

Veralto™

Safeguarding the World's Most Vital Resources™

2026 Sustainability Report

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See page 101 for an index of all photos included in this report that were submitted by Veralto associates.



ASSOCIATE PHOTO (COVER): Jérôme Berthon, Hach, *Water: The Summit of Priority*, Chamonix, France
ASSOCIATE PHOTO (RIGHT): Jeff Schultz, Veralto Corporate, *Ireland Wildflowers*, Cork, Ireland

Introduction

The challenges facing our planet and society are increasing in scale and complexity, but the need for clean water, safe food, and trusted goods remains constant. At Veralto, our purpose — Safeguarding the World's Most Vital Resources™ — guides how we embed sustainability into our strategy, operating model, and solutions. This report outlines our approach, progress, and the measurable outcomes we deliver.



ASSOCIATE PHOTO: Hannes Tietz, Kipp & Zonen, *On the way to the top*, Sharr Mountains, Kosovo

Welcome to our Sustainability Report

LETTER FROM OUR CEO



Jennifer L. Honeycutt
President and
Chief Executive Officer
Veralto

The world around us is moving fast.

In times of massive disruptions from artificial intelligence, geo-political conflict, macroeconomic volatility and trade realignments, it can be easy to become distracted. In spite of global turbulence all around us, fundamental human needs like food, water and medicine remain constant — and the disciplined delivery of technologies and solutions to protect these essentials is an everyday demand.

Veralto was founded with a clear purpose: **Safeguarding the World's Most Vital Resources™**. Every day, our operating companies deliver technologies and solutions that help ensure access to clean water, safe food, and trusted essential goods — thereby driving outcomes that directly support public health, safety, and environmental protection around the world.

This Sustainability Report describes how we translate that purpose into action. It outlines how sustainability is embedded in our strategy, our operating model, and the solutions we bring to customers. While the challenges facing our planet and society are increasingly complex, we believe that disciplined execution, innovation, accountability, and continuous improvement enable us to deliver durable value for our customers, our associates, and our shareholders.

For us, sustainability not only speaks to our high truth and powerful purpose. It also is the foundation of our business resilience. Grounded in lofty but achievable targeted improvements; transparent disclosures of our impact on the planet; and measurable performance against sustainability metrics, we believe our work will deliver meaningful contributions to humanity while also driving enduring value as a business.

Thanks for joining us on our never-ending journey of continuous improvement and for supporting our efforts to positively impact people all over the world.

Veralto's 2025 sustainability highlights

PRODUCTS

We partner with our suppliers on environmental and social impacts.

We surpassed our previous goal to have 40% of suppliers (by spend) covered by our **EcoVadis** responsible supply chain program, achieving **58%** coverage in 2025.

PLANET

We mitigate our impact on the planet by continually improving how we work.

Since 2023, we have increased Veralto's **percentage of electricity sourced from renewable energy** from **9%** to **54%**.

PEOPLE

Our people create innovative solutions, breakthrough thinking, and a strong sense of community.

We increased our overall Associate Engagement Index to **78%**. We have also achieved global gender pay parity and we are committed to **maintaining gender pay parity** in line with our commitment to equal pay for work of equal value.

Continuing our journey

LETTER FROM OUR SVP STRATEGY & SUSTAINABILITY



Surekha Trivedi
Senior Vice President,
Strategy & Sustainability
Veralto

At Veralto, sustainability is inseparable from how we grow, operate, and compete.

Sustainability is not a separate program or set of initiatives; it is integral to how we make decisions, allocate resources, and measure success.

Our approach is grounded in the **Veralto Enterprise System (VES)**, which helps us convert commitments into measurable progress. Through VES, we foster innovation, drive operational excellence, and ensure accountability across our businesses. This system enables our teams to continuously improve performance while delivering solutions that help our customers manage risk, improve efficiency, and operate more sustainably.

Guided by our purpose and values, we are focused on advancing sustainability in ways that are practical, measurable, and aligned with long-term value creation. We routinely engage with stakeholders — including customers, regulators, investors, and communities — to identify priorities that enhance our capabilities, improve our processes, and distinguish our businesses.

We remain steadfast in our commitment to transparency and disciplined execution as we serve the dynamic needs of our stakeholders. As we continue this journey, we will focus on:

- deepening integration of sustainable design into product innovation and customer solutions,
- continually improving the efficiency and resilience of our operations,
- and strengthening data quality and governance to drive transparency as we raise our ambition.

Our approach remains pragmatic, disciplined, and rooted in long-term value creation — guided by purpose, enabled by VES, and delivered by our people.



ASSOCIATE PHOTO: Lea Stegmaier, Ott, *Sunrise in Cappadocia*, Cappadocia, Türkiye

Veralto at a glance

In this section, you'll find an overview of our businesses and how we work.

Who we are

Veralto overview

Veralto's unifying purpose is **Safeguarding the World's Most Vital Resources**™. Our leading operating companies provide essential technologies and solutions that monitor, enhance and protect key resources around the globe — helping ensure access to clean water, safe food and trusted essential goods. We are committed to the advancement of public health and safety and believe we are well-positioned to support our customers as they address large global challenges including environmental resource sustainability, water scarcity, management of severe weather events, food and pharmaceutical security, and the impact of an aging workforce.

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

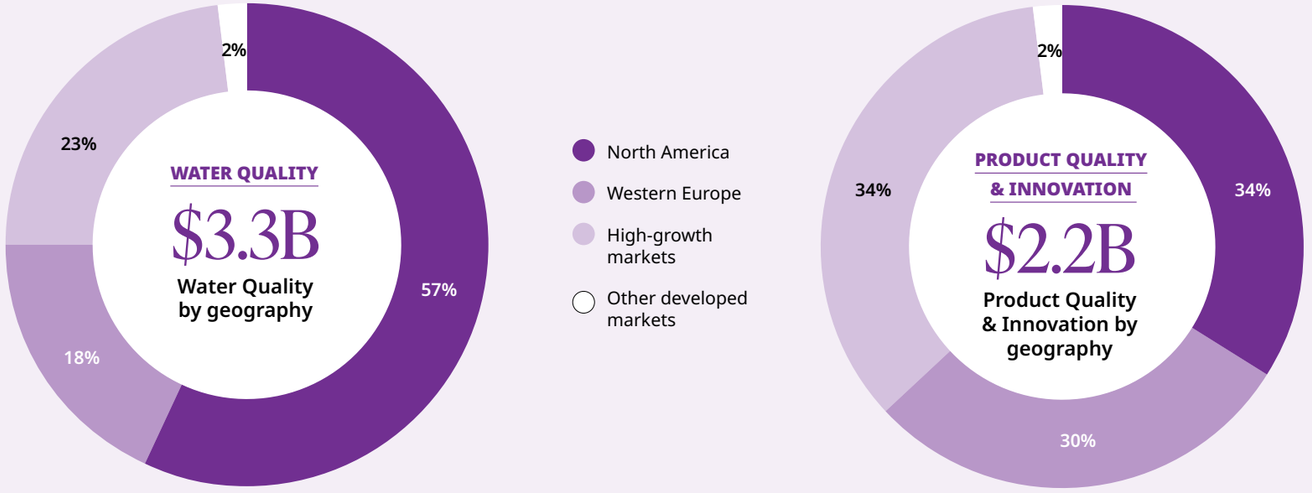
Operating highlights

Veralto operates through two segments: **Water Quality** and **Product Quality & Innovation.**

~17,000
Associates

50+
Countries where we operate

Veralto 2025 Revenue $5.5B



North America includes U.S. and Canada.
We define high-growth markets as developing markets of the world which include Asia (with the exception of Japan, Australia, and New Zealand), Latin America (including Mexico), the Middle East, Eastern Europe, and Africa.
Other developed markets include Japan, Australia, and New Zealand.

Our businesses

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

As the world's population increases, so too does the demand for our most vital resource: water. Veralto's Water Quality businesses 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, 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.

AQUATIC Informatics
ChemTreat
HACH
KIPP & ZONEN
McCROMETER
Ott
SEA-BIRD SCIENTIFIC
TROJAN technologies

Product Quality & Innovation

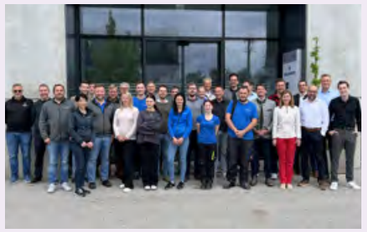
Everyone, everywhere deserves to know that the food, medicines, and essential goods they rely on are safe and authentic. Trust in the items we buy every day is an essential element in the supply chain. Veralto's Product Quality & Innovation businesses help our customers safeguard everyday essentials 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 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 source to shelf, 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.

esko
LINX
TRACEGAINS
VIDEOJET
x-rite PANTONE

M&A and investment activity in 2025

Veralto views acquisitions as a key part of its growth strategy. Throughout 2025, Veralto took meaningful steps to enhance the quality and growth profile of its businesses. We divested slower-growth assets, invested in higher-growth businesses, and executed strategic bolt-on acquisitions, most notably **AQUAFIDES** and **In-Situ**. These two specific acquisitions enhance Veralto's ability to help customers address water scarcity and improve water quality, while reducing economic challenges posed by the availability of water.



MARCH

Divestitures

Closed sale of AVT, provider of inspection, process & color control and quality assurance solutions for flexible packaging and label converters

APRIL

AQUAFIDES

Closed acquisition of Aquafides, expanding **Trojan Technologies'** UV disinfection presence in Europe with proprietary technology



JULY

emerald

Announced commitment to Emerald Technology Ventures Water Fund, which will help identify and accelerate breakthrough technologies in water

AUGUST

Marsh Labels

Closed buy-out of non-controlling stake in Marsh Labels (part of **Videojet**), a specialty label converter for pressure sensitive labels in North America



OCTOBER

RUTHERFORD GRAPHIC PRODUCTS

Acquired closed loop product offering to build Best of Suite product offering for **X-Rite**

NOVEMBER

ATONOMETRICS

Closed acquisition of Atonometrics, enhancing **OTT HydroMet's** solar portfolio and leadership position in weather analytics

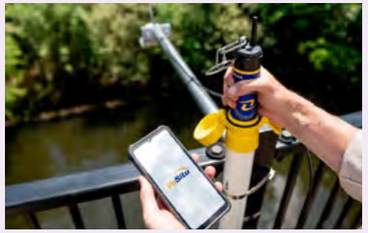
In-Situ

Announced acquisition of In-Situ, a highly complementary bolt-on to **OTT HydroMet**, representing our largest Water Quality acquisition to-date

DECEMBER

axine WATER TECHNOLOGIES

Follow-on investment in Axine related to original investment



How we work

Unified by purpose, guided by values

We are a global leader in essential technology solutions powered by purpose: **Safeguarding the World's Most Vital Resources**™.

At Veralto, we think expansively about vital resources. As environmental stewards, we enable our customers to protect natural resources. As stewards of humanity, we help customers ensure the safety and delivery of the world's food, water, essential goods, and medicine.

Our **Veralto Values** guide how we show up for each other in pursuit of our Unifying Purpose. They drive our decisions and amplify the value we deliver to our customers, our communities, and the world.



ASSOCIATE PHOTO: Vivek Kumar, Kipp & Zonen, *Nurturing people caring for our planet*, Mohammed Bin Rashid Al Maktoum Solar Park, United Arab Emirates

Our Veralto Values

1.

We serve humanity with purpose and integrity...

by creating an inclusive environment where transparency, trust, and belonging can flourish.

2.

We unlock ingenuity for customer success...

by solving our customers' most complex challenges with unique expertise, resourcefulness, and innovation.

3.

We deliver results as a team...

by holding ourselves and each other accountable, driving a high-performance culture, and collaborating with focus and determination.

4.

We continually improve for enduring impact...

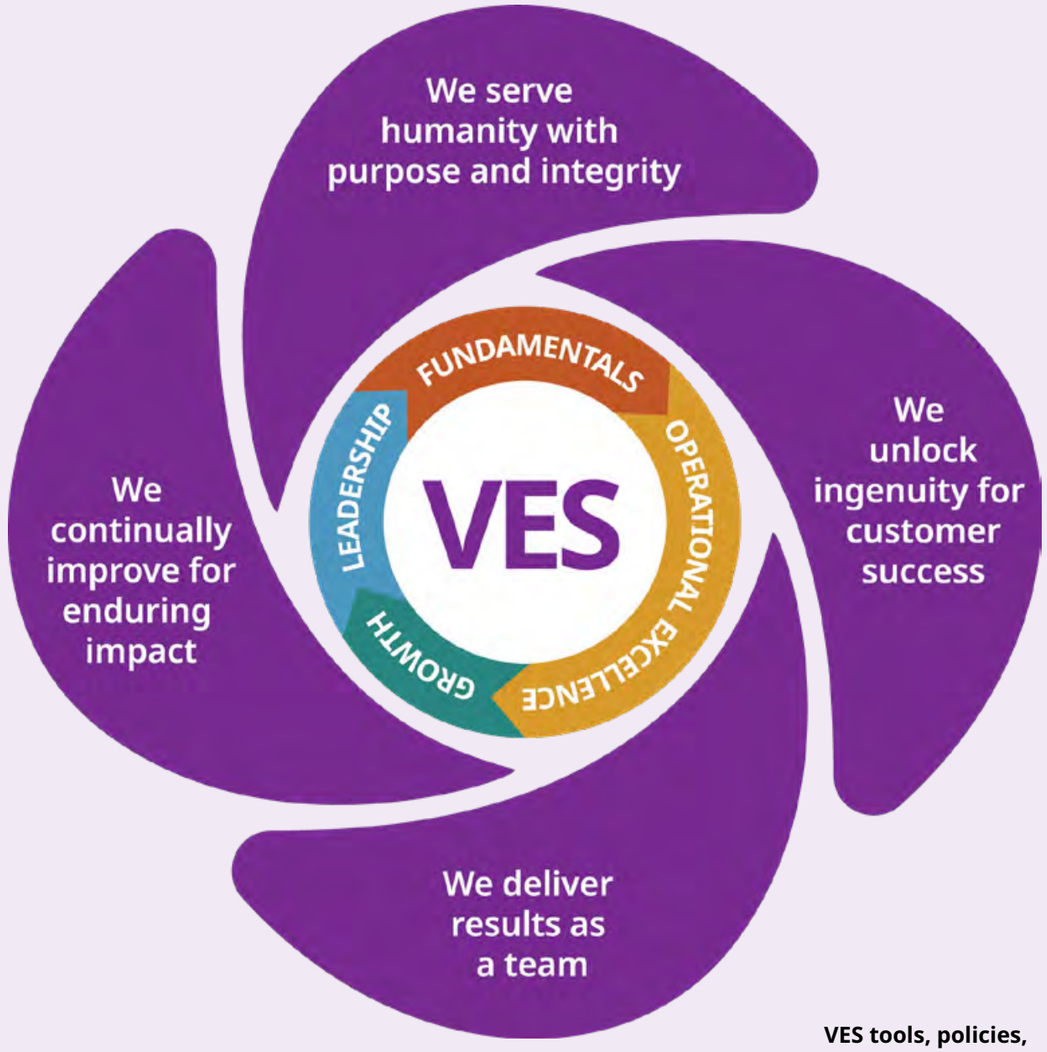
by rigorously applying the Veralto Enterprise System today to build a better tomorrow for our associates, customers, shareholders, and communities around the world.

The Veralto Enterprise System (VES)

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 and processes 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. The VES 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 continuously refine our processes also contributes to our effectiveness in supporting our customers as they seek to optimize their own operations and achieve their environmental, social, and corporate governance (ESG) objectives. We believe that our ability to use VES 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 through first-hand experience. For example, our President and CEO has practiced and championed VES at multiple Veralto businesses to deliver enduring impact while mentoring and engaging with associates from across the globe. Throughout the enterprise, our team is committed to deploying VES to improve commercial execution, product innovation, operational excellence and talent acquisition and management.



VES tools, policies, and processes

- **PRODUCTS**
- **PLANET**
- **PEOPLE**

Sustainability highlights

Products

Our products help ensure access to clean water, safe food and trusted essential goods.

- **Hach** solutions help ensure clean water for daily use for more than **3.4 billion people** around the world.
- **ChemTreat** solutions helped customers save **88 billion gallons** of water.
- **Trojan Technologies** systems treated and recycled **15 trillion gallons** of water.
- Every day, customers rely on **Videojet** coding and marking technologies to identify and trace **billions of products.**
- **PQI solutions** serve a majority of the **top 25 global CPG brands** and a majority of the **top 20 pharmaceutical brands,** enabling confidence and trust in the products consumers use daily.

We partner with our suppliers on environmental and social impacts.

- We surpassed our previous goal to have 40% of suppliers (by spend) covered by our **EcoVadis** responsible supply chain program, achieving **58%** coverage in 2025.

In 2025, the Veralto Enterprise System Office launched a new VES tool: Design for Environmental Sustainability (DfE) to support innovation that meets customer needs for environmental sustainability.

Planet

We mitigate our impact on the planet by continually improving how we work.

- We have reduced our combined annual **Scope 1+2 GHG emissions** by **22% since 2023 which puts us on track to hit our 54.6% target by 2033.**
- Since 2023, we have increased Veralto's **percentage of electricity sourced from renewable energy** from **9%** to **54%**.
- We are **currently on track** to setting a **Science-Based Target** in 2026.
- We reduced **total water usage** per dollar of revenue by **5%** compared to 2024.
- We reduced **total waste generated** per dollar of revenue by **15%** compared to 2024.

Unless otherwise noted, all data presented is as of December 31, 2025.

People

Our people create innovative solutions, breakthrough thinking, and a strong sense of community.

- We have achieved **global gender pay parity** and we are committed to maintaining gender pay parity in line with our commitment to **equal pay for work of equal value.**
- For the third consecutive year, **pay parity** was maintained (U.S. by gender/race and globally by gender).
- In 2025, **every** member of the Veralto executive team had sustainability goals tied to their personal performance objectives, which are linked to compensation.
- **Associate engagement index** reached **78%,** a new record-high for Veralto as a standalone enterprise.
- In our annual **People Survey, 80%** of Veralto associates responded "yes" to **"My company fosters environmentally friendly practices."**

Strategy and progress

At Veralto, sustainability is a value creation strategy. It shapes how we design products, operate our facilities, engage suppliers, develop our people, and govern our business. Underpinned by VES, our businesses deliver technologies and solutions that help customers protect vital resources while strengthening Veralto's competitive position in markets where safety, reliability, and resource efficiency matter most.



ASSOCIATE PHOTO: Jeff Norris, Videojet, *Vibrant Planet*, Duluth, Georgia, United States

Value creation through sustainability

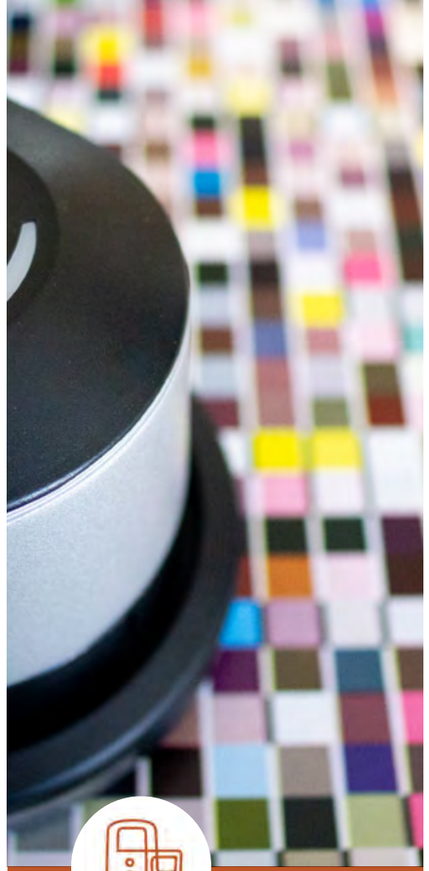
Our sustainability strategy is designed to create long-term value for our customers, associates, shareholders, and the communities where we live and work. The products and services we offer are closely aligned with many of our customers' sustainability priorities:

- Our **Water Quality** businesses enable municipalities and industrial customers to deliver safe water, manage water scarcity, and meet increasingly stringent environmental and regulatory requirements.
- Our **Product Quality & Innovation** businesses provide a broad set of essential solutions that brand owners across consumer-facing sectors use to support product authenticity, traceability, quality control, regulatory compliance, accelerate speed to market, and reduce material costs and waste.

To focus our efforts and align accountability across the enterprise, we organize our sustainability strategy around three strategic pillars: **Products, Planet,** and **People**.

These pillars provide a clear structure for prioritizing initiatives, assigning ownership to functional leaders, and integrating sustainability into day-to-day decision-making across the enterprise.

Coupled with VES, our corporate governance practices provide oversight and enable disciplined execution of our sustainability program. These practices ensure sustainability considerations are integrated into strategy, decision-making, and performance management, while enabling us to iteratively prioritize initiatives based on stakeholder insights.



Products

Deliver solutions that help customers provide clean water, safe food, and trusted essential goods.



Planet

Mitigate our environmental impact by continually improving how we operate.



People

Empower our associates to innovate, perform, and grow in a safe, inclusive, and engaging workplace.

Performance and progress

Executing our sustainability strategy requires clear ownership, discipline, and transparency. Every Veralto business and function is engaged, and accountability for sustainability outcomes is embedded in individual performance objectives across the enterprise.

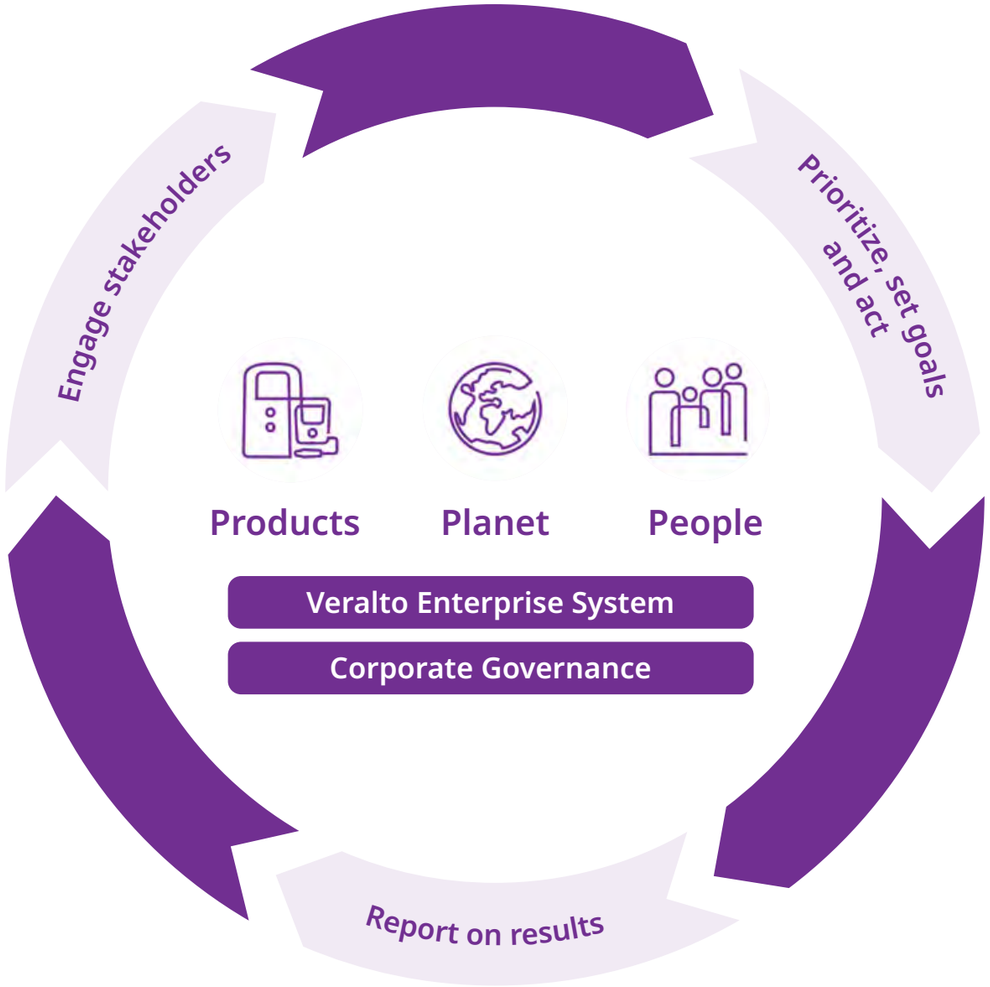
Through VES, cross-functional teams translate strategy into action — whether through product design, operational efficiency, or supplier engagement. Progress is tracked through defined metrics and reviewed regularly by leadership to ensure focus on the areas that matter most.

