTT HydroMet
Sunrise in the Bavarian Alps
Allgäu, Germany

Veralto™
Safeguarding the World's Most Vital Resources™

225 Wyman Street, Suite 250
Waltham, MA 02451
Phone: +1-781-755-3655

Veralto.com