

A wide-angle photograph of a rugged mountain range at sunset. The sun is low on the horizon, casting a bright, golden glow over the peaks. In the foreground, a group of about seven people are standing on a rocky outcrop, silhouetted against the bright sky. The mountains are covered in patches of snow and rocky terrain. The sky is a clear, pale blue.

Veralto
Safeguarding
the World's Most
Vital Resources™

2025 Sustainability Report

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ASSOCIATE PHOTO (COVER)
Hannes Tietz, OTT HydroMet,
Watching the Sunrise,
Bavarian Alps

ASSOCIATE PHOTO (ABOVE)
Florence Humbert, Hach,
No Water!, Sahara Desert,
Tunisia

See page 96 for an index of photos that were submitted by Veralto associates and were included in this report.

Introduction

Welcome to Veralto's 2025 Sustainability Report, where we reaffirm our steadfast commitment to **Safeguarding the World's Most Vital Resources™** through responsible environmental, social, and governance practices. This report highlights our progress and purpose-driven strategy—powered by the Veralto Enterprise System and the dedication of our global team.



ASSOCIATE PHOTO: Erin Keen, Sea-Bird Scientific, *Winter Solstice, Lake Wenatchee State Park, WA, U.S.A.*

Welcome to our sustainability report



Jennifer L. Honeycutt

President and
Chief Executive Officer
Veralto

As businesses continue to drive responsible environmental, social and governance practices to ensure a more sustainable future, I am proud to share our 2025 Sustainability Report.

Looking back on our work over the past year, I am filled with pride and optimism for our journey ahead. Our Unifying Purpose, **Safeguarding the World's Most Vital Resources™**, remains at the core of everything we do, guiding our strategic focus on products, planet, and people.

"In 2024, we worked hard to fulfill our purpose of Safeguarding the World's Most Vital Resources and made continuous improvements setting commitments aligned to our environmental, social and governance priorities."

Importantly, we've approached our commitment to sustainable business growth with the same rigor and discipline we apply to operating our businesses — by leveraging our tools for continuous improvement to drive results through the Veralto Enterprise System (VES).

In the past year, we have achieved significant milestones in developing innovative and sustainable products that not only meet the needs of our customers but also support the health of our environment. Our commitment to excellence in product design and functionality ensures that we contribute positively to the world we share.

Our planet's well-being is a responsibility we take seriously. We have implemented comprehensive measures to reduce our environmental impact, emphasizing renewable energy, waste reduction, and resource conservation. Our achievements in

this area are a testament to our dedication to creating a sustainable future for generations to come.

Equally important are the people who drive our purpose forward. From our dedicated associates to our valued partners and communities, we recognize that our collective efforts are vital to our success. We are committed to fostering an inclusive and supportive environment where everyone can thrive and contribute to our shared goals.

As we reflect on our sustainability journey, I am inspired by the progress we have made and the unwavering commitment of our corporation. Together, we will continue to innovate, protect, and nurture, ensuring that we deliver on our goals for a more sustainable future.



PRODUCTS

The products and services of our businesses play an essential role in our customers' ability to achieve their sustainability goals. For this reason, we have reaffirmed our commitment to having 40 percent of our suppliers covered by EcoVadis by the end of this year to enhance our ability to measure and manage activities upstream in the value chain.



PLANET

In 2024, Veralto officially committed to set a near-term Science-Based Target (SBT) for reducing our greenhouse gas (GHG) emissions.

Working with the Science Based Targets Initiative (SBTi), we are in the process of formalizing not only previously communicated Scope 1 and Scope 2 emission reduction targets, but Scope 3 targets as well. Toward this end, the enterprise has been working — using VES tools — to inventory and assess our Scope 3 GHG emissions.



PEOPLE

Veralto believes in the principle of equal pay for work of equal value; and as a signatory of the UN Global Compact, we are aligned with the UN's Forward Faster Gender Equality commitment.

We have previously disclosed that Veralto has assessed and documented that we have achieved full gender pay parity in the United States. And we are committed to validating this achievement for associates around the world by 2030.

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Surekha Trivedi

Senior Vice President,
Strategy & Sustainability
Veralto

I am pleased to share this update on Veralto's sustainability journey through our annual sustainability report.

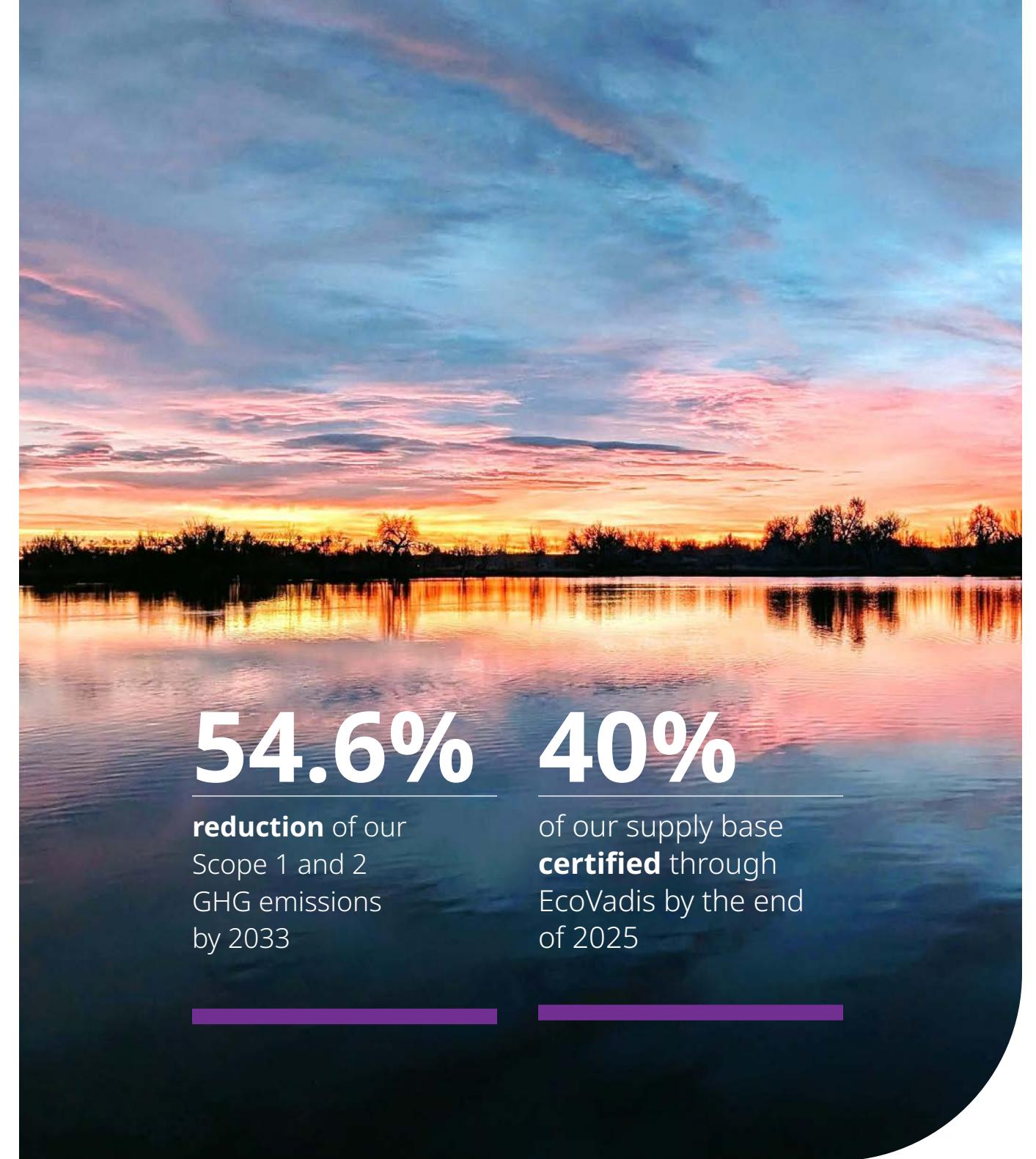
At Veralto, sustainability is not just something we talk about; it is a responsibility held by all of our associates and a guiding principle that informs each aspect of how we work. As the senior leader primarily responsible for Veralto's sustainability program, I am proud to represent sustainability in the C-suite and work alongside a dedicated team of leaders and associates who are passionate about solving the problems that matter most.

Through the activities of our Sustainability Council and with oversight from our Board of Directors, our management has established several new sustainability commitments this past year. Our cross-functional working groups—aligned to our strategic pillars of Products, Planet, and People—routinely

assess our priorities to ensure that we can continue to execute our strategic objectives for generations of stakeholders.

Looking ahead, we remain focused on our ambitious targets, including a 54.6% reduction of our Scope 1 and 2 GHG emissions by 2033 and certifying 40% of our supply base through EcoVadis by the end of 2025. Through the Veralto Enterprise System and the commitment of our global team of associates, we are steadfast in our approach to drive enduring impact for our customers, our communities, and our environment.

A handwritten signature in black ink that reads "Surekha Trivedi".



54.6% 40%

reduction of our
Scope 1 and 2
GHG emissions
by 2033

certified through
EcoVadis by the end
of 2025

ASSOCIATE PHOTO: Chad Higgins, Hach, *Reflections of a Sunrise, Loveland, CO, U.S.A.*

Veralto at a glance

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

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Who we are

Veralto's Unifying Purpose is **Safeguarding the World's Most Vital Resources™**. Our leading operating companies provide essential technology 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. Veralto is headquartered in Waltham, Massachusetts, with a workforce of nearly 17,000 associates strategically located in more than 60 countries.

Operating highlights

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

~17,000

Associates

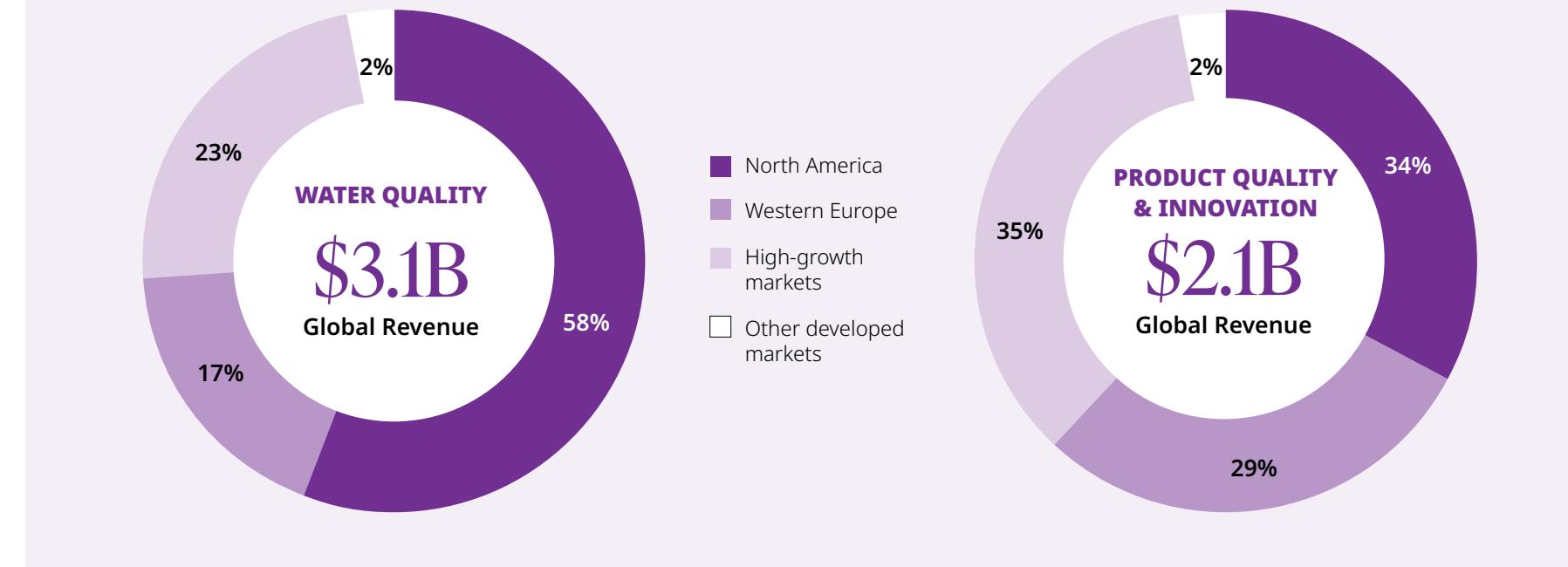
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Operating Companies

60+

Countries where we operate

Veralto 2024 Revenue \$5.2B



North America includes U.S. and Canada.

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

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

Our companies

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

Water Quality

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

Every day, we help our customers manage, treat, and protect our global water supply, from municipal and wastewater treatment facilities to lakes, rivers, watersheds, and oceans.

Veralto's innovative solutions and advanced technologies help reduce the environmental impact of industrial water, 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.



INVESTMENT SPOTLIGHT

On November 12, 2024, Veralto completed an investment to establish a minority interest in **Axine Water Technologies**, a leading provider of electrochemical oxidation technology for contaminant destruction. Axine's electroCLEAR™ solution provides simple, safe, efficient, and cost-effective destruction of organic contaminants in pharmaceuticals and industrial wastewater, including long- and short-chain PFAS. The strategic collaboration with Axine builds upon Veralto's diverse portfolio of water solutions for customers in the Water Quality segment.

To learn more visit:

[Axine website](#)



INVESTMENT SPOTLIGHT

On October 4, 2024, Veralto completed its acquisition of **TraceGains**. TraceGains is a leading provider of cloud-based software solutions that enable connected data and digital workflow management for consumer brands. TraceGains' digital solutions help customers innovate new recipes faster and significantly reduce time-to-market for new products, while also increasing transparency to ingredient inputs for food and beverage safety.

The acquisition of TraceGains, in combination with our Esko business, strategically expands our digital offering to enable source-to-shelf solutions for consumer brand customers as they streamline workflows across new product development, compliance and packaging.

To learn more visit:

[TraceGains website](#)

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 companies help our customers safeguard everyday essentials by protecting the food supply chain, enabling the delivery of verified pharmaceuticals, and ensuring product quality, freshness, and consistency.

Every day, we code, track, and trace the journeys of our food and medicines to authenticate the origin of raw materials, ensure product safety, and protect consumer trust by enabling transparency and brand integrity. Veralto's innovative digital 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.



How we work

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, and essential goods.

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.



Unified by purpose, guided by 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 operating companies to deliver enduring impact while mentoring and engaging with associates from across the globe. Throughout the enterprise, our team is committed to deploying VES to improve commercial execution, product innovation, operational excellence, and leadership development.

Throughout this report, we include examples of VES in action, and the tools, policies, and processes that enable success for each of Veralto's sustainability pillars:

Products, **Planet**, and **People**.



Learn about how VES tools, policies, and processes support our three sustainability pillars:

- ▶ **PRODUCTS**
VES tools, policies, and processes
- ▶ **PLANET**
VES tools, policies, and processes
- ▶ **PEOPLE**
VES tools, policies, and processes

2024 sustainability highlights



Products

Our products monitor, enhance and protect vital resources.

- 3.4 billion people around the world benefit from **Hach** solutions that help ensure clean water for daily use.
- 85 billion gallons of water that **ChemTreat** solutions helped customers save.
- 14 trillion gallons of water were treated and recycled through **Trojan Technologies** systems.
- 10 billion products marked and coded daily by **Videojet** customers to help protect public safety and ensure product traceability.

We partner with our suppliers on environmental and social impacts. Veralto is targeting our EcoVadis responsible supply chain program to cover at least 40% of our annual supplier spend by the end of 2025.



Planet

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

- We set a climate target to reduce our combined Scope 1+2 GHG emissions by 54.6% by 2033.
- We committed to setting a Science-Based Target in 2026.
- We published a Water Stewardship Policy detailing Veralto's commitments to responsible water management.
- We participated in the CDP Climate and Water Security scorecards for the first time as a public company.



People

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

- We committed to equal pay for work of equal value for all our global associates by 2030.
- 100% pay parity was maintained in the U.S. (gender/race).
- In 2024, every member of the Veralto Executive Team had ESG goals tied to their personal performance objectives, which are linked to compensation.

Sustainability at Veralto

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



ASSOCIATE PHOTO: Claudia Weigert, Hach, *Alien Lights*, Grundarfjörður, Iceland

Our approach to sustainability

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Sustainability is embedded in Veralto's business strategy. At our core, the products and services we offer are directly linked to the sustainability objectives of many of our customers. For example:

- Our **Water Quality** segment offers products and services that enable municipalities to deliver clean water while helping industrial customers to be good stewards of water in their processes.
- Our **Product Quality & Innovation** segment helps our customers safeguard everyday essentials by protecting the food supply chain, enabling the delivery of verified pharmaceuticals, and ensuring product quality, freshness, and consistency, while maintaining brand authenticity.

To deliver on the long-term interests of our associates, customers, and shareholders, to mitigate our impact on the environment, and to be a positive influence in the communities where we live and work, we have organized our sustainability strategy around three strategic pillars: **Products, Planet, and People**.

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



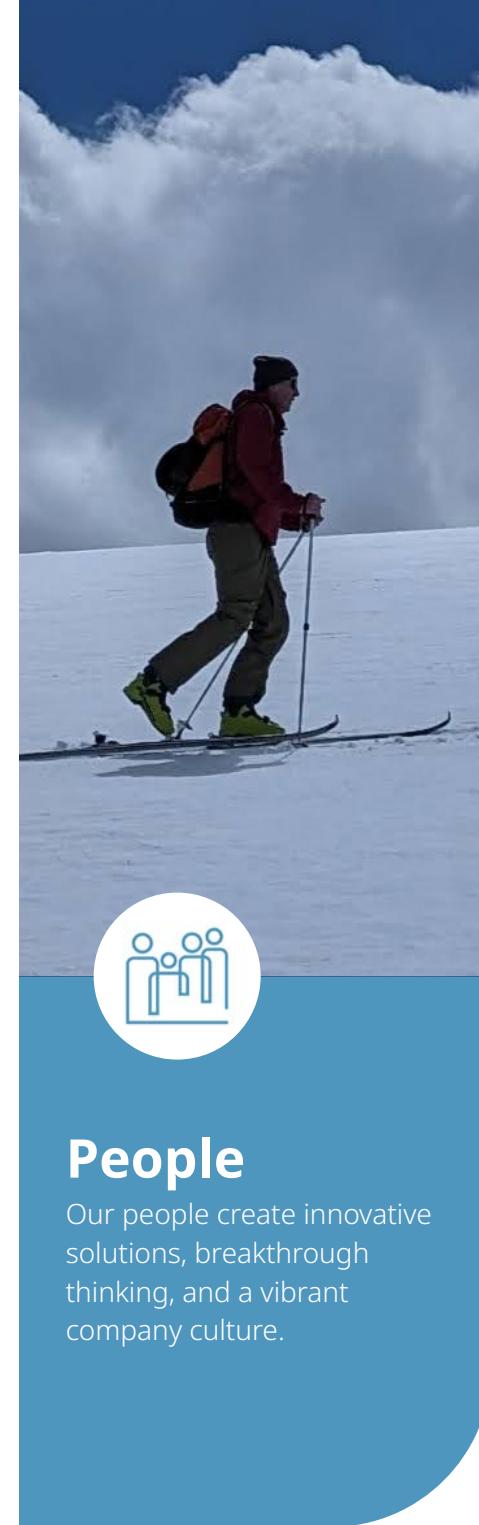
Products

Our products help our customers provide clean water, safe food, and trusted essential goods.