Our CEO, Senior Vice President of Strategy & Sustainability, Veralto Executive Team, Sustainability Council, and presidents each play a role in advancing sustainability priorities. This shared accountability ensures that sustainability is consistently integrated into business planning and operational execution.

Our research & development (R&D), 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 VES Growth - Innovation 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, legal, compliance, and investor relations teams and all of our People Leaders share responsibility to help ensure 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 objectives to drive engagement, development, and associate well-being.



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

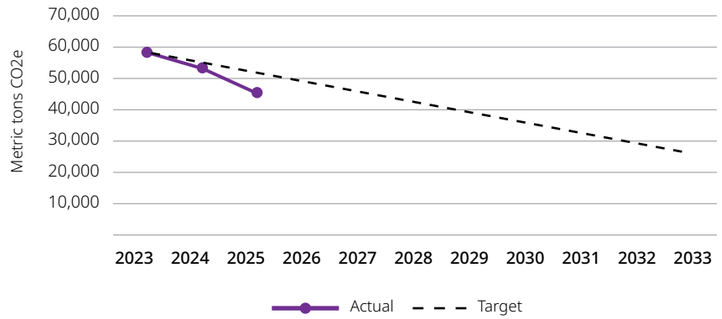
Performance against sustainability commitments

In our relatively short history as a standalone publicly-traded company, we are proud of the progress we've made towards our sustainability commitments.

Scope 1+2 GHG emissions

Since 2023, we have reduced our total GHG emissions from our operations (Scope 1+2) by 22%. We are on track to meet our target to reduce Scope 1+2 GHG emissions by 54.6% by 2033.

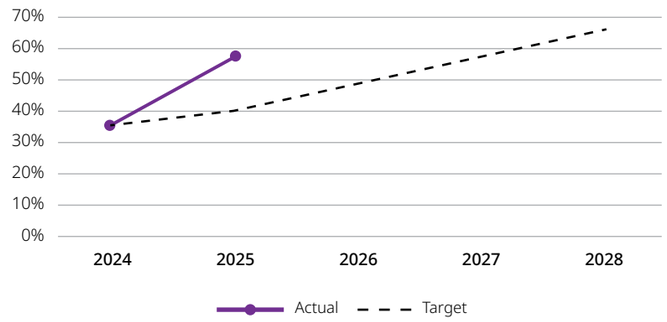
Total GHG Emissions, Scope 1 and 2 Market Based
(Metric tons CO2e)



EcoVadis

In 2025, we surpassed our previous goal to have 40% of suppliers (by spend) covered by our EcoVadis responsible supply chain program. Building on this momentum, we have set a new target of 65% coverage by 2028. To achieve this new goal, we expect to engage further with our supply base, extending the program to a larger number of suppliers.

Annual supplier spend covered by EcoVadis program



Awards and recognition

Forbes Americas	**America's Best Companies, 2026** Rank: 263/500
USA TODAY	**America's Climate Leaders, 2026** Core emissions reduction vs. prior year: 8.7%
Wall Street Journal	**Best-Managed Companies, 2025** Rank: 176/250
Great Place to Work	**UK's Best Workplaces, 2026 (large companies):** **Linx,** Rank: 82/100 **Great Place to Work Certified:** • **Esko India,** June 2025 – June 2026 (India) • **Linx France,** Nov. 2025 – Nov. 2026 (France) • **Linx UK,** Nov. 2025 – Nov. 2026 (UK) • **Videojet Singapore,** Apr. 2026 – Apr. 2027 (Singapore)

Sustainability commitments

Our public sustainability commitments span our three pillars — Products, Planet, and People — and they are driven by policies, management systems, and performance tracking.

PRODUCTS	**Supply chain**	We aim to have at least **65% of our suppliers** (by spend) covered by the EcoVadis program by the end of 2028.	Learn more in our Sustainable Supply Chain Policy and in the Products section.
PLANET	**Climate change**	We have committed to **reducing our combined Scope 1+2 GHG emissions by 54.6%** from a 2023 baseline by 2033. We have committed to setting a **Science Based Target** in 2026 aligned to a 1.5°C climate change scenario.	See Planet section for more info. See SBTi website to learn more.
	Water	**In our operations:** We plan 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 plan to 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 plan to 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.	Learn more in our Water Stewardship Policy and in the Planet section of this report, which includes examples from Veralto companies such as ChemTreat and Hach.
PEOPLE	**Pay parity**	Veralto is committed to pay parity for all our global associates and **achieving equal pay for work of equal value by 2030.**	See UNGC Forward Faster commitment.
	Human rights	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.	See the Appendix section of this report for UN SDGs relevant to Veralto. Visit the UN Global Compact website to learn more.

VES tools, policies, and processes: Products

Innovation

Across our businesses, R&D teams are innovating to design products that are more energy efficient, to enable water conservation for our customers, and to reduce the materials needed and waste generated from the production and use of our products. In 2025, we employed over 1,900 scientists and engineers and invested approximately $266 million in R&D (4.8% of sales).

A VES Office Vice President has responsibility for enabling product innovation across our businesses 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 customer adoption and drive effective selling of new products to support growth.

In recent years we identified and began piloting approaches to better incorporate environmental impact considerations into our product development processes at multiple Veralto businesses. These updates to improve product environmental impact align with other changes made to continue evolving how we develop our product strategy and commercial strategy around inputs from sales, R&D, product planning, marketing, and service teams.

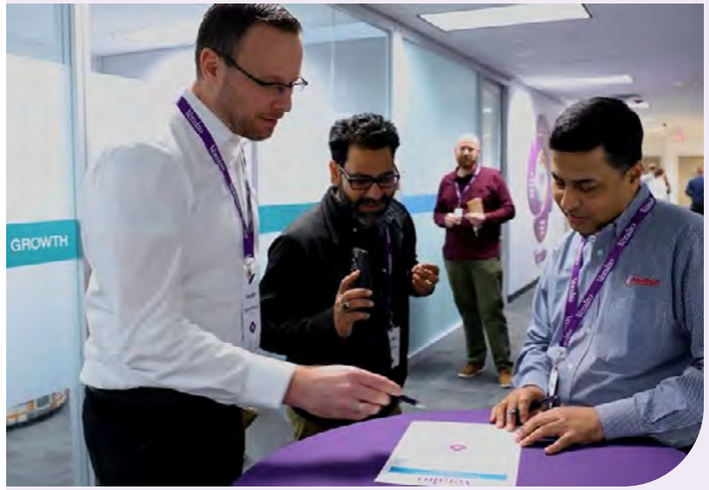
- **Voice of Customer.** Our voice of customer tool prompts analysis of customer needs to identify sustainability-related opportunities.
- **Product definition and testing.** We've updated our product definition and testing tools to consider product attributes that address customer sustainability priorities.
- **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 end-use. It also includes consideration of how to define the sustainability value proposition and how it will be communicated to customers.
- **Product Innovation strategy.** We've updated our tools that drive innovation strategy to identify the capabilities and analytical framework required to achieve valuable product differentiation related to sustainability.

As the bedrock of our culture, VES is foundational to how we deploy our sustainability strategy. This section includes examples of the VES tools, policies, and processes that our businesses use to deliver on our sustainability commitments with a focus on the key value drivers of product innovation, operations efficiency, and talent development.

SPOTLIGHT

Design for Environmental Sustainability

In 2025, the Veralto Enterprise System Office strengthened the way in which our innovation teams identify the environmental impacts that matter most to our customers and ensure those needs are addressed throughout the design process by launching a new VES tool: **Design for Environmental Sustainability (DfE)**. The new tool helps teams evaluate environmental considerations early in design — where decisions have the greatest lifecycle impact. We piloted the DfE tool through cross-functional "try-storming" efforts involving associates from R&D, product management, procurement, and operations. This system-enabled approach demonstrates how Veralto uses disciplined process excellence to meet evolving customer needs while delivering on our commitments to the environment.



VES tools, policies, and processes: Products (cont.)

Intellectual property

Veralto's Intellectual Property (IP) strategic management program, which we refer to as the "Veralto IP Framework," helps drive and protect 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 enterprise.

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



$266M

invested in R&D in 2025

Veralto Reliability System

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

1. **Leadership focus on reliability**
2. **Design for reliability**
3. **Supplier quality management**
4. **Manufacturing process control**
5. **Customer service and support**
6. **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 (ISO), 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.

VES tools, policies, and processes: Planet

Operationalizing our commitments

We recognize that environmental progress requires disciplined execution over time. Every day around the world, at all levels of our organization, our teams leverage the full breadth of VES tools to ensure timely execution of projects and strategic initiatives.

For example, teams in facilities across Veralto have adopted *Daily Management* to drive continuous improvement around our environmental goals. On a quarterly basis, our sustainability leaders review standard dashboards with business presidents to highlight critical action items and countermeasures to ensure success.

To ensure action items and countermeasures are correctly identified, our associates follow the *Problem Solving Process*, which includes the following steps:

- **Define the problem.** 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 and drive to root cause.** Go to "gemba" to identify and map systems, processes and equipment that drive environmental impact(s). While at gemba, teams use guidelines and checklists in the tool to identify and prioritize opportunities for improvement and develop an action plan.
- **Verify and implement countermeasures.** Systematically execute the action plan. Measure the impact and track results.
- **Ensure sustainment.** Monitor performance at regular intervals, keep stakeholders engaged and add new opportunities for impact to the action plan.

VES Sustainability tools

Building upon VES Fundamentals and Operational Excellence, we have developed a suite of domain-specific VES tools to drive continuous improvement in our environmental footprint.

ENERGY MANAGEMENT

The VES Energy Management tool 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

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 the VES Waste Minimization tool to evaluate waste generation and disposal practices, identify improvement opportunities, develop action plans and implement comprehensive waste minimization strategies. The toolkit follows the waste management hierarchy of controls: avoid, reduce, reuse, recycle, recover energy, treat and dispose.

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 help ensure that lessons learned, best practices, common challenges, and strategic opportunities are identified and socialized across the organization.



SPOTLIGHT

Delivering continuous improvement at Hach Ames

In 2025, teams at **Hach Ames** identified opportunities to reduce resource consumption, improve waste diversion, and mitigate environmental risk. Site leadership applied a structured, VES-enabled approach to translate these opportunities into measurable results.

Investments in **water metering** provided real-time visibility into previously untracked process water use, enabling data-driven *kaizen* events that unlocked water and energy savings. Ames also modernized waste-management infrastructure by installing new baling equipment and implementing a centralized, color-coded collection system to improve material segregation and diversion.

These actions delivered estimated annual savings of **more than 518,000 gallons of water and 464,000 kWh of energy**, while increasing the amount of waste diverted from landfill from **47% to 82%**. To help sustain these significant achievements, the site launched the **Ames Green Team**, an associate-led group to lead on-site recycling programs, coordinate Earth Day events, and conduct river water testing in partnership with the local community.

VES tools, policies, and processes: People

CEO Kaizen Week

Our 2026 CEO Kaizen Week illustrated the power of VES tools and our commitment to continuous improvement at all levels of the organization. During this annual tradition, members of the Veralto Executive Team, led by our President and CEO, join our associates at "gemba." This year's CEO Kaizen events brought together more than 300 associates from ten of our operating companies. 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.

2026 CEO KAIZEN BY THE NUMBERS

300+
participants

30
events

16
locations



At X-Rite Pantone, we view talent sustainability as a critical driver of long-term business performance. Through this kaizen, we have strengthened our ability to proactively plan for the future ensuring we honor the contributions of our retiring associates while preserving critical knowledge and developing the next generation of leaders."

Waheed Khan, VP Global Human Resources, X-Rite Pantone

SPOTLIGHT

X-Rite succession planning kaizen

During last year's CEO Kaizen Week, **X-Rite** reinforced its commitment to talent sustainability by placing people at the center of its continuous improvement efforts, establishing standardized processes to support associates approaching retirement while ensuring robust succession plans for critical roles. By increasing transparency around the retirement process, the business has reframed this transition as a meaningful milestone that honors an individual's career and contributions. As a result, the number of associates planning to retire without an identified countermeasure or successor was reduced **from 21 to zero.**

Building on this progress, the kaizen has strengthened X-Rite's organizational discipline and proactive approach to workforce planning by enabling more open, structured conversations about retirement timelines, earlier identification of potential capability gaps, and the implementation of targeted countermeasures to retain critical knowledge, ensure continuity of operations, and develop effective backfill plans ultimately enhancing organizational resilience and supporting the long-term sustainability of the business.

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 approximately 400 VES Certified Practitioners across Veralto.

400
VES Certified Practitioners across Veralto

Reporting and disclosure

Our governance practices, together with VES, underpin our approach to sustainability reporting and disclosure. These practices enable consistent oversight and the integration of sustainability into core business processes, helping ensure disclosures remain aligned with our business objectives, values, and stakeholder expectations.

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 sharing future goals and performance against any such goals publicly 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.

In the spirit of transparency, we make sustainability-related policies and statements publicly available on our website so that our stakeholders understand our expectations of how we do business in a sustainable and ethical way. See the Policies and statements section to learn more.

Sustainability materiality assessment

In 2024, Veralto's leadership conducted an updated sustainability prioritization assessment following the standards defined in the **European Sustainability Reporting Standards (ESRS).** This assessment was supported by an independent third-party firm and followed the **Double Materiality Assessment (DMA)** framework which considers:

- Impact of Veralto's operations on people and the planet (impact materiality).
- Impact of sustainability matters on Veralto's development, performance, and position (financial materiality).

The methodology used to conduct the DMA was as follows:

1. Establish a comprehensive understanding of the business, including value chain mapping and identifying relevant environmental, social, and governance matters.
2. Identify impacts, risks, and opportunities (IROs) and validate with stakeholders and experts.
3. Assess materiality of relevant IROs.
4. Determine disclosure requirements corresponding to material topics and IROs.



ASSOCIATE PHOTO: Jen St. Louis, Trojan Technologies, *Bald Eagle Over Pond*, Port Ryerse, Ontario, Canada

1.	**Understanding of the key business activities**	Collection and review of public and internal documentation to gain understanding of Veralto's business model and value chain
2.	**Identification of relevant sustainability matters**	Analysis of available documentation to identify relevant impacts, risks and opportunities (IROs)
3.	**Assessment of impacts, risks and opportunities**	Development of materiality threshold throughout stakeholder deliberation, determination and evaluation of IROs
4.	**Determination of IRO materiality**	Collaboration with Veralto's subject matter experts (SMEs) and leadership to validate the materiality of IROs

Value chain mapping

To identify Veralto's relevant IROs, we mapped our full set of business activities and the external stakeholders we engage at each stage of the value chain. This value chain mapping exercise consisted of inputs from sector agnostic sustainability matters (ESRS 1 Appendix A AR 16), external sources (e.g., peer reports, industry reports), internal documentation (e.g., prior year prioritization assessments, ESG ratings and benchmarking), and qualitative input from stakeholders. This analysis resulted in a better understanding of the sustainability matters relevant to Veralto and its value chain.

Stakeholder engagement

The DMA is informed through internal and external engagement, providing valuable insights into the sustainability topics and IROs that are most material to Veralto and its value chain. Following a review of Veralto's value chain, Veralto's primary stakeholder groups were identified, and a stakeholder survey was completed by select internal associates representing Veralto and acting as proxies for external stakeholders such as customers, communities, investors, business partners, policymakers, nature, and employees. Additional interviews and meetings were conducted to validate findings and review IROs according to specific sustainability topics.

This approach to stakeholder engagement used specifically for the DMA builds on previous prioritization assessments conducted by Veralto, reflecting our culture of continuous improvement driven by VES. Veralto's leadership and associates consistently utilize *Voice of Customer (VOC)* tools to gain insight into stakeholder expectations of Veralto and understand where we can do better.

Due to the range of activities and industries relevant to Veralto's businesses, four distinct value chain groupings were considered and mapped in the table below.

SEGMENT	VALUE CHAIN GROUPING	BUSINESSES
Water Quality	1 – Water Treatment	**ChemTreat, Trojan Technologies**
	2 – Water Analytics	**Aquatic Informatics, Hach, Kipp & Zonen, McCrometer, Ott, Sea-Bird Scientific**
Product Quality & Innovation	3 – Marking & Coding	**Linx, Videojet**
	4 – Packaging & Color Management	**Esko, TraceGains, X-Rite Pantone**



ASSOCIATE PHOTO: Gloria Ballesteros Luque, Videojet, *Nature Restores, We Sustain*, near Milan, Italy

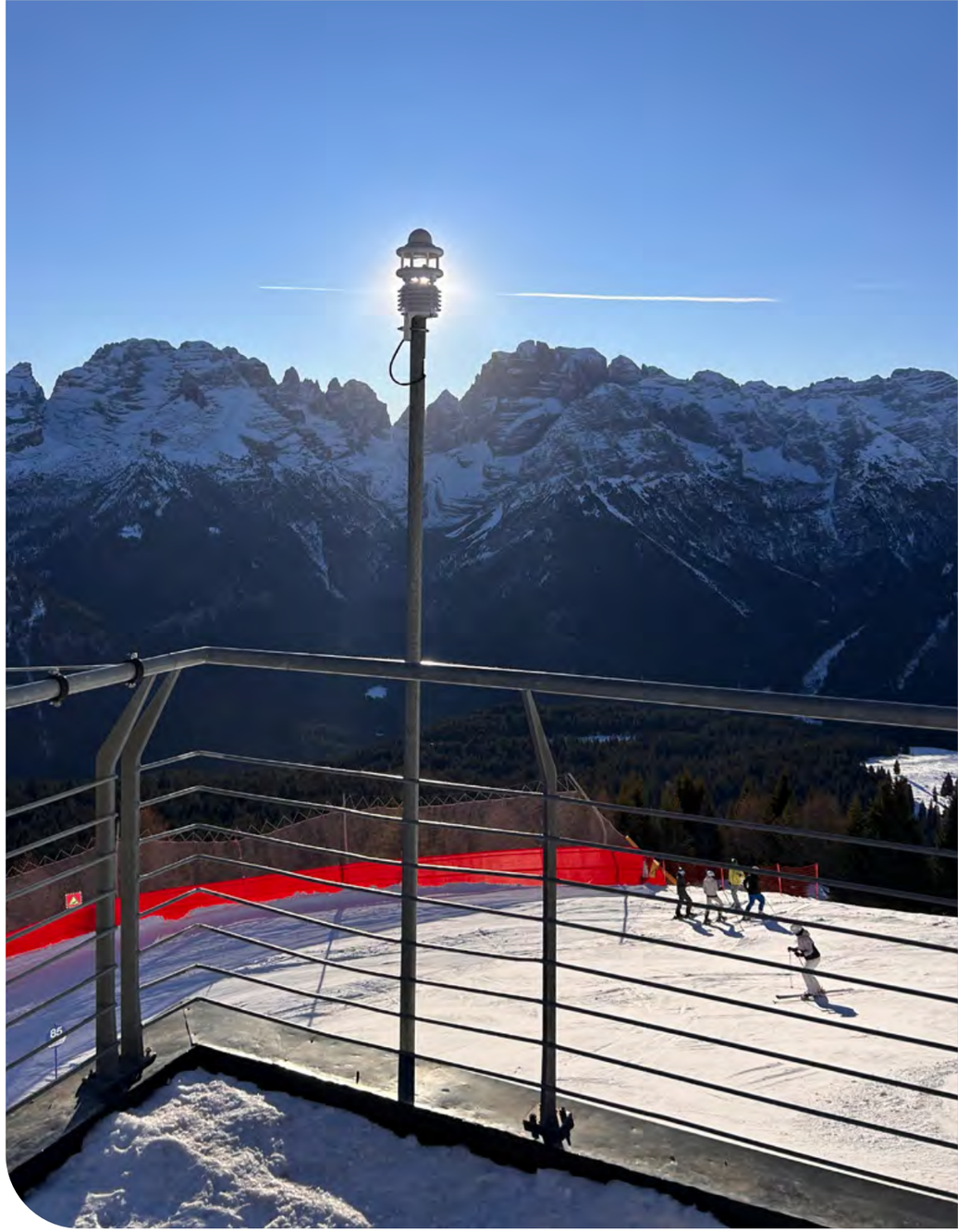
DMA results

A complete overview of the materiality of sustainability matters defined by ESRS are included below.

ESRS TOPIC	ESRS SUB-TOPICS
E1-Climate change	• **Climate change adaptation** • **Climate change mitigation** • **Energy**
E2-Pollution	• **Pollution of water** • **Substances of concern** • **Substances of very high concern**
E3-Water & resources	• **Water consumption, withdrawals, and discharges**
E5-Resource use & circular economy	• **Resources inflows, including resource use** • **Resources outflows related to products and services** • **Waste**
S1-Own workforce	• **Working conditions** • **Equal treatment and opportunities for all**
S2-Workers in the value chain	• **Working conditions** • **Equal treatment and opportunities for all** • **Other work-related rights**
S3-Affected communities	• **Communities' economic, social and cultural rights**
S4-Consumers and end-users	• **Information-related impacts for consumers and/or end-users** • **Personal safety of consumers and/or end-users**
G1-Business conduct	• **Corporate culture**

A summary of the IROs identified for the material topics (left) is included in the Products section of this report for both the Water Quality and Product Quality & Innovation segments. Veralto intends to manage IROs according to its enterprise risk management (ERM) process and expects to disclose its material IROs in full in future sustainability statements in accordance with then applicable regulatory disclosure requirements.

Veralto is committed to reviewing our materiality assessment findings at least once every three years to ensure we continue to focus on the "critical few" sustainability topics most impactful to Veralto and our stakeholders.



ASSOCIATE PHOTO: Martin Maly, Kipp & Zonen, *Solar eclipse caused by Lufft WS600*, Madonna di Campiglio, Italy

Reporting frameworks and ratings

The Reporting Frameworks Index section of this report provides a comprehensive summary of our sustainability 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)

UN Sustainable Development Goals (SDGs) relevant to Veralto

Sustainability ratings

Sustainability ratings agencies represent one channel for disclosure of our progress in our sustainability journey. Veralto has received ratings from the following entities: MSCI, Sustainalytics, Institutional Shareholder Services, S&P Global Corporate Sustainability Assessment, and CDP.

Additionally, several Veralto businesses were awarded sustainability medals by EcoVadis, recognizing their individual sustainability leadership in 2025.

VERALTO SUSTAINABILITY RATINGS | AS OF MAY 2026

SCORECARD	RATING	PERFORMANCE VS. PEER GROUP
MSCI	AAA	Top 15% in “Industrial Machinery”
ISS	C	Top 50% in “Industrial Machinery & Equipment”
CDP	CDP Climate Change: C CDP Water Security: C	N/A
S&P Global CSA	52 (50 without modeling)	Top 12% in “ICS Commercial Services & Supplies”
Sustainalytics	21.5	Top 6% in “Industrial Machinery”

VERALTO ECOVADIS MEDALS | AS OF MAY 2026

SILVER MEDAL
(TOP 15%)

- CHEMTREAT
- ESKO
- HACH
- TROJAN TECHNOLOGIES

BRONZE MEDAL
(TOP 35%)

- SEA-BIRD SCIENTIFIC
- VIDEOJET
- X-RITE PANTONE

Products

Veralto's greatest sustainability impact is through the solutions we provide for our customers. By enabling customers to improve water efficiency, ensure product quality, reduce waste, and manage regulatory risk, we amplify our impact far beyond the **"footprint"** of our operations. In this chapter, we will highlight how we develop products and services to deliver positive environmental impacts for our customers and the planet — what we call our product **"handprint."**



ASSOCIATE PHOTO: David Stokes, Esko, *Print Measurement*, Charlotte, North Carolina, United States

Water Quality

Safeguarding the world's water

Our Water Quality businesses provide solutions that our customers depend on to manage critical operations involving water. We provide proprietary analytical 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, equipment service, and software that support water quality and reliable 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 water quality solutions are primarily used in the applications of water treatment and water analytics, with customers providing clean water and essential environmental data to communities and end-users around the world.

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. ChemTreat solutions helped customers save over 88 billion gallons of water in 2025.

Hach was founded in 1933 and has led the water quality industry in developing innovative solutions to help customers analyze their water more efficiently and more effectively. Well recognized for providing simple and reliable tests, Hach offers analytical measurement instruments, equipment and instrumentation services, and digital solutions that test water quality. Hach serves over 149,000 customers to ensure safe water for more than 3.4 billion people every day — approximately 40% of the global population.

Kipp & Zonen develops high-performance instruments for measuring solar radiation and atmospheric properties across sectors including meteorology, climate research, road weather and renewable energy. For organizations whose performance is shaped by environmental conditions, it delivers precise, decision-ready intelligence by combining trusted sensors with global validation and lifecycle services, ensuring data remains accurate and consistent over time.



McCrometer develops precision flow meters for the most demanding liquid, steam, and gas measurement industry applications. Engineers around the world have confidently chosen McCrometer's flow meters for more than 70 years.

Ott focuses on environmental water monitoring and hydrology, bringing together globally trusted brands and deep domain expertise used by water professionals worldwide. Founded in 1873, Ott has been synonymous with reliable water measurement for more than 150 years.

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. Trojan Technologies systems treat and support the recycling of 15 trillion gallons of water annually and in turn help to improve access to clean water for more than 312 million people every day.

3.4B

Hach solutions help ensure clean water for daily use for more than 3.4 billion people around the world.

88B

ChemTreat solutions helped customers save 88 billion gallons of water.

15T

Trojan Technology systems treated and recycled 15 trillion gallons of water.

Our Water Quality handprint

Veralto businesses are actively engaged in efforts to help our customers manage some of the most significant challenges of our time including water scarcity, water safety, severe weather events, and stewardship of other precious natural resources. Along with our customers and the communities we serve, our associates apply their creativity and expertise to positively address these challenges.

Veralto's Water Quality products, services, software and/or solutions enable sustainable outcomes for our customers, as evidenced by the following examples from our businesses.

For a more comprehensive overview of the activities enabled by our Water Quality products, see the Products Data section.



SPOTLIGHT

Enabling responsible water and energy management for AI data centers

As AI driven data center capacity expands, energy and water demands are rising sharply to power and cool this new digital infrastructure. **ChemTreat** partners with large hyperscale data center operators to identify opportunities to reduce environmental impacts while maintaining reliability and uptime.

Across ten hyperscale data center sites, ChemTreat's sustainability assessments and treatment program optimizations have delivered **nearly 110 million gallons of annual water savings** and **more than 20 million kWh of energy savings**. At individual facilities, improvements have included water reductions of up to **47 million gallons per year**, combined with substantial energy efficiency gains — demonstrating how data-driven service analytics and targeted treatment strategies can materially reduce the environmental burdens of data center expansion.

Beyond site-level execution, ChemTreat contributed its on-the-ground expertise to Veralto's "Water Sustainability in Data Centers" white paper, helping define practical strategies for responsible water management in an AI-driven future. This work illustrates how ChemTreat and other Veralto companies provide valuable technical expertise to manage environmental impacts of digital infrastructure growth.

ChemTreat

SPOTLIGHT

Implementing circular water solutions at Marathon

The Marathon Galveston Bay Refinery and their **ChemTreat** team developed a process to support increased production while significantly reducing freshwater demand. The collaboration helped return condensate from the surface condensers to the power plant boiler. This freed up a condensate line, allowing the facility to return reject water to the influent clarifier for reuse, as cooling tower makeup.

As a result, the refinery achieved approximately **1 billion gallons** of water in annual savings. The project demonstrates how ChemTreat's application expertise enables scalable, circular water management solutions for their customers, to reduce freshwater withdrawals, strengthen operational resilience, and support long-term watershed sustainability.

This project earned Marathon a **Power of Water Award**, ChemTreat's annual recognition program for customers who demonstrate a commitment to sustainability.



SPOTLIGHT

Sea-Bird Scientific sensors reveal Antarctic ice shelf dynamics at Thwaites Glacier

Sea-Bird Scientific supported the British Antarctic Survey's MELT project, which focuses on understanding ice–ocean interactions beneath Thwaites Glacier, one of the most critical glaciers influencing future sea-level rise. Studying these dynamics requires highly accurate and robust instrumentation capable of operating in extreme Antarctic conditions.

To meet this challenge, Sea-Bird Scientific's **SBE 49 FastCAT CTD** and **PDIM** were deployed through hot-water-drilled boreholes to measure ocean temperature, salinity, and pressure beneath the ice shelf. The instruments delivered high-resolution data on basal melt rates and ice–ocean interactions, performing reliably in one of the harshest environments on Earth.



The research confirmed that ocean heat is a key driver of melting while also revealing how freshwater layers can both suppress melting locally and contribute to rapid ice-shelf retreat. These insights highlight the complexity of ice–ocean processes and underscore the need for improved models to manage water resources and assess future sea-level risk — demonstrating the critical role Sea-Bird Scientific technology plays in advancing climate and water science.

SPOTLIGHT

Powering the future of weather science on Aconcagua

The project *"Observe & Thrive From the Top of the World"* highlights how **Kipp & Zonen** technology is enabling critical water and atmospheric monitoring in one of the world's most extreme environments. At the peak of Aconcagua — the tallest mountain in the Andes and the highest peak outside Asia — Kipp & Zonen sensors installed on high-altitude weather stations collect essential data to improve scientific understanding of precipitation, weather patterns, and water resources.

Using advanced instruments such as the OTT Pluvio² L and OTT Parsivel², the expedition team led by Dr. Baker Perry measures weather data on the mountain with a high degree of accuracy despite severe conditions. This project demonstrates how Kipp & Zonen's weather analytics solutions enable the collection of environmental data where reliability matters most — advancing global understanding of water and climate systems and supporting sustainable management of high-elevation snowpack and glaciers.

KIPP & ZONEN

If we can have a network on a mountain that is more than a single station, then it really provides a much deeper understanding and awareness that opens the door for all kinds of scientific investigation...to be able to compare what we are seeing on Aconcagua with our other stations that we have installed on Everest, and in Peru and Bolivia."

Dr. Baker Perry, Professor of Climatology, Nevada State Climatologist at the University of Nevada, Reno, Sr. Research Associate at Appalachian State University, and National Geographic Explorer



Water Quality impacts, risks, and opportunities

In preparation for sustainability reporting under CSRD, Veralto conducted a double materiality assessment to identify the impacts, risks, and opportunities relevant to our businesses. The following is a snapshot of the impacts, risks, and opportunities identified for our Water Quality businesses.

IMPACTS

Positive impacts

- Products enable customers to monitor and respond to climate-related impacts (e.g., drought, severe weather), contributing to improved safety, reduced operational disruptions, and greater community resilience
- Products and services enable customers to detect, monitor, and mitigate water pollution
- Customers operating in industries with significant water consumption and water withdrawals use our products and services to optimize the use of water within their operations, helping customers consume less water which reduces water stress
- Products and services enable customers to ensure that water discharges are monitored and treated prior to release into the environment or for public use
- Products and services are used to enhance water quality, which may result in improved water quality in the communities in which customers operate
- Water treated using our products and services enhances the water quality experienced by end-users

Negative impacts

- Due to the reliance on products and services to assess and mitigate water quality issues, there may be adverse effects on both people and the environment if these products or services have defects, inadequate disclosures of risks or fail to meet quality expectations

RISKS

- Due to the reliance on products and services to assess and mitigate water quality issues, we may face legal liabilities, reputational damage and a loss of sales or customers if these products or services have defects, inadequate disclosures of risks or fail to meet quality expectations

OPPORTUNITIES

- 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 may impact 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
- As water stress becomes more critical to businesses and utilities, there will be a growing demand for products and services, which will lead to an increase in sales
- As pollutants continue to emerge and demand for water analysis and treatment products grow, there may be increases in sales of products and services

Water Quality partnerships

We recognize that global water challenges require close collaboration with other experts, non-governmental organizations, and trade associations working together for long-term solutions. Veralto is a corporate member of the following organizations who share our commitment to water stewardship:

International Desalination and Reuse Association (IDRA)
idrawater.org

The Water Council (TWC)
thewatercouncil.com

WateReuse Association
watereuse.org

SPOTLIGHT

Advancing collaboration across the water sector

At **WEFTEC 2025**, North America's largest water quality conference, Veralto's Water Quality companies — **Aquatic Informatics, Hach, McCrometer, Trojan Technologies, and USP Technologies** — connected with utilities, industry peers, and partners around shared water challenges. Their unified presence reflected Veralto's commitment to working across the sector to advance practical, collaborative water solutions.

Through technical demonstrations, integrated "smart utility" scenarios, and hands-on product interactions, teams showed how combining data, technology, and operational expertise can help utilities operate more efficiently and build long-term resilience. By bringing expertise from across its portfolio directly to the water community, Veralto reinforced its role as a trusted, long-term partner focused on shared goals and real-world water quality outcomes.



At WEFTEC 2025, Melissa Kapity, SVP and Chief Segment Officer, Water Quality took the stage for a panel discussion on **"Building Symbiotic Partnerships between Utilities and Industry."**



Surekha Trivedi, SVP Strategy & Sustainability at the 2026 Veolia Stakeholders Assembly. *Photo credit: Christophe Daguet.*

SPOTLIGHT

Shared water stewardship

As part of Veralto's commitment to water stewardship, senior leaders regularly participate in global, multi-stakeholder forums that bring diverse voices together around shared challenges.

Earlier this year, Veralto took part in **Veolia's Stakeholders Assembly**, an international dialogue convening representatives from business, civil society, academia, government, and NGOs to explore environmental security issues, with an expanded focus on water reuse and resource regeneration. The Assembly reflects a growing recognition that secure access to water and the replenishment of natural resources are essential to public health, economic resilience, and long-term sustainability.

By contributing perspectives grounded in real-world customer impact, Veralto continues its support of collaborative, data-driven approaches to complex environmental challenges in alignment with our Unifying Purpose: **Safeguarding the World's Most Vital Resources™.**

Product Quality & Innovation

Safeguarding food and trusted essentials

Our **Product Quality & Innovation** businesses provide a broad set of essential solutions that brand owners in consumer goods, food & beverage, pharmaceutical, and industrial sectors use to accelerate speed to market, reduce material and transportation costs and waste, and support product authenticity, traceability, quality control, and regulatory compliance. By supporting the accuracy and availability of information vital to consumers, Veralto businesses help reduce waste, support market-access requirements, and help mitigate public health risks through efficient product tracking.

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

Esko is a global provider of integrated software and hardware solutions that accelerate the go-to-market process of packaged goods. Esko solutions enable stakeholders to work efficiently and deliver right-first-time packaging and marketing content on time, every time. Esko customers produce packaging for 9 out of the top 10 major brands.

80%

of the top global CPG and pharmaceutical brands use solutions from Product Quality & Innovation businesses

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.

TraceGains, acquired in 2024, provides leading cloud-based software solutions that enable connected data and digital workflow management to help consumer brands meet increasingly stringent compliance and reporting regulations for food and beverage safety and traceability.

Videojet offers technologies that mark and code packaged goods and related consumables. Every day, customers rely on Videojet coding and marking technologies to identify and trace billions of products, helping to protect public safety and supporting product traceability across global distribution chains.

X-Rite Pantone is the global leader in color science and standards, helping brands and manufacturers achieve accurate, consistent color from design inspiration through final production. Combining advanced color measurement instruments, software, appearance solutions, and the world's most widely used color standards, X-Rite Pantone enables organizations to define, communicate, and reproduce color with confidence — improving quality, reducing waste, and accelerating time to market.



- Every day, customers rely on **Videojet** coding and marking technologies to identify and trace **billions of products**, helping to protect public safety and supporting product traceability across global distribution chains.
- Our **PQI solutions** serve a majority of the **top 25 global CPG brands** and a majority of the **top 20 pharmaceutical brands**, enabling confidence and trust in the products consumers use daily.

Our Product Quality & Innovation handprint

Veralto's Product Quality & Innovation businesses are engaged in R&D activities to help our customers advance product safety, compliance, and traceability objectives as they adapt to market demands, evolving regulations, and resource constraints.

Veralto's businesses within Product Quality & Innovation provide products, services, software and/or solutions to help enable sustainable outcomes for our customers, as evidenced by the following examples.

For a more complete overview of the activities enabled by our Product Quality & Innovation products, see the Products Data section.

SPOTLIGHT

Enabling sustainable performance at scale

Videojet recently expanded its relationship with a leading consumer products company to provide their largest chocolate factory with Videojet solutions to help improve line efficiency, reduce costs, and operate more sustainably.

Located in Brazil, this site produces 400 tons of chocolate every day, making it one of the biggest chocolate-making facilities in the world. The 160,000-square-meter facility operates 22 production lines around the clock to deliver iconic chocolate brands around the world.

To optimize this large-scale operation, the factory transitioned to newer Videojet printing technologies that reduce the risk of coding errors **while cutting operating costs by 37%**. Videojet is also providing a dedicated, on-site team of service technicians to ensure equipment runs reliably 24/7. By helping the plant switch to laser marking and coding technology, Videojet is supporting meaningful **reductions in waste, emissions, and energy use**.





> **Our partnership with Videojet has been invaluable. Their in-depth knowledge of coding technologies has enabled us to deliver packaging solutions that meet both technical requirements and consumer expectations."**
>
> **François Gastineau,**
> Senior Application Engineer, Jindal Films

SPOTLIGHT

Advancing sustainable packaging through partnership

As customers increasingly adopt more sustainable packaging materials, ensuring reliable marking and coding performance has become a critical enabler. While essential to meeting sustainability goals, new recyclable flexible films can introduce complexity for date coding, traceability, and product safety.

To support customers through this transition, **Videojet** has developed deep, hands-on expertise in flexible packaging materials, working across commercial, product management, and R&D teams to test, pre-qualify, and adapt technologies for emerging film types. This work is grounded in close collaboration with materials innovators, allowing marking and coding solutions to evolve alongside packaging design.

A standout example is Videojet's partnership with **Jindal Films**, a global leader in recyclable BOPP and BOPE films. Through shared testing, real-world trials, and ongoing technical exchange, the teams jointly addressed performance challenges and validated solutions that support recyclability without compromising code quality or product protection. By engaging early and solving problems together, Videojet enables customers to advance sustainable packaging goals while continuing to help ensure the safety, quality, and authenticity of products relied upon by billions of consumers worldwide.

SPOTLIGHT

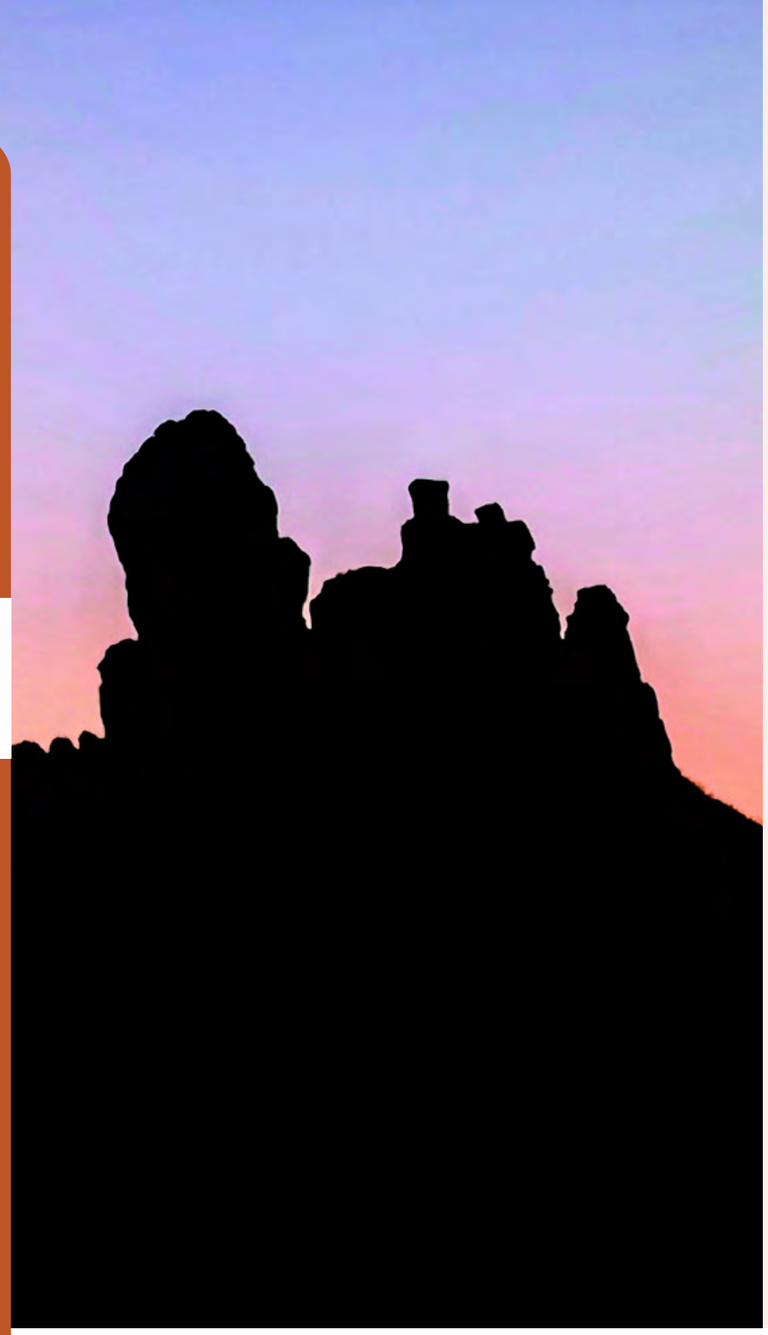
Reducing waste through smarter print production

Offset printers face growing pressure to reduce material waste and operating costs while maintaining consistent print quality — particularly in short-run production environments. Through the acquisition of Rutherford Graphics' North America assets, **X-Rite** expanded its portfolio to include preset and closed-loop press automation solutions, helping offset customers reduce trial-and-error and improve resource efficiency.

By embedding color intelligence early in production workflows, these solutions enable faster setup and color stabilization, and more consistent "right-first-time" printing. In field applications, printers have reported **waste reductions of up to 60%**, faster returns on investment, and measurable decreases in ink, substrate, and energy use. Together, these outcomes demonstrate how X-Rite helps customers reduce waste at scale — strengthening productivity while lowering the environmental impact of print production.



> **By bringing the Rutherford solutions into the X-Rite family, we're delivering a smarter, more connected press automation solution that directly addresses the evolving needs of offset printers. This acquisition allows us to serve our customers with greater efficiency, reliability, and innovation, helping them stay competitive in a fast-changing market."**
>
> **Jeff McKee,** President, X-Rite Pantone



Product Quality & Innovation impacts, risks, and opportunities

In preparation for sustainability reporting under CSRD, Veralto conducted a double materiality assessment to identify the impacts, risks, and opportunities relevant to our businesses. The following is a snapshot of the impacts, risks, and opportunities identified for our Product Quality & Innovation businesses.

IMPACTS

Positive impacts

- Products and services enhance the quality and reliability of food and beverage products, which enhances access to adequate food in communities
- Enhanced traceability of product information supports end-user well-being by enabling better understanding of product health and safety impacts

Negative impacts

- Due to the reliance on products and services to accurately and clearly document critical consumer information, there could be negative impacts to human health if products and services have defects, inadequate disclosure of risks or fail to meet quality expectations

RISKS

- Due to the reliance on products and services to accurately and clearly document critical consumer information, we may face legal liabilities, reputational damage or loss of sales or customers if products and services have defects, inadequate disclosure of risks or fail to meet quality expectations

OPPORTUNITIES

- 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
- Mitigating increased pressure on customers to reduce materials, energy and waste required for their packaging by providing services to help produce sustainable packaging
- Delivering products and services that enhance the quality and reliability of food and beverage products, which in turn strengthens our ability to attract and retain customers

ASSOCIATE PHOTO: Chad Higgins, Hach, *Backside of Devil's Backbone*, Loveland, Colorado, United States

Product Quality & Innovation partnerships

Due to the strong ties of our Product Quality & Innovation businesses with customers in the CPG industry, Veralto is committed to partnering on initiatives advancing sustainable packaging solutions. In 2024, we announced our membership in the Sustainable Packaging Coalition and we more recently became a supplier-level member of the Consumer Brands Association.

Sustainable Packaging Coalition (SPC)
sustainablepackaging.org

Consumer Brands Association
consumerbrandsassociation.org



ASSOCIATE PHOTO: David Stokes, Esko, *Isle of Skye*, Scotland

SPOTLIGHT

Consumer Brands Association

As a supplier-level member of the Consumer Brands Association, Veralto and its PQI businesses engage with federal and state policy committees on issues central to the consumer-packaged goods ecosystem, including ingredient transparency, labeling, and supply chain traceability. This engagement supports both industry alignment and the development of practical, scalable compliance solutions.

SPOTLIGHT

Enabling resource efficiency through packaging innovation and traceability

Esko is enabling measurable sustainability impact through technological innovations that transform how packaging is produced by its converter customers. Its leadership in shifting flexible packaging from gravure to flexo printing enables up to 50% thinner plastic films, already contributing to an estimated 1.3 million tons of annual plastic savings, with an additional 2.8 million tons still achievable as conversion continues.

At the same time, innovations like Crystal Screening and XPS Crystal technology reduce environmental footprint across the production process, cutting ink use by 20% (equivalent to ~60,000 tons annually), preventing harmful waste and protecting critical water resources.

Esko and **TraceGains** also contribute by enabling the data foundation needed for long-term waste reduction and material efficiency. By building a more connected supply chain ecosystem, Esko and TraceGains improve transparency and traceability across complex ingredient and packaging networks. This shared, standardized data layer supports decision-making and helps customers prepare for emerging regulatory requirements, including Europe's **Digital Product Passport** and **Packaging and Packaging Waste Regulation (PPWR)** — supporting compliance, resilience, and continued market access.

TraceGains is further helping companies turn sustainability ambition into practical action by bringing Carbon Insights' science backed ingredient and product intelligence into the everyday decisions that shape supply chains, from sourcing and formulation to compliance. By combining key partnerships with access across 100,000 suppliers and more than 10.5 million digitized supplier documents, TraceGains helps companies quickly identify emissions hotspots, reduce Scope 3 risks, and build more resilient, transparent, lower impact supply chains.

Product stewardship and customer impact

Product stewardship at Veralto reflects our responsibility to manage the environmental and social impacts of our products across their full lifecycle — from design and sourcing through use and end-of-life. Our R&D teams apply stewardship principles early in product development to improve material efficiency, durability, and energy performance. Veralto's businesses also work closely with customers to enable safe, compliant use in demanding applications. Where appropriate, we supplement these efforts with product takeback and recycling programs that help responsibly manage products at the end of their useful life. Together, these actions demonstrate how we translate customer needs and sustainability considerations into practical design choices, operational discipline, and measurable impact.

SPOTLIGHT

Reducing paper waste through digital documentation

Across Veralto's Water Quality segment of companies, product teams are reducing paper waste by rethinking how product information is delivered to customers. By shifting from printed user manuals to digital documentation — while still meeting regulatory and safety requirements — teams are cutting waste and improving access to up-to-date information.

At **Hach**, innovation teams redesigned multilingual manuals to eliminate duplicative content and move non-essential sections online, reducing page counts by nearly 50% for priority documents and removing more than **12 million printed pages per year** across multiple product lines. **Trojan Technologies** transitioned VIQUA owner's manuals to fully digital delivery using QR-code access, eliminating approximately **4 million printed pages per year. Ott and Kipp & Zonen** also introduced streamlined information sheets with QR links for most products, avoiding **about 2.5 million printed pages annually**.

Together, these efforts demonstrate how reducing material use across the product lifecycle can provide clearer, more accessible information for customers.



Associates from **Trojan Technologies** who worked on streamlined VIQUA owner's manuals.

18.5M

pages of paper saved per year

Responsible supply chain

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

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.
- Our UK Modern Slavery Act Statement/Veralto Statement on Slavery and Human Trafficking details our commitment to protecting against violations of human rights in our operations and supply chains.

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 throughout our supply chain.

Supplier risk assessment and 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 leaders review the program status for their respective businesses on a regular basis.

Sustainability due diligence, assessment and monitoring

We have partnered with EcoVadis, a globally recognized provider of business sustainability assessments and ratings, to assess and monitor our direct and indirect supplier sustainability performance. EcoVadis' supplier assessments and ratings methodology includes 21 sustainability criteria grouped under four theme areas:

- Environment
- Labor & Human Rights
- Ethics
- Sustainable Procurement

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 International Organization for Standardization (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 supplier receives could impact the frequency of subsequent EcoVadis assessments or could require the supplier to develop a Corrective Action Plan targeting specific improvement, among other impacts. Please refer to our Sustainable Supply Chain Policy for additional details.

We surpassed our previous goal to have 40% of suppliers (by spend) covered by our EcoVadis responsible supply chain program, achieving 58% coverage in 2025.

We are updating our EcoVadis program goal to have at least 65% of our suppliers covered by the EcoVadis program by the end of 2028.

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.



SPOTLIGHT

Continuous improvement in supplier assessment and monitoring

To strengthen sustainability performance across its supply base, **Videojet** expanded its use of EcoVadis assessments and embedded sustainability more directly into supplier performance management. By the end of 2025, **62.5%** of Videojet's suppliers by spend were EcoVadis rated. Supplier performance has improved year over year, with assessed suppliers scoring an average of 14 points higher than the global benchmark, and more than half achieving scores of 65 or above (>50% greater than the global standard). Several suppliers demonstrated meaningful improvement across successive submissions, reflecting the impact of sustained engagement and capability building.

In parallel, Videojet strengthened supplier risk management by expanding its supplier scorecard to assess 83% of supplier spend, up from 63% in 2024. Together, these efforts demonstrate how Videojet uses structured tools and partnerships to elevate supplier performance, manage risk, and support a more resilient and responsible supply chain.

Occupational health and safety

Veralto's upstream supply chain includes many industries which may have workplace hazards for employees (oil & gas, mining, etc.). If suppliers in these industries fail to provide proper safety training, hazard mitigation, and access to personal protective equipment (PPE) for their workers, or if they operate in regions with limited regulations for worker health and safety, it may negatively impact the well-being of workers.

Veralto's Supplier Code of Conduct stipulates that each supplier must provide a safe and healthy workplace for its employees in compliance with applicable laws and regulations. Each supplier must also have procedures in place to detect and manage potential risks to employees, including appropriate emergency response plans, and must make appropriate safety information relating to hazardous materials available to employees.

Veralto maintains management systems to monitor compliance with its Supplier Code of Conduct. Veralto, in its sole discretion, reserves the right to not initiate a relationship, or to suspend or terminate any existing relationship, with any supplier who does not comply with the Supplier Code of Conduct.

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 all of its businesses. 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 businesses 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.

Working with an independent third party, we conducted a reasonable country of origin inquiry (RCOI) of our supply chain for the year ending December 31, 2025, contacting over 380 suppliers accounting for approximately 90% of our applicable direct material spend for the year. For more information on Veralto's conflict minerals program access our Conflict Minerals Policy Statement or Conflict Minerals Report, or contact us at conflictminerals@veralto.com.

Supply chain continuity planning

Veralto's manufacturing operations utilize 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.

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 believes we have a responsibility to help protect the environment and we manage our environmental footprint with the same rigor we apply to safety, quality, and operational performance.



ASSOCIATE PHOTO: Jessika Schugardt, Kipp & Zonen, *Trees from a special perspective*, Beelitz, Germany

Climate strategy and greenhouse gas emissions

Our environmental initiatives focus on efficiency, risk management, and long-term resilience across our operations and supply chain. Our climate strategy reflects this approach and our continued efforts to reduce energy consumption and greenhouse gas emissions attributable to our operations, products, services, and supply chain.

Veralto is committed to reporting on its environmental impacts in a way that is both transparent and trustworthy. Since 2022, we have increased our scope of reporting for energy consumption and GHG emissions from 70% of our global real estate footprint by area to approximately 99%.

In 2024, we committed to reducing our combined Scope 1+2 GHG emissions[1] by 54.6% from a 2023 baseline by 2033. This target is aligned with a 1.5°C climate change scenario and assumes continued growth of our businesses over time.

As of 2025, we are on track to achieve this objective, having achieved a 22% reduction in total Scope 1+2 GHG emissions from our 2023 baseline.

As part of our commitment to transparency in reporting, Veralto publishes data on the categories of Scope 3 emissions that are relevant to our operations and value chain. We are working to address material Scope 3 impacts over time, and have committed to setting a Science-Based Target in 2026.

For a complete inventory of Veralto's Scope 1, 2, and 3 GHG emissions, see the Planet Data section of this report.

14%

reduction of Scope 1+2 GHG emissions compared to prior year

[1] The portion of Veralto's goal covering Scope 2 GHG emissions refers to Market-Based emissions.



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

Expanding
our use of renewable and zero carbon energy

Increasing
our use of electric, hybrid, and fuel-efficient vehicles in our service fleet

Reducing
our use of fossil fuels through facilities retrofits and increased use of higher-efficiency equipment

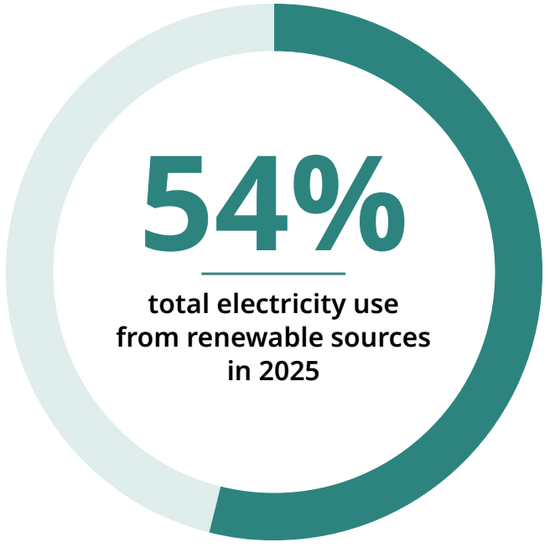
Leveraging
VES tools for the environment to drive continuous improvement in energy efficiency

ASSOCIATE PHOTO: Merlin Loetzner, Hach, *Earth and Water*, Gullfoss, Iceland

Renewable energy and energy efficiency

We are working to implement a variety of energy-saving and emissions-reducing initiatives in our operations. On a revenue-intensity basis, we have decreased our total energy consumption (inclusive of fuel use) by 9% since 2023. In addition, 54% of our electricity came from renewable or zero-carbon sources in 2025, more than tripling our use of renewable energy from the previous year. Our use of renewable energy primarily came through our utilization of green tariff programs and through purchases of Green-e Renewable Energy Certificates (RECs). However, photovoltaic solar panels are in use at some Veralto facilities, and our businesses evaluate opportunities for increased use of on-site renewable energy as part of their ongoing decarbonization and real estate portfolio management activities.

VES tools, particularly the *Energy Management Toolkit*, are important drivers 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.



SPOTLIGHT

Scaling renewable energy at Videojet Zhuhai

The **Videojet** team in Zhuhai, China partnered with the facility's ownership to invest in a shared rooftop solar installation at the site. The completed system is expected to generate approximately 70% of Videojet's electricity consumption at the site, which will reduce utilization of energy from the local grid and allow Videojet to avoid **more than 500 metric tons of GHG emissions each year**. Through shared investment and collaboration, the site has significantly reduced their carbon footprint while improving their operational resilience.



SPOTLIGHT

Low-carbon facility design at new X-Rite headquarters

X-Rite recently celebrated the grand opening of its upgraded EMEA headquarters in Regensdorf, Switzerland — demonstrating how thoughtful facility design can help manage energy use while supporting long-term growth. The new building incorporates solar power, heat-recovery ventilation, and extensive natural lighting, reducing reliance on non-renewable energy, supporting a reduced environmental footprint from operations. Located near the previous site and close to public transit, the move minimized impacts to associate commutes while improving overall efficiency. Everyday practices — such as eliminating disposable cups and paper towels — further reinforce energy- and resource-conscious operations. Together, these investments reflect X-Rite's disciplined approach to climate action, embedding energy efficiency and emissions reduction into physical infrastructure designed for enduring impact.



Regensdorf has always been a cornerstone of our strategy — and with this new site, we're investing in sustainable innovation and laying the foundation for long-term growth."

Mattias Byström, SVP and Chief Segment Officer, Product Quality & Innovation

SPOTLIGHT

Renewable energy adoption across Hach

As an energy-intensive manufacturer with a global footprint, **Hach** cannot always access utility-provided renewable electricity in all regions. In support of Veralto's commitment to reduce Scope 1 and 2 greenhouse gas emissions by 54.6% by 2033, Hach adopted a market-based renewable electricity strategy aligned with corporate guidance.

In North America, Hach purchased and retired 15,000 Green-e® certified Renewable Energy Credits (RECs) through the North American Renewables Registry, covering the full annual electricity consumption of its **Ames**, **Loveland**, and **Romeoville** sites. In parallel, Hach continued expanding direct renewable electricity purchasing globally through green utility programs and power contracts where available.

As a result, renewable electricity now covers **nearly 80% of Hach's global electricity consumption**, serving as a credible bridge while efficiency improvements and infrastructure-based renewable solutions continue to scale.



Climate risks and opportunities

This section includes disclosures required under California Senate Bill 261.

Veralto has undertaken a project to gain a more comprehensive understanding of climate-related risks and opportunities facing our businesses based on the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). Working with a reputable third party, Veralto performed a climate-related physical risk scenario analysis in 2024, accounting for current and future climate scenarios for 12 environmental risks (listed at right) across more than 200 Veralto facilities around the world.

PHYSICAL RISKS	
FLOOD	WILDFIRE
DROUGHT	HEAT STRESS
TROPICAL CYCLONES AND HURRICANES	EXTREME HEAT
STORM SURGE	EXTREME COLD
HAIL	TORNADOES
WIND	SEA LEVEL RISE



ASSOCIATE PHOTO: Arianna Perazzolo, Trojan Technologies, *The moment when water breaks free*, Monterosso, Cinque Terre, Italy

54.6%

target reduction of Scope 1+2 GHG emissions by 2033

This analysis used proprietary geospatial climate analysis and leveraged the Intergovernmental Panel on Climate Change (IPCC)'s SSP1–2.6 (1.5–2°C) and SSP5–8.5 (4–5°C) climate scenarios with projections through 2050. These represent "bookend" scenarios to provide an understanding of the full range of potential implications under the most extreme, but plausible climate futures.

Our analysis identified exposure to several risks in our facilities footprint, largely stemming from increased risk of severe weather events. We are working to quantify these risks in financial terms relating to disruption in business continuity as part of our ongoing enterprise risk management activities.

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

Per the TCFD recommendations to disclose metrics and targets used to assess and manage climate-related risks, Veralto discloses our Scope 1, 2, and 3 GHG emissions. We have adopted a goal to reduce our Scope 1+2 GHG emissions by 54.6% by 2033, and have committed to setting a Science-Based target in 2026. As in 2024, we have received external assurance on our energy consumption and Scope 1+2 GHG emissions data, and have received external assurance on Scope 3 GHG emissions data for the first time in 2025.

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- 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.

We annually examine 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. In 2025, we examined our 70 most water-intensive sites, which accounted for approximately 85% of our water consumption. Through this analysis, we determined that approximately 15% of our water consumption occurs at sites in regions classified as having "High" water risk, and approximately 24% occurs at sites in regions with "Extremely High" water risk. These figures remain unchanged from our prior-year analysis, which examined water risk for 2024.

We are taking several steps to advance our strategy in responsible water management. Veralto 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 participated in the CDP Water Security disclosure for the first time and are working to improve our performance in this scorecard over time. In addition, we are members of The Water Council, which gives us the opportunity to be a voice for water stewardship in the industries we serve.

In 2025, our total water consumption increased less than 1% from 2024, and decreased by approximately 5% on a revenue-weighted basis. Our ability to keep water consumption nearly flat despite a 6% increase in revenue was due to an increased focus on water efficiency across our enterprise, most notably by initiatives at Hach and ChemTreat. In alignment with Veralto's commitments to transparency and good governance, we sought external assurance on our water data for the first time, strengthening confidence in these disclosures.



ASSOCIATE PHOTO: Bhavya Bhardwaj, Hach, *Pavlova Strana Viewpoint*, Šinđon, Montenegro

SPOTLIGHT

Rapid water use management and long-term resilience at Hach Loveland

Entering 2025, the **Hach Loveland** site identified increased water consumption trends at the site as an opportunity for improvement. Teams quickly investigated and corrected high-impact issues — including irrigation leaks, inefficient controls, equipment leaks, and cooling processes — preventing **more than 1 million gallons of annual water loss**. By year-end, these targeted actions helped deliver an **8.2% reduction in water use versus baseline**, completely reversing the upward trend.

Building on these wins, Loveland site also launched a **multi-year landscaping conversion to xeriscaping**, replacing turf with native plants, hardscaping, and water-efficient designs. Once fully implemented, the project is expected to save an additional **1.2 million gallons of water annually**, strengthening long-term water resilience and demonstrating how immediate corrective action and capital planning work together to reduce freshwater demand.

1.2M

gallons of water saved annually



ASSOCIATE PHOTO: Zhang Johnson, Videojet, *Protect our water resources,* Shenzhen, China



SPOTLIGHT

Driving water stewardship at ChemTreat through VES

In 2025, **ChemTreat** dedicated significant time and resources to reducing its overall water footprint, taking a leadership position among Veralto businesses. Because water is an essential raw material for ChemTreat, this commitment represented a unique management challenge, which ChemTreat addressed with executive-level focus as part of its annual *Policy Deployment* process.

Through a structured, business-wide effort, teams developed detailed water balances across manufacturing sites to understand where water was truly consumed and where reductions were possible. To drive execution, ChemTreat embedded internal water savings targets into its *Daily Management* (a VES Foundations tool), supported by site-level action plans, use of the *Problem Solving Process* (another VES Foundations tool), and monthly performance reviews.

As a result, ChemTreat **reduced non-product water use from 49% to 39% of total water consumption, saving more than 900,000 gallons of water** while continuing to meet increased customer demand.

These initiatives also helped drive an **11% increase in associate engagement**, reflecting the strength of our culture of accountability and continuous improvement.

> **Every drop counts, and every person here can make a difference."**

Katie Journigan,
Vice President of Operations, ChemTreat

Waste reduction and circularity

Veralto associates leverage VES tools to identify sources of waste at our sites and to work towards their elimination, reduction, or diversion towards less impactful disposal.

Veralto's total waste generation in 2025 was reduced by 10% from 2024, and by 15% on a revenue-weighted basis. In addition, our proportion of non-hazardous waste diverted to recycling increased from 45% in 2024 to 52% in 2025. For more information, refer to Planet Data.

Veralto is aware that reducing 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. We view product innovation as a powerful opportunity to reduce the amount of material required and waste generated from the production and use of our products.

Additionally, through our partnership with the Sustainable Packaging Coalition, we are engaging with other industry leaders to collaborate on solutions to make packaging more sustainable.

10%

year-over-year reduction in total waste

SPOTLIGHT

Turning everyday waste into measurable impact at Hach Loveland

At the **Hach** Loveland site, teams identified opportunities to reduce landfill waste by addressing both food waste and hard-to recycle plastics through practical solutions.

For food waste, the team started by establishing a reliable organics-diversion process. Beginning in mid-2023, the site investigated and implemented a composting pickup service focused on kitchen food-preparation waste, laying the groundwork for future expansion. Over the first two years of the program, Hach Loveland has diverted **more than 20,000 pounds of food waste** from landfill.

Building on this momentum, the site also launched a separate plastics-diversion initiative to tackle materials not accepted in single-stream recycling. Using clearly labeled collection bins, visual controls, and monthly tracking, the program diverted **approximately 1,200 pounds of plastic in its first full month.**

SPOTLIGHT

Reducing chemical waste with optimized pre-shipment product testing

To ensure every **EZ sc Series analyzer** meets quality expectations before shipment, **Hach** operations historically stocked and managed a wide range of reagents. While technically effective, this approach increased cost, labor, and chemical waste due to material consumption, storage complexity, and waste from expiration.

Hach has since transitioned from individual parameter-specific testing to a standardized, optimized validation approach. Rather than preparing multiple chemistries for each analyzer, a single



representative chemistry (phosphate) is now used to validate all colorimetric and chloride ISE analyzers.

This shift focuses on verifying core instrument performance rather than replicating every application. As a result, Hach significantly reduces reagent consumption, simplifies operations, and minimizes chemical waste, while advancing both environmental sustainability and operational efficiency.

Supplier engagement

Veralto is committed to engaging our suppliers to improve transparency and collaboration. Our businesses work directly with suppliers to encourage the minimization of the environmental impact of our purchased goods and services.

We engage our suppliers on energy efficiency, 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.

Policies that cover Veralto's efforts to engage suppliers on environmental impacts include:

- Sustainability Policy
- Sustainable Supply Chain Policy
- Water Stewardship Policy

People

At Veralto, our unifying purpose — **Safeguarding the World's Most Vital Resources** — comes to life through our people. Our associates design, manufacture, and support the technologies that help customers protect water supplies, ensure food safety, and deliver trusted essential goods around the world.

Our people strategy is designed to enable execution. By investing in leadership, inclusion, development, and well-being, we strengthen our ability to innovate, operate with discipline, and deliver long-term performance.



ASSOCIATE PHOTO: Nancy Rodriguez, ChemTreat, *Growing a Greener Tomorrow*, Suesca, Colombia

Striving for better, together

Our associates are central to how we create value. High-performing, inclusive teams enable innovation, operational excellence, and customer success.

We focus on building an environment where associates are empowered to contribute, grow, and collaborate — while holding ourselves accountable for engagement, safety, and performance.

We align our people practices with Veralto's business priorities, ensuring that talent development, performance management, and leadership behaviors support execution across our businesses.

86%

Inclusion Index score from our annual People Survey

Inclusion and belonging

In an increasingly competitive global labor market, inclusion and belonging are critical to attracting, developing, and retaining talent — and to enabling high-performance teams. We know that diverse perspectives strengthen decision-making, innovation, and customer outcomes.

Veralto's approach to inclusion and belonging is focused on creating a culture where all associates feel respected, supported, and able to bring their authentic selves to work. Our efforts are led by our Vice President, Talent and Corporate Human Resources, in partnership with business leaders and the Veralto Executive Team.

Veralto's Associate Resource Groups

Our Associate Resource Groups (ARGs) play a key role in fostering connection, learning, and allyship across the enterprise. These voluntary, associate-led groups are open to all associates and are aligned with our purpose, values, and business priorities. ARGs provide opportunities for mentorship, professional development, and engagement across regions and functions.

Senior leader sponsorship reinforces the importance of inclusion at Veralto. Members of the Executive Team actively support ARGs by serving as sponsors, participating in events, and engaging directly with associates to deepen understanding and strengthen belonging.

There are five ARGs that are open to all associates in the U.S. and Canada. Additionally, there are four ARGs available to associates in China, Europe, India, and Latin America.



COUNTRY / REGION	ARGs AVAILABLE
U.S. and Canada	**Asian-Pasifika Community** **Black Engagement Network** **Out@Veralto** **Todos** **Women's Inclusion Network**
China	**Ta 力量**
Europe	**Belonging in EMEA**
India	**Shakti**
Latin America	**Latinas Unidas**

Leadership commitment to inclusion

Leadership accountability is essential to sustaining an inclusive culture. Our leaders are expected to model inclusive behaviors, foster trust, and create environments where associates can perform at their best.

In recent years, inclusion-related objectives have been incorporated into performance or development goals for many senior leaders, reinforcing the connection between culture, leadership effectiveness, and business performance. By setting expectations from the top, we help ensure inclusion is embedded in how we lead and how we work together.

We endeavor to cultivate a workplace that is welcoming for all associates — not just because it is the right thing to do, but because we believe it fuels innovation, customer success, business performance, and engagement."

Jennifer L. Honeycutt,
President and CEO

Annual Day of Understanding

In alignment with our Veralto Value "We deliver results as a team..." we invite all our associates to participate annually in the Day of Understanding (DoU) to help cultivate a collaborative culture of high performance. Participation is voluntary and open to all Veralto associates.

DoU provides an opportunity for people leaders to engage their teams in meaningful discussions on topics that, at times, may create barriers to collaboration and business success. DoU is designed to both enhance individual learning and fortify our culture of inclusion and belonging. In 2025, DoU focused on harnessing the power of an intergenerational workplace to foster innovation and creative problem-solving. Veralto's 2026 DoU learning event will focus on mental health and well-being in the workplace.

I find the company culture at Trojan to be multi-cultural and one with respect for each other. The best part about working here is that I am respected, within a professional environment, and that I am always challenged. I find my leader to be understanding and professional. My team is collaborative, respectful, and dynamic."

Nermeen Ibrahim,
Electrical Engineer, Trojan Technologies





Human rights

Respect for human rights is fundamental to how Veralto operates. Our commitment applies across our own operations and throughout our value chain and is articulated in our Sustainability Policy and related governance documents.

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 and Chief Human Resources Officer is responsible for human rights in our direct operations. Veralto's Vice President of Corporate Procurement, who reports to Veralto's Senior Vice President and Chief Financial Officer, is responsible for human rights in our supply chain. We expect our suppliers to uphold the same standards through our Supplier Code of Conduct and Sustainable Supply Chain Policy.

Human rights due diligence is an ongoing process. We use policies, training, monitoring systems, and supplier assessments to identify and address risks related to labor practices, workplace safety, and ethical conduct.



SPOTLIGHT

Building a culture of safety through training and accountability

At the **Videojet** Extrema site, associate health and safety is embedded into daily operations through training, standard work, and shared accountability. This focus on safety reflects a broader commitment to ensuring that every associate can perform at a high level while returning home safely each day.

In May 2025, the Extrema team reached a significant milestone: **three consecutive years (1,095 days) without a single recordable incident**. This achievement was supported by sustained investment in safety training, adherence to standard work processes, and proactive risk management, including the implementation of a full leakage containment system. The site also earned FM Global's **Highly Protected Risk (HPR) certification**, reinforcing the strength of its safety and loss-prevention practices.

The Extrema team's performance demonstrates how leadership commitment, disciplined execution, and continuous focus on safety deliver results. It reflects Veralto's belief that strong safety performance is both a human responsibility and a business imperative.

1,095
DAYS
without a recordable incident

VIDEOJET

Human rights policies and commitments

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.
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 the Sustainable Supply Chain Policy and the Responsible supply chain section of this report for additional details.
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 environment, health, and safety (EHS) function, we are committed to preventing workplace injuries and demonstrating improvement in such incident rates over time. See Veralto's EHS Policy for further detail.
Non-discrimination and anti-harassment	Veralto is committed to equal employment opportunity, 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. We do not tolerate unlawful discrimination or harassment, and our Code of Conduct further expands upon these expectations.
SpeakUp! 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, workers in our value chain, and other persons.

Compensation

We are committed to offering associates competitive compensation that accounts for geography, industry, experience and performance. Veralto and its businesses' 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.

Executive compensation is linked to financial, strategic, and sustainability-related objectives. This alignment reinforces leadership accountability and supports disciplined execution of Veralto's strategy.

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 2026 Proxy Statement.

80%

of our associates participate in our bonus or incentive programs

Pay parity

We have achieved global gender pay parity, as measured by multiple universally recognized standards, and we are committed to maintaining gender pay parity in line with our commitment to **equal pay for work of equal value.**

We regularly review compensation data, using multiple analytical approaches, to identify and address disparities and to maintain pay parity where achieved. Our commitment to pay parity and to ensuring pay decisions are based on merit is firmly entrenched in our value of integrity, grounded in trust and transparency. We proactively monitor, measure, and review our pay practices and take actions toward achieving and maintaining pay parity.

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

Collective bargaining

We have no U.S. associates subject to a collective bargaining agreement. Outside the U.S., Veralto 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.



ASSOCIATE PHOTO: Fabrice Rolland, Hach, *Incredible Encounter*, Maldives

Opportunities to own your ambition

Veralto's culture is built on trust, autonomy, and accountability. We encourage associates to own their career paths, pursue growth opportunities, and apply their ingenuity to solve complex challenges.

Talent planning and internal mobility are strategic priorities. Through programs such as *Veralto Go,* we support movement within and across businesses and regions, expanding development opportunities while strengthening leadership pipelines.

We measure progress through metrics such as internal fill rates, associate sentiment around career and development support and learning and development outcomes, reinforcing our commitment to building talent from within. To support this commitment, we continue to prioritize people leader development so they can coach and support our associates in their career journeys. We also invest in comprehensive talent acquisition capabilities across all levels of recruitment including robust internal and external communications and branding, labor market analytics, advanced sourcing, leading technology, and streamlined processes to ensure we're choosing the best talent for every opportunity across Veralto.

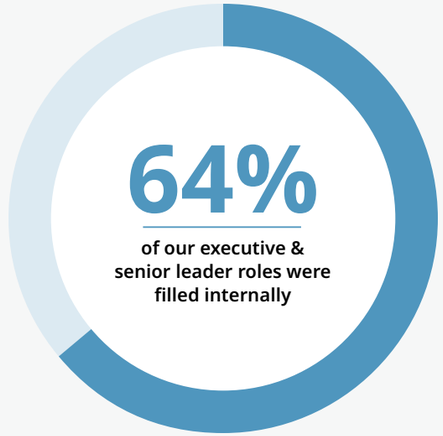
Veralto Go: promoting career mobility

Our commitment to filling roles from within, where possible, makes Veralto an attractive place to grow a career. Joining Veralto opens the door to our network of global businesses making a positive impact on different aspects of life around the world. And because we're united by the same set of operating principles, resources, tools and processes — with VES as our common foundation — associates can move more easily between businesses and regions, providing more opportunities to grow their career, collaborate with counterparts across companies and functions, and take advantage of a wide range of development experiences. Our career development philosophy prioritizes hands-on learning opportunities while also investing in coaching and formal training to help expand associate's skillsets and enhance performance.

The emphasis on personal development and fostering a collaborative, people-focused environment is what makes Veralto truly stand out for me. This journey has only deepened my commitment to growing alongside this incredible organization."

Jimmy Rousseau,
Eastern NA District Sales Manager, Trojan Technologies

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 growing our talent. Our internal *Veralto Go* program reinforces this commitment by encouraging associates to pursue jobs across Veralto, ensuring they receive the necessary support from their leaders as they pursue their career interests and full potential.





Developing talent

Veralto's people leaders play a critical role in fostering engagement, development, and performance. We expect leaders to act as coaches — providing feedback, supporting career growth, and modeling Veralto's values. 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.

Our annual People Survey provides leaders with actionable insights into engagement and effectiveness. Survey results are used to develop targeted action plans and to track improvement over time, reinforcing accountability for culture and leadership behaviors.

At Esko, I feel that I have opportunities to grow. Esko encourages us to explore new career paths, develop skills in new technologies, and pursue innovative opportunities, always fostering collaboration across diverse teams. The greatest value within Esko is certainly its people. You feel part of a big team, where knowledge is shared and individuals' opinions and ideas are valued."

Manuel Merida Angulo, R&D Team Lead, Esko

"At Veralto, I continue to find unmatched encouragement, guidance, and purpose-driven work. The focus on continuous improvement has propelled my growth, while opportunities like earning my MS in Sustainable Management and personalized career coaching enriched my journey. With the support of leaders and unmatched resources, I turned my passion for Sustainability into my current dream role at Videojet."

Melissa Bosnyak, Product Manager, Sustainable Packaging Solutions, Videojet

"I started my career at Hach as a chemist. Never in a million years would I have guessed that the journey would take me to CEO, but it demonstrates that everyone can enjoy a progressive career path given ambition, agility, and hard work."

Jennifer L. Honeycutt, President and CEO



ASSOCIATE PHOTO: Rajasekhar Reddy, Kipp & Zonen, *Sustainable Energy, Engineered*, near Badami, Karnataka, India



Talent Planning and our Pipeline Growth Process

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. As part of our *Pipeline Growth Process* to build a strong pipeline of talent for our most senior and critical roles, dedicated "pipeline owners" are responsible for identifying the pipeline of candidates 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 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

"Performance for Growth" (P4G) is our 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 that Veralto associates are expected to aspire to and are assessed against. Our P4G process encompasses all Veralto associates (with limited exceptions at certain businesses 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 P4G 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.

SPOTLIGHT

Enabling associate development through digital coaching

As Veralto grows and evolves, associates are asked to adopt new standards, tools, and ways of working — often across different roles, businesses, and geographies. Ensuring consistent access to practical guidance is essential to building capability and supporting long-term performance.

To address this need, Veralto developed the **D4G Advisor Agent**, an AI-powered digital coaching tool designed to support associates directly within their daily workflows. The agent provides on-demand, role-agnostic guidance aligned with Veralto's operating principles and priorities, helping associates learn, apply, and reinforce expectations in real time.

By embedding learning into everyday work, the D4G Advisor Agent supports faster onboarding, more consistent application of standards, and broader access to expertise — strengthening associate confidence and capability in service of the customers and communities who rely on Veralto solutions.

15,000+

digital coaching sessions (as of April 30)



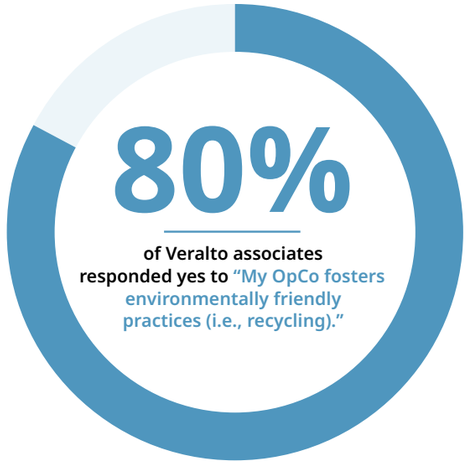
Supporting success, at work and beyond

Associate engagement

Engagement reflects how effectively our culture, leadership, and systems support associates. We track engagement through our annual People Survey and voluntary turnover metrics, using the results to guide continuous improvement.

In 2025, our overall engagement score across Veralto was 78%, a new record-high for Veralto as a standalone enterprise (76% prior year). 84% of our associates voluntarily participated in the survey. Our people leaders' direct supervisor effectiveness score was 82%, putting us in line with the 75th percentile external norm.

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 people leaders set meaningful action plans to close gaps which have resulted in ongoing improvements almost every year.



SPOTLIGHT

Hach celebrates Earth Day 2025

Earth Day 2025 brought **Hach** associates together around shared sustainability themes — water stewardship, waste reduction, energy awareness, and community care — while encouraging each site to focus on locally relevant, associate-driven actions. Across global locations, teams combined education with hands-on activities that reinforced everyday behaviors and long-term sustainability goals.

- In **Berlin**, **Germany**, associates focused on water stewardship under the theme *"Water makes life possible,"* pairing on-site education with a tree-planting initiative that linked water protection to ecosystem restoration.
- In **Loveland**, **Colorado**, **USA** associates participated in a site cleanup, energy-conservation pledges, reusable bag design, seed exchanges, and an eco-fair that reinforced waste and energy reduction practices.

In total, more than 15 sites across North America, South America, Europe, and Asia participated in the festivities. Together, these locally led efforts strengthened engagement beyond a single day, embedding sustainability into Hach's culture and daily work.



SPOTLIGHT

Grassroots action through local leadership

At the **Videojet** Nottingham site, associate-led action is driving meaningful local sustainability improvements. Motivated by a shared desire to reduce environmental impact where they work and live, associates formed a cross-functional Green Team bringing together colleagues from EHS, operations, sales, service, marketing, and product functions.

The team established three focused workstreams to translate passion into action. One workstream addresses facility and office-based improvements, including initiatives to promote local biodiversity, such as the addition of a hedgehog habitat at the site. A second focuses on education — developing training and resources to support more sustainable practices both at work and at home. The third applies a product and supply-chain lens, advancing localized equipment takeback efforts and engaging suppliers on more sustainable alternatives. Together with hands-on community actions, including regular litter-picking events in nearby public spaces, the Nottingham Green Team illustrates how local leadership and collaboration can deliver practical results.





SPOTLIGHT

Turning clean energy expertise into racing success

Solar Team Twente, a student-led engineering team, earned **second place in the 2025 Bridgestone World Solar Challenge**, thanks in part to the help and support from associates at **Kipp & Zonen**.

Accurate environmental data played a crucial role in Solar Team Twente's success racing across 3,021 kilometers of Australian outback. Using real-time wind measurements from a **Lufft WS200 sensor**, the Solar Team Twente team adjusted speed and energy use to take advantage of changing conditions, conserving battery power and improving performance. The experience highlights how precise environmental analytics, systems thinking, and collaboration can turn clean energy into powerful results.

For the associates at Kipp & Zonen, working with Solar Team Twente reinforced our results-oriented culture by embracing the spirit of competition and advancing STEM education, while showcasing innovations in renewable energy.

Well-being

We are committed to supporting associates' physical, mental, and financial well-being. Our benefits and well-being programs are designed to meet diverse needs across regions and life stages and are reviewed regularly to ensure relevance and effectiveness.

Support offerings include health and wellness resources, employee assistance programs, financial planning tools, flexibility where possible, and family-friendly benefits. These investments support resilience, productivity, and long-term engagement.

Actions and policies supporting associate well-being

Tailoring benefits to our associates' needs

Our goal is to best meet our associates' individual 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 health assessment — available through Personify Health, our digital well-being platform for U.S., Canadian, and Puerto Rico-based associates — designed to enable them to gauge their current health status across four domains (weight, physical activity, heart health, and stress) to help determine practical next steps for improvement.

Strengthening financial well-being

Through Fidelity, the administrator of our Veralto Savings Plan (VSP) for our U.S.-based associates, Veralto continues to offer access to a Planning Summary tool that allows associates to track all their accounts in one place to gain a better understanding of their financial health. Specific financial goals, such as an emergency fund, short and long-term savings accounts, or buying a home, can be entered and tracked to ensure associates stay on target. In addition, we provide a digital based financial well-being partner, LearnLux, to our U.S. and Puerto Rico-based associates offering tools, lessons, and guidance to help associates reach their financial goals.
Our Canadian associates have access to PlanRight financial wellbeing assistance through our Canadian RPP / RRSP, administrator, Manulife.

Global Employee Assistance Program

Veralto offers a completely confidential Employee Assistance Program through ComPsych, branded as GuidanceResources. Examples of services that associates can access include counseling for concerns such as stress, anxiety and depression; qualified referrals and resources for daycare, summer camps and household services; and 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. And, for women's health, we offer SWORD's Bloom benefit supporting pelvic health. We also offer 2nd.MD for our U.S.-based associates, a virtual medical expert second opinion service that offers 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. For our associates in the U.S., U.K. and Ireland we also offer Bright Horizons which assists associates with managing their family and work responsibilities by helping to source 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 businesses offering tuition reimbursement and educational assistance programs. We also offer the Veralto Scholarship Program with a focus on reducing the financial burden of higher education costs for dependent children or grandchildren, as of 2026, of full-time Veralto associates around the world. 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 two-, three- or four-year college or university (or the international equivalent) or vocational / technical school.

Community impact

Veralto and our businesses work to ensure we create and share benefits with communities through grant-making, sponsorships, and in-kind contributions. Our community initiatives leverage our technical expertise and the passion of our associates to create positive, lasting impact where we live and work. We also drive impact to organizations in need through charitable giving programs that support initiatives to promote access to clean water and reduce environmental impact from packaging waste.

We respect the rights of local communities and seek to understand and manage the social and environmental impacts of our operations, consistent with our human rights commitments and values.

SPOTLIGHT

Sea-Bird Scientific partners with University of Washington students to explore ocean sensor use in freshwater applications

Sea-Bird Scientific partnered with the **Ocean Technology Program at the University of Washington** to explore how its **Deep SeapHOx™ V2 pH sensor**, traditionally used in oceanographic applications, could perform in a freshwater environment. The collaboration addressed the specific challenge of adapting marine-designed technology to the unique conditions of freshwater ecosystems while also engaging students with exciting career possibilities.

Over a seven-month study, Sea-Bird Scientific associates worked alongside university researchers and students to co-develop best practices for freshwater deployment, validate data through laboratory comparison, and support hands-on learning in sensor operation, data analysis, and experimental design. After comparing their data to the laboratory reference specifications and applying appropriate corrections, the team found the sensor achieved successful measurement accuracy within 0.05 pH units.



Beyond technical outcomes, the partnership created meaningful opportunities for mentorship and real-world learning — helping prepare students to become the next generation of environmental and ocean scientists while strengthening ties between industry and the scientific community.

SEA-BIRD SCIENTIFIC

We have an outreach goal at Sea-Bird Scientific to work with undergraduate and graduate students to drive their education and get them involved with industry early, so they can have an idea of different road maps to different careers within the oceanographic sciences."

Charlie Branham Ph.D.,
Principal Chemist, Sea-Bird Scientific



SPOTLIGHT

Local impact across Latin America

Across Latin America, **Hach** teams translated sustainability priorities into community-based action — connecting water stewardship, waste reduction, and ecosystem protection with local needs and associate engagement.

In **Colombia**, associates combined participation in the global *Walk for Water* initiative with reforestation of a protected area in partnership with a local foundation. Teams also collected non-recyclable plastics to create eco-bricks for sustainable construction projects, while plastic caps were donated to an organization supporting children with cancer. In **Mexico**, associates and their families took part in *Walk for Water* events in Mexico City and Monterrey and donated bottle caps to a foundation supporting children and young adults with cancer.

Additional initiatives across the region — including waste-reduction campaigns and the elimination of single-use plastics in **Brazil**, and river clean-up efforts with municipalities and students in **Chile** — extended sustainability efforts beyond the workplace, reinforcing Hach's commitment to supporting local communities and safeguarding water resources where associates live and work.

Water Environment Federation

SPOTLIGHT

Supporting future water leaders with equipment grants

In 2025, **Hach** continued its commitment to water education through the **Hach Water Quality Equipment Grant**, delivered in partnership with the **Water Environment Federation Stockholm Junior Water Prize**. The program received more than 60 applications, which were reviewed by more than 15 Hach associate volunteers.

Nine schools were selected to receive professional-grade Hach water testing equipment at no cost, giving students access to the tools they need to conduct meaningful water quality research. By supporting hands-on learning and empowering students to investigate real-world water challenges, Hach helps build the skills and confidence of the next generation of water leaders.

SPOTLIGHT

Trojan Technologies gives back to the local community

At its London, Ontario headquarters, **Trojan Technologies** continues to strengthen local community and environmental impact through long-standing partnerships with Green Economy London (GEL) and the London Environmental Network (LEN). These organizations work to advance sustainability, climate action, and community participation across the region.

Since 2023, Trojan associates have partnered with GEL and LEN on annual community clean-ups in local parks, removing **more than 2,600 pounds of waste** from London's green spaces. Associates have also supported local initiatives such as recycling fundraisers and community races that promote environmental awareness and active stewardship. In 2025, Trojan Technologies, GEL, and LEN announced a new two-year commitment to continue their partnership.

By bringing associates and their families together in hands-on volunteer events, Trojan Technologies shows us how local engagement can drive lasting environmental and social impact.



Community is at the heart of everything we do at Trojan Technologies. This is why our Community Impact team creates monthly volunteer opportunities for our London associates — and encourages them to support causes that matter to them personally. Their passion is a powerful reflection of our values in action."

Pete Oveson, President, Trojan Technologies

SPOTLIGHT

Supporting recovery after Hurricane Melissa

When Hurricane Melissa struck Jamaica in October 2025, the immediate impact on local communities — including **Videojet** associates and their families — was severe. In response, Videojet team members across North America mobilized quickly to provide practical support focused on essential needs.

Within a month, hundreds of food and personal care items were collected and additional funds were raised to purchase further needed essentials. Videojet also assembled and donated 27 family care kits, including first-aid supplies and safety materials, helping families address immediate post-storm needs.

This response reflects how our associates act with urgency and accountability in moments that matter — translating care for people into concrete action and supporting community resilience through teamwork and follow-through.



SPOTLIGHT

Partnering with WasteAid to advance local waste solutions

Veralto is proud to partner with **WasteAid**, a UK-based nonprofit, to support community-led waste management programs in **The Gambia and South Africa**, helping address plastic pollution while creating local economic opportunity. Through WasteAid's *First Step Resource Management Programme*, Veralto supports initiatives led by local "wastepreneurs" working alongside municipalities, waste collectors, and community organizations to reduce dumped waste in areas with limited formal waste systems.

These programs focus on diverting plastic waste from waterways and dumpsites for recycling and reuse, expanding access to safe waste collection and storage, and enabling community members to start waste collection businesses by connecting them with buyers of recyclable materials. Education and community engagement are central to the approach, alongside support for creating products made from recycled waste.

By strengthening local capacity and livelihoods, this partnership aligns environmental protection with community resilience in regions facing urgent waste and water challenges.



"Our partnership with WasteAid — through the good they do in addressing the global waste crisis and promoting circularity — is a natural extension of our commitment to global sustainability."

Surekha Trivedi,
Senior Vice President of Strategy and Sustainability

Governance and oversight

Veralto's culture is grounded in integrity, accountability, and sound governance. Our sustainability program reflects this foundation and is embedded within the broader enterprise governance framework that guides how we manage risk, allocate capital, and deliver long-term value.

Strong governance enables disciplined execution. It ensures that sustainability considerations are integrated into strategy-setting, decision-making, and performance management across the enterprise, while maintaining alignment with our purpose, values, and stakeholder expectations.



ASSOCIATE PHOTO: Bart Verdonk, Hach, *Growing with the Wind*, Sint Maartenszee, The Netherlands

Sustainability governance

Oversight of sustainability begins with Veralto's Board of Directors. The Board, either directly or through its committees, is responsible for overseeing our governance framework overall — and our sustainability strategy, risks, and performance as part of its risk oversight responsibilities.

As delegated by the Board, the **Nominating and Governance Committee** of the Board assumes primary oversight responsibility for sustainability matters, coordinating with the Audit and the Compensation Committees as appropriate. The Board reviews Veralto's sustainability program at least annually and receives regular updates on key developments, risks, and performance.

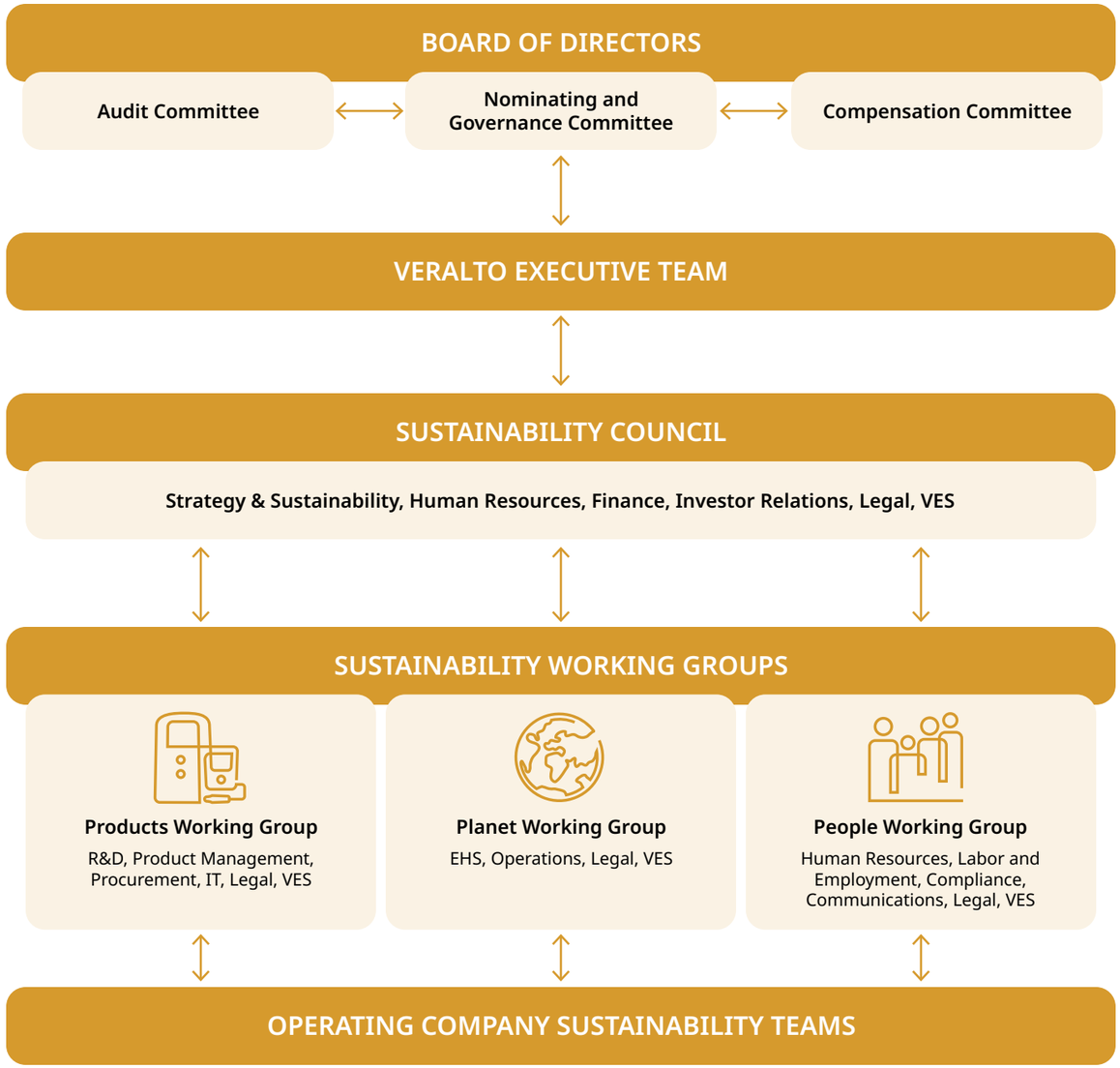
At the managerial level, Veralto's **Senior Vice President of Strategy & Sustainability**, who reports directly to our President and CEO, oversees the sustainability program and chairs the Veralto Sustainability Council. This role is responsible for guiding stategy, coordinating execution, and reviewing and approving Veralto's sustainability reporting.

Veralto's **Sustainability Council** develops and drives our sustainability roadmap. The Council and its working groups includes cross-functional representation from both segments and relevant corporate functions, enabling consistent execution, shared accountability, and the integration of sustainability priorities across the enterprise.

Ultimately, accountability for sustainability outcomes is embedded in Veralto's leadership culture. Our leaders are responsible for not only setting direction, but for delivering results that strengthen performance, reduce risk, and create enduring value over time.

Each governance body meets on a regular basis to review and address sustainability topics.

- **Board of Directors:** Reviews the sustainability program once per year; regularly addresses sustainability topics as needed.
- **Board Committees:** Regularly address sustainability topics as needed.
- **Veralto Executive Team:** Regularly addresses sustainability topics as needed.
- **Sustainability Council:** Meets 6–9x per year.
- **Sustainability Working Groups:** Each working group meets 9–12x per year.



Board and management oversight

Board structure and responsibilities

Veralto's 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 inclusion programs, and human capital oversight
- 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 and responsible use of artificial intelligence (AI) technologies, privacy, compensation policies and practices, sustainability (including climate), governance and conflicts of interest

Our Board is composed of 12 members with diverse experience, perspectives, and global expertise. The Chair and CEO roles are separate, and all members of the Audit, Compensation, and Nominating and Governance Committees are independent, consistent with New York Stock Exchange listing standards and applicable SEC rules. Additional information about the Board and its committees is available in Veralto's Proxy Statement.

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. We conduct an annual self-assessment process to assess in detail the effectiveness of the Board and each of its committees.

Our Board believes that it should collectively embody broad differences in professional experience and skills, global experience, education, and other individual qualities and attributes to serve the long-term interest of our shareholders. Furthermore, the Board does not assign any particular weighting of any characteristic in evaluating nominees and directors.

Approximately 50% of Veralto's Board members represent different genders and/or racial/ethnic backgrounds, and our Board includes a broad range of ages and skills.

- 97% of directors attended all board and committee meetings.
- There were 9 board meetings in 2025.

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 Veralto'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.

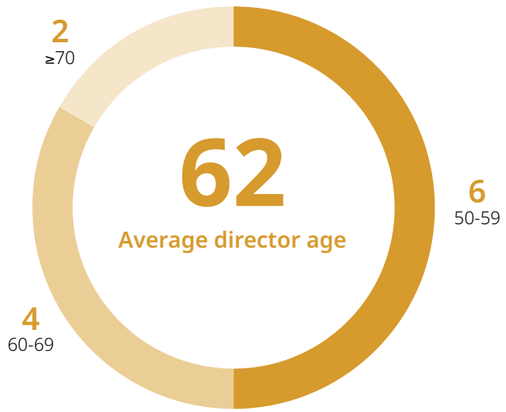
We have enhanced our existing anti-overboarding provisions in our corporate governance guidelines to limit directors who are public company executives to only one additional board membership.

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.

Director demographics

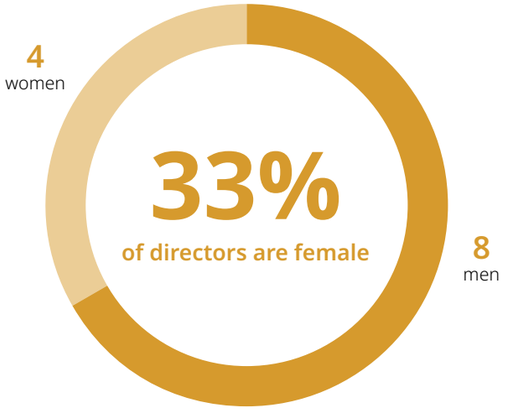
DIRECTOR AGE



DIRECTOR TENURE



GENDER COMPOSITION



RACIAL/ETHNIC COMPOSITION



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	✓	✓		✓	✓		✓					

Risk oversight

Prudent risk management is essential to achieving long-term, sustainable performance. Veralto's **Enterprise Risk Management (ERM) process** is a core management program that enables leadership and the Board to identify, assess, and manage key risks across the enterprise.

Sustainability considerations — such as climate, regulatory change, supply chain disruption, and human capital — are integrated into the ERM process and Veralto's strategic decision-making. This integration ensures that sustainability risks and opportunities are evaluated alongside broader business risks.

Enterprise risk management methodology

At the beginning of the annual process, Veralto communicates the key elements of the ERM program to our segments, businesses, and corporate functions, 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 eight pillars: **operational, strategic — business growth, strategic — regulatory & political, human capital and talent management, climate & sustainability, financial and accounting, compliance,** and **information technology.** The following list includes examples of the types of risks we assess in each of the pillars.

Strategic - Business Growth	• Diminution in Business • Merger & Acquisition Risk • Loss of Intellectual Property
Strategic - Regulatory & Political	• Regulatory Risk • Sovereign / Political Risk
Human Capital and Talent Management Risks	• Competition for Talent / Retention / Bench Strength • Labor and Employment Risk
Operational	• Product Supply / Supplier Risks • Business Continuity and Catastrophic Loss • Operational Laws and Regulations
Climate & Sustainability	• Facility and Carbon Risks • Customer and Reputational Risks
Compliance	• Anti-Corruption and Competition Laws • Import & Export Practices Risk • Privacy
Financial, Accounting, & Reporting	• Accounting Information Risk • Segregation of Duties or Fraud / Theft Risks • GAAP / IFRS Irregularities • Foreign Currency Risk • Taxation Risk
Information Technology	• Cybersecurity • IT Infrastructure and ERP • IT / Data Disaster Recovery

Enterprise risk management process

Each Veralto business assesses its respective risks using the prescribed methodology and communicates the results to its respective segment leadership team. The strength of our enterprise risk management (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.

The overall results from the ERM process are reviewed and discussed by the Veralto ERM Committee, composed of Veralto senior leaders. The ERM Committee reviews the results from the risks identified by the operating companies, identifies key themes, and also decides whether certain risks should be mitigated at a corporate functional level. A final report is presented 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 ERM COMMITTEE

The ERM Committee is composed of certain Veralto Executive Team members and other Veralto senior leaders from Legal, Finance, and IT.

↑

SEGMENTS

- Water Quality
- Product Quality & Innovation

↑

OPERATING COMPANIES

Veralto ERM Process: *Veralto businesses assess and report risks to segment leadership, who then consolidate alongside enterprise-wide risks 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.*

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 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 Veralto business. 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 businesses. Applicable employees are provided cybersecurity 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 its 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.

Responsible use of artificial intelligence

The Board oversees Veralto's use of artificial intelligence (AI) technology, focusing on AI's impacts on increased efficiency and productivity through automation of routine tasks, enhanced decision-making through predictive analytics, and accelerated innovation through rapid analysis of complex datasets. The Board reviews management's policies and procedures regarding AI on at least an annual basis to help ensure the responsible development and use of AI to enhance Veralto's operations, drive innovation and create value for stakeholders, while mitigating key risks.

Veralto has published a Responsible AI Policy to help ensure that AI technology is developed and used ethically, responsibly, and securely.

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 achieve this through our comprehensive privacy program that complies with data privacy regulations, including the European Union General Data Protection Regulation (GDPR) and the California Consumer Privacy Act (CCPA). This program is designed to maintain high standards of compliance through ensuring that privacy is integrated into our systems and processes. We established robust response procedures to promptly address and mitigate any incidents that involve personal data. Additionally, we have clear processes in place to uphold the individual rights of individuals, including the right to access, rectify, erase, restrict processing, and object to the processing of their personal data. Our privacy team is committed to responding to these requests in a timely and efficient manner, ensuring that individuals can exercise their rights with ease and confidence.



ASSOCIATE PHOTO: Yehan Edirisinghe, Linx, *Whispers Below the Matterhorn*, Zermatt, Switzerland

Ethics and compliance

Veralto is committed to conducting business with integrity, transparency, and respect for the law. Our ethics and compliance framework establishes clear expectations for how we operate, how we engage with stakeholders, and how we address concerns when they arise.

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.

The Veralto corporate ethics and compliance function

Veralto's commitment to integrity is reinforced through centrally led ethics and compliance programs and enterprise-wide policies, including our Code of Conduct. These programs deter and prevent unethical behavior through education, awareness, and data-driven risk identification, while fostering a culture of integrity across our organization.

Led by our Vice President and Chief Compliance Officer, the global ethics and compliance function works closely with legal, human resources, internal audit, finance, and other teams to monitor risks, support ethical business practices, and continuously improve program effectiveness. We assess performance through anti-corruption risk assessments, our annual People Survey, and benchmarking against industry best practices.

The responsibilities of our centralized ethics and compliance function include:

- Developing and communicating policies that convey Veralto's expectations and requirements relating to ethics and compliance
- Developing and overseeing implementation of programs and campaigns that increase associates' ethical awareness
- Developing and implementing Veralto's annual Integrity Training
- Leading our anti-corruption and business ethics risk assessment and risk mitigation program
- Managing our confidential Speak Up! reporting helpline, ensuring all investigations are thorough and independent.

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.

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 58 countries. Associates can also file complaints or submit inquiries electronically through veraltointegrity.com, which is available in 16 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 2025, we received and investigated 302 reports. Where appropriate we took disciplinary action, including coaching,

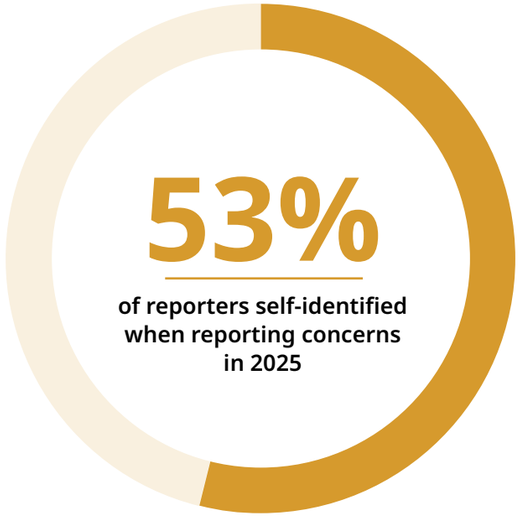
Reporting concerns (cont.)

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 2025, there were 1.8 reports per 100 Veralto associates which was slightly more than in 2024 (1.6 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 2025). In 2025, 53% of total reporters self-identified which was slightly down from 54% in 2024.

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 Fundamentals tools (particularly the Problem Solving Process) as appropriate to develop and implement countermeasures.



Corporate internal audit support

Veralto has a robust corporate internal audit function tasked with validating that proper accounting and accounting-related controls exist throughout Veralto. The corporate internal audit function regularly conducts extensive internal audits to ensure that Veralto's externally reported financial statements are properly prepared according to U.S. Generally Accepted Accounting Principles (GAAP) and to validate the effectiveness of Veralto'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.

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 businesses 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.

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 Integrity Training Program. This program helps all associates understand their legal obligations, Veralto's expectations for ethical behavior, and how to manage risks associated with their roles.

In 2025, the Annual Integrity Training Program included the training courses listed in the following table applicable to associates in the online 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 annual Integrity 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	Veralto Code of Conduct	Data Privacy and Protection	Environment, Health, Safety and Sustainability	Insider Trading	Anti-Harassment and Discrimination	Understanding Information Security and Protection & Info Sec Policy	Trade Compliance
Administrative	✓	✓	✓	✓	✓	✓	
Communications	✓	✓	✓	✓	✓	✓	
Customer Support	✓	✓	✓	✓	✓	✓	✓
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	✓	✓	✓	✓	✓	✓	✓
Veralto Enterprise System Office	✓	✓	✓	✓	✓	✓	

Note: Associates working remote and hybrid in Chicago and their managers (independent of location) are also required to take Active Bystander training.

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 Segments 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

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 business 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 business 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 business 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 business is responsible for the timely completion of all countermeasures resulting from the ABC RAP.

Third-party intermediary 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 business 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 business, any red flags identified during Veralto's due diligence process and ongoing monitoring, whether the partner does business with government entities, and country- or region-specific trends.

Competition and trade compliance

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

Antitrust

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

Import and Export

The countries in which we operate typically regulate how goods are imported and exported. Veralto's Trade Compliance Policy provides guidance on these regulations and requires each business 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.



ASSOCIATE PHOTO: Su Jane Ling, Veralto Corporate, *Purpose in every wave*, Kauai, Hawaii, United States

Political matters

Transparency is foundational to how Veralto conducts business and engages in public policy matters. We are committed to providing timely, accurate, and meaningful information to our stakeholders, supporting accountability and enabling informed decision-making. Open communication fosters trust and reinforces our commitment to integrity, ethical conduct, and regulatory compliance.

We believe effective public policy plays a critical role in supporting innovation, strengthening supply chain resilience, and advancing the delivery of essential solutions to our customers. As a disciplined, transparent, and technically credible enterprise, we engage responsibly where policy decisions affect real-world outcomes.

Political involvement and contributions

Veralto recognizes that political and public policy issues can significantly impact our business, our customers, and the communities where we operate. At the same time, we believe that participation in the political process is a personal choice and should be conducted responsibly and transparently.

As a global leader of water and product quality solutions, Veralto participates in public policy discussions where regulation, standards, and infrastructure decisions directly affect our customers and markets.

Our policy, government affairs, and stakeholder teams operate at the intersection of water quality and food safety, public policy and politics on behalf of Veralto. We engage with policy-makers, regulators, and industry stakeholders to share technical expertise, provide data-driven insights, and contribute to the development of effective science-based policy frameworks.

In 2025, Veralto did not make any donations to political candidates or political action committees in the U.S. or other countries where we operate.

See Veralto's Political Contributions Policy for additional detail of our framework for political engagement activities, including public policy advocacy, lobbying, and trade association participation.

Political involvement

We support the right of our associates to engage in political and civic activities on their own time and at their own expense. Veralto associates are expected to clearly distinguish their personal political views and actions from those of Veralto.

The following rules apply to all political activities by associates:

- Associates may not use Veralto resources to contribute to, support, or oppose any political party, candidate, or ballot measure unless specifically authorized by the Board of Directors, a committee, or as otherwise permitted by law.
- Supervisors and managers may not solicit direct or indirect reports to participate in political activities or make political contributions.

No associates may make a charitable or political contribution with the intent to improperly influence any government official or policy decision.

Political contributions

It is Veralto's policy that no company funds or assets may be used to contribute to or support:

- Any political party or candidate, whether federal, state, or local.
- Any entity operating under 26 U.S.C. Section 527 of the Internal Revenue Code.
- Any entity organized under 26 U.S.C. Section 501(c)(4).
- Any ballot measure or public communication that expressly advocates for the election or defeat of a political candidate ("political purposes").

Any exception to this policy requires the explicit approval of Veralto's CEO.

Trade and industry associations

Veralto participates in certain trade and industry associations as part of our business and advocacy efforts. Our participation in trade associations enables collaboration with customers, industry peers, and policymakers to advance practical, science-based approaches to complex regulatory challenges.

Veralto policy requires that we seek transparency from trade associations regarding the portion of dues used for political or lobbying activities. Trade associations receiving Veralto funds must be informed of this policy.

Environment, health, and safety

A strong commitment to environment, health, and safety (EHS) is fundamental to how we operate our business, how we lead our people, and how we deliver for our customers and shareholders. Our approach to EHS is centered around three principles:

- Promote and protect the health and safety of our associates, contingent workers, visitors, contractors, customers, other business partners, and members of our local communities worldwide;
- Conduct business in an environmentally responsible manner; and
- Operate in compliance with all applicable EHS-related laws and regulations.

Veralto defines how we implement the goals of our EHS program through our EHS Policy. This policy specifically addresses a range of EHS topics including our overall EHS framework, establishing compliance with standards, monitoring execution, reducing risk, measuring performance, communicating expectations, and driving accountability. Veralto's EHS governance is overseen by the Senior Vice President and Chief Legal Officer, who has executive responsibility for EHS performance and strategy. Under this leadership, the Veralto EHS team establishes organization-wide policies, conducts compliance monitoring, and reports regularly to senior management to drive accountability, provide transparency, and deliver on our commitment to continuous improvement.

Managing and mitigating pollution

Veralto companies operate manufacturing facilities which handle chemicals. Operations do not trigger point-source pollution, and incidental releases are prevented through a variety of risk assessment and control processes. The Veralto EHS team and individual operating companies routinely assess site EHS systems, culture and performance to ensure effectiveness. These assessments are conducted by a combination of both internal and external resources. Assessments vary in scope and may include topics related to:

- Regulatory Compliance
- Compliance with Veralto EHS Standards
- Leadership Engagement in EHS Performance
- Communication and Training Activities
- Risk Assessment and Risk Mitigation

Sites follow through with corrective actions to address deficiencies identified during the course of these monitoring activities. Actions are tracked at the Veralto and operating company levels. Additionally, sites with ISO14001 certifications use their certification framework to manage actions and ensure effectiveness.

A summary of Veralto's approach to mitigating pollution is contained in the Veralto Sustainability Policy.



ASSOCIATE PHOTO: Jen St. Louis, Trojan Technologies, *Backyard Hummingbird*, Elmira, Ontario, Canada

Environment, health, and safety (cont.)

EHS audit program

Our EHS audit process is grounded in a risk-based approach to ensure compliance and continuous improvement. We are implementing this approach to EHS audits by developing operational risk profiles to focus on areas of greatest impact and opportunity. In 2025, we conducted risk-focused third-party EHS audits across our operations and look for opportunities to refine our methodology to enhance effectiveness in future years.

Our audit process integrates structured self-assessments, jurisdiction-specific regulatory requirements, and on-site evaluations carried out by internal EHS teams and independent third parties. Approximately 25% of our EHS significant sites undergo in-person third-party audits annually. Observed deficiencies are documented, communicated to site leadership, and tracked by corporate EHS to ensure timely resolution. This approach not only identifies and corrects deficiencies but also promotes the sharing of best practices across our operations.

EHS training, education, and best practice sharing

All associates participate in annual EHS awareness training which provides information on our commitment to EHS principles. This annual training is designed to help ensure an understanding of EHS compliance obligations, actively promote an EHS culture of accountability and engagement, and cover EHS topics such as hazard recognition, risk management, ergonomics, workplace violence and incident protocols. In addition, employees receive EHS training related to their specific job functions. This training is completed prior to undertaking related job tasks, and supervisors should validate learning through observation or hands-on practice. In some cases, periodic refresher training is required and conducted on an established frequency. Training is completed in accordance with site-specific safety training procedures and complies with Veralto as well as local regulatory requirements.

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

We use an EHS information management system 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: Curtis Borchers, TraceGains, *Aurora Borealis Over the Plains of Nebraska*, Battle Creek, Nebraska, United States

Policies and statements

Veralto sustainability-related policies and statements

Environment, health, and safety (EHS)	• Environment, Health, and Safety Policy
Ethics and compliance	• Code of Conduct • Anti-Corruption Policy • Responsible Artificial Intelligence Policy • Customer Trip Policy • Gift & Entertainment Policy • Global Tax Strategy • Veralto Whistleblowing Policy • Political Contributions Policy • Privacy Policy • Speak Up! Helpline
Supply chain, channel partners, and trade compliance	• Sustainable Supply Chain Policy • California Transparency in Supply Chains Act of 2010 • Channel Partner Code of Conduct • Conflict Minerals Policy • Iran Trading Policy • Supplier Code of Conduct • UK Modern Slavery Act Statement / Veralto Statement on Slavery and Human Trafficking
Sustainability	• Sustainability Policy • Sustainability Mission Statement • United Nations Global Compact Participant • Water Stewardship Policy



ASSOCIATE PHOTO: Steven Tepe, Hach, *Autumn*, Greensboro Bend, Vermont, United States

Appendix

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ASSOCIATE PHOTO: Jen St. Louis, Trojan Technologies, *Westfjords*, Iceland

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, 2025 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 2025 fiscal year.
- We have obtained independent assurance of sustainability data included in the Planet data, People data, and Governance and accountability data tables for the year ending December 31, 2025. For more details, see the Independent Assurance Statement. Assurance was provided in accordance with the ISAE 3000 standard. Uncertainties are inherent in collecting data from a wide range of facilities and operations in a global company such as Veralto. 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, Scope 1+2 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, 2025 through December 31, 2025 that were within our operational control over such period, and (2) vehicles owned or leased by Veralto during 2025. With respect to any locations owned or leased from January 1, 2025 through December 31, 2025 that were within our operational control and for which data was not collected, we accounted for energy and fuel consumption through estimation based on facility size, use, and location using intensity values and linear extrapolation.
- Stationary energy usage and Scope 1+2 GHG emissions metrics are based on available activity data of fuel consumed on-site, purchased energy, renewable energy generated on-site at Veralto or Veralto business-owned or -leased facilities. Estimated energy consumption and GHG emissions include purchased electricity and stationary combustion. Stationary 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.
- Mobile energy usage and Mobile Scope 1 GHG emissions metrics are based on available activity data for fuel consumed through the operation of Veralto business-owned or -leased vehicles. For vehicles for which fuel consumption data was not available, we accounted for vehicle use based on vehicle mileage as reported through service and lease records, and applied manufacturers' vehicle-specific fuel economy ratings.
- Scope 1+2 GHG emissions data for the year ending December 31, 2025 have been independently assured by a third party against the World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2) and the GHG Protocol Scope 2 Guidance, an amendment to the GHG Protocol Corporate Standard. These emissions were calculated using emissions factors provided by the United States Environmental Protection Agency, the United Kingdom Department for Environment, Food & Rural Affairs (DEFRA), Environment Canada, and the International Energy Agency. Scope 3 GHG emissions data for the same period was independently assured against the WRI/WBCSD Corporate Value Chain Accounting and Reporting Standard (Scope 3). See Independent Assurance Statement for additional details.
- 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.

Products data: Water Quality segment

ALIGNMENT WITH SUSTAINABLE DEVELOPMENT GOALS

WATER ANALYTICS



WATER TREATMENT



WATER QUALITY PRODUCTS IN THE VALUE CHAIN

ENVIRONMENTAL	MUNICIPAL	USE	MUNICIPAL	ENVIRONMENTAL
Environmental Mgt. / Water Resources	Drinking Water	Commercial & Industrial Use	Wastewater	Water Discharge
HACH, KIPP & ZONEN, Ott	HACH	HACH	HACH	HACH, Ott
Water / Wastewater & Environmental Testing				
	TROJAN technologies	TROJAN technologies	TROJAN technologies	
	Water / Wastewater Treatment			
		ChemTreat	ChemTreat	
		Industrial Water Treatment		

Example activities enabled by operating company products

ENVIRONMENTAL	MUNICIPAL	USE	MUNICIPAL	ENVIRONMENTAL
Solar radiation measurement (Kipp & Zonen) Connected water analytics (Ott)	Desalinization operations (Hach) Smart metering devices (McCrometer)	Water analytics (Hach) Water treatment for industrial use (ChemTreat, Trojan) Smart metering devices (McCrometer)	Wastewater treatment operations (Hach, Trojan)	Environmental remediation technologies (Hach) Water discharge and sewer overflow (Ott)

Products data: Product Quality & Innovation segment

ALIGNMENT WITH SUSTAINABLE DEVELOPMENT GOALS

PRODUCT QUALITY & INNOVATION PRODUCTS IN THE VALUE CHAIN

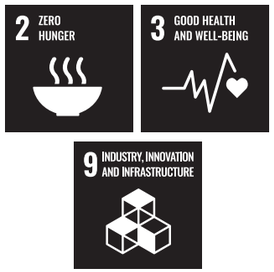


FARMS & INGREDIENT SUPPLIERS	FOOD SCIENTISTS	BRAND OWNERS	DESIGNERS & AGENCIES	PRE-MEDIA SERVICES	PRODUCTION/ CONVERTERS	FILLING PLANTS	RETAIL SHELF
Ingredient Sourcing & Compliance	Formulation & Nutritional Labeling	Packaging Strategy	Packaging Design	Production Preparation	Packaging Production	Inline Marking & Coding	Product Assurance
TRACEGAINS	TRACEGAINS	esko, x-rite PANTONE®	esko, x-rite PANTONE®	esko	esko, x-rite PANTONE®		TRACEGAINS
Source & Develop Product		Design		Production			Assurance
						LINX, VIDEOJET	LINX, VIDEOJET

PACKAGING & COLOR



MARKING & CODING



Example activities enabled by operating company products

"Source to shelf" assurance (TraceGains)	"Source to shelf" assurance (TraceGains)	Industrial automation technologies (Esko)	Industrial automation technologies (Esko)	Industrial automation technologies (Esko)	LED lighting technologies (X-Rite Pantone)	Track and trace capabilities (Videojet, Linx)	Track and trace capabilities (Videojet, Linx)

Planet data summary[1]

Category	Metric	Unit	2021	2022	2023	2024	2025
Energy Use[2]	Total Energy Use	MWh	178,532	180,562	213,488	204,414	217,245
	Total Energy Use (intensity)	MWh per million USD revenue	37.4	36.9	42.5	39.4	39.5
	Direct Energy Use	MWh	123,540	126,220	151,236	140,779	152,224
	Indirect Energy Use	MWh	54,992	54,342	62,251	63,635	65,021
	Proportion of Total Electricity Use from Renewable Sources[3]	%	—	—	9%	17%	54%
Greenhouse Gas (GHG) Emissions[4,5]	Total GHG Emissions, Scope 1 and 2 Market Based	Metric tons CO_2e	50,526	50,247	58,496	53,606	45,872
	Total GHG Emissions, Scope 1 and 2 Market Based (intensity)	Metric tons CO_2e per million USD revenue	10.6	10.3	11.7	10.3	8.3
	GHG Emissions, Scope 1	Metric tons CO_2e	28,665	28,933	36,237	33,151	36,114
	GHG Emissions, Scope 1 (intensity)	Metric tons CO_2e per million USD revenue	6.0	5.9	7.2	6.4	6.6
	GHG Emissions, Scope 1 — Stationary	Metric tons CO_2e	—	—	9,354	8,888	9,314
	GHG Emissions, Scope 1 — Mobile	Metric tons CO_2e	—	—	26,883	24,263	26,801
	GHG Emissions, Scope 2 Market Based	Metric tons CO_2e	21,861	21,315	22,259	20,455	9,758
	GHG Emissions, Scope 2 Market Based (intensity)	Metric tons CO_2e per million USD revenue	4.6	4.4	4.4	3.9	1.8
	GHG Emissions, Scope 2 Location Based	Metric tons CO_2e	21,703	21,588	23,968	24,450	23,655
	GHG Emissions, Scope 2 Location Based (intensity)	Metric tons CO_2e per million USD revenue	4.5	4.4	4.7	4.7	4.3
	Total GHG Emissions, Scope 3	Metric tons CO_2e	—	—	1,615,712	1,517,955	1,444,437
	Total GHG Emissions, Scope 3 (intensity)	Metric tons CO_2e per million USD revenue	—	—	322	292	262
	GHG Emissions, Scope 3, Category 1 — Purchased Goods and Services	Metric tons CO_2e	—	—	553,521	509,681	493,302
	GHG Emissions, Scope 3, Category 2 — Capital Goods	Metric tons CO_2e	—	—	4,435	4,587	4,639
	GHG Emissions, Scope 3, Category 3 — Fuel- and Energy-Related Activities (Market-Based)	Metric tons CO_2e	—	—	13,614	12,630	11,213
	GHG Emissions, Scope 3, Category 4 — Upstream Transportation and Distribution	Metric tons CO_2e	—	—	98,522	80,221	91,160
	GHG Emissions, Scope 3, Category 5 — Waste in Operations	Metric tons CO_2e	—	—	1,604	2,324	1,790
	GHG Emissions, Scope 3, Category 6 — Business Travel	Metric tons CO_2e	—	—	14,742	19,920	24,703

1. 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."
2. In order to establish a Greenhouse Gas Emissions inventory that more fully captured our scope of operations, we increased our scope of reporting for energy consumption and GHG emissions to include approximately 95% of our global real estate footprint by area in 2023 and approximately 99% in 2024, an increase from approximately 70% in 2022's reporting.
3. Renewable sources include purchased renewable energy and renewable energy in local grid mixes; it does *not* include nuclear power.
4. In 2024 and 2025, we expanded and refined our data collection and measurement practices for Scope 3 GHG emissions. In order to ensure data accuracy and methodological continuity, we revisited our FY 2023 and 2024 analyses, resulting in changes to figures presented in previously published reports.
5. Scope 3 figures for 2023 and 2024 have been recalculated to align with methodological enhancements instituted for 2025 reporting. Reported Scope 3 emissions are are location-based, except as noted.

Planet data summary, continued

Category	Metric	Unit	2021	2022	2023	2024	2025
Greenhouse Gas (GHG) Emissions[4,5], continued	GHG Emissions, Scope 3 , Category 7 — Associate Commuting and Telecommuting (Market-Based)	Metric tons CO_2e	—	—	23,372	25,189	26,347
	GHG Emissions, Scope 3, Category 9 — Downstream Transportation and Distribution	Metric tons CO_2e	—	—	14,143	12,122	10,449
	GHG Emissions, Scope 3, Category 11 — Use of Sold Products	Metric tons CO_2e	—	—	883,435	843,274	770,729
	GHG Emissions, Scope 3, Category 12 — End of Life Treatment of Sold Products	Metric tons CO_2e	—	—	2,688	2,675	3,289
	GHG Emissions, Scope 3, Category 15 — Investments	Metric tons CO_2e	—	—	5,637	5,333	6,816
	Note: Categories 8, 10, 13, and 14 are not material to Veralto's business.						
Waste Generated[6,7]	Total Waste Generated	Metric tons	7,024	6,692	7,829	8,964	8,072
	Total Waste Generated (intensity)	Metric tons per million USD revenue	1.5	1.4	1.6	1.7	1.5
	Total Non-Hazardous Waste	Metric tons	5,210	4,676	6,018	6,500	5,943
	Recycled	Metric tons	—	—	3,437	2,950	3,085
	Incineration with Energy Recovery	Metric tons	—	—	555	533	567
	Incineration without Energy Recovery	Metric tons	—	—	35	53	61
	Landfill	Metric tons	1,965	1,631	1,991	1,969	2,082
	Deep Well Injection	Metric tons	—	—	—	995	147
	Unspecified Diversion from Landfill	Metric tons	3,244	3,045	—	—	—
	Total Hazardous/Regulated Waste	Metric tons	1,814	2,017	1,811	2,464	2,129
	Recycled	Metric tons	—	—	791	809	623
	Incineration with Energy Recovery	Metric tons	—	—	331	309	238
	Incineration without Energy Recovery	Metric tons	—	—	354	838	855
	Landfill	Metric tons	709	784	335	508	413
	Unspecified Diversion from Landfill	Metric tons	1,105	1,233	—	—	—
	Non-Hazardous Waste Diversion Rate	% of waste generated diverted from landfill	—	—	57%	45%	52%
	Hazardous/Regulated Waste Diversion Rate	% of waste generated diverted from landfill	—	—	44%	33%	29%
Water Use[8]	Total Water Consumption	Cubic meters	263,878	249,678	258,789	281,070	283,879
	Water Discharge to Sewer	Cubic meters	—	—	—	206,553	201,948
	Total Water Use (intensity)	Cubic meters per million USD revenue	55.3	51.1	51.5	54.1	51.6

4. In 2024 and 2025, we expanded and refined our data collection and measurement practices for Scope 3 GHG emissions. In order to ensure data accuracy and methodological continuity, we revisited our FY 2023 and 2024 analyses, resulting in changes to figures presented in previously published reports.
5. Scope 3 figures for 2023 and 2024 have been recalculated to align with methodological enhancements instituted for 2025 reporting. Reported Scope 3 emissions are are location-based, except as noted.
6. In 2023, we undertook an enterprise-wide program to expand our waste tracking efforts. In 2024, we began tracking the quantity of water discharged through deep well injection, which we are reporting as waste. Waste data shown is for Veralto facilities for which information is available. In 2025, these facilities accounted for approximately 75% of Veralto's total real estate footprint by area.
7. Waste diversion rates have been recalculated for 2023 and 2024 to align with GRI reporting guidelines. Diversion rate is calculated as the amount recycled divided by total waste generated. Historical diversion rates for 2021 and 2022 have been removed.
8. Metered water data was used where available. Where such data was not available, we calculated water discharges based on other metered water use and/or estimated water consumption and discharge based on facility size and use.

People data summary[1,2]

Category	Metric	Unit	2021	2022	2023	2024	2025
Associate Demographics	Total Associates (Global)	# of associates	16,000	16,000	16,000	17,000	17,000
	North America	# of associates	6,000	6,000	6,000	6,500	6,500
		% of total	38%	38%	38%	38%	38%
	Western Europe	# of associates	5,000	5,000	5,000	5,000	5,000
		% of total	29%	29%	31%	29%	29%
	High Growth Markets	# of associates	5,000	5,000	5,000	5,000	5,000
		% of total	32%	32%	31%	29%	29%
	Other Developed Markets	# of associates	<1,000	<1,000	500	500	500
		% of total	1%	1%	3%	3%	3%
	Full Time Associates (Global)	# of associates	15,600	15,000	15,500	16,500	16,500
	Part Time Associates (Global)	# of associates	500	1,000	500	500	500
	Temporary Workers (Global)	# of associates	200	200	200	100	100
	Unionized Associates (U.S., hourly-rated)	# of associates	<10	<10	0	0	0
	Associates Covered by Collective Bargaining Agreement (CBA) and/or Works Council (Global)	# of associates	—	—	—	5,400	4,200
		% of total	—	—	—	32%	25%
	Associate Tenure (Global Average)	Years	8.4	8.5	8.6	8.5	8.7
	Countries With Veralto Locations	# of countries	61	63	64	64	63
	Languages Spoken by Associates[3]	# of languages	—	>20	17	17	17
	18–20 years old (Global)	% of associates	0%	0%	0%	0%	0%
	21–30 years old (Global)	% of associates	14%	14%	13%	14%	13%
	31–40 years old (Global)	% of associates	33%	33%	31%	31%	32%
	41–50 years old (Global)	% of associates	26%	27%	27%	27%	28%
	51–60 years old (Global)	% of associates	20%	20%	21%	20%	20%
	61–64 years old (Global)	% of associates	4%	4%	5%	5%	5%
	65+ years old (Global)	% of associates	2%	2%	2%	2%	2%
Internal Fill Rate	Executives & Senior Leaders	% of open roles filled internally	77%	80%	73%	68%	64%
	Management	% of open roles filled internally	74%	74%	81%	75%	75%

1. 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."

2. "Executives & Senior Leaders," "Management" and "Non-Management" are mutually exclusive categories and are the three highest-level categories we use to classify all full-time and part-time associates. The terms "Management" and "Non-Management" replaced the terms "Leaders" and "Individual Contributors" respectively in 2024 to more accurately reflect he roles of the associates included in each category.

3. Decrease in # of languages in 2023 due to change in configuration of HR management software following spin off from former parent company.

People data summary, continued

Category	Metric	Unit	2021	2022	2023	2024	2025
New Hires	Total External New Hires (Global)	# of associates	3,200	2,200	2,400	2,400	2,100
	North America	# of associates	1,300	1,000	1,000	900	800
	Western Europe	# of associates	600	500	600	600	500
	High Growth Markets	# of associates	1,200	700	900	900	700
	Other Developed Markets	# of associates	<50	<50	<50	<50	<50
	Global Women New Hires	% of total global external new hires	39%	37%	36%	34%	34%
	U.S. People of Color New Hires	% of total U.S. external new hires	38%	48%	37%	35%	31%
	U.S. Diverse New Hires (women and/or people of color)	% of total U.S. external new hires	59%	65%	58%	56%	52%
Turnover	Voluntary Turnover	% of associates	9%	11%	8%	7%	6%
	Involuntary Turnover	% of associates	6%	6%	5%	5%	6%
	Total Turnover	% of associates	15%	17%	14%	12%	12%
Engagement	Engagement Index[4]	%	78%	70%	71%	76%	78%
	Engagement Index Improvement/Decline (vs. prior year)	Percentage points	0	-8	+1	+5	+2
	Inclusion Index	%	87%	86%	85%	85%	86%
Training & Development[5]	Associates Who Completed Career or Skills-related Training as tracked in Learning Management System	% of associates	—	—	47%	30%	41%
	Executives & Senior Leaders	% of associates	—	—	72%	67%	81%
	Management	% of associates	—	—	73%	50%	60%
	Non-Management	% of associates	—	—	43%	26%	37%
	Average Online Training Hours Completed per Year (Global)	Hours per associate	—	—	5.9	3.6	6.4
	Executives & Senior Leaders	Hours per associate	—	—	11.4	21.3	23.8
	Management	Hours per associate	—	—	11.8	7.6	9.3
	Non-Management	Hours per associate	—	—	4.9	2.6	5.6
Performance	Associates Who Received a Performance Review[6]	% of associates	—	93%	92%	90%	94%

4. Engagement Index calculation method was changed in 2024 to align our People Survey with the Qualtrics EX25 engagement model.
5. Training & Development data does not include Veralto annual compliance training.
6. As of 2024, the performance metric includes all associates, not just those eligible for review. This aligns with other metrics in the report and may result in a lower reported rate compared to prior years.

People data summary, continued

Category	Metric	Unit	2021	2022	2023	2024	2025
Pay Parity	U.S. Women Weighted Median Base Pay vs. Male Associates	%	—	100%	100%	100%	100%
	U.S. Black, Asian and Hispanic/Latinx Weighted Median Base Pay vs. White Associates	%	—	100%	100%	100%	100%
	Gender Pay Gap[7]	%	—	—	—	—	100%
CEO Pay Ratio	Ratio of Total Annual Compensation of CEO to Global Median-paid Associate[8]	Pay ratio	—	—	—	196	231
Diversity Representation[9]	Global Women	% of total	31%	32%	32%	32%	33%
	Executives & Senior Leaders	% of total	28%	30%	32%	33%	34%
	Management	% of total	28%	28%	29%	29%	29%
	Non-Management	% of total	32%	33%	33%	33%	33%
	North America	% of total	30%	31%	32%	32%	33%
	Western Europe	% of total	28%	31%	31%	31%	31%
	High Growth Markets	% of total	34%	34%	35%	34%	35%
	Other Developed Markets	% of total	26%	26%	25%	24%	26%
	U.S. People of Color	% of total	24%	27%	27%	27%	27%
	Executives & Senior Leaders	% of total	22%	21%	22%	21%	21%
	Management	% of total	21%	21%	22%	23%	22%
	Non-Management	% of total	25%	28%	28%	28%	28%
	U.S. Associates	# of associates	5,300	5,200	5,300	5,500	5,500
	White	% of total	70%	68%	68%	68%	67%
	Executives & Senior Leaders	% of total	74%	75%	73%	73%	73%
	Management	% of total	74%	73%	72%	71%	72%
	Non-Management	% of total	69%	67%	67%	67%	66%
	Asian	% of total	6%	6%	7%	7%	7%
	Executives & Senior Leaders	% of total	11%	11%	10%	9%	8%
	Management	% of total	7%	7%	8%	8%	7%
	Non-Management	% of total	6%	6%	6%	7%	7%

7. Global Gender Pay Gap reflects Weighted Median Base Pay for Women Associates vs Male Associates globally.
8. See 2026 Proxy Statement, Pay Ratio Disclosure for explanation of calculation method.
9. All data under the category "Diversity Representation" includes full-time and part-time associates.

People data summary, continued

Category	Metric	Unit	2021	2022	2023	2024	2025
Diversity Representation[9], continued	Hispanic/Latinx	% of total	10%	12%	11%	11%	11%
	Executives & Senior Leaders	% of total	7%	5%	4%	5%	5%
	Management	% of total	6%	6%	7%	8%	7%
	Non-Management	% of total	10%	12%	12%	12%	12%
	Black	% of total	6%	7%	7%	6%	7%
	Executives & Senior Leaders	% of total	3%	3%	4%	5%	5%
	Management	% of total	4%	5%	5%	4%	4%
	Non-Management	% of total	6%	7%	7%	7%	7%
	American Indian/Alaskan Native	% of total	<1%	<1%	<1%	<1%	<1%
	Executives & Senior Leaders	% of total	<1%	<1%	<1%	<1%	<1%
	Management	% of total	<1%	<1%	<1%	<1%	<1%
	Non-Management	% 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%
	Management	% of total	<1%	<1%	<1%	<1%	<1%
	Non-Management	% of total	<1%	<1%	<1%	<1%	<1%
	Two or More Races/Ethnicities	% of total	2%	2%	2%	2%	2%
	Not Specified	% of total	6%	5%	5%	5%	6%
Health & Safety[10]	Total Recordable Incident Rate (TRIR)	*See accompanying "Notes"*	0.43	0.55	0.53	0.52	0.39
	Days Away, Restricted or Transferred (DART)	*See accompanying "Notes"*	0.28	0.40	0.40	0.34	0.26
	Contractor Fatalities	# of contractors	0	0	0	0	0
	Associate Fatalities	# of associates	0	0	0	0	0

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

10. "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.

Governance and oversight data summary[1]

Category	Metric	Unit	2021	2022	2023	2024	2025
Speak Up! Compliance Reporting	Speak Up! Reports Received and Investigated	# of reports	167	208	199	255	302
	Speak Up! Reports Received per 100 Veralto Associates[2]	# of reports per 100 associates	1.2	1.3	1.2	1.5	1.9
	Self-Identifying Reporters	% of total reporters	57%	51%	48%	54%	53%
Integrity Training[3]	Associates Who Completed Code of Conduct and Related Certification	% of total in-scope associates	—	99%	99%	99%	99%
	Associates Trained on Discrimination and Harassment	% of total in-scope associates	—	—	—	—	99%
	Associates Trained on Environmental, Health & Safety	% of total in-scope associates	—	—	—	—	99%
EcoVadis Ratings[4]	ChemTreat	EcoVadis rating/badge	Silver	Bronze	Silver	Gold	Silver
	Esko	EcoVadis rating/badge	—	Bronze	Bronze	*Participant*	Silver
	Hach	EcoVadis rating/badge	Gold	Gold	Silver	Silver	Silver
	McCrometer	EcoVadis rating/badge	—	—	—	—	*Participant*
	Sea-Bird Scientific	EcoVadis rating/badge	—	—	—	—	Bronze
	Trojan Technologies	EcoVadis rating/badge	—	—	Gold	Silver	Silver
	Videojet	EcoVadis rating/badge	—	Bronze	Silver	Bronze	Bronze
	X-Rite	EcoVadis rating/badge	—	—	—	—	Bronze
ISO Certifications[5]	Total Manufacturing & Assembly Sites	# of sites	37	38	45	45	43
	ISO 9001 Certified	# of sites	—	—	38	38	35
		% of total manufacturing & assembly square footage	—	—	86%	86%	86%
	ISO 14001 Certified	# of sites	18	18	20	20	23
		% of total manufacturing & assembly square footage	—	53%	56%	56%	60%
	ISO 45001 Certified	# of sites	8	9	9	10	6
		% of total manufacturing & assembly square footage	—	29%	30%	33%	25%
	ISO 50001 Certified	# of sites	0	0	0	0	0
		% of total manufacturing & assembly square footage	—	0%	0%	0%	0%
	ISO 27001 Certifications[6]	# of sites	—	—	—	—	3
Political Contributions	Total Donations to Political Candidates or Political Action Committees	USD	—	—	—	0	0

1. 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."

2. Calculated using total headcount shown under "People Data."

3. All full-time and part-time associates in administrative, business, technical, professional, management, and executive career categories are required to take Code of Conduct training as well as additional training on specific ethics and compliance topics through the annual Integrity Training Program.

4. EcoVadis ratings are current as of the publication date of this report.

5. Year-over-year changes in ISO certification data are net of the cumulative effects of sites gaining ISO 9001, 14001, or 45001 certifications, to facility consolidation, and to acquisitions and divestitures. In addition, methodological changes starting in 2025 excluded warehousing space that had been included in previous years.

6. ISO 27001 certifications maintained for the Information Management Security systems of: Hach Company (Loveland, USA), Esko Software BV (Ghent, Belgium), Esko-Graphics India Private Limited (Bengaluru, India).

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, 2025 to December 31, 2025, 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	2025 Form 10-K – Cover page, 24, 60
2-2	Entities included in the organization's sustainability reporting	2025 Form 10-K – Notes to Consolidated Financial Statements; Exhibit 21.1 About this report
2-3	Reporting period, frequency and contact point	Annual About this report sustainability@veralto.com
2-4	Restatements of information	About this report
2-5	External assurance	Assurance statement
2-6	Activities, value chain and other business relationships	2025 Form 10-K – p. 4-9, 23-29 Veralto at a glance Sustainability materiality assessment – Value chain mapping Responsible supply chain
2-7	Employees	Data summary – People data
2-9	Governance structure and composition	Veralto corporate governance 2026 Proxy Statement – p. 5-8, 20-32 Sustainability governance Board and management oversight
2-10	Nomination and selection of the highest governance body	2026 Proxy Statement – p. 19
2-11	Chair of the highest governance body	2026 Proxy Statement – p. 13, 23
2-12	Role of highest governance body in overseeing the management of impacts	2026 Proxy Statement – p. 25-27, 30 Sustainability governance
2-13	Delegation of responsibility for managing impacts	Sustainability governance
2-14	Role of highest governance body in sustainability reporting	Sustainability governance
2-15	Conflicts of interest	2026 Proxy Statement – p. 40 Board and management oversight – Managing potential conflicts of interest
2-16	Communication of critical concerns	Board and management oversight – Communication with the Board
2-17	Collective knowledge of the highest governance body	2026 Proxy Statement – p. 8, 20 Board and management oversight – Board selection, composition, and succession planning
2-18	Evaluation of the performance of the highest governance body	2026 Proxy Statement – p. 31
2-19	Remuneration policies	2026 Proxy Statement – p. 10-11, 29, 36-39, 46-83 Striving for Better, Together – Compensation
2-20	Process to determine remuneration	2026 Proxy Statement – p. 29, 46-83
2-21	Annual total compensation ratio	2026 Proxy Statement – p. 83
2-22	Statement on sustainable development strategy	Statements from our executives Value creation through sustainability

GRI Content Index, continued

Disclosure	Description	Response
2-23	Policy commitments	Code of Conduct Sustainability Policy Striving for better, together – Human rights Ethics and compliance Policies and statements
2-24	Embedding policy commitments	Code of Conduct Sustainability Policy Value creation through sustainability Striving for better, together – Human rights Ethics and compliance
2-25	Processes to remediate negative impacts	Value creation through sustainability Risk oversight Ethics and compliance veraltointegrity.com
2-26	Mechanisms for seeking advice and raising concerns	Code of Conduct Ethics and compliance – Reporting concerns veraltointegrity.com
2-29	Approach to stakeholder engagement	Sustainability materiality assessment
2-30	Collective bargaining agreements	Striving for better, together – Collective bargaining Data summary – People data
Material Topics **GRI 3: Material Topics 2021**		
3-1	Process to determine material topics	Reporting and disclosure
3-2	List of material topics	Sustainability materiality assessment – DMA results
Topic Standards and Management of Material Topics **Innovation**		
GRI 3: Material Topics 2021	3-3 Management of material topics: Innovation	Value creation through sustainability VES tools, policies, and processes – Products Data summary – Products data

Disclosure	Description	Response
GRI 203: Economic Performance 2016		
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Form 10-K – p. 4-11, 46-57
201-1	Direct economic value generated and distributed	2025 Form 10-K – p. 46-57 Veralto at a glance
201-2	Financial implications and other risks and opportunities due to climate change	Climate strategy and greenhouse gas emissions – Climate risks and opportunities TCFD Index
201-3	Defined benefit plan obligations and other retirement plans	2025 Form 10-K – p. 75-78
GRI 302: Energy 2016		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Policy Climate strategy and greenhouse gas emissions VES tools, policies, and processes – Planet
302-1	Energy consumption within the organization	Data summary – Planet data About this report Annual CDP Response
302-3	Energy intensity	Data summary – Planet data About this report Annual CDP Response
302-4	Reduction of energy consumption	Climate strategy and greenhouse gas emissions Renewable energy and energy efficiency Data summary – Planet data
GRI 305: Emissions 2016		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Policy Climate strategy and greenhouse gas emissions VES tools, policies, and processes – Planet
305-1	Direct (Scope 1) GHG emissions	Data summary – Planet data About this report Annual CDP Response
305-2	Energy indirect (Scope 2) GHG emissions	Data summary – Planet data About this report Annual CDP Response

GRI Content Index, continued

Disclosure	Description	Response
305-3	Other indirect (Scope 3) GHG emissions	Data summary – Planet data About this report
305-4	GHG emissions intensity	Data summary – Planet data Annual CDP Response
305-5	Reduction of GHG emissions	Climate strategy and greenhouse gas emissions Data summary – Planet data Annual CDP Response
GRI 306: Waste 2020		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Policy Waste reduction and circularity VES tools, policies, and processes – Planet Data summary – Planet data
306-2	Management of significant waste-related impacts	Sustainability Policy Waste reduction and circularity VES tools, policies, and processes – Planet Data summary – Planet data
306-3	Waste generated	Data summary – Planet data About this report
306-4	Waste diverted from disposal	Data summary – Planet data About this report
306-5	Waste directed to disposal	Data summary – Planet data About this report
GRI 403: Occupational Health and Safety 2018		
GRI 3: Material Topics 2021	3-3 Management of material topics	Environment, Health, and Safety Policy Environment, health, and safety
403-1	Occupational health and safety management system	Environment, Health, and Safety Policy Environment, health, and safety Data summary – People data
403-2	Hazard identification, risk assessment, and incident investigation	Environment, Health, and Safety Policy Environment, health, and safety
403-5	Worker training on occupational health and safety	Environment, health, and safety – EHS training, education, and best practice sharing
403-6	Promotion of worker health	Striving for better, together – Human rights Supporting success, at work and beyond – Well-being Environment, health, and safety
403-7	Occupational health and safety impacts linked by business relationships	Responsible supply chain
403-9	Work-related injuries	Data summary – People data About this report
GRI 404: Training and Education 2016		
GRI 3: Material Topics 2021	3-3 Management of material topics	Opportunities to own your ambition – Developing talent VES tools, policies, and processes – People
404-1	Average hours of training per year per employee	Data summary – People data
404-2	Programs for upgrading employee skills and transition assistance programs	Opportunities to own your ambition VES tools, policies, and processes – People
404-3	Percentage of employees receiving regular performance and career development reviews	Data summary – People data
GRI 405: Diversity and Equal Opportunity 2016		
GRI 3: Material Topics 2021	3-3 Management of material topics	Code of Conduct Striving for better, together VES tools, policies, and processes – People Board and management oversight – Board selection, composition, and succession planning
405-1	Diversity of governance bodies and employees	Board and management oversight – Board selection, composition, and succession planning Data summary – People data
405-2	Ratio of basic salary and remuneration of women to men	Striving for better, together – Pay parity Data summary – People data
Supply Chain Sustainability		
GRI 3: Material Topics 2021	3-3 Management of material topics: **Supply Chain Sustainability**	Sustainable Supply Chain Policy Responsible supply chain

Sustainability Accounting Standards Board (SASB) index

SASB – Industrial Goods & Machinery

Table 1. Sustainability Disclosure Topics & Metrics

Topic	Metric	Code	Response
Energy Management	(1) Total energy consumed	RT-IG-130a.1	Data summary – Planet data
	(2) Percentage grid electricity	RT-IG-130a.1	Not reported
	(3) Percentage renewable	RT-IG-130a.1	Data summary – Planet data
Employee Health & Safety	(1) Total recordable incident rate (TRIR)	RT-IG-320a.1	Data summary – People data
	(2) Fatality rate	RT-IG-320a.1	Data summary – People data
	(3) Near miss frequency rate (NMFR)	RT-IG-320a.1	Not reported
Fuel Economy & Emissions in Use-phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	RT-IG-410a.1	Not reported
	Sales-weighted fuel efficiency for non-road equipment	RT-IG-410a.2	Not reported
	Sales-weighted fuel efficiency for stationary generators	RT-IG-410a.3	Not reported
	Sales-weighted emissions of (1) nitrogen oxides (NO_x) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines and (d) other non-road diesel engines	RT-IG-410a.4	Not reported
Materials Sourcing	Description of the management of risks associated with the use of critical materials	RT-IG-440a.1	Supplier Code of Conduct Conflict Minerals Policy Statement Responsible supply chain – 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	Data summary – People data

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. This index is informed by IFRS S2 disclosure requirements.

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 several corporate functions: human resources; environment, health, and safety (EHS); Veralto Enterprise System office; procurement; investor relations; finance; IT; corporate communications; and legal.
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, such as physical risk resulting from acute or chronic changes in climate patterns, which may include increased severity of extreme weather events such as cyclones, hurricanes and floods. In addition, Chronic physical risks like longer-term shifts in climate patterns (such as sustained higher temperatures) may result in rising sea levels (which may affect 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.	See Water Quality impacts, risks, and opportunities. See Product Quality & Innovation impacts, risks, and opportunities.
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	See Climate risks and opportunities.

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 – 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, policies, and processes - 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. We aim to have at least 65% of our suppliers (by spend) covered by the EcoVadis program by the end of 2028.
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 toward Scope 1+2 GHG goals • Scope 3 GHG emissions • GHG emissions intensity • Total energy use • Supplier engagement with our sustainability due diligence, assessment and monitoring program (in partnership with EcoVadis)
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.	See Planet data.
	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 Climate strategy and greenhouse gas emissions.

UN Sustainable Development Goals (SDGs) relevant to Veralto

In addition to the index below, the Products data table shows how Veralto's businesses and activities enabled by our products and services align with the UN SDGs.

Sustainable Development Goal	Response
 **Goal 2 — Zero Hunger**	Veralto at a glance – Our businesses Product Quality & Innovation Data summary – Products data
 **Goal 3 — Good Health and Well-Being** Ensure healthy lives and promote well-being for all at all ages	Statements from our executives Veralto at a glance – Our businesses Water Quality Product Quality & Innovation Supporting success, at work and beyond – Associate engagement; Well-being Data summary – Products data; People data
 **Goal 5 — Gender Equality** Achieve gender equality and empower all women and girls	Veralto Code of Conduct Striving for better, together – Pay parity Board and management oversight – Board selection, composition, and succession planning Data summary – People data
 **Goal 6 — Clean Water and Sanitation** Ensure access to water and sanitation for all	Water Stewardship Policy Veralto at a glance – Our businesses Water Quality Water stewardship VES tools, policies, and processes – Planet Data summary – Products data
 **Goal 8 — Decent Work and Economic Growth** Promote inclusive and sustainable economic growth, employment and decent work for all	Veralto Code of Conduct Striving for better, together

Sustainable Development Goal	Response
 **Goal 9 — Industry, Innovation and Infrastructure** Build resilient infrastructure, promote sustainable industrialization and foster innovation	Veralto at a glance Water Quality Product Quality & Innovation Water stewardship Data summary – Products data
 **Goal 10 — Reduced Inequalities** Reduced inequalities within and among countries	Veralto Code of Conduct Striving for better, together – Pay parity
 **Goal 12 — Responsible Consumption and Production** Ensure sustainable consumption and production patterns	Sustainability Policy Sustainable Supply Chain Policy Veralto at a glance – Our businesses Product Quality & Innovation Water stewardship Waste reduction and circularity Data summary – Products data; Planet data
 **Goal 13 — Climate Action** Take urgent action to combat climate change and its impacts	Sustainability Policy Statements from our executives Climate strategy and greenhouse gas emissions Data summary – Planet data
 **Goal 14 — Life Below Water** Conserve and sustainably use the oceans, seas and marine resources	Water Stewardship Policy Water Quality Water stewardship Data summary – Products data

Assurance statement

INDEPENDENT ASSURANCE STATEMENT

To: The Stakeholders of Veralto Corporation

Introduction and objectives of work

Apex Companies. LLC (Apex) was engaged by Veralto Corporation (Veralto) to provide limited assurance of select sustainability metrics to be to be incorporated into its internal and external corporate reporting activities. This independent assurance statement applies to the Subject Matter included within the scope of work described below.

This information and its presentation are the sole responsibility of the management of Veralto. Our sole responsibility was to provide independent assurance on the accuracy of the information included.

Scope of work

The scope of our work was limited to assurance over the specific data presented below for the period January 1, 2025 to December 31, 2025 (the 'Subject Matter') and summarized in the attached tables. Our assurance does not extend to any other information reported by Veralto. The metrics assured by Apex are included in the attached table.

Reporting Boundaries

The following are the boundaries used by Veralto for reporting sustainability data:

- Operational Control
- Worldwide
- Exclusions
  - 3PL sites not owned, leased or operated by Veralto
  - Biogenic emissions

Criteria against which assurance was conducted

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2) and the GHG Protocol Scope 2 Guidance, an amendment to the GHG Protocol Corporate Standard
- WRI/WBCSD Corporate Value Chain Accounting and Reporting Standard (Scope 3)
- Veralto's internal criteria for sustainability metrics

Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to activities outside the defined assurance period and scope of work.

This assurance engagement relies on a risk-based selected sample of sustainability data and the associated limitations that this entails. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

Responsibilities

The preparation and presentation of the Subject Matter in internal and external reports are the sole responsibility of Veralto.

Apex was not involved in the drafting of the reported metrics or of the reporting criteria. Our responsibilities were to:

- obtain limited assurance about whether the Subject Matter data has been prepared in accordance with the Reporting Criteria;
- form an independent conclusion based on the assurance procedures performed and evidence obtained; and,
- report our conclusions to the Directors of Veralto.

Assessment Standards

We performed our work in accordance with Apex's standard procedures and guidelines for external Assurance of Sustainability Reports and International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after Dec. 15, 2015), issued by the International Auditing and Assurance Standards Board. A materiality threshold of ±5-percent was set for the assurance process.

Summary of Work Performed

As part of our independent assurance, our work included:

- Assessing the appropriateness of the Reporting Criteria for the Subject Matter;
- Conducting interviews with relevant personnel of Veralto;
- Conducting site visits at Veralto manufacturing operations in Loveland, Colorado and Wood Dale, Illinois;
- Reviewing the data collection and consolidation processes used to compile the Subject Matter, including assessing assumptions made, and the data scope and reporting boundaries;
- Reviewing documentary evidence provided by Veralto and their consultant;
- Agreeing a selection of the Subject Matter to the corresponding source documentation; and,
- Assessing the disclosure and presentation of the Subject Matter to ensure consistency with assured information.

Conclusion

On the basis of our methodology and the activities described above for the scope of work:

- Nothing has come to our attention to indicate that the Subject Matter is not fairly stated in all material respects; and,
- It is our opinion that Veralto has established appropriate systems for the collection, aggregation and analysis of quantitative data.

Assurance statement (cont.)

Statement of independence, integrity and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

No member of the assurance team has a business relationship with Veralto, its Directors or Managers beyond that required of this assignment. We have conducted this assurance independently, and there has been no conflict of interest.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the assurance of greenhouse gas emissions data.

Attestation:

Jessica Jacobs, Lead Assuror
ESG Program Manager
Cincinnati, Ohio
Apex Companies, LLC

Trevor Donaghu, Technical Reviewer
ESG Director
Pleasant Hill, California
Apex Companies, LLC

May 29, 2026

This assurance statement, including the opinion expressed herein, is provided to Veralto Corporation and is solely for the benefit of Veralto Corporation in accordance with the terms of our agreement. We consent to the release of this statement to the public or other organizations, but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this statement.

APEX

Veralto Planet Data

Energy Use		
Total Energy Use	MWh	217,245
Total Energy Use Intensity	MWh per $M Revenue	39.5
Direct Energy Use	MWh	152,224
Indirect Energy Use	MWh	65,021
Proportion of Total Electricity Use from Renewable Sources	%	54%
Scope 1+2 Greenhouse Gas Emissions		
Total GHG Emissions, Scope 1 and 2 Market Based	MT CO2e	45,872
Total GHG Emissions, Scope 1 and 2 Market Based (intensity)	MT CO2e per $M Revenue	8.3
GHG Emissions, Scope 1	MT CO2e	36,114
GHG Emissions, Scope 1 (intensity)	MT CO2e per $M Revenue	6.6
GHG Emissions, Scope 1 — Stationary	MT CO2e	9,314
GHG Emissions, Scope 1 — Mobile	MT CO2e	26,801
GHG Emissions, Scope 2 Market Based	MT CO2e	9,758
GHG Emissions, Scope 2 Market Based (intensity)	MT CO2e per $M Revenue	1.8
GHG Emissions, Scope 2 Location Based	MT CO2e	23,655
GHG Emissions, Scope 2 Location Based (intensity)	MT CO2e per $M Revenue	4.3
Scope 3 Greenhouse Gas Emissions		
Total GHG Emissions, Scope 3	MT CO2e	1,444,437
Total GHG Emissions, Scope 3 (intensity)	MT CO2e per $M Revenue	262.5
GHG Emissions, Scope 3, Category 1 - Purchased Goods and Services	MT CO2e	493,302
GHG Emissions, Scope 3, Category 2 - Capital Goods	MT CO2e	4,639
GHG Emissions, Scope 3, Category 3 - Fuel- and Energy-Related Activities (Market-Based)	MT CO2e	11,213
GHG Emissions, Scope 3, Category 4 - Upstream Transportation and Distribution	MT CO2e	91,160
GHG Emissions, Scope 3, Category 5 - Waste in Operation[1]	MT CO2e	1,790
GHG Emissions, Scope 3, Category 6 - Business Travel	MT CO2e	24,703
GHG Emissions, Scope 3, Category 7 - Associate Commuting and Telecommuting (Market-Based)	MT CO2e	26,347
GHG Emissions, Scope 3, Category 9 - Downstream Transportation and Distribution	MT CO2e	10,449
GHG Emissions, Scope 3, Category 11 - Use of Sold Products	MT CO2e	770,729
GHG Emissions, Scope 3, Category 12 - End of Life Treatment of Sold Products	MT CO2e	3,289
GHG Emissions, Scope 3, Category 15 - Investments	MT CO2e	6,816
Waste Generated[1]		
Total Waste Generated	MT	8,072
Total Waste Generated (intensity)	MT per $M Revenue	1.5
Total Non-Hazardous Waste	MT	5,943
Recycled	MT	3,085

APEX

Assurance statement (cont.)

Waste Generated[1]		
Incineration with Energy Recovery	MT	567
Incineration without Energy Recovery	MT	61
Landfill	MT	2,082
Deep Well Injection	MT	147
Unspecified Diversion from Landfill	MT	-
Total Hazardous/Regulated Waste	MT	2,129
Recycled	MT	623
Incineration with Energy Recovery	MT	238
Incineration without Energy Recovery	MT	855
Landfill	MT	413
Unspecified Diversion from Landfill	MT	-
Non-Hazardous Waste Diversion Rate	%	52%
Hazardous/Regulated Waste Diversion Rate	%	29%

Water Use		
Total Water Use	Cubic Meters	283,879
Water Discharge to Sewer	Cubic Meters	201,948
Percent of Water Returned to Watershed	%	71%
Total Water Use (Intensity)	Cubic Meters per $M Revenue	51.6

MWh -megawatt hour
MT - metric tons
$M - million US dollars
1 Waste data shown is for Veralto facilities for which information is available. In 2025, these facilities accounted for approximately 75% of Veralto's total real estate footprint by area.

Veralto People and Governance Data

Associate Demographics		
Total Associates (Global)	# of associates	17,000
North America	# of associates	6,500
	% of total	38%
Western Europe	# of associates	5,000
	% of total	29%
High Growth Markets	# of associates	5,000
	% of total	29%
Other Developed Markets	# of associates	500
	% of total	3%
Full Time Associates (Global)	# of associates	16,500
Part Time Associates (Global)	# of associates	500
Temporary Workers (Global)	# of associates	100
Unionized Associates (U.S., hourly-rated)	# of associates	0
Associates Covered by Collective Bargaining Agreement (CBA) and/or Works Council (Global)	# of associates	4,200
	% of total	25%
Associate Tenure (Global Average)	Years	8.7
Countries With Veralto Locations	# of countries	63
Languages Spoken by Associates	# of languages	17
18 - 20 years old (Global)	% of associates	0%
21 - 30 years old (Global)	% of associates	13%
31 - 40 years old (Global)	% of associates	32%
41 - 50 years old (Global)	% of associates	28%
51 - 60 years old (Global)	% of associates	20%
61 - 64 years old (Global)	% of associates	5%
65+ years old (Global)	% of associates	2%
Internal Fill Rate		
Executives & Senior Leaders	% of open roles filled internally	64%
Management	% of open roles filled internally	75%
New Hires		
Total External New Hires (Global)	# of associates	2,100
North America	# of associates	800
Western Europe	# of associates	500
High Growth Markets	# of associates	700
Other Developed Markets	# of associates	<50
Global Women New Hires	% of total global external new hires	34%
U.S. People of Color New Hires	% of total U.S. external new hires	31%
U.S. Diverse New Hires (women and/or people of color)	% of total U.S. external new hires	52%
Turnover		
Voluntary Turnover	% of associates	6%
Involuntary Turnover	% of associates	6%
Total Turnover	% of associates	12%
Engagement		
Engagement Index	%	78%
Engagement Index Improvement/Decline (vs. prior year)	Percentage points	2
Inclusion Index	%	86%
Training & Development		
Associates Who Completed Career or Skills-related Training as tracked in LMS	% of associates	41%
Executives & Senior Leaders	% of associates	81%
Management	% of associates	60%
Non-Management	% of associates	37%
Average Online Training Hours Completed per Year (Global)	Hours per associate	6.4
Executives & Senior Leaders	Hours per associate	23.8
Management	Hours per associate	9.3
Non-Management	Hours per associate	5.6
Performance		
Associates Who Received a Performance Review	% of associates	94%
Pay Parity		
U.S. Women Weighted Median Base Pay vs Male Associates	%	100%
U.S. Black, Asian and Hispanic/Latinx Weighted Median Base Pay vs White Associates	%	100%
Gender Pay Gap	%	100%
CEO Pay Ratio		
Ratio of total annual compensation of CEO to global median-paid associate	Pay ratio	231
Diversity Representation		
Global Women	% of total	33%
Executives & Senior Leaders	% of total	34%
Management	% of total	29%
Non-Management	% of total	33%
North America	% of total	33%
Western Europe	% of total	31%
High Growth Markets	% of total	35%
Other Developed Markets	% of total	26%
U.S. People of Color	% of total	27%
Executives & Senior Leaders	% of total	21%
Management	% of total	22%

Assurance statement (cont.)

Non-Management	% of total	28%
U.S. Associates	# of associates	5,500
White	% of total	67%
Executives & Senior Leaders	% of total	73%
Management	% of total	72%
Non-Management	% of total	66%
Asian	**% of total**	**7%**
Executives & Senior Leaders	% of total	8%
Management	% of total	7%
Non-Management	% of total	7%
Hispanic/Latinx	**% of total**	**11%**
Executives & Senior Leaders	% of total	5%
Management	% of total	7%
Non-Management	% of total	12%
Black	**% of total**	**7%**
Executives & Senior Leaders	% of total	5%
Management	% of total	4%
Non-Management	% of total	7%
American Indian/Alaskan Native	**% of total**	**0%**
Executives & Senior Leaders	% of total	1%
Management	% of total	0%
Non-Management	% of total	0%
Native Hawaiian/Other Pacific Islander	**% of total**	**0%**
Executives & Senior Leaders	% of total	0%
Management	% of total	0%
Non-Management	% of total	0%
Two or More	**% of total**	**2%**
Not Specified	**% of total**	**6%**
Health & Safety		
Total Recordable Incident Rate (TRIR)	Rate	0.39
Days Away, Restricted or Transferred (DART)	Rate	0.26
Contractor Fatalities	# of contractors	0
Associate Fatalities	# of associates	0
Speak Up! Compliance Reporting		
Speak Up! Reports Received and Investigated	# of reports	302
Speak Up! Reports Received per 100 Veralto Associates	# of reports per 100 associates	1.8
Self-Identifying Reporters	% of total reporters	53%
Integrity Training		
In-scope Associates Who Completed Code of Conduct and Related Certification	% of total in-scope associates	99%
In-scope Associates Trained on Discrimination and Harassment	% of total in-scope associates	99%
In-scope Associates Trained on Environmental, Health & Safety	% of total in-scope associates	99%
EcoVadis Ratings		
ChemTreat	EcoVadis rating/badge	Silver
Esko	EcoVadis rating/badge	Silver
Hach	EcoVadis rating/badge	Silver
McCrometer	EcoVadis rating/badge	Participant
Sea-Bird Scientific	EcoVadis rating/badge	Bronze
Trojan Technologies	EcoVadis rating/badge	Silver
Videojet	EcoVadis rating/badge	Bronze
X-Rite	EcoVadis rating/badge	Bronze

APEX

ISO Certifications		
Total Manufacturing & Assembly Sites (Globally)	# of sites	43
ISO 9001 Certified	# of sites	35
	% of total manufacturing & assembly square footage	86%
ISO 14001 Certified	# of sites	23
	% of total manufacturing & assembly square footage	60%
ISO 45001 Certified	# of sites	6
	% of total manufacturing & assembly square footage	25%
ISO 50001 Certified	# of sites	0
	% of total manufacturing & assembly square footage	0%
ISO 27001 Certifications	# of sites	3
Political Contributions		
Total donations to political candidates or political action committees	USD	0

APEX

Associate photo contest

Nearly 90 Veralto associates submitted their personal photos as part of our annual Sustainability Report photo contest. We are proud to recognize the associates whose photos were selected and grateful to all the Veralto team members who supported the production of this year's report.



Page 1
Jérôme Berthon
Hach
Water: The Summit of Priority
Chamonix, France



Page 2
Jeff Schultz
Veralto Corporate
Ireland Wildflowers
Cork, Ireland



Page 3
Hannes Tietz
Kipp & Zonen
On the way to the top
Sharr Mountains, Kosovo



Page 5
Lea Stegmaier
Ott
Sunrise in Cappadocia
Cappadocia, Türkiye



Page 9
Vivek Kumar
Kipp & Zonen
Nurturing people caring for our planet
Mohammed Bin Rashid Al Maktoum Solar Park, United Arab Emirates



Page 12
Jeff Norris
Videojet
Vibrant Planet
Duluth, Georgia, United States



Page 21
Jen St. Louis
Trojan Technologies
Bald Eagle Over Pond
Port Ryerse, Ontario, Canada



Page 22
Gloria Ballesteros Luque
Videojet
Nature Restores, We Sustain
near Milan, Italy



Page 23
Martin Maly
Kipp & Zonen
Solar eclipse caused by Lufft WS600
Madonna di Campiglio, Italy



Page 25
David Stokes
Esko
Print Measurement
Charlotte, North Carolina, United States



Page 35
Chad Higgins
Hach
Backside of Devil's Backbone
Loveland, Colorado, United States



Page 36
David Stokes
Esko
Isle of Skye
Scotland



Page 40
Jessika Schugardt
Kipp & Zonen
Trees from a special perspective
Beelitz, Germany



Page 41
Merlin Loetzner
Hach
Earth and Water
Gullfoss, Iceland



Page 44
Arianna Perazzolo
Trojan Technologies
The moment when water breaks free
Monterosso, Cinque Terre, Italy



Page 45
Bhavya Bhardwaj
Hach
Pavlova Strana Viewpoint
Šinđon, Montenegro



Page 46
Zhang Johnson
Videojet
Protect our water resources
Shenzhen, China



Page 48
Nancy Rodriguez
ChemTreat
Growing a Greener Tomorrow
Suesca, Colombia



Page 53
Fabrice Rolland
Hach
Incredible Encounter
Maldives



Page 55
Rajasekhar Reddy
Kipp & Zonen
Sustainable Energy, Engineered
near Badami, Karnataka, India



Page 63
Bart Verdonk
Hach
Growing with the Wind
Sint Maartenszee, The Netherlands



Page 69
Yehan Edirisinghe
Linx
Whispers Below the Matterhorn
Zermatt, Switzerland



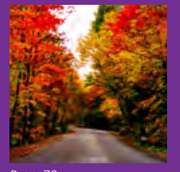
Page 74
Su Jane Ling
Veralto Corporate
Purpose in every wave
Kauai, Hawaii, United States



Page 76
Jen St. Louis
Trojan Technologies
Backyard Hummingbird
Elmira, Ontario, Canada



Page 77
Curtis Borchers
TraceGains
Aurora Borealis Over the Plains of Nebraska
Battle Creek, Nebraska, United States



Page 78
Steven Tepe
Hach
Autumn
Greensboro Bend, Vermont, United States



Page 79
Jen St. Louis
Trojan Technologies
Westfjords
Iceland

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