Planet

We mitigate our impact on the planet by continually improving through VES.



People

Our people create innovative solutions, breakthrough thinking, and a vibrant company culture.

Sustainability commitments



PRODUCTS	Supply chain	We aim to have at least 40% of our suppliers (by spend) covered by the EcoVadis program by the end of 2025.	Learn more in our Sustainable Supply Chain Policy and in the Products section.
PLANET	Climate change	We aim to reduce total GHG emissions from our operations (Scope 1+2) by 54.6% by 2033. We have committed to setting a Science-Based Target in 2026 aligned to a 1.5°C climate change scenario.	Scope 1+2 target based on a 2023 baseline year. See the Planet section for more info. See SBTi website to learn more.
	Water	In our operations: We plan to work to implement operational controls that allow us to quantify our water consumption, itemize its use, and implement water use reduction and recovery practices as appropriate. In our supply chain: We expect our suppliers and subcontractors to share our commitments with respect to water stewardship. As appropriate, we will incorporate water stewardship considerations in our supplier selection and retention practices and will seek to utilize suppliers' water-efficient products and services. In our products: We 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.	Read more about our position and commitments in the Planet section of this report and in our Water Stewardship Policy .
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.
GOVERNANCE	Leadership accountability	In 2024, every member of the Veralto Executive Team had sustainability goals tied to their personal performance objectives, which are linked to compensation.	See the Sustainability governance section to learn more.
	Partnerships	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.

Sustainability governance



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

At the managerial level, Veralto's Senior Vice President of Strategy & Sustainability, who reports directly to our President and CEO, oversees our sustainability

program and the Veralto Sustainability Council and is responsible for reviewing and approving Veralto's sustainability reports. In 2024, every member of the Veralto Executive Team had sustainability goals tied to their personal performance objectives, which are linked to compensation.

Veralto's Sustainability Council develops and drives our roadmap of sustainability initiatives. This council and its working groups includes representation from our Water Quality and Product Quality & Innovation segments, as well as the corporate human resources; environment, health, and safety; Veralto Enterprise System; procurement; investor relations; finance; IT; corporate communications; and legal and compliance functions.

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 meet 9-12x per year.



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 is outlined in the table (right) and on the following pages.

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

ASSOCIATE PHOTO: Anthony Davis, Hach, Rotorua Redwoods, Rotorua, New Zealand (Aotearoa)



Value chain mapping

Identifying the relevant set of IROs for Veralto required definition of the complete set of business activities and external stakeholders that Veralto interacts with at each stage of those business activities. 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.

Due to the range of business activities and industries relevant to Veralto's operating companies, four distinct value chain groupings were considered and mapped as detailed below.

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.

ASSOCIATE PHOTO: Katherine McIlwain, Veralto Corporate, Aurora Australis Over the Doubtful Sound, Fiordlands, South Island, New Zealand (Aotearoa)

SEGMENT	VALUE CHAIN GROUPING	COMPANIES
Water Quality	1 – Water Treatment	ChemTreat, Trojan Technologies
	2 – Water Analytics	Aquatic Informatics, Hach, McCrometer, OTT HydroMet, Sea-Bird Scientific
Product Quality & Innovation	3 – Marking & Coding	Linx, Videojet
	4 – Packaging & Color	Esko, Pantone, X-Rite



DMA results

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

ESRS TOPIC	ESRS SUB-TOPICS
E1-Climate change	<ul style="list-style-type: none">• Climate change adaptation• Climate change mitigation• Energy
E2-Pollution	<ul style="list-style-type: none">• Pollution of water• Substances of concern• Substances of very high concern
E3-Water & resources	<ul style="list-style-type: none">• Water consumption, withdrawals, and discharges
E5-Resource use & circular economy	<ul style="list-style-type: none">• Resources inflows, including resource use• Resources outflows related to products and services• Waste
S1-Own workforce	<ul style="list-style-type: none">• Working conditions• Equal treatment and opportunities for all
S2-Workers in the value chain	<ul style="list-style-type: none">• Working conditions• Equal treatment and opportunities for all• Other work-related rights
S3-Affected communities	<ul style="list-style-type: none">• Communities' economic, social and cultural rights
S4-Consumers and end-users	<ul style="list-style-type: none">• Information-related impacts for consumers and/or end-users• Personal safety of consumers and/or end-users
G1-Business conduct	<ul style="list-style-type: none">• 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 the 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: Rob Ellison, Sea-Bird Scientific, *The Mighty Pollinators*, Washington Park Arboretum, Seattle, WA, U.S.A.

How we drive sustainability

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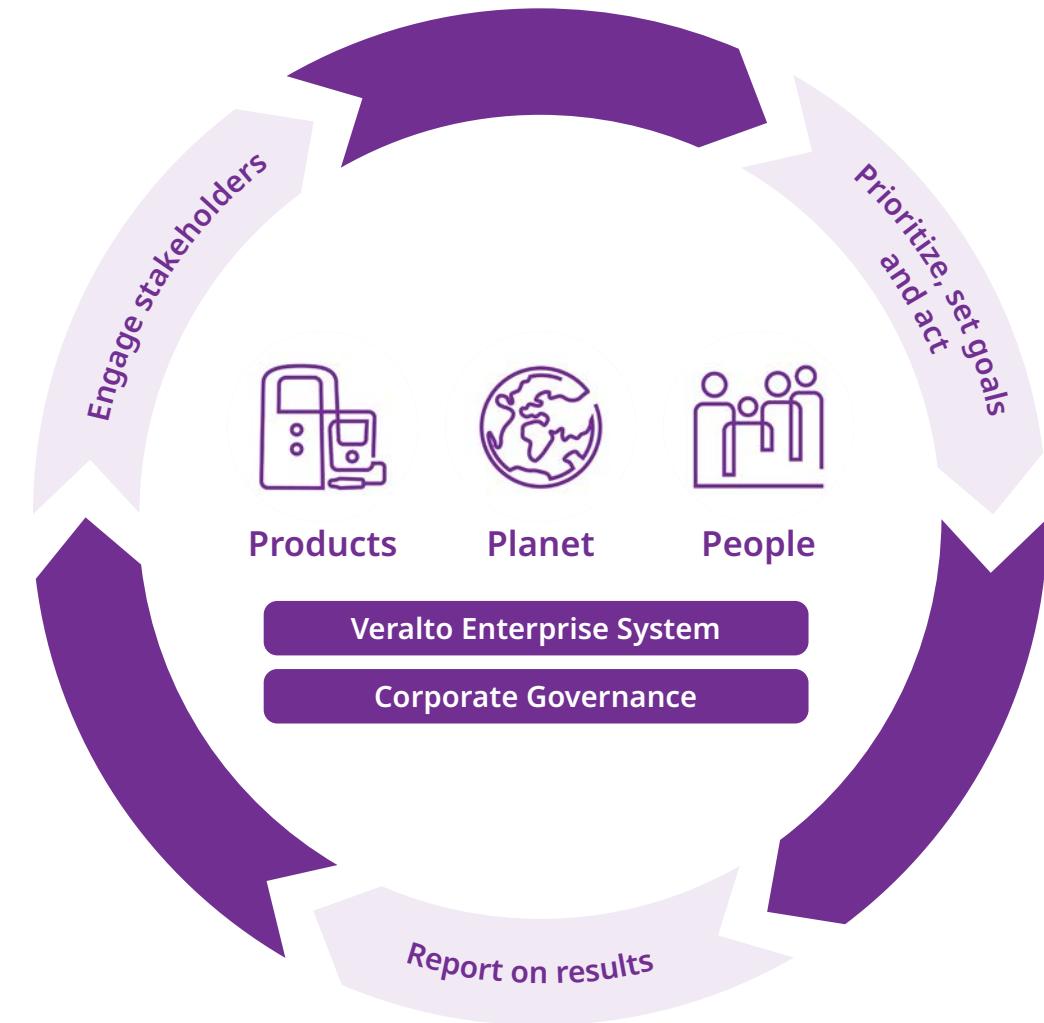
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We take seriously the scale and scope of the sustainability challenges facing humanity. We are embedding sustainability into our business strategy, operations, and supply chain to help ensure that every operating company and business function is engaged and taking action.

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

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 tools to help carry out their sustainability objectives. In 2024, we brought together leaders from across Veralto to evaluate our new product development processes to ensure we are properly considering environmental impacts during product design.

Our environment, health, and 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. In 2024, we made strides to further operationalize our GHG reduction commitment by developing standard processes to track and review progress of energy efficiency and other decarbonization projects across our manufacturing footprint.

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

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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.

ESG ratings

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

Additionally, several of our operating companies were awarded sustainability medals by EcoVadis, recognizing their individual sustainability leadership in 2024.



VERALTO OPERATING COMPANY ECOVADIS MEDALS | AS OF FEBRUARY 2025

GOLD MEDAL

(TOP 5%)

CHEMTREAT



SILVER MEDAL

(TOP 15%)

HACH

TROJAN TECHNOLOGIES



BRONZE MEDAL

(TOP 35%)

VIDEOJET





ESG reporting frameworks

The [Reporting frameworks index](#) section of this report provides a comprehensive summary of our ESG disclosures aligned to the following frameworks.

Global Reporting Initiative (GRI) sustainability reporting guidelines

Task Force on Climate-related Financial Disclosures (TCFD)

Sustainability Accounting Standards Board (SASB)

UN Sustainable Development Goals (SDGs) relevant to Veralto

ASSOCIATE PHOTO: Jen St. Louis, Trojan Technologies, Goðafoss, Iceland

Products

Veralto is proud of its positive environmental impacts supported by our operating companies. Our industry-leading companies and globally recognized brands are building on a long-established legacy of innovation and customer trust to create a safer, cleaner, more vibrant future.

We consider the environmental impacts of our business in terms of our **“footprint”** and our **“handprint.”** For example, our footprint includes the GHG emissions, waste generated, and water consumption of our manufacturing operations. By contrast, our handprint consists of the positive environmental impacts enabled by the use of our products. While we seek to mitigate and manage our footprint, we also seek to expand and grow our handprint to drive more sustainable outcomes for our customers and our environment.

In this chapter, we will highlight how we develop new products and services to scale the handprint of our operating companies.



Water Quality

Safeguarding the world's water

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Our Water Quality brands provide solutions that our customers depend on to manage critical operations involving water. We provide proprietary precision instrumentation and advanced water treatment technologies that our customers rely on to measure, analyze, and treat water in residential, commercial, municipal, industrial, and research applications.

Our Water Quality operating companies drive positive environmental outcomes by helping customers to conserve water and monitor for vital environmental parameters. 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 85 billion gallons of water in 2024.

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.

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

OTT HydroMet provides critical water and weather solutions that ensure a safer future for us all. By partnering with customers around the world, OTT HydroMet's

technical expertise and solutions help detect floods, find holes in the ozone layer, make solar power more efficient, protect the environment, and ultimately save lives. OTT HydroMet offers more than 1,000 solutions to 8,000 customers in 90 countries around the world.

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

Trojan Technologies offers UV and membrane filtration systems for water disinfection

and contaminant removal. Trojan Technologies systems treat and support the recycling of 14 trillion gallons of water annually and in turn help to improve access to clean water for more than 300 million people every day.

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

3.4B

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

85B

85 billion gallons of water that **ChemTreat** solutions helped customers save in 2024

14T

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

Our Water Quality handprint

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

For a more complete overview of the activities enabled by our operating company products, see the [Products data](#) section.



Aquarius software helps keep the Panama Canal running smoothly

The Panama Canal relies on water from the Chagres River, stored in Gatun and Alajuela Lakes, to operate its lock system. Managing water levels is critical for canal operations, hydropower generation, and for drinking water supply for 2.5 million nearby residents.

To balance these water needs, the Panama Canal Authority (PCA) uses Aquarius software by **Aquatic Informatics** to collect and analyze hydrological data from 55 scientific stations. This data helps predict precipitation, manage water levels, and optimize canal traffic. With the Aquarius platform, the PCA can efficiently manage water resources, adjust transit charges based on lake levels, and ensure the canal operates smoothly. The centralized data system improves decision-making, supports water treatment processes, and helps mitigate global economic impacts due to transportation delays.

Visit the [Aquatic Informatics website](#) to learn more about Aquarius water data management software.

[Aquatic Informatics website](#)

OTT HydroMet partners on the Sunray Solar Project in Uvalde County

OTT HydroMet collaborated with its channel partner to support the development of the Sunray Solar Project, a 200MW AC solar photovoltaic (PV) plant in Uvalde County, Texas.

Spanning 1,865 acres and featuring 498,000 bifacial PV modules, 62 inverters, and SCADA control systems, the solar plant will generate over 500 GW-hours of clean energy per year to serve nearly 14,000 households, resulting in an estimated offset of 220,000 metric tons of CO₂ per year.

OTT HydroMet designed five custom Solar Weather Stations for the project to deliver best-in-class irradiance, soiling, and weather instrumentation alongside expert integration and commissioning services to ensure the plant meets performance requirements. These monitoring stations will enable optimal maintenance and cleaning schedules to deliver year-round performance up to 10% more efficiently than comparable alternatives.

Visit the [OTT HydroMet website](#) to learn more about solar energy solutions from OTT HydroMet.

[OTT HydroMet website](#)



Monitoring coral reef health in the Florida Keys

Mote Marine Laboratory monitors coral reef health at Looe Key in Florida to study the impacts of ocean acidification on affected coral reef communities. They aim to enhance scientific understanding and support policies and programs to protect Florida's reefs. Using the Deep SeapHOx™ V2 from **Sea-Bird Scientific**, the lab collects reliable, long-term data on key parameters like pH and dissolved oxygen. This robust system supports biodiversity and water quality monitoring efforts, ensuring comprehensive and accurate insights that aid in the fight to protect vulnerable aquatic ecosystems.

Visit the [Sea-Bird Scientific website](#) to learn more about ocean monitoring with the Deep SeapHOx™ V2 moored system.

[Sea-Bird Scientific website](#)



"Deploying the [Deep SeapHOx™ V2] sensor is a milestone for our efforts to preserve coral reefs. By addressing the threats identified through this monitoring, we can help ensure that coral reefs continue to thrive and provide their essential services to marine life and human communities alike."

Dr. Emily Hall, Manager of Mote's Ocean Acidification and Chemical and Physical Ecology Research Programs

"The high-resolution data collected will allow us to detect subtle changes in the reef environment, providing warning signs of stress conditions. This technology will allow us to continue developing proactive conservation strategies and approaches for mitigating the effects of acidification."

Dr. Kimberly Yates, Senior Research Oceanographer, USGS

XOS enables advancements in archaeological practices

Micro X-ray fluorescence (MXRF) technology, enhanced with polycapillary optics, has revolutionized sustainable archaeology by enabling non-destructive, high-resolution analysis of artifacts and materials. This advanced technology allows researchers to uncover elemental compositions and intricate details of archaeological finds, even on irregular or curved surfaces, without harming delicate objects.

The collaboration between **XOS** and the Institute of High-Energy Physics (IHEP) in China led to the development of a Curved-Surface MXRF system, integrating

polycapillary optics, artificial intelligence, and advanced imaging algorithms. This innovation significantly improves the speed and precision of artifact analysis, aiding in cultural heritage preservation and offering vital insights into ancient production techniques and trade networks. By ensuring minimal environmental and material impact, MXRF technology exemplifies the commitment to sustainability in archaeological research and heritage conservation.

Visit to learn more about MXRF and other X-ray optics applications:

[XOS website](#)



Hassyan desalination plant, Dubai, U.A.E.

Hach was selected to supply the full water instrumentation package in partnership with the world water technology leader Veolia for the Hassyan seawater desalination plant in Dubai. The Hassyan plant is scheduled to start operating in 2026 and will be the second largest desalination plant in the world utilizing reverse osmosis technology and the world's largest solar-powered desalination site that will supply safe drinking water to 2 million people.

Visit to learn more about Hach desalination water analysis solutions:

[Hach website](#)

ChemTreat enhances cooling system performance for DOE data centers

National laboratories managed by the U.S. Department of Energy (DOE) often have extensive data center cooling requirements to operate at peak efficiency and meet research goals. **ChemTreat** provided technical and analytical support for one DOE national

laboratory to improve the efficiency of its direct-to-chip liquid cooling and other cooling systems. This partnership has resulted in significant energy savings for the laboratory as well as water savings of more than 34 million gallons of water per year.

Visit to learn more:

[ChemTreat website](#)

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 operating companies. The following is a snapshot of the impacts, risks, and opportunities identified for our Water Quality operating companies.



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IMPACTS	RISKS	OPPORTUNITIES
<ul style="list-style-type: none">Water Quality products help companies to monitor and adapt to climate-related risks — such as drought or severe weather — which improves the safety and resilience of communities that may be impacted by climate changeProducts and services enable customers to detect, monitor, and mitigate water pollutionCustomers 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 to consume less water, which reduces water stressProducts and services enable customers to ensure that water discharges are monitored and treated prior to release into the environment or for public useProducts and services are used to enhance water quality, which may result in increased water quality in the communities in which customers operateDue 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 expectationsWater treated using our products and services enhances the water quality experienced by end-users	<ul style="list-style-type: none">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	<ul style="list-style-type: none">Increasing global demand for safe and affordable waterIncreasing government funding to support water and wastewater infrastructureIncreasing threats to water access from growing scarcity of water and frequency of severe weather eventsThe need to upgrade and optimize wastewater treatment facilities to cope with rising costs, energy demands and increasing capacity challengesIncreasing regulatory standards and reporting requirements for drinking water supply and wastewater dischargeGrowing need to detect and destroy emerging water contaminants that may impact public healthHeightened focus on achieving environmental targets and the sustainable use of resources by the public and private sectorsGrowing demand for environmental resource conservation and renewable energyAs 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 salesAs pollutants continue to emerge and demand for water analysis and treatment products grows, there may be increases in sales of products and services

Water Quality partnerships

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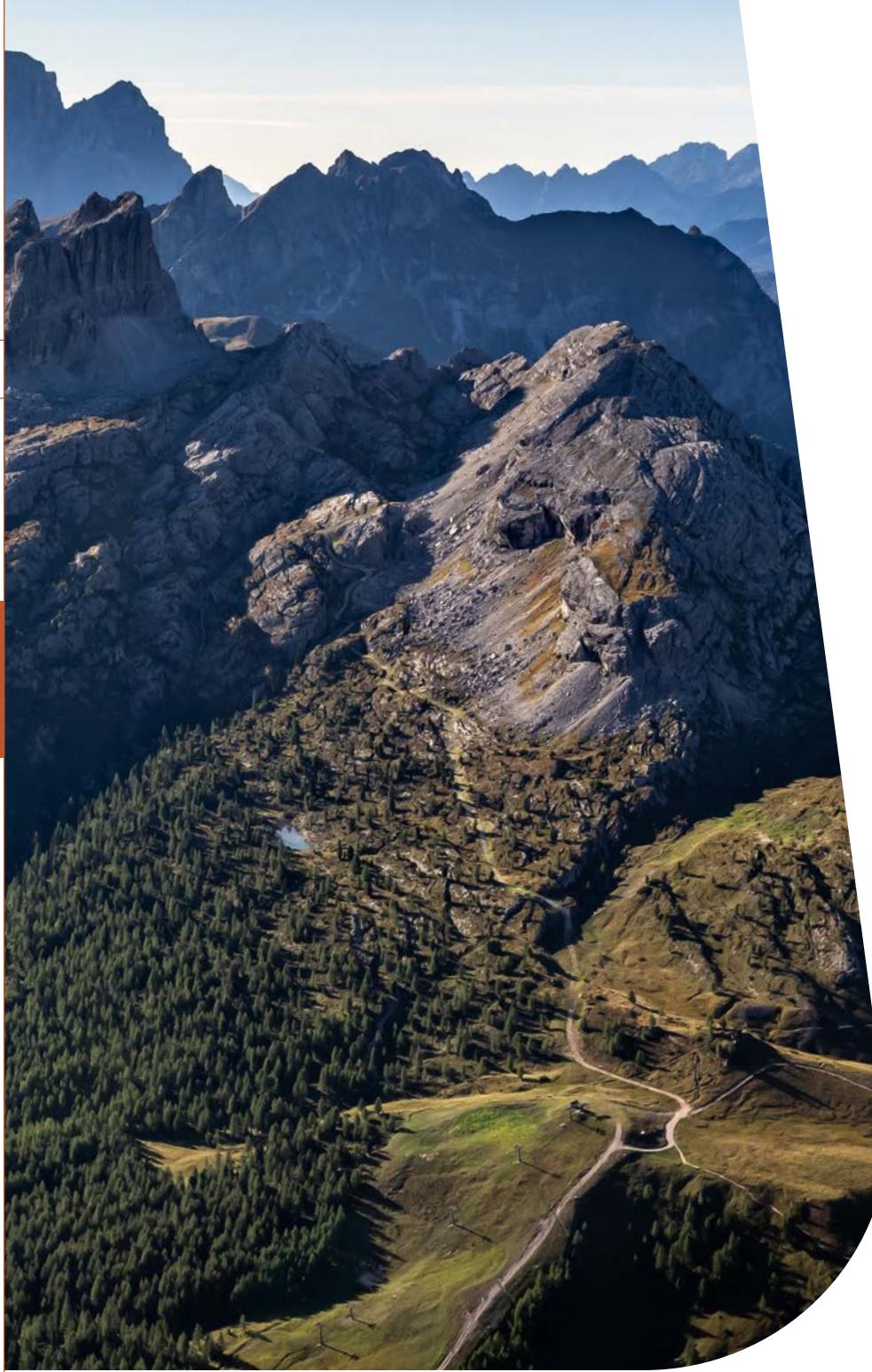
We recognize that global water challenges require close collaboration with other experts, non-governmental organizations, and trade associations working together for long-term solutions. Veralto is a corporate member of the following organizations who share our commitment to water stewardship:



Photo above:
Melissa Aquino, SVP and Chief Segment Officer, Water Quality (pictured middle left) in a panel discussion during the **Global Water Summit 2024** in London, U.K.

Photo to right:
Melissa Aquino with other water industry leaders during the **IDRA World Congress 2024** in Abu Dhabi, U.A.E.





ASSOCIATE PHOTO: Jeramey Johnson, Hach, Dolomites Mountain Range

Product Quality & Innovation

Safeguarding food and trusted essentials

Our Product Quality & Innovation segment of operating companies provides a broad set of essential solutions that brand owners in consumer goods, food and 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 operating companies help reduce waste, support market-access requirements, and help mitigate public health risks through efficient product tracking.

Product Quality & Innovation operating companies 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 operating companies.

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.

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

Pantone is the preeminent color standard in the design industry leveraged by millions of designers, marketers, and others in the creative community, not only to

ensure color standardization but also to understand the impact of color on consumers.

TraceGains was acquired by Veralto in October 2024. TraceGains is a global leader in networked compliance and product development for the food and beverage supply chain. TraceGains helps manufacturers and suppliers collaborate, ensure food safety, manage risk, and meet global regulations. Over 1,300 customers use TraceGains, connecting to 90,000 supplier locations and more than 600,000 ingredients and items.

Videojet offers technologies that mark and code packaged goods and related consumables. They are leading providers of inline printing solutions for products

and packaging with marking and coding systems used by many of the top global consumer brands. Videojet solutions are used to print more than 10 billion codes around the world daily, helping ensure transparency, safety, authenticity, tracking and traceability.

X-Rite delivers innovative color solutions through measurement systems, software, color standards, and services. X-Rite's expertise in inspiring, selecting, measuring, formulating, and matching color helps its customers get color right the first time every time, which translates to improved quality and reduced costs. X-Rite serves a range of industries, including print and packaging, paints and coatings, plastics, textiles, electronics, food and beverage, and automotive.

10B

10 billion products marked and coded by **Videojet** customers every day

140

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

Our Product Quality & Innovation handprint



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Veralto's Product Quality & Innovation companies 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 Product Quality & Innovation operating company products, services, software and/or solutions enable sustainable outcomes for our customers, as evidenced by the following examples from our operating companies.

For a more complete overview of the activities enabled by our operating company products, see the [Products](#) data section.

Reducing plastic consumption with Esko's Flexo packaging solutions

Flexo solutions from **Esko** significantly advance sustainable packaging by enabling the use of up to 50% thinner plastic films compared to Gravure printing. As a leader in the Gravure-to-Flexo conversion, Esko solutions have contributed to Flexo market adoption from 15% in 1995 to 45% in 2024, with over 60% of Flexo-printed flexible packaging worldwide utilizing Esko's printed plates. This shift has already reduced global plastic consumption by 1.3 million tons of plastic annually, with a potential to save an additional 2.8 million tons by completing the conversion, showcasing Esko's commitment to reducing the environmental impact of common packaging materials.

Visit to learn more about Flexo flexible packaging solutions:

[Esko website](#)



Sympatex partners with X-Rite to enhance sustainability and precision in evaluating textile colors

In the competitive textile industry, modern manufacturers and suppliers face diverse challenges driven by increasingly complex customer requirements and global sustainability initiatives.

Seeking improved color evaluation efficiency while prioritizing sustainability, Sympatex, a global leader in high-tech functional textiles, partnered with **X-Rite** to modernize its operations. Sympatex integrated X-Rite's Judge LED light booth into their production process to enhance visual color evaluation and reduce manual interventions, resulting in significant energy savings.

This strategic investment in X-Rite's color evaluation solutions helped to optimize their process and

"The Judge LED light booth is ready for use immediately and allows for faster and more consistent color assessments. Our goal is to make color management more efficient across our global supply chain."

Carmen Keim, Colorist and Digital Pioneer,
Sympatex® Technologies



reinforced Sympatex's positioning as a leader in sustainable solutions within the textile industry.

Visit to learn more about light booth technology for color evaluation:

[X-Rite website](#)

Videojet launches new 7920 UV laser marking system to support sustainable transition

The new **Videojet** 7920 UV laser marking system provides several positive environmental advantages over traditional continuous inkjet (CIJ) printing. Laser marking minimizes consumables throughout its lifespan, which aligns with customers' waste reduction objectives. Videojet customers are shifting to laser marking technologies, reducing

their reliance on consumables, hazardous substances, and plastic waste associated with CIJ or ink-based methods. This transition highlights the growing preference for eco-friendly marking and coding solutions in the consumer packaged goods industry.

Visit the [Videojet website](#) to learn more about the new 7920 UV laser marking system.

[Videojet website](#)



Supporting the circular economy with Close the Loop

Videojet has teamed up with Close the Loop to offer customers a sustainable solution for managing continuous inkjet printer cartridges. Through our cartridge take-back program with Close the Loop, customers can divert used plastic cartridges from landfills by shipping them back in provided collection kits. The collected materials are sorted, shredded, and repurposed into asphalt material, marking a

meaningful step toward waste reduction. This initiative represents positive progress in mitigating our environmental impact as we partner with customers on sustainable marking and coding technology solutions.

Visit the [Videojet website](#) to learn more about our ink cartridge recycling program.

[Videojet website](#)

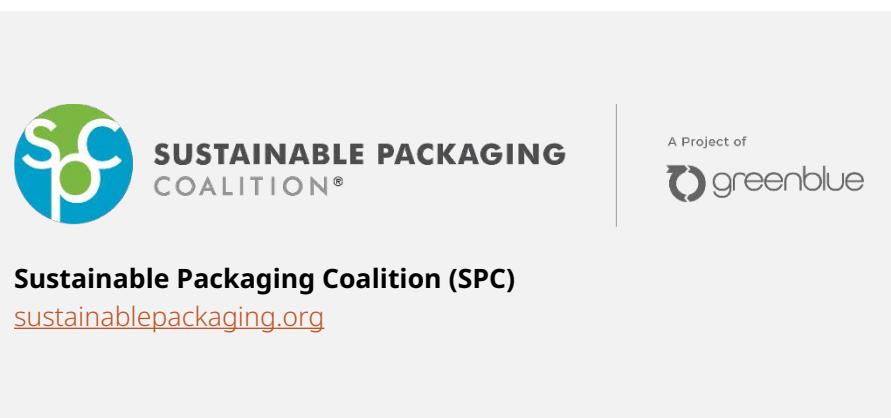
Product Quality & Innovation impacts, risks, and opportunities

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

	IMPACTS	RISKS	OPPORTUNITIES
Introduction	<ul style="list-style-type: none">Products and services enhance the quality and reliability of food and beverage products, which enhances access to adequate food in communitiesIf products and services have defects, inadequate disclosure of risks or fail to meet quality expectations, there could be negative impacts to human healthAs our products are easily traceable, product information is clearly documented and enhance the end-user well-being as they are able to assess the health and safety implications of the products they use	<ul style="list-style-type: none">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	<ul style="list-style-type: none">Increasing regulation and consumer pressure on brands to help ensure product safety and transparencyGrowing regulatory pressure and customer priorities to minimize the environmental impact of packagingLabor shortages and the need for greater speed to market driving digital transformation, automation, and connected devicesChanges in brand strategies and the proliferation of smaller brands, leading to faster packaging cycles and more frequent press runsGrowing need to centralize and control product code management to improve efficiency and product securityMitigate increasing pressures on customers to reduce materials, energy and waste required for their packaging by providing services to help produce sustainable packagingDelivering 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
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Product Quality & Innovation partnerships

Due to the strong ties of our Product Quality & Innovation operating companies 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](#) to collaborate on solutions to make packaging more sustainable.



Engaging with the Sustainable Packaging Coalition

Videojet sponsored and exhibited at the 2024 Sustainable Packaging Summit, an event organized by the Sustainable Packaging Coalition (SPC), a leading organization

driving the conversation around sustainable packaging practices. Videojet's sponsorship of this event reinforced their organizational commitment to being the preferred partner for marking and coding solutions in solving sustainable packaging challenges.

Visit to learn more:

[Videojet website](#)

VES tools, policies, and processes

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As the bedrock of our culture, VES is foundational to how we approach product innovation, intellectual property, and product reliability. This section expands on the VES tools, policies, and processes we use to embed environmental sustainability into our products, services, and digital solutions.

Innovation

Across our operating companies, 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 2024, we employed over 1,900 scientists and engineers and invested approximately \$253 million in R&D.

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

- A strategic framework for innovation and a process to identify and quantify how innovation will support Veralto's strategic and financial goals
- Tools that prioritize the identification of high-value customer problems and support the development of products, services and technologies to solve them

- A continuous improvement methodology to assess how effectively each innovation component is applied and measure the overall impact on growth

In 2024, we identified and began piloting approaches to better incorporate environmental impact considerations into our product development processes at multiple operating companies. These updates to improve product environmental impact align with other changes made in 2024 to continue evolving how we develop our product strategy and commercial strategy around inputs from sales, R&D, product planning, marketing, and service teams.

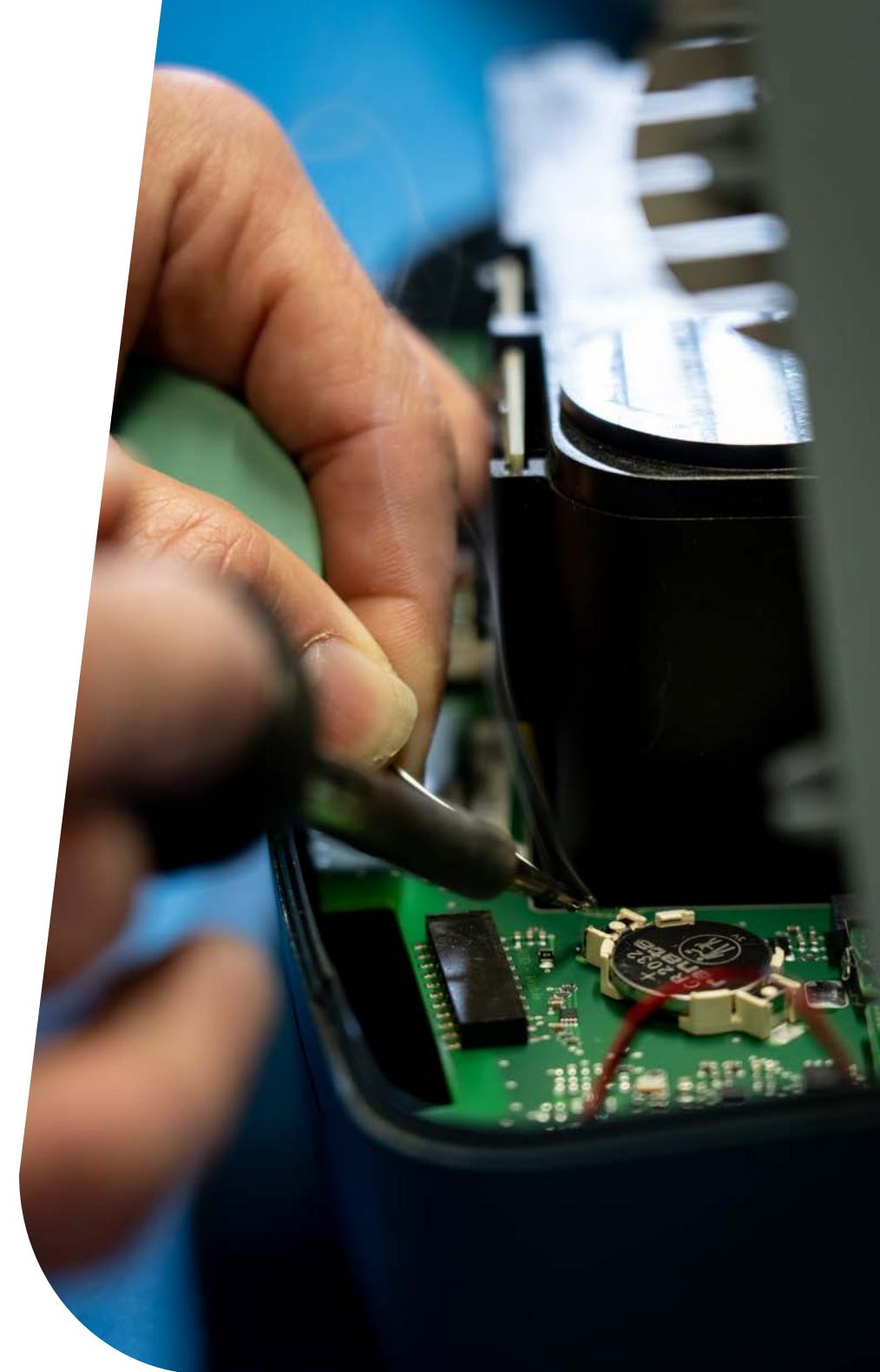
- **Voice of Customer.** Our Voice of Customer tool prompts analysis of customer frustrations to identify sustainability-related needs.

- **Product definition and testing.** We've updated our product definition and testing tools to prompt consideration of product attributes that will address customer sustainability priorities.

- **Product design and launch.** Our product design and launch tool updates help ensure that sustainability is embedded in the entire product realization value stream, from concept to delivery. This includes consideration of sustainability matters across the entire life cycle of the product, from manufacturing, packaging and distribution to use. It also includes consideration of how to define the sustainability value proposition and how it will be communicated to customers.

- **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.

ASSOCIATE PHOTO: Jeramey Johnson, Hach, Düsseldorf, Germany



Launching the NH6000sc Ammonia Analyzer from Hach

Hach is proud to launch the new NH6000sc. This advanced online ammonia analyzer is designed to minimize user maintenance and reagent replacements to only twice per year. The NH6000sc is also designed with a lighter, integrated filtration system and

longer compressor lifespan to help customers maintain continuous ammonia monitoring with minimal disruption.

Visit the [Hach website](#) to learn more about the new NH6000sc Ammonia Analyzer.

[Hach website](#)



Re-designing Videojet ink cartridges to reduce plastic

Videojet recently introduced an innovative Continuous Inkjet (CIJ) cartridge design that uses 39% less polypropylene plastic than the previous design. By shifting from a two-piece molded plastic design to a single-piece, the team reduced plastic usage while enhancing cartridge durability, particularly for acetone-based fluids exposed to high temperatures.

In 2024, the new design helped the Videojet Zhuhai factory reduce polypropylene use by 44 tons, with plans to expand this design to other product lines in 2025. This effort underlines Videojet's commitment to minimizing its environmental impact through product design and continuous improvement.

Visit the [Videojet website](#) to learn more.

[Videojet website](#)

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:

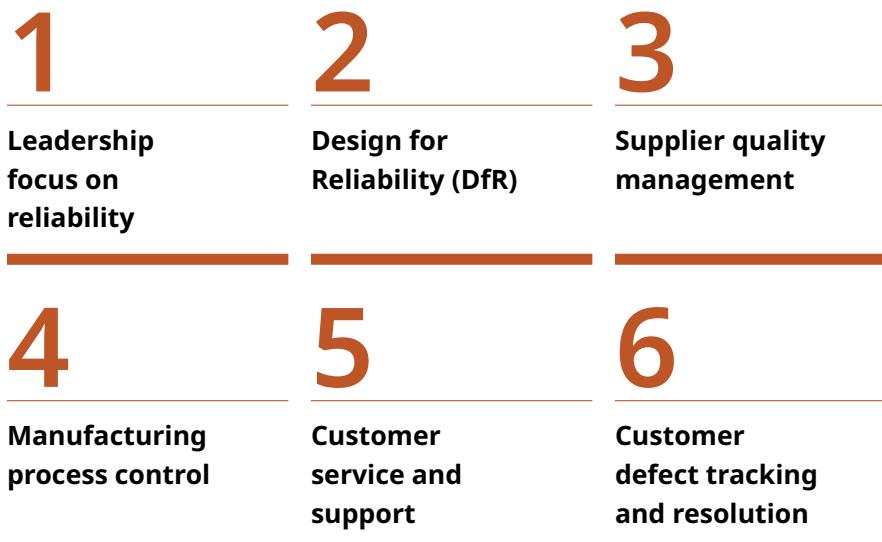
- A unique set of tools and metrics that consider IP, technology, market, and financial characteristics to assess and improve a company's competitive positioning
- An inventor rewards program that incentivizes and recognizes innovation and innovators across the company

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

\$253M
invested in R&D
in 2024

Veralto Reliability System

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



The Design for Reliability (DfR) 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.

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 our commitment to these goals is core to our overall sustainability strategy. We uphold this commitment through our efforts to reduce material environmental impacts in our operational footprint and our value chain.



ASSOCIATE PHOTO: Taylor Buley, Hach, Washington Wildflowers, near Mt. Baker, WA, U.S.A.

Greenhouse gas emissions and climate change



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At Veralto, we are increasing our efforts to reduce energy consumption and greenhouse gas (GHG) emissions attributable to our operations, products, services, and supply chain.

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%.

Veralto is committed to our goal of reducing our combined Scope 1+2 GHG emissions by 54.6% from a 2023 baseline

by 2033. This target is aligned with a 1.5°C climate change scenario and assumes continued business growth of our operating companies over time.

In addition, we committed to setting a [Science-Based Target](#) in 2026. As part of this process, we have completed a baseline evaluation of our Scope 3 emissions, reporting on the categories that are material to our operations and value chain.

To help ensure the transparency and trustworthiness of our GHG emissions data inventory, we have obtained [external assurance](#) of our 2024 Scope 1+2 GHG emissions.

The [Planet](#) data section of this report contains the complete inventory of our GHG emissions.

>8%

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

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



1

Expanded use of renewable and zero-carbon energy

2

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

3

Facilities retrofits that **replace** equipment that consumes fossil fuels

4

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

ASSOCIATE PHOTO: Carlos Canizales, Videojet, *Frozen Waterfalls, Rochemolles, Turin, Italy*



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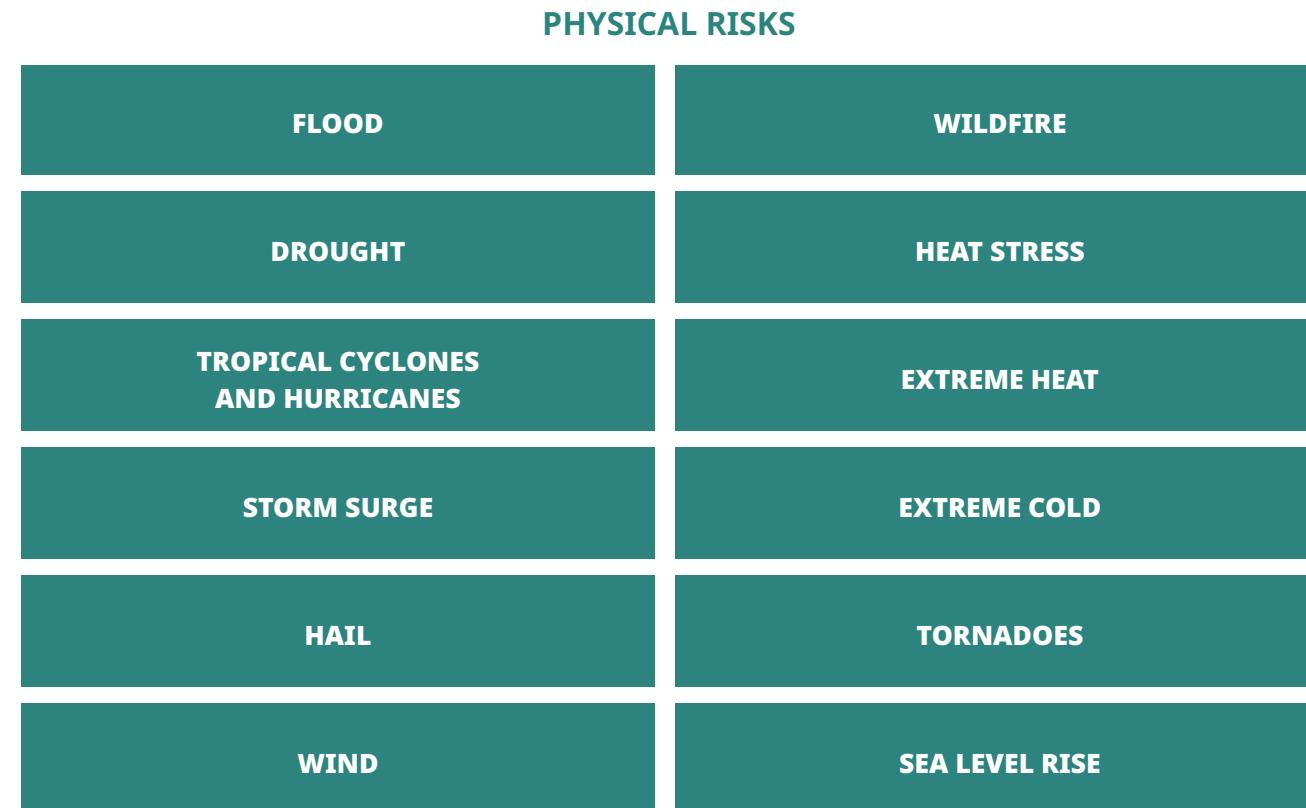
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Climate risks and opportunities

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 the 12 environmental risks (listed at right) across more than 200 Veralto facilities around the world.



54.6%

planned 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 operating companies, 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 GHG emissions and has adopted a goal to reduce our Scope 1+2 GHG emissions by 54.6% by 2033.

Energy efficiency



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17%
total electricity use
from renewable sources
in 2024

We are working to implement a variety of energy-saving and emissions-reducing initiatives in our operations. We decreased our facilities' energy consumption (inclusive of fuel use) by 4% from 2023. In addition, 17% of our electricity came from renewable or zero-carbon sources in 2024, which almost doubled our use of renewable energy in 2023. Our use of renewable energy primarily came through our utilization of green tariff programs and through

purchases of Green-e Renewable Energy Certificates (RECs).

The Veralto Enterprise System, particularly our Energy Management Toolkit, is an important driver of past and future GHG reduction from our operations. You can learn more about our Energy Management Toolkit in the [VES tools, policies, and processes](#) section.

Electricity savings at Videojet Mumbai

In 2024, **Videojet** Mumbai cut their site's electricity consumption and Scope 2 GHG emissions in half by moving to a smaller office space, installing LED lights, switching electricity providers, and promoting resource-efficient behaviors among associates. This achievement was driven by associates' commitment to turning off unused lights and equipment, optimizing heating and cooling systems, and being mindful of energy use from sources like unnecessary printing and device charging. These collective efforts are proof that our daily actions, no matter how small they may seem, can add up to make a significant positive impact.

Visit the [Videojet website](#) to learn more about sustainability at Videojet.

[Videojet website](#)



Water stewardship



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

Water is a universal need and area of concern for humankind, but the pressing water issues are site-specific and basin-specific. Water is also a shared resource, so solving local water issues requires deep expertise and collaboration with stakeholders. Customers around the world turn to our Veralto companies for expertise and solutions across the water cycle to help them to address their water challenges and reduce their water impact. Our products and services enable our customers to achieve the level of incoming water purity they need to deliver the highest-quality products for consumers,

especially in the 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 2024, we examined

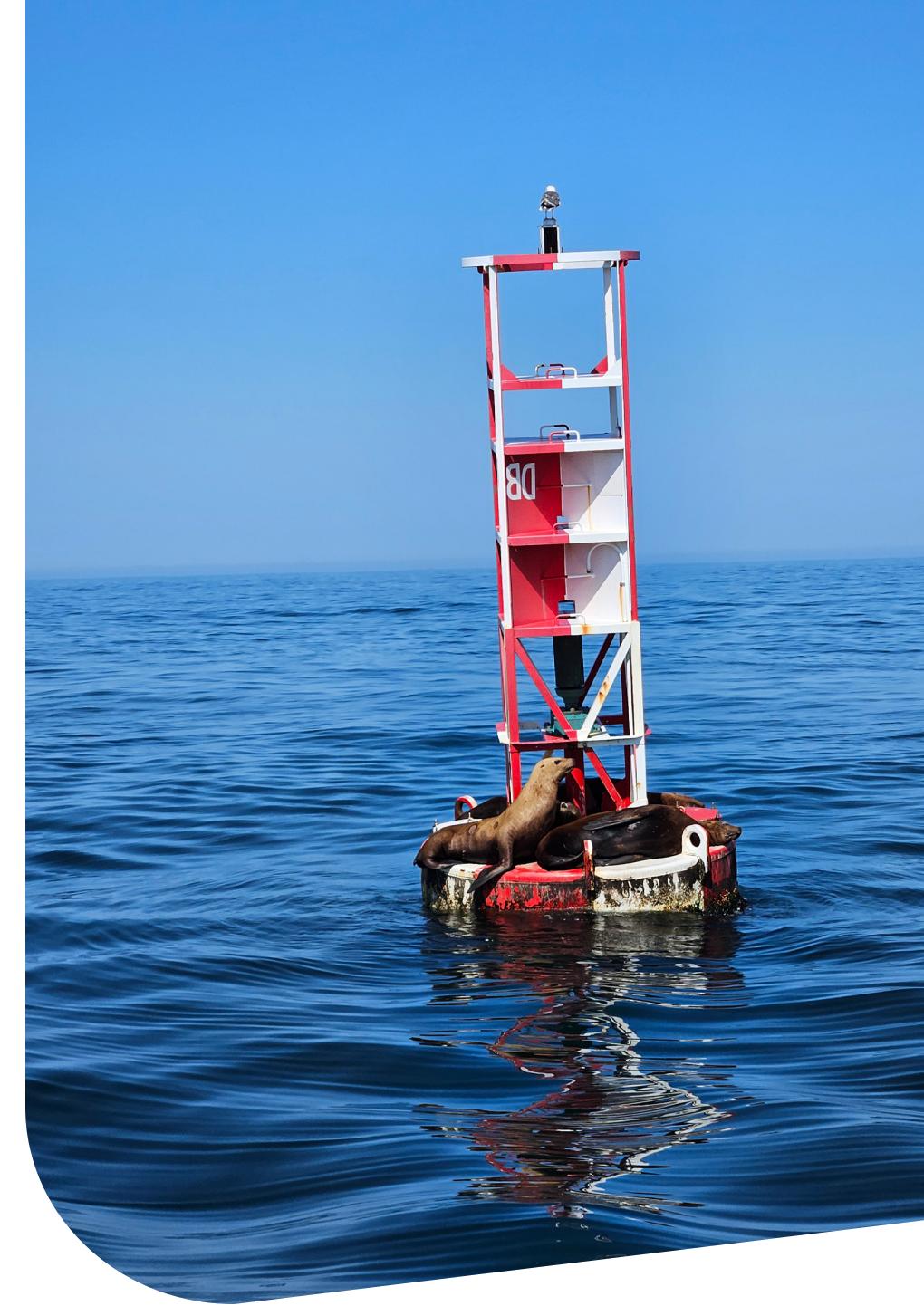
our 70 most water-intensive sites, which accounted for approximately 85% of our water consumption. Through this analysis, we determined that approximately 15% of our water consumption occurs at sites in regions classified as having "High" water risk, and approximately 24% occurs at sites in regions with "Extremely High" water risk.

We are taking several steps to advance our strategy for 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. 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 2024, our overall water consumption as reported increased by approximately 8.6% from 2023. This was driven by increases in manufacturing volume and certain R&D activities. In addition, to get a more accurate view of our total water footprint, we enhanced our water reporting to include estimated water use at leased sites for which water use is not sub-metered. Even with this expanded reporting, our total water consumption intensity per revenue dollar has decreased by 16.5% since 2019.

>16%

reduction in water consumption intensity since 2019



ASSOCIATE PHOTO: Taylor Riordon, Trojan Technologies, Buoy Break, Lincoln County, OR, U.S.A.



Veralto joins WaterAid's Women + Water Collaborative to support water-scarce communities in India

Veralto is proud to announce its participation in the [Women + Water Collaborative](#), in partnership with WaterAid and corporate peers including Gap Inc., Cargill, and GSK. This flagship corporate collective action program aims to improve health, livelihoods, and climate resilience in water-stressed communities in India by empowering women with the skills and resources to manage local water resources in a sustainable way.

In addition to ensuring that these communities have access to safe drinking water and climate-resilient sanitation and hygiene, the Collaborative aims to enhance the availability and quality of

water in key river basins by implementing water replenishment and conservation techniques like rainwater harvesting.

The Women + Water Collaborative aims to empower 3,000 women to become leaders in water, sanitation, and hygiene within the first two years of the project — ultimately reaching 150,000 people in water-scarce regions of India.

Visit the [WaterAid website](#) to learn more.

[WaterAid website](#)

Photo credit:
WaterAid/Srishti
Bhardwaj

Pantone invests in more water-efficient operations

Pantone is driving water savings by replacing aging, inefficient equipment that was consuming excess water and energy. Leaders at the Carlstadt, New Jersey, facility invested capital to replace old dyehouse equipment with new, efficient dye machines along with auxiliary equipment like boilers and water treatment systems. These upgrades are boosting production output and dyeing consistency while also reducing maintenance downtime. And the water savings are impressive: the site reduced their daily water consumption by 40%, saving more than 2,200 gallons of water per production day.

Visit the [Pantone website](#) to learn more about Pantone Color Systems.

[Pantone website](#)



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Veralto partners with WasteAid to promote plastic recycling and reuse in The Gambia and South Africa

Veralto is working with UK-based charity WasteAid to implement new waste management programs spearheaded by local “wastepreneurs” in communities of The Gambia and South Africa.

As part of two First Step Resource Management Programs supported by Veralto, WasteAid will work with local authorities, waste collectors, and other community leaders and stakeholders to implement programs that reduce dumped waste in communities that currently have little or no formal waste management.

In addition to diverting plastic waste from waterways and dumpsites for recycling and reuse, these programs empower economically vulnerable community members to start their own waste collection business, connecting them to organizations that will buy the waste they collect, educating communities about the need to manage their waste responsibly, providing waste collection and storage facilities, and supporting the creation of products made from recycled waste.

Visit the [WasteAid website](#) to learn more.

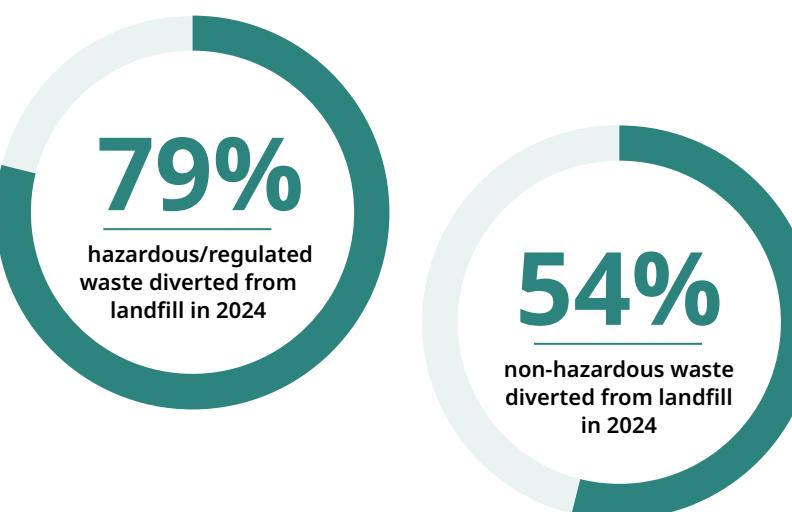
[WasteAid website](#)

Waste reduction

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

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. For more information on Veralto’s waste reduction progress, refer to our [Planet data](#) section.



ASSOCIATE PHOTO: Anthony Davis, Hach,
After the Snow, Glencoe, Scotland





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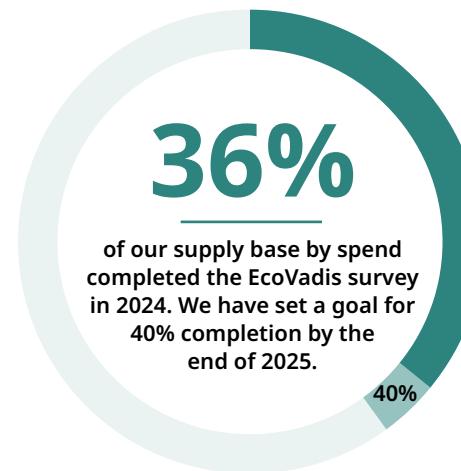
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Supplier engagement

Veralto is committed to engaging our suppliers to improve transparency and collaboration, and encourage the minimization of the environmental impact of our purchased goods.

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 teams. For more information about the EcoVadis program, see the [Supply chain sustainability](#) section and refer to our [Sustainability Policy](#) and [Sustainable Supply Chain Policy](#).



"Having a critical mass of suppliers certified by EcoVadis grants us visibility and influence beyond the four walls of our operations. We view the EcoVadis program as an important lever as we prepare for deployment of future sustainability goals."

Sameer Ralhan, SVP and Chief Financial Officer

ASSOCIATE PHOTO: Garrett Evans, OTT HydroMet, *Imagine Sisyphus Happy*, Devil's Backbone, Loveland, CO, U.S.A.

Growing the circular economy with the Hach Environmental Center

The **Hach** Environmental Center is dedicated to supporting the circular economy through its innovative recycling service for cuvette tests in Europe. Located in Düsseldorf, Germany, the Environmental Center has helped divert more than 3,500 tons of hazardous waste from landfill over the past 10 years, achieving a recovery rate of over 75%.

Over the past 25 years, Hach associates have worked to continuously improve recycling processes to ensure that components of Hach cuvette tests can be recovered and reused as raw materials. Each year, around 150 customers visit the plant to see firsthand Hach's commitment to the planet and responsible waste management.

Visit the [Hach website](#) to learn more.

Hach website

VES tools, policies, and processes

VES Fundamentals

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

VES Sustainability tools

Building upon the VES Fundamentals and Operational Excellence tools, 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.

Through cross-functional kaizen events, we use the VES Sustainability tools to establish a thorough understanding of operations and identify opportunities for improvement through 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 existing or new long-term and short-term reduction goals and establishes clear roles and responsibilities.
- **Investigate and drive to root cause.** Go to “gemba”—the physical location where work gets done—to identify and map systems, processes and equipment that drive environmental impact(s). While at gemba, teams use the guidelines and checklists in the 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.

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

Protecting associate hearing and saving energy at Hach Loveland

At **Hach** Loveland, the site faced a challenge with increased noise levels and compressed air demands due to the use of multiple different styles of compressed air gun nozzles. To tackle this, a project team introduced Silvent® air gun nozzles in multiple areas across the site. These new nozzles reduced energy demand through more efficient compressed air usage and significantly lowered noise levels at the site. In fact, noise levels in some areas dropped by 17dB, allowing the site to remove hearing protection program requirements for over 50 associates, meaning these associates no longer need to wear hearing protection during their shifts as they can now safely work in their areas at the reduced noise levels.

Visit the [Hach website](#) to learn more about working at Hach.

[Hach website](#)

People

At Veralto, our Unifying Purpose of **Safeguarding the World's Most Vital Resources™** is more than just words: it's a proven path toward positive change, improvement for our planet, and an expression of how we strive to support and develop our associates.



ASSOCIATE PHOTO: Andre Rozitis, OTT HydroMet, Joys of Cold Water and Climate, Devil's Backbone, Berthoud Pass, CO, U.S.A.

Striving for better, together

Our people are the most important part of our success at Veralto, and we believe that outstanding results stem from fostering an inclusive workplace.

Our global network of almost 17,000 associates brings rich backgrounds and perspectives to our workplaces around the world, and we are committed to maintaining a culture of trust, support, and authenticity where every associate feels empowered to contribute their unique talents.

Our efforts are led by our Vice President, Talent and Diversity, who is responsible for the execution of Veralto's Inclusion strategy, reporting to Veralto's Senior Vice President and Chief Human Resources Officer. Together with the Veralto Executive Team, they work closely alongside operating company leaders to drive progress through clear objectives, metrics, initiatives, and development programs.

Leadership commitment to inclusion

Grounded in our value of serving humanity with purpose and integrity, we are steadfast in our commitment to creating an inclusive environment where transparency, trust, and belonging can flourish.

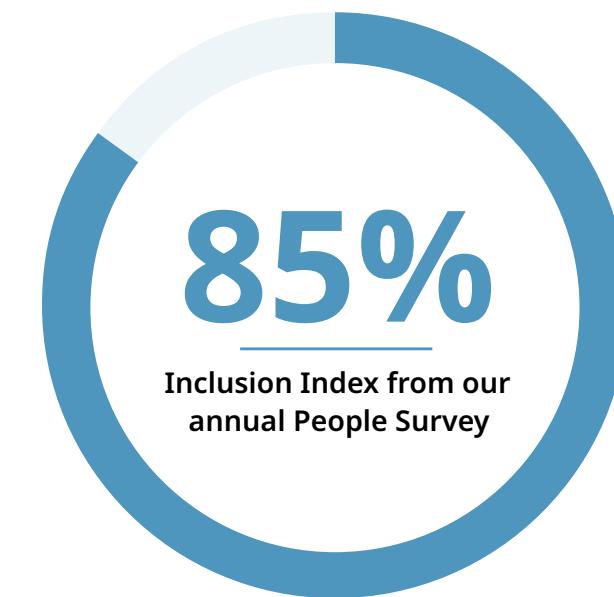
In 2024, many of our most senior leaders, including all of our named executive officers, had a personal performance or development objective related to cultivating associate inclusion. By modeling an inclusive mindset from the top and creating opportunities for their team members to learn and engage, our leaders play a critical role in shaping our inclusive culture.

Growing Teams Inclusively

Veralto offers a learning program called "Growing Teams Inclusively" that is intended for all associates and provides detail on our inclusion journey, accomplishments, and goals. The program offers content to help associates adopt inclusive language, share personal experiences, and discuss the impact of an inclusive mindset on both individual and team performance.



ASSOCIATE PHOTO: Attilio Cachilli, Videojet, Water & Sunset, Trouville, France



"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



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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.

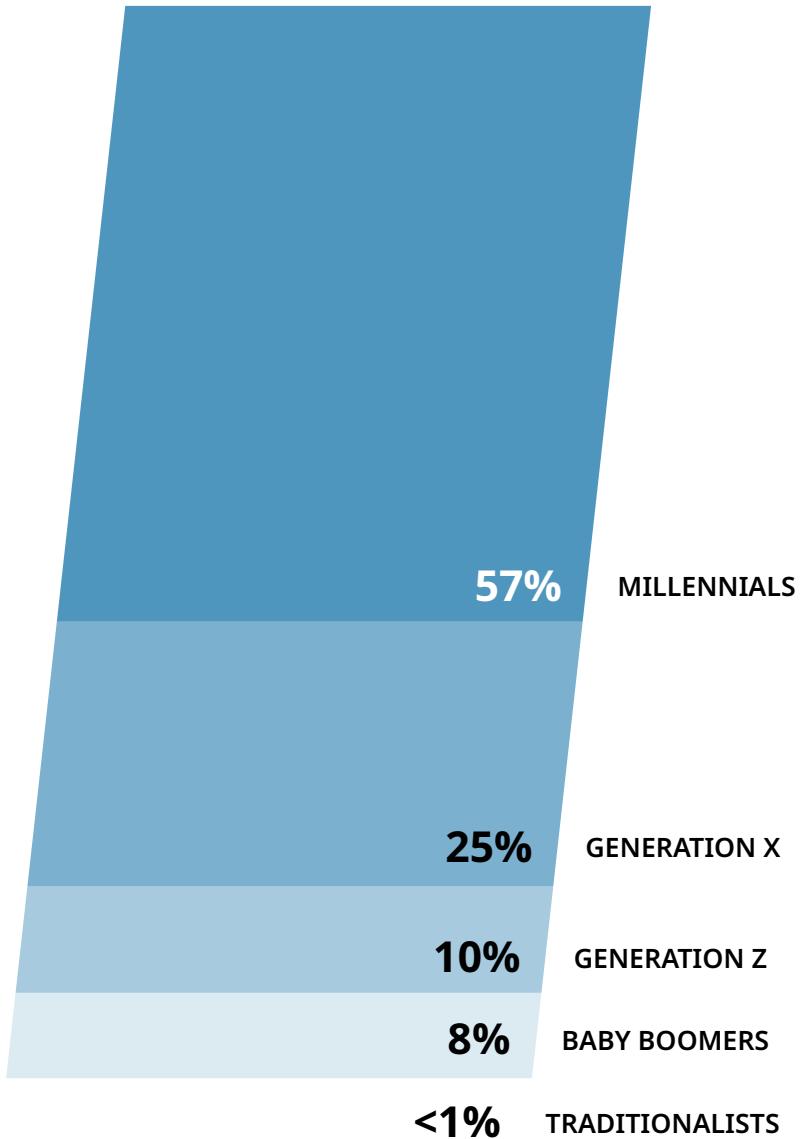
DoU provides an opportunity for people leaders to engage their teams in meaningful discussions on topics that, at times, may create barriers to collaboration and business success. DoU is designed to

"DoU allows us to learn more about serious topics that impact our friends, family, and colleagues, but also gives room for us to discuss and learn more about each other ... and ourselves. Being more aware, understanding, and connected makes us a stronger team."

Todd Bartlett, Director, Service Sales, Trojan Technologies

both enhance individual learning and fortify our culture of inclusion. In 2024, DoU focused on understanding the unique experiences of people with disabilities at work. Veralto's 2025 DoU learning event will focus on generational contributions and how we can leverage the power of our intergenerational workforce for customer advantage.

FIVE GENERATIONAL DEMOGRAPHICS REPRESENTED AT VERALTO



82%

**of people leaders
participated in
our 2024 DoU
learning event**

Human rights



Veralto's commitment to respecting human rights in our own operations and in compliance with the laws of the countries in which we do business is articulated in our [Sustainability Policy](#).

This commitment to upholding the dignity of every person and respecting and protecting human rights applies to all Veralto locations and businesses worldwide. We believe we have an opportunity and obligation to positively impact the protection of human rights within our sphere of influence, and we expect our suppliers to act in accordance with internationally recognized human rights standards.

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

- Universal Declaration of Human Rights
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- International Labor Organization's (ILO's) Declaration on Fundamental Principles and Rights at Work
- ILO Convention Nos. 87 (Freedom of Association and Protection of the Right to Organize), 98 (Right to Organize 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. Our [supply chain sustainability](#) program includes policies such as our [Supplier Code of Conduct](#), our [Sustainable Supply Chain Policy](#), and our [Conflict Minerals Policy](#).

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



Hach Brazil's gold standard for human rights

In June 2024, **Hach** Brazil was honored with the prestigious Human Rights Friendly Company Seal in the Gold category by the City of Jundiaí.

The Municipality of Jundiaí launched the Human Rights Friendly Company Seal initiative to acknowledge companies that develop projects, implement actions, and drive activities contributing to the defense of human rights, with a focus on sustainability and social responsibility.

The Seal is an initiative of the Management Units of the Civil House (UGCC) through the Human Rights Policy Advisory and

Economic Development, Science and Technology (UGDECT), with support from the Government and Finance Management Unit (UGGF), Innovation and Citizen Relations Management Unit (UGIRC), and School of Public Management (EGP).

To achieve certification, companies participated in knowledge trails covering topics such as training and educational activities on human rights in the corporate environment; corporate governance and human rights; sustainability and human rights; human rights in relationship and communication channels within companies; and due diligence, monitoring, risk identification, and prevention actions, among others.



ASSOCIATE PHOTO:
Sampada Kattare, Videojet,
Petals and Perks, Lisbon,
Portugal

Associate Code of Conduct

We expect each Veralto associate to act ethically toward other associates, colleagues, business partners and those in our local communities. We do not tolerate the abuse of human rights in our operations or in our value chain. Each year, all associates at Veralto are required to certify their understanding of the [Code of Conduct](#) and all its requirements, including the Code requirements relating to human rights. Reference the [Annual Integrity Training](#) section of this report for further detail.

Supplier Code of Conduct

We expect our suppliers to share our commitment to respect human rights and comply with our [Supplier Code of Conduct](#), which sets forth our expectations around supplier business practices. We are committed to implementing and improving due diligence processes to assess risks relating to human rights. Refer to our [Sustainable Supply Chain Policy](#) for additional details. In addition, our supplier risk assessment/risk management program and our EcoVadis supplier sustainability due diligence, assessment and monitoring program assess and monitor supplier human rights practices, among other topics. Reference the [Supply chain sustainability](#) section of this report for further detail.

Fair labor practices

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

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

Child labor

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

Forced labor and human trafficking

We do not accept or condone any aspect of forced or compulsory labor. We strictly prohibit our associates and suppliers from engaging in human trafficking-related activities. For more information, see our [UK Modern Slavery Act Statement / Statement on Slavery and Human Trafficking](#).

Safe and healthy work environment

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

Through our environment, health, and safety (EHS) function, we are committed to preventing workplace injuries and demonstrating improvement in such incident rates over time. Veralto's [EHS Policy](#) provides

further detail about our approach to maintaining a safe and healthy workplace for our associates.

Non-discrimination and anti-harassment

Veralto is committed to equal employment opportunity, and 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.

Speak Up! helpline

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

ChemTreat's excellence in fleet safety

ChemTreat is on a remarkable journey toward a zero-incident future through a proactive, associate-centered safety culture. In support of this journey, ChemTreat has partnered with Wheels, an international fleet management and mobility solutions company, to establish a comprehensive safety program focused on the company's growing fleet of vehicles, enhancing driver safety and creating a more robust fleet safety culture. The program includes regular driver monitoring, safety training, and a strong emphasis on risk mitigation. A newly established safety council reviews incidents and collaborates around corrective actions, while the "Drive for Zero" companion recognition program rewards drivers for outstanding safety performance.

ChemTreat achieved a 10% reduction in both total fleet vehicle incidents and repair spending in 2023, with 97% of drivers categorized as "low or no risk" and 89% of drivers having zero points on their Motor Vehicle Records. In December 2024, ChemTreat was the recipient of Wheels' Risk Mitigation Award in recognition for their outstanding performance in their safety program efforts.

Opportunities to own your ambition



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Veralto's culture is one grounded in trust and autonomy, where we empower every associate to own their ambitions, follow their ingenuity, and seek new ways to fuel their growth.

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

Attracting high-performing talent is a key strategic priority for all our companies globally. We have invested in comprehensive talent acquisition capabilities across all levels of recruitment including robust branding, labor market analytics, advanced sourcing, leading technology, and streamlined processes. In 2024, we hired more than 2,400 new associates, which was in line with our number of new hires in 2023.

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 14 global operating companies making a positive impact on different aspects of life around the world. And because we're united by the same set of resources, tools and processes — with VES as our common foundation — associates can move more easily between operating companies and regions, 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 associates' skill-sets and enhance performance.

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. In 2024, we filled 68% of our senior leader roles with internal talent, growing careers of emerging leaders and maintaining the strong culture of Veralto.



"After five years of studying and hard work, I was thrilled to enter my first full-time role as a Business Intelligence Specialist with Trojan Technologies in 2024. It has been an incredible start to my career and I'm excited to contribute to the team and be a part of something impactful at Veralto. The journey has been a rewarding transition from student to professional, and I can't wait to see what the future holds!"

Andrea Malesevic, Business Intelligence Specialist, Trojan Technologies

Empowering Linx operators through career development

At Veralto, we believe that investing in our people is key to sustainable growth and success. At **Linx**, the Operator Career Development initiative exemplifies this mindset by providing clear and engaging career opportunities for associates in operations roles. Launched in December 2023, this initiative offers visibility into career progression, connecting key skills and core behaviors with immediate pay increases for associates upon achievement of defined milestones to ensure long-term career success.

Since its launch, associates have engaged in career conversations and on-the-job trainings, leading to rapid skill development and promotions. A comprehensive training matrix and schedule have been established, with ongoing training for both team leaders and associates. The initiative also supports skill development in areas outside of operations such as customer service, logistics, tech support, and finance, allowing associates to gain paid experiences outside of operations without disrupting their regular work.

As a result, associate turnover at Linx dropped from 28% in 2023 to 3% in 2024, with a 20% improvement in operator productivity. Linx also saw a significant improvement in first pass quality due to increased operator engagement and commitment to continuous improvement through VES. Through the Operator Career Development program, Linx has increased production flexibility and productivity while providing compensation increases and valuable career development opportunities for production associates as they gain new skills on the job.

ASSOCIATE PHOTO: Bart Verdonk, Hach, *The Sound of Silence, Tegernsee, Germany*

Trojan Technologies fueling career development

Trojan Technologies is accelerating Veralto's commitment to continuous improvement and professional growth through the Operations Development Accelerator Program. Launched in fall 2023, the program prepares associates in production operations roles with the skills needed to advance their careers.

Designed for entry-level roles including Assembler, Electrical Technical, and Pack Cell Operator, the program includes personalized development objectives, weekly job shadowing, and direct project participation for up to 16 hours per week. Training covers areas such as Electrical and Mechanical Design, Controls Design, Manufacturing Engineering, and Procurement and Planning. Each participant is paired with a mentor, facilitating regular touchpoints with leaders and senior managers, providing networking opportunities and personalized guidance.

The first cohort of eight participants saw significant success, with several associates moving into more senior roles following completion of the program.

"The Operations Development Accelerator Program was a golden opportunity. It provided me with invaluable knowledge and skills."

Hemal Patel, Electrical Designer, Trojan Technologies



Developing the best people leaders

Our people leaders play an important role in supporting their team members' career journeys and modeling servant leadership. We prize leaders who are humble and empathetic, who thrive on collaboration, and who are driven as much by their team's success as their own. We value people leaders who prioritize their role as a career coach, providing clear, direct feedback, counsel and support, developing their teams to succeed in their current roles, and preparing them to take on their next career opportunity with even greater scale and scope.



Our annual People Survey program offers our leaders a powerful opportunity to continuously improve. The survey provides rich data, actionable insights, and practical action planning tools to identify and address high-impact engagement gaps. In 2024, our supervisor effectiveness score was 80%, putting us above the 75th percentile external norm.

Compensation

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

Our executive compensation program is designed to attract and retain executive leaders with

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

To achieve these objectives our executive compensation program combines annual and long-term components, cash and equity, and fixed and variable elements, with a tendency toward long-term equity awards that are tied closely to shareholder returns and subject to significant vesting periods. This program design rewards our executive officers for helping increase long-term shareholder value, achieving annual business goals, and building long-term careers with Veralto.

We provided our shareholders an opportunity to cast an annual advisory vote with respect to the compensation of our named executive officers (the "say on pay" proposal) at our [annual shareholders meeting](#). For more information about our executive compensation practices, see our [2025 Proxy Statement](#).

Pay parity

Veralto is expanding our commitment to pay parity to provide equal pay for work of equal value to all our global associates by 2030.

Our commitment to pay parity (including gender and racial/ethnic group pay equity) 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.

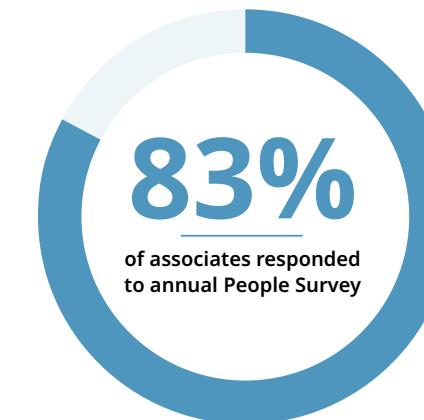
Collective bargaining

We have no U.S. associates subject to a collective bargaining agreement. Outside the U.S., the company has government-mandated collective bargaining arrangements and union contracts in certain regions, particularly in Europe, where many associates are represented by unions and/or Works Councils. As set forth in Veralto's [Sustainability Policy](#), our companies are required to respect each associate's legal rights to make an informed decision, free of coercion or retaliation, about membership in associations and/or labor unions, are required to bargain in good faith with these associations and labor unions, and are prohibited from discriminating against workers' representatives.

Supporting success, at work and beyond

Associate engagement

Associate engagement is a foundational priority for Veralto. Developing the best people leaders and fostering the best workplace for our associates drives effective engagement and high performance at every level of the organization. We assess the effectiveness of our efforts primarily through our annual People Survey and our voluntary turnover rate. Our



Veralto's Associate Resource Groups

At a time when the competition for top talent is intense and Veralto benefits from attracting and retaining associates of all backgrounds, our Associate Resource Groups (ARGs) are one of our most powerful tools for promoting inclusion. Veralto ARGs are voluntary, associate-led, and open to all associates interested in promoting inclusivity in the workplace aligned with our purpose, values, and business priorities. ARGs offer tailored education for each group's associates and allies; a safe and supportive space to connect with others; and learning, mentoring and coaching programs that help our associates build connections with a broader group of Veralto leaders and external professionals. Each of our ARGs invites members of the entire Veralto community to learn, participate, and use their voice — recognizing the importance of allyship in contributing to our culture of inclusion.

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

Support for our ARGs and their members is a priority for our President and CEO and the Veralto Executive Team. To reinforce their commitment to ARG members' career development and sense of belonging within Veralto, our senior leaders seek opportunities to deepen their understanding of all associate experiences by serving as ARG executive sponsors, embracing opportunities to speak with our ARGs, and actively participating in their events.

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

Our Shakti ARG – Allyship in action

In December 2024, our Shakti ARG (our Women's ARG in India) hosted a remarkable collaboration and team building event in Bangalore, India, that combined purpose, inspiration, and a celebration of allyship. The event featured a series of impactful sessions, including a fireside chat with Veralto CEO Jennifer Honeycutt and other members of the Veralto Executive Team focused on the power and importance of allyship, engaging activities, and a commitment to building a more inclusive workplace.

Reinforcing Veralto's commitment to supporting local communities where our associates live and work, Shakti conducted a heartwarming community giving activity, Wheels of Hope, that brought together local associates to build and decorate new bicycles for young girls from the Spandandep orphanage. Once constructed, the bicycles were presented during a special ceremony by Jennifer and Shakti members.



Lighting the Way with SolarBuddy

In October 2024, our annual ARG Leadership Summit took place at Veralto's Headquarters in Waltham, Massachusetts, bringing together Steering Committee members from across each of our ARGs. During this summit, attendees were invited to support SolarBuddy—a nonprofit organization committed to helping children living in energy poverty around the world. Summit attendees

worked together to assemble solar lights to be distributed to children in developing nations, offering a simple and sustainable solution that provides access to light, extending their ability to read, learn, and create. Along with each solar light, summit attendees included a personal message for every child, encouraging our future generation to thrive.

Well-being

We strive to provide each of our associates with a comprehensive suite of benefits that promote their physical, mental, and financial well-being both at work and beyond. We reevaluate our total rewards packages on an annual basis to ensure we offer the best possible support to our almost 17,000 associates worldwide.

Throughout 2024 we continued to provide health, financial, and well-being support for our associates, including the following:



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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, Veralto continues to offer access to a Planning Summary tool that allows associates to track all their Fidelity accounts in one place to gain a better understanding of their financial health. Specific financial goals (such as an emergency fund, long-term savings, or buying a home) can be entered and tracked to ensure associates stay on target. In addition, we launched a new digital-based financial well-being partner to our U.S., Canada and Puerto Rico associates offering tools, lessons, and guidance to help associates reach their financial goals.

Global Employee Assistance Program (EAP)

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

Virtual healthcare options

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

Family-friendly benefits and parental leave

Veralto's paid parental leave policy offers new parents in the U.S. and U.S. expatriates eight weeks of 100% paid leave within the first year of a child's birth, adoption or foster care placement. Our policy includes surrogacy reimbursement support of up to \$10,000—the same amount provided for adoptions. In the U.S., Canada and Puerto Rico we offer Maven Clinic, which offers around-the-clock support for every step of parenthood—from fertility treatments and adoption to parental leave and return to work, breast milk shipping and mental health support. Lastly for U.S., UK and Ireland associates we offer Bright Horizons, which assists associates in managing their family and work responsibilities by helping find local, ongoing or back-up adult care and back-up childcare.

Educational assistance for associates and their families

We support our associates in their pursuit of continuing education outside of Veralto, with many of our operating companies offering tuition reimbursement and educational assistance programs. We also offer the Veralto Scholarship Program with a focus on reducing the financial burden of higher education costs for dependent children of 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 three or four-year college or university (or the international equivalent).

"Veralto has given me more than just a career—it has given me a life where I can thrive both professionally and personally. For the first time in many years, I feel truly happy, finding joy in both my work and the adventures I shared with colleagues who have become close friends."

Malina Mat Wazip, Senior After Market Sales Specialist, Hach

107

global applications to the Veralto Scholarship Program in 2024



Sea-Bird Scientific restores local community green spaces

Sea-Bird Scientific hosted a volunteer day alongside Green Kirkland Partnership to improve local wilderness areas and increase biodiversity in a greenspace near the Sea-Bird Scientific headquarters. Sea-Bird Scientific associates dedicated half of a workday to removing invasive species and cutting back harmful vegetation in a local park to improve green spaces in their community.

Visit the [Sea-Bird Scientific website](#) to learn more.

[Sea-Bird Scientific website](#)

Inspiring future leaders in STEM

At Veralto, we know that pioneering innovative products and delivering outstanding results starts with teams that are composed of a rich variety of backgrounds, perspectives, and experiences. This year, Veralto is proud to support several nonprofit student and professional organizations that are working to nurture interest in science, technology, engineering, and math (STEM) fields. By contributing to these programs, Veralto hopes to inspire the next generation of STEM leaders.

- **National Society of Black Engineers (NSBE)**
- **Out in STEM (oSTEM)**
- **Society of Hispanic Professional Engineers (SHPE)**

Community impact

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

As an employer and a corporate citizen, we are aware of our role in the communities in which we operate. We seek to respect the rights of local communities and those who live and work there consistent with

international human rights standards. We strive to monitor and address the local and global environmental impacts of our business operations, and to create positive impacts on adjacent communities through local engagement and charitable programs.

VES tools, policies, and processes



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CEO Kaizen

Our 2025 CEO Kaizen illustrated the power of VES tools and our commitment to continuous improvement at all levels of the organization. Members of the Veralto Executive Team, led by our President and CEO, went to *gemba*—“the place where the work is done.” This year’s CEO Kaizen events brought together more than 180 associates from six 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.

“I love that my job at a Veralto operating company allows me opportunities to reach and learn and grow in ways I never anticipated.”

Sara Van Singel, Quality Systems Specialist, X-Rite

Pipeline growth process

The development of current and future leaders is critical to Veralto’s success. Talent Planning is composed 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 targeting at building a strong pipeline of talent for our most senior and critical roles, dedicated “pipeline owners” are responsible for building the pipeline and developing the talent within.

While the Pipeline Growth Process focuses on a specific segment of talent, developing careers and successors at all levels of the organization continues to be our priority. One such process that’s foundational to career development 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.

VES Certified Practitioners

One of our most impactful talent development programs is our VES Certified Practitioner model. Certified Practitioners are associates who undergo a rigorous training and certification process in a particular discipline of VES, qualifying them to train, counsel, and mentor others. We have over 400 Certified Practitioners across Veralto.



Performance for Growth

Performance for Growth (P4G) is our annual performance management program. P4G guides associates and their managers in setting clear personal performance objectives aligned to our strategic priorities and assessing associate performance against these goals. This required annual process helps our people leaders establish an effective plan for their associates, accurately assess associate performance, provide actionable and ongoing feedback, and recognize and reward exceptional work. The P4G annual reviews are structured around performance assessments

against formal annual objectives, as well as our four Core Behaviors, which are a set of standards that Veralto associates are expected to aspire to and are assessed against. Our P4G process encompasses all Veralto associates (with limited exceptions at certain operating companies due to regional differences). The section on [Compensation](#) further describes how P4G objectives of Veralto executives are linked to financial, strategic, and sustainability performance.

"To truly embrace a continuous improvement mindset, you must accept that 'current state is the worst state' and be energized to identify new ways to improve your processes and support your teams."

Jessica Pounds, President, Sea-Bird Scientific

Development for Growth

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.



Going to 'gemba' in Japan

In January 2025, several of Veralto's operating company presidents and senior leaders took a trip to Japan as part of a dedicated training tour facilitated by our VES development partner, Shingijutsu Global Consulting. Spanning seven cities in five days, the trip centered around the exploration of a key principle of VES: going to gemba — "the place where the work is done." Attendees visited multiple production facilities across the country to observe firsthand how several companies approach quality and efficiency in their operations.

The tour highlighted several key principles and practices that contribute to the success of these companies, including:

- Hoshin Kanri: Long-term strategic planning and the role management plays in efficiency

- Jidoka: Automation with human intelligence and ensuring quality at each step
- Heijunka: Standard work and comprehensive training plans

"Continuous improvement is done for the people, by the people. This is not a managerial initiative; every associate plays a role in improving their workflow, environment, and is incentivized to offer suggestions and experiments to improve."

Tom Siller, President, Videojet



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Governance and accountability

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

This section provides an overview of the processes and procedures we have in place at Veralto to ensure that we maintain proper governance of our enterprise, that we manage risk appropriately, and that we act with a high degree of integrity in all that we do.



ASSOCIATE PHOTO: Julia Yacoub, Trojan Technologies, *Looking up Through Antelope Canyon, Antelope Canyon, AZ, U.S.A.*

Corporate governance



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Board structure and responsibilities

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

- together with management determines Veralto's enterprise-wide strategy and capital allocation;
- oversees Veralto's culture, management succession planning and development (including both a long-term succession plan and emergency succession plan for the CEO position), compensation, benefits, talent recruiting and retention, associate engagement and diversity, equity and inclusion programs;
- evaluates the performance and sets the compensation of our CEO and other executive officers;
- oversees the quality and integrity of Veralto's financial statements, internal controls over financial reporting, compliance with legal and regulatory requirements and our integrity and compliance program;

- oversees our sustainability program;
- oversees our overall risk assessment and risk management program as well as risks specifically relating to our strategy, acquisition and capital allocation program, capital structure, liquidity, organizational structure, legal and regulatory compliance, cybersecurity, and responsible use of artificial intelligence (AI) technologies, privacy, compensation policies and practices, sustainability (including climate), governance and conflicts of interest.

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

For more information about our Board of Directors, see our [2025 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. In 2024, we conducted our inaugural 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, which is appropriate in light of the Company's business need and important to serving 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 the Company's Board members represent different genders and/or racial/ethnic backgrounds, and our Board includes a broad range of ages and skills.

- 100% of directors attended all Board and committee meetings.
- There were 7 Board meetings in 2024.

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° performance appraisals, and the Board also expects to regularly interact with candidates at Board dinners and lunches, through Board meeting presentations and at the Company's annual leadership conference.

Managing potential conflicts of interest

Veralto's Nominating and Governance Committee reviews and, if appropriate, approves

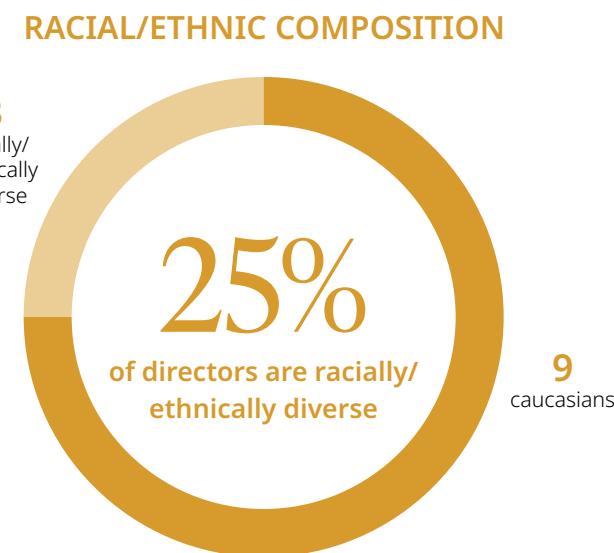
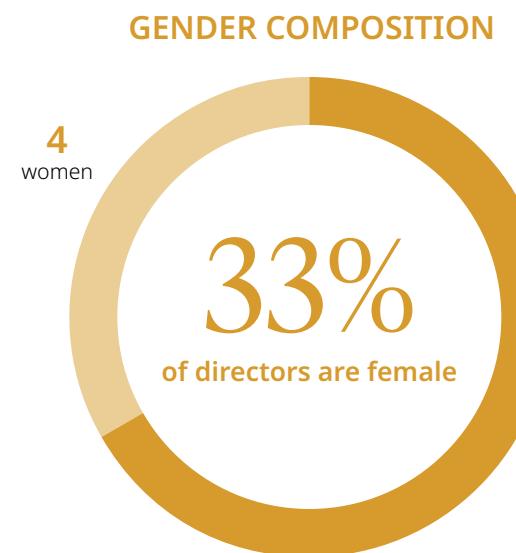
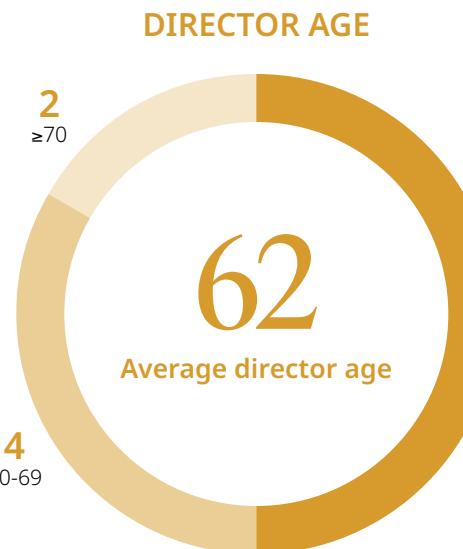
related person transactions prior to consummation. Any related person transactions of an ongoing nature are reviewed annually by the Committee.

In 2024, we 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



SKILLS AND EXPERTISE	Colpron	Comas	Filler	Honeycutt	Kambayanda	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



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While risk-taking is essential to growing a business, we recognize that prudent risk management is necessary to deliver long-term, sustainable shareholder value.

The Veralto annual Enterprise Risk Management (ERM) program is a key management program that underpins our risk oversight function. The goal of our ERM program is to comprehensively inventory and mitigate key risks across Veralto's segments, operating companies and corporate functions. The risk data collected is used to support effective decision-making, assess risk-reward tradeoffs, and provide leadership visibility into key existing and emerging business risks to establish appropriate countermeasures.

Enterprise Risk Management methodology

At the beginning of the annual ERM process, Veralto communicates the key elements of the ERM program to our segments, operating companies, 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, talent management, climate & sustainability, financial & 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	<ul style="list-style-type: none">• Diminution in Business• Merger & Acquisition Risk• Loss of Intellectual Property
Strategic - Regulatory & Political	<ul style="list-style-type: none">• Regulatory Risk• Sovereign / Political Risk
Talent Management	<ul style="list-style-type: none">• Competition for Talent / Retention / Bench Strength• Labor and Employment Risk
Operational	<ul style="list-style-type: none">• Product Supply / Supplier Risks• Business Continuity and Catastrophic Loss• Operational Laws and Regulations
Climate & Sustainability	<ul style="list-style-type: none">• Facility and Carbon Risks• Customer and Reputational Risks
Compliance	<ul style="list-style-type: none">• Anti-Corruption and Competition Laws• Import & Export Practices Risk• Privacy
Financial, Accounting, & Reporting	<ul style="list-style-type: none">• Accounting Information Risk• Segregation of Duties or Fraud / Theft Risks• GAAP / IFRS Irregularities• Foreign Currency Risk• Taxation Risk
Information Technology	<ul style="list-style-type: none">• Cybersecurity• IT Infrastructure and ERP• IT / Data Disaster Recovery



Enterprise Risk Management process

Each operating company assesses its respective risks using the prescribed methodology and communicates the results to its respective segment leadership team. The strength of our 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 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) also updates 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: *Operating companies assess and report risks to segment leadership, who then consolidate and prioritize for Veralto's top executives and the Board, with the Chief Legal Officer providing periodic updates to the Audit Committee. The Board, with its Audit Committee, oversees management's risk handling, focusing on the most significant risks.*

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 operating company. These risk areas include

internal, product, vendor, supply chain, and external services leveraged across Veralto. These risks are assessed, prioritized, and both tactically and strategically addressed via process, technology, and personnel improvements to ensure ongoing mitigation and tracking.

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

Veralto's cybersecurity operations team manages all facets of the security monitoring and global incident program, coordinating with a managed services security provider and internal analysts across our operating companies. Applicable company 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.

Cybersecurity 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 the 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

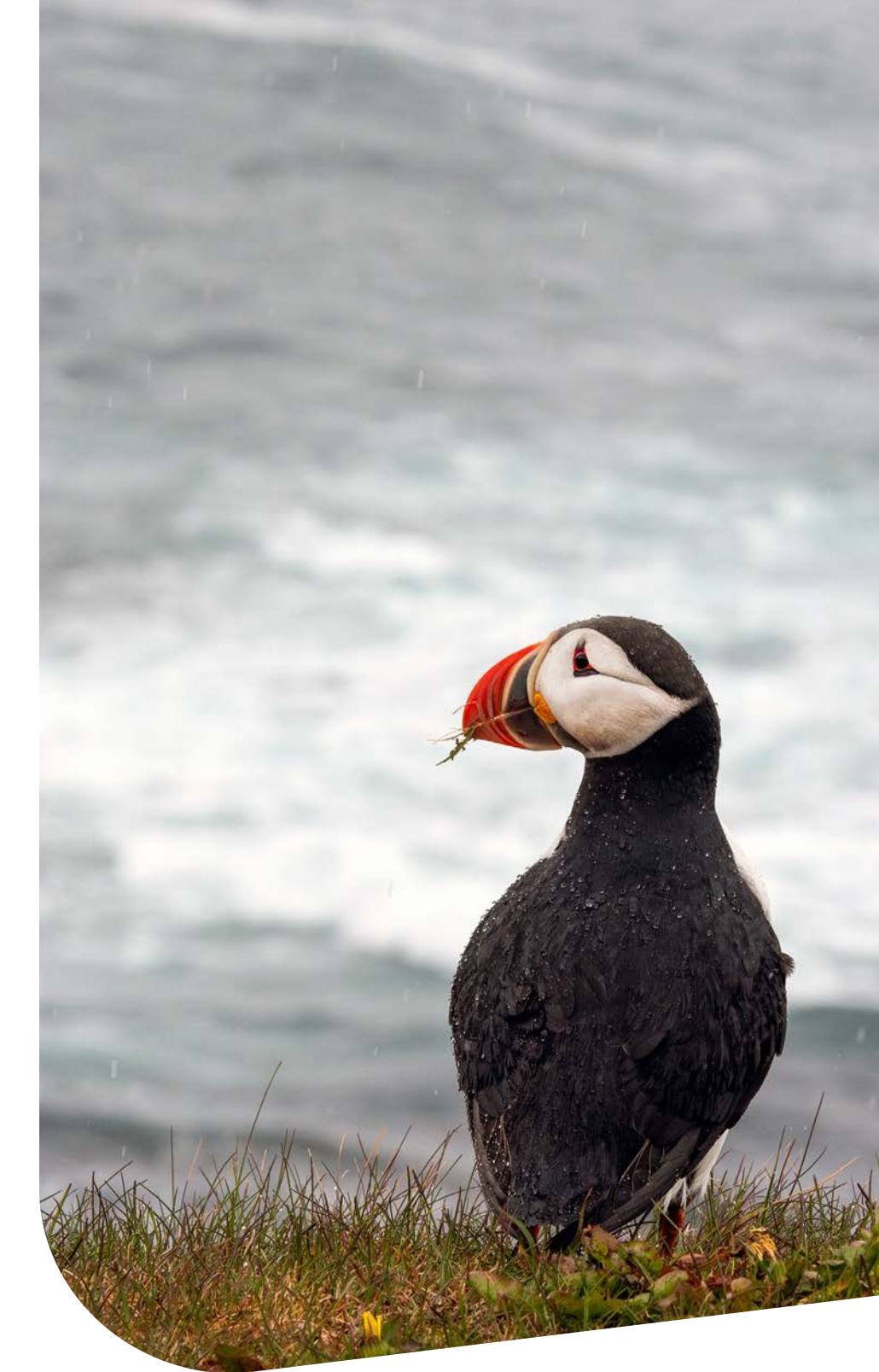
Artificial intelligence (AI) technology provides business benefits but can also entail risks. Veralto has published a Responsible AI Policy to help ensure that AI technologies are developed and used ethically, responsibly, and securely. Veralto is committed to leveraging AI responsibly to enhance our operations, drive innovation, and create value for our stakeholders, while mitigating key risks. This policy outlines our approach to the ethical development, deployment, and use of AI technologies.

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 General Data Protection Regulation (GDPR) and 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: Jen St. Louis,
Trojan Technologies, *Látrabjarg Puffin*,
Westfjords of Iceland



Political matters



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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.

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 legislators, regulators and other organizations that influence policy; we educate them on our business, our values, and our differentiated perspective.

In 2024, Veralto did not make any donations to political candidates or political action committees in the U.S. or other countries where we operate.

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 the Company.

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. Company policy requires that:

- No more than \$25,000 of Veralto dues paid to any association in a calendar year may be used for political purposes.
- Trade associations receiving Veralto funds must be informed of this policy.

Our membership in these organizations reflects our commitment to advancing responsible business practices and supporting constructive dialogue on industry issues, not partisan political engagement.

Transparency

Transparency is a foundational principle of how Veralto conducts business. We believe companies—especially publicly traded companies—must be accountable to their stakeholders by providing timely, accurate, and meaningful information about their operations, performance, and sustainability practices.

Openness fosters trust and reinforces our commitment to integrity, ethical conduct, and regulatory compliance. Transparent communication helps stakeholders—including investors, customers, employees, suppliers, and regulators—make decisions and understand our strategy, risks, and opportunities.

Ethics and compliance



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Veralto's integrity, reputation and successful execution of our ethics and compliance program priorities are key to our growth strategy.

Studies have shown that organizations with strong reputations and compliance cultures attract better talent, are generally perceived by stakeholders as providing more value and have higher customer loyalty. An ethical workplace also helps build the trust necessary for our associates to innovate, engage at a high level and feel comfortable bringing forward any concerns.

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

The Veralto corporate ethics and compliance function

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

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

- Developing and communicating policies that convey Veralto's expectations and requirements relating to ethics and compliance
- Supporting segment and operating company legal teams and leaders
- Developing and overseeing implementation of programs and campaigns that increase associates' ethical awareness

- Reporting quarterly to Veralto's Audit Committee and at least annually to Veralto's Board of Directors on Veralto's ethics and compliance program

- Developing and implementing Veralto's annual Integrity Training
- Leveraging VES tools to support Veralto's ethics and compliance program
- Leveraging data analytics to identify and mitigate key ethics and compliance risks
- Leading our anti-corruption and business ethics risk assessment and risk mitigation program
- Managing our confidential Speak Up! reporting helpline
- Leading investigations into alleged misconduct

The Veralto Code of Conduct

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

Reporting concerns

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

Our associates and business partners may use Speak Up! 24 hours a day, 7 days a week. When a concern is reported by phone, the operator will listen, ask questions if necessary and then write a summary report. Phone numbers are available for 55 countries.

Associates can also file complaints or submit inquiries electronically through veraltointegrity.com, which is available in 15 languages. Reporters can choose to submit their concerns to Speak Up! anonymously, where allowed by local law. All complaints and inquiries submitted through Speak Up!, whether by phone or electronically, are provided to Veralto for assessment and further action.

Veralto's corporate ethics and compliance function tracks and oversees all reported concerns from investigation to resolution. In 2024, we received and investigated 255 reports. Where appropriate we took disciplinary action, including coaching, changes in job responsibilities or title, discussion in performance reviews, adverse impact

on paid incentive compensation and/or termination of employment. All reported concerns were reviewed, tracked against our closure timeframe metrics to ensure timely closure, and where appropriate, countermeasures were implemented.

Associate trust in the Speak Up! program is fundamental to our compliance program. We track two key metrics to measure the level of trust that our associates have in the program:

- Each year, we target at least one Speak Up! report for every 100 Veralto associates as an indication that associates feel comfortable raising their concerns. We evaluate this metric overall and by specific associate groups. In 2024, there were 1.6 reports per 100 Veralto associates, which was slightly more than in 2023 (1.2 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 2024). In 2024, 54% of total reporters self-identified, which was slightly up from 48% in 2023.

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 the company's internal controls over financial reporting. The corporate internal

audit function reports to the audit committee of Veralto's Board of Directors, which is responsible for approving the annual audit plan and reviewing the results of, and responses to, internal audits.

Business ethics

Veralto-wide policies and programs (including the Code of Conduct) not only deter and prevent unethical behavior through education and awareness but also reinforce our culture of integrity within the workplace. These include the ethics and

compliance systems described in this report and, in some cases, the use of data analytics to identify and mitigate risks. The efficacy of our business ethics programming is tested in our anti-corruption risk assessments and our annual [People Survey](#). We look to industry best practices and benchmarks to track our performance against our peers. Veralto's ethics and compliance team works closely with the legal, human resources, internal audit, finance, and other functions at all levels of our organization to monitor and help ensure ethical business practices.

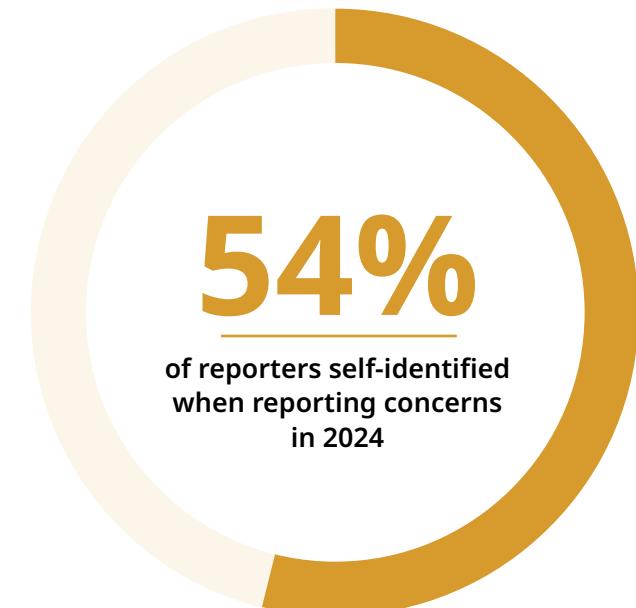
Measuring associates' ethics and compliance performance

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

Assessing associate trust in the ethics and compliance culture

Every year, we ask Veralto associates to rate our ethics and compliance culture as part of our annual [People Survey](#). Leaders across our segments and operating companies leverage those results to develop action plans and drive improvement, as necessary.

People leaders have heightened responsibility to promote a culture of integrity, transparency, and humility. As part of our annual [People Survey](#), associates have the opportunity to quantitatively and qualitatively rate their manager's performance. Managers receive this feedback and create action plans to address opportunities to improve.



Empowering associates through Integrity 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 obligations under the law, the expectation to act ethically and how to manage the risks inherent in their job function. In 2024, 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 are assigned 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

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

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



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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 and Procedure

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

Veralto Anti-Bribery and Corruption Risk Assessment

Veralto's corporate ethics and compliance function manages our Anti-Bribery and Corruption Risk Assessment Process (ABC RAP), with support from the operating company legal functions and

in cooperation with our internal audit, commercial and finance functions. The ABC RAP consists of a risk assessment process that evaluates and quantifies bribery and corruption risk at every operating company at least once every three years based on criteria including the Corruption Perception Index (a publicly available index that ranks countries by their perceived levels of public sector corruption), revenue by country, historical internal audit performance, interactions with government officials, business model, and management input.

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

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

Channel Partner Management

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

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

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

Competition and trade compliance

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

Antitrust

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

Import and Export

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

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

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



ASSOCIATE PHOTO: Jeramey Johnson, Hach, Krabi, Thailand

Supply chain sustainability



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

In 2024 we conducted business with over 20,000 suppliers globally, and our supply chain spending exceeded \$1.7 billion—a reach that offers us the opportunity to drive our sustainability values across a footprint far broader than our direct operations.

As a result, we view our supply chain as an extension of our own business and expect our suppliers to share our values. While recognizing differences in laws, customs and acceptable practices around the world, we believe shared values are the cornerstone of supplier relationships and we articulate our expectations through the following policies:

- Our [Supplier Code of Conduct](#) sets forth the requirements and expectations we have of our suppliers with respect to legal compliance and ethical business practices.
- Our [Sustainable Supply Chain Policy](#) details Veralto's requirements and expectations with respect to the extension of our sustainability values across our supply chain.
- Our [Conflict Minerals Policy Statement](#) sets forth our rules designed to avoid the sourcing of minerals that finance or benefit armed groups in the Democratic Republic of the Congo (DRC) or in adjoining countries.
- 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 in 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 and operating company leaders review the program status for their respective companies on a regular basis.

Sustainability due diligence, assessment and monitoring

We have partnered with EcoVadis, a globally recognized provider of business sustainability assessments and ratings, to assess and monitor our direct and indirect supplier sustainability performance. EcoVadis' supplier assessments and ratings 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 Veralto supplier receives could impact the frequency of subsequent EcoVadis assessments or could require the supplier to develop a Corrective Action Plan targeting specific improvement, among other impacts.

We are targeting the EcoVadis program to cover at least 40% of our annual supplier spend by the end of 2025.

Please refer to our [Sustainable Supply Chain Policy](#) for additional details.

Mitigating forced labor risk in our supply chain

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

Supplier quality management

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

Training and education

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

Conflict minerals

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

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

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, 2024, contacting over 300 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 conflict-minerals@veralto.com.

Supply chain continuity planning

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

Environment, health, and safety



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

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

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 will conduct 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

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

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

EHS information management

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 and accountability data](#) sections at the end of this report.

Policies and statements



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Veralto sustainability-related policies and statements

Environment, health, and safety (EHS)	<ul style="list-style-type: none">• Environment, Health, and Safety (EHS) Policy
Ethics and compliance	<ul style="list-style-type: none">• Code of Conduct• Anti-Corruption Policy• Responsible Artificial Intelligence Policy• Customer Trip Policy• Gift & Entertainment Policy• Global Tax Strategy• Privacy Policy• Speak Up! Helpline
Supply chain, channel partners, and trade compliance	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• Sustainability Policy• Sustainability Mission Statement• United Nations Global Compact Participant• Water Stewardship Policy



ASSOCIATE PHOTO: Bhavya Bhardwaj, Hach, Majestic Paine Grande and Cuernos del Paine, With a Sneak of the North Tower, Torres del Paine, Chile



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ASSOCIATE PHOTO: Katherine McIlwain, Veralto Corporate, *Mighty Mt. Cook, Hooker Valley Track, Aoraki Mt. Cook, New Zealand (Aotearoa)*

About this report

Important information about this report



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- 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, 2024 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 2024 fiscal year.
- Uncertainties are inherent in collecting data from a wide range of facilities and operations in a global company such as Veralto. The data included in this report (other than audited financial data and Scope 1+2 GHG emissions data for the year ending December 31, 2024) are good faith estimates and have not been externally assured or otherwise verified by a third party. We expect our data collection systems to evolve, and we seek to continually improve our pro-

cesses 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, 2024 through December 31, 2024 that were within our operational control over such period, and (2) vehicles owned or leased by Veralto during 2024. With respect to any locations owned or leased from January 1, 2024 through December 31, 2024 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
- Scope 1+2 GHG emissions data for the year ending

activity data of fuel consumed on-site, purchased energy, renewable energy generated on-site at Veralto or Veralto operating company-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 operating company-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.

December 31, 2024 have been independently verified 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). 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. See [verification opinion letter](#) 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 QUALITY PRODUCTS IN THE VALUE CHAIN



ENVIRONMENTAL

Environmental Mgt. / Water Resources



MUNICIPAL

Drinking Water



USE

Commercial & Industrial Use



MUNICIPAL

Wastewater



ENVIRONMENTAL

Water Discharge



Water / Wastewater & Environmental Testing



Water / Wastewater Treatment



Industrial Water Treatment

Example activities enabled by operating company products

Environmental information technology (Aquatic Informatics, OTT HydroMet, Sea-Bird Scientific)

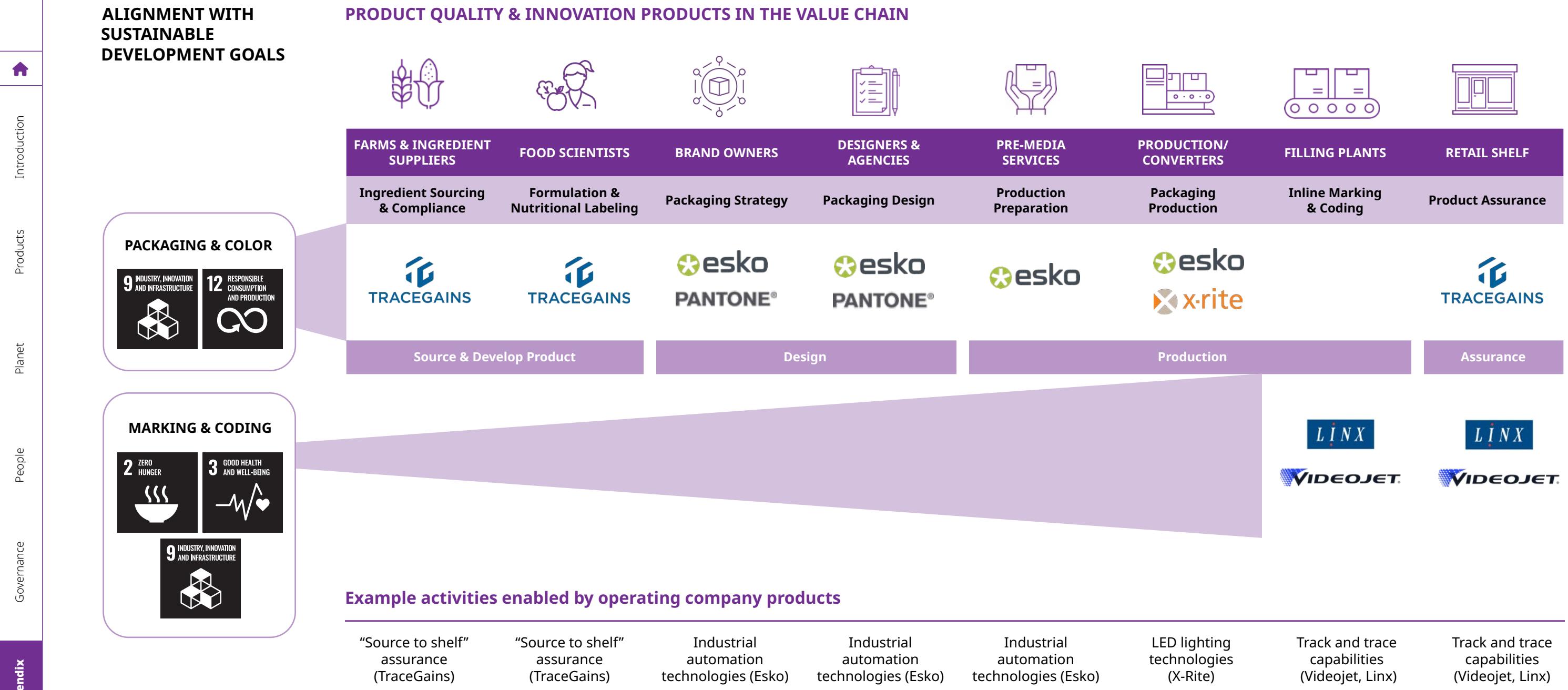
Desalination operations (Hach)
Smart metering devices (McCrometer)

Water analytics (Hach)
Water treatment for industrial use (ChemTreat, Trojan)
Smart metering devices (McCrometer)

Wastewater treatment operations (Hach, Trojan)

Environmental remediation technologies (Hach)

Products data: Product Quality & Innovation segment



Planet data¹

Category	Metric	Unit	2020	2021	2022	2023	2024
Introduction	Energy Use²	Total Energy Use	MWh	92,492	178,532	180,562	213,488
		Total Energy Use (intensity)	MWh per million USD revenue	21.3	37.4	36.9	42.5
		Direct Energy Use	MWh	36,242	123,540	126,220	151,236
		Indirect Energy Use	MWh	56,250	54,992	54,342	62,251
		Proportion of Total Electricity Use from Renewable Sources	%	—	—	—	9% 17%
Products	Greenhouse Gas (GHG) Emissions^{3,4}	Total GHG Emissions, Scope 1 and 2 Market Based	Metric tons CO ₂ e	31,764	50,526	50,247	58,496
		Total GHG Emissions, Scope 1 and 2 Market Based (intensity)	Metric tons CO ₂ e per million USD revenue	7.3	10.6	10.3	11.7
		GHG Emissions, Scope 1	Metric tons CO ₂ e	7,083	28,665	28,933	36,237
		GHG Emissions, Scope 1 (intensity)	Metric tons CO ₂ e per million USD revenue	1.6	6.0	5.9	7.2
		GHG Emissions, Scope 1—Stationary	Metric tons CO ₂ e	—	—	—	9,354
		GHG Emissions, Scope 1—Mobile	Metric tons CO ₂ e	—	—	—	26,883
		GHG Emissions, Scope 2 Market Based	Metric tons CO ₂ e	24,681	21,861	21,315	22,259
		GHG Emissions, Scope 2 Market Based (intensity)	Metric tons CO ₂ e per million USD revenue	5.7	4.6	4.4	4.4
		GHG Emissions, Scope 2 Location Based	Metric tons CO ₂ e	21,745	21,703	21,588	23,968
		GHG Emissions, Scope 2 Location Based (intensity)	Metric tons CO ₂ e per million USD revenue	5.0	4.5	4.4	4.7
Planet		Total GHG Emissions, Scope 3	Metric tons CO ₂ e	—	—	—	2,057,439
		Total GHG Emissions, Scope 3 (intensity)	Metric tons CO ₂ e per million USD revenue	—	—	—	409.8
		GHG Emissions, Scope 3, Category 1—Purchased Goods and Services	Metric tons CO ₂ e	—	—	—	553,521
		GHG Emissions, Scope 3, Category 2—Capital Goods	Metric tons CO ₂ e	—	—	—	684
		GHG Emissions, Scope 3, Category 3—Fuel- and Energy-Related Activities	Metric tons CO ₂ e	—	—	—	13,614
		GHG Emissions, Scope 3, Category 4—Upstream Transportation and Distribution	Metric tons CO ₂ e	—	—	—	98,522
		GHG Emissions, Scope 3, Category 5—Waste in Operation	Metric tons CO ₂ e	—	—	—	1,604
		GHG Emissions, Scope 3, Category 6—Business Travel	Metric tons CO ₂ e	—	—	—	14,742
							19,920

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 new Greenhouse Gas Emissions inventory that more fully captured our scope of operations, we have increased our scope of reporting for energy consumption and GHG emissions to include approximately 95% of our global real estate footprint by area in 2023 and approximately 99% in 2024, an increase from approximately 70% in 2022's reporting.

3. The increase in Scope 1 emissions between 2020 and 2021 is due to the addition of reporting on fleet vehicles. This data was itemized beginning in 2022.

4. In 2024, 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 analysis, resulting in changes to figures presented in 2024's Sustainability Report.

Planet data, continued

Category	Metric	Unit	2020	2021	2022	2023	2024
Greenhouse Gas (GHG) Emissions^{3,4}, continued	GHG Emissions, Scope 3, Category 7—Associate Commuting and Telecommuting	Metric tons CO ₂ e	—	—	—	23,372	25,189
	GHG Emissions, Scope 3, Category 9—Downstream Transportation and Distribution	Metric tons CO ₂ e	—	—	—	14,143	12,122
	GHG Emissions, Scope 3, Category 11—Use of Sold Products	Metric tons CO ₂ e	—	—	—	1,328,959	1,343,563
	GHG Emissions, Scope 3, Category 12—End of Life Treatment of Sold Products	Metric tons CO ₂ e	—	—	—	2,641	2,584
	GHG Emissions, Scope 3, Category 15—Investments	Metric tons CO ₂ e	—	—	—	5,637	5,333
Note: Categories 8, 10, 13, and 14 are not material to Veralto's business.							
Waste Generated⁵	Total Waste Generated	Metric tons	7,389	7,024	6,692	7,829	8,964
	Total Waste Generated (intensity)	Metric tons per million USD revenue	1.7	1.5	1.4	1.6	1.7
	Total Non-Hazardous Waste	Metric tons	5,274	5,210	4,676	6,018	6,500
	Recycled	Metric tons	—	—	—	3,437	2,950
	Incineration with Energy Recovery	Metric tons	—	—	—	555	533
	Incineration without Energy Recovery	Metric tons	—	—	—	35	53
	Landfill	Metric tons	2,120	1,965	1,631	1,991	1,969
	Deep Well Injection	Metric tons	—	—	—	—	995
	Unspecified Diversion from Landfill	Metric tons	3,154	3,244	3,045	—	—
	Total Hazardous/Regulated Waste	Metric tons	2,115	1,814	2,017	1,811	2,464
	Recycled	Metric tons	—	—	—	791	809
	Incineration with Energy Recovery	Metric tons	—	—	—	331	309
	Incineration without Energy Recovery	Metric tons	—	—	—	354	838
	Landfill	Metric tons	826	709	784	335	508
	Unspecified Diversion from Landfill	Metric tons	1,289	1,105	1,233	—	—
	Non-Hazardous Waste Diversion Rate	% of waste generated diverted from landfill	60%	62%	72%	67%	54%
	Hazardous/Regulated Waste Diversion Rate	% of waste generated diverted from landfill	61%	61%	61%	82%	79%
Water Use⁶	Total Water Consumption	Cubic meters	283,128	263,878	249,678	258,789	281,070
	Water Discharge to Sewer	Cubic meters	—	—	—	—	206,553
	Total Water Use (intensity)	Cubic meters per million USD revenue	65.2	55.3	51.1	51.5	54.1

3. The increase in Scope 1 emissions between 2020 and 2021 is due to the addition of reporting on fleet vehicles. This data was itemized beginning in 2022.

4. In 2024, 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 analysis, resulting in changes to figures presented in 2024's Sustainability Report.

5. 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.

6. 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^{1,2}

Category	Metric	Unit	2020	2021	2022	2023	2024
Introduction	Associate Demographics	Total Associates (Global)	# of associates	15,000	16,000	16,000	16,000
		North America	# of associates	6,000	6,000	6,000	6,000
			% of total	37%	38%	38%	38%
		Western Europe	# of associates	4,000	5,000	5,000	5,000
			% of total	30%	29%	29%	29%
		High Growth Markets	# of associates	5,000	5,000	5,000	5,000
			% of total	32%	32%	32%	32%
		Other Developed Markets	# of associates	<1,000	<1,000	<1,000	<1,000
			% of total	1%	1%	1%	1%
		Full Time Associates (Global)	# of associates	14,800	15,600	15,000	15,600
Products	Associate Demographics	Part Time Associates (Global)	# of associates	500	500	1,000	500
		Temporary Workers (Global)	# of associates	200	200	200	200
		Unionized Associates (U.S., hourly-rated)	# of associates	<10	<10	<10	0
		Associates Covered by Collective Bargaining Agreement (CBA) and/or Works Council (Global)	# of associates	—	—	—	—
			% of total	—	—	—	32%
Planet	Associate Demographics	Associate Tenure (Global Average)	Years	8.8	8.4	8.5	8.6
		Countries With Veralto Locations	# of countries	57	61	63	64
		Languages Spoken by Associates ³	# of languages	—	—	>20	17
		18–20 years old (Global)	% of associates	—	0%	0%	0%
		21–30 years old (Global)	% of associates	—	14%	14%	13%
People	Associate Demographics	31–40 years old (Global)	% of associates	—	33%	33%	31%
		41–50 years old (Global)	% of associates	—	26%	27%	27%
		51–60 years old (Global)	% of associates	—	20%	20%	21%
		61–64 years old (Global)	% of associates	—	4%	4%	5%
		65+ years old (Global)	% of associates	—	2%	2%	2%

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.

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 the 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.



Introduction

Products

Planet

People

Governance

Appendix

People data, continued

Category	Metric	Unit	2020	2021	2022	2023	2024
Introduction	Internal Fill Rate	Executives & Senior Leaders	% of open roles filled internally	64%	77%	80%	73%
		Management	% of open roles filled internally	72%	74%	74%	81%
	New Hires	Total External New Hires (Global)	# of associates	1,700	3,200	2,200	2,400
		North America	# of associates	600	1,300	1,000	900
		Western Europe	# of associates	400	600	500	600
		High Growth Markets	# of associates	700	1,200	700	900
		Other Developed Markets	# of associates	<50	<50	<50	<50
		Global Women New Hires	% of total global external new hires	36%	39%	37%	36%
		U.S. People of Color New Hires	% of total U.S. external new hires	30%	38%	48%	37%
		U.S. Diverse New Hires (women and/or people of color)	% of total U.S. external new hires	53%	59%	65%	58%
Products	Turnover	Voluntary Turnover ⁴	% of associates	7%	9%	11%	8%
		Involuntary Turnover	% of associates	7%	6%	6%	5%
		Total Turnover	% of associates	14%	15%	17%	14%
Planet	Engagement	Engagement Index ⁵	%	78%	78%	70%	71%
		Engagement Index Improvement/Decline (vs. prior year)	Percentage points	+6	0	-8	+1
		Inclusion Index	%	85%	87%	86%	85%
People	Training & Development ⁶	Associates Who Completed Career or Skills-related Training as tracked in LMS	% of associates	—	—	—	47%
		Executives & Senior Leaders	% of associates	—	—	—	72%
		Management	% of associates	—	—	—	73%
		Non-Management	% of associates	—	—	—	43%
		Average Online Training Hours Completed per Year (Global) ⁷	Hours per associate	—	—	—	5.9
		Executives & Senior Leaders	Hours per associate	—	—	—	11.4
		Management	Hours per associate	—	—	—	11.8
		Non-Management	Hours per associate	—	—	—	4.9
Governance	4. Voluntary turnover in 2023 has been restated due to a discrepancy in calculation method.						
	5. Engagement Index calculation method was changed in 2024 to align our People Survey with the Qualtrics EX25 engagement model.						
	6. Training & Development data does not include Veralto annual compliance training.						
	7. 2023 metrics have been restated to align with updated calculation methods.						

4. Voluntary turnover in 2023 has been restated due to a discrepancy in calculation method.

5. Engagement Index calculation method was changed in 2024 to align our People Survey with the Qualtrics EX25 engagement model.

6. Training & Development data does not include Veralto annual compliance training.

7. 2023 metrics have been restated to align with updated calculation methods.

People data, continued

Category	Metric	Unit	2020	2021	2022	2023	2024
Performance	Associates Who Received a Performance Review ⁸	% of associates	—	—	93%	92%	90%
Pay Parity	U.S. Women Weighted Median Base Pay vs. Male Associates	%	—	—	100%	100%	100%
	U.S. Black, Asian and Hispanic/Latinx Weighted Median Base Pay vs. White Associates	%	—	—	100%	100%	100%
CEO Pay Ratio	Ratio of Total Annual Compensation of CEO to Global Median-paid Associate ⁹	Pay ratio	—	—	—	—	196
Diversity Representation¹⁰	Global Women	% of total	29%	31%	32%	32%	32%
	Executives & Senior Leaders	% of total	25%	28%	30%	32%	33%
	Management	% of total	25%	28%	28%	29%	29%
	Non-Management	% of total	30%	32%	33%	33%	33%
	North America	% of total	29%	30%	31%	32%	32%
	Western Europe	% of total	29%	28%	31%	31%	31%
	High Growth Markets	% of total	31%	34%	34%	35%	34%
	Other Developed Markets	% of total	22%	26%	26%	25%	24%
	U.S. People of Color	% of total	22%	24%	27%	27%	27%
	Executives & Senior Leaders	% of total	20%	22%	21%	22%	21%
	Management	% of total	19%	21%	21%	22%	23%
	Non-Management	% of total	22%	25%	28%	28%	28%
	U.S. Associates	# of associates	5,000	5,300	5,200	5,300	5,500
	White	% of total	72%	70%	68%	68%	68%
	Executives & Senior Leaders	% of total	76%	74%	75%	73%	73%
	Management	% of total	76%	74%	73%	72%	71%
	Non-Management	% of total	72%	69%	67%	67%	67%
	Asian	% of total	6%	6%	6%	7%	7%
	Executives & Senior Leaders	% of total	11%	11%	11%	10%	9%
	Management	% of total	6%	7%	7%	8%	8%
	Non-Management	% of total	6%	6%	6%	6%	7%

8. 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.

9. See [2025 Proxy Statement](#) for explanation of calculation method (pg. 80).

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

People data, continued

Category	Metric	Unit	2020	2021	2022	2023	2024	
Introduction	Hispanic/Latinx	% of total	9%	10%	12%	11%	11%	
	Executives & Senior Leaders	% of total	6%	7%	5%	4%	5%	
	Management	% of total	6%	6%	6%	7%	8%	
	Non-Management	% of total	9%	10%	12%	12%	12%	
	Black	% of total	5%	6%	7%	7%	6%	
	Executives & Senior Leaders	% of total	2%	3%	3%	4%	5%	
	Management	% of total	3%	4%	5%	5%	4%	
	Non-Management	% of total	5%	6%	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%	
Products	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	% of total	2%	2%	2%	2%	2%	
	Not Specified	% of total	6%	6%	5%	5%	5%	
	Health & Safety ¹¹	Total Recordable Incident Rate (TRIR)	See accompanying "Notes"	0.47	0.42	0.54	0.53	0.51
	Days Away, Restricted or Transferred (DART)	See accompanying "Notes"	0.24	0.28	0.39	0.40	0.34	
Governance	Contractor Fatalities	# of contractors	0	0	0	0	0	
	Associate Fatalities	# of associates	1	0	0	0	0	

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

11. "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 accountability data¹

Category	Metric	Unit	2020	2021	2022	2023	2024	
Introduction	Speak Up! Compliance Reporting	Speak Up! Reports Received and Investigated	# of reports	144	167	208	199	255
		Speak Up! Reports Received per 100 Veralto Associates	# of reports per 100 associates	1.1	1.2	1.3	1.2	1.6
		Self-Identifying Reporters	% of total reporters	60%	57%	51%	48%	54%
Products	Code of Conduct	In-scope Associates Who Completed Code of Conduct and Related Certification	% of total in-scope associates	—	—	99%	99%	99%
Planet	EcoVadis Ratings	ChemTreat	EcoVadis rating/badge	Silver	Silver	Bronze	Silver	Gold
		Esko	EcoVadis rating/badge	—	—	Bronze	Bronze	—
		Hach	EcoVadis rating/badge	—	Gold	Gold	Silver	Silver
		Trojan Technologies	EcoVadis rating/badge	—	—	—	Gold	Silver
		Videojet	EcoVadis rating/badge	—	—	Bronze	Silver	Bronze
People	ISO Certifications	Total EHS Significant Manufacturing & Assembly Sites (Globally)	# of sites	37	37	38	45	45
		ISO 9001 Certified	# of sites	—	—	—	38	38
			% of total manufacturing & assembly square footage	—	—	—	86%	86%
		ISO 14001 Certified	# of sites	18	18	18	20	20
			% of total manufacturing & assembly square footage	—	—	53%	56%	56%
		ISO 45001 Certified	# of sites	7	8	9	9	10
Governance			% of total manufacturing & assembly square footage	—	—	29%	30%	33%
		ISO 50001 Certified	# of sites	0	0	0	0	0
			% of total manufacturing & assembly square footage	—	—	0%	0%	0%
Political Contributions	Total Donations to Political Candidates or Political Action Committees	USD	—	—	—	—	—	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."](#)

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, 2024 to December 31, 2024, 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	2024 Form 10-K – Cover page, 27, 67
2-2	Entities included in the organization's sustainability reporting	2024 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	2024 Form 10-K – p. 4-9, 30-37 Veralto at a glance Sustainability materiality assessment – Value chain mapping Supplier engagement Supply chain sustainability
2-7	Employees	Data summary – People data
2-9	Governance structure and composition	Veralto corporate governance 2025 Proxy Statement – p. 4-6, 16-28 Sustainability governance Corporate governance
2-10	Nomination and selection of the highest governance body	2025 Proxy Statement – p. 15
2-11	Chair of the highest governance body	2025 Proxy Statement – p. 12, 18-19

Disclosure	Description	Response
2-12	Role of highest governance body in overseeing the management of impacts	2025 Proxy Statement – p. 20-22, 26 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	2025 Proxy Statement – p. 35 Corporate governance – Managing potential conflicts of interest
2-16	Communication of critical concerns	Corporate governance – Communication with the Board
2-17	Collective knowledge of the highest governance body	2025 Proxy Statement – p. 6, 16 Corporate governance – Board selection, composition, and succession planning
2-18	Evaluation of the performance of the highest governance body	2025 Proxy Statement – p. 27
2-19	Remuneration policies	2025 Proxy Statement – p. 8-9, 25, 32-34, 41-76 Opportunities to own your ambition – Compensation
2-20	Process to determine remuneration	2025 Proxy Statement – p. 25, 41-76
2-21	Annual total compensation ratio	2025 Proxy Statement – p. 76
2-22	Statement on sustainable development strategy	Introduction Sustainability at Veralto

GRI Content Index, continued

	Disclosure	Description	Response		Disclosure	Description	Response				
Introduction	2-23	Policy commitments	Code of Conduct Sustainability Policy Striving for better, together – Human rights Ethics and compliance Policies and statements		GRI 201: Economic Performance 2016	GRI 3: Material Topics 2021	3-3 Management of material topics 2024 Form 10-K – p. 4-11, 50-61				
	2-24	Embedding policy commitments	Code of Conduct Sustainability Policy How we drive sustainability Striving for better, together – Human rights Ethics and compliance								
	2-25	Processes to remediate negative impacts	How we drive sustainability Risk oversight Ethics and compliance veralointegrity.com								
	2-26	Mechanisms for seeking advice and raising concerns	Code of Conduct Ethics and compliance – Reporting concerns veralointegrity.com								
	2-29	Approach to stakeholder engagement	Sustainability materiality assessment								
	2-30	Collective bargaining agreements	Opportunities to own your ambition – Collective bargaining Data summary – People data								
	Material Topics										
	GRI 3: Material Topics 2021										
	3-1	Process to determine material topics	Our approach to sustainability Sustainability materiality assessment								
	3-2	List of material topics	Sustainability materiality assessment – DMA results								
Products	Topic Standards and Management of Material Topics										
	Innovation										
	GRI 3: Material Topics 2021	3-3 Management of material topics: Innovation	How we drive sustainability Products - VES tools, policies, and processes – Innovation Data summary – Products data								
Planet	GRI 302: Energy 2016										
	GRI 3: Material Topics 2021	3-3 Management of material topics Sustainability Policy Greenhouse gas emissions and climate change Planet – VES tools, policies, and processes									
		302-1 Energy consumption within the organization Data summary – Planet data About this report 2024 CDP Response									
		302-3 Energy intensity Data summary – Planet data About this report 2024 CDP Response									
People		302-4 Reduction of energy consumption Greenhouse gas emissions and climate change Energy efficiency Data summary – Planet data									
		GRI 305: Emissions 2016									
		GRI 3: Material Topics 2021 3-3 Management of material topics Sustainability Policy Greenhouse gas emissions and climate change Planet – VES tools, policies, and processes									
		305-1 Direct (Scope 1) GHG emissions Data summary – Planet data About this report 2024 CDP Response									
Governance		305-2 Energy indirect (Scope 2) GHG emissions Data summary – Planet data About this report 2024 CDP Response									
Appendix											

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 2024 CDP Response
305-5	Reduction of GHG emissions	Greenhouse gas emissions and climate change Data summary – Planet data 2024 CDP Response
GRI 306: Waste 2020		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Policy Waste reduction Planet – VES tools, policies, and processes Data summary – Planet data
306-2	Management of significant waste-related impacts	Sustainability Policy Waste reduction Planet – VES tools, policies, and processes 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

Disclosure	Description	Response
403-6	Promotion of worker health	Striving for better, together – Human rights Supporting success, at work and beyond – Well-being Environment, health, and safety
403-9	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 the best people leaders People – VES tools, policies, and processes
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 People – VES tools, policies, and processes
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 People – VES tools, policies, and processes – Pipeline growth process Corporate governance – Board selection, composition, and succession planning
405-1	Diversity of governance bodies and employees	Corporate governance – Board selection, composition, and succession planning Data summary – People data
405-2	Ratio of basic salary and remuneration of women to men	Opportunities to own your ambition – 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 Supply chain sustainability

Sustainability Accounting Standards Board (SASB) index



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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
	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 Supply chain sustainability – Conflict minerals; Supply chain continuity planning
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	RT-IG-440b.1	Not reported

SASB – Industrial Goods & Machinery

Table 2. Activity Metrics

Activity Metric	Code	Response
Number of units produced by product category	RT-IG-000.A	Not reported
Number of employees	RT-IG-000.B	Data summary – People data

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



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TCFD Index

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

Topic	Recommended Disclosure	Response
Governance	Describe the board's oversight of climate-related risks and opportunities.	The Nominating and Governance Committee of Veralto's Board of Directors has oversight responsibility for Veralto's sustainability program, including Veralto's sustainability strategy, targets, and metrics. It coordinates with our Audit and Compensation committees as appropriate. Our Board reviews our sustainability program at least annually. For more information, see Climate risks and opportunities .
	Describe management's role in assessing and managing risks and opportunities.	At the managerial level, Veralto's Senior Vice President of Strategy & Sustainability — who reports directly to our President and CEO — oversees our sustainability program and the Veralto Sustainability Council, and is responsible for reviewing and approving Veralto's sustainability reports. Veralto's Sustainability Council develops and drives our roadmap of sustainability initiatives. This council and its working groups include representation from our Water Quality and Product Quality & Innovation segments, as well as 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.
Introduction		For more information about how we use VES tools to reduce our environmental impact, see Planet – VES tools, policies, and processes .
		For information about how VES informs our processes for commercial strategy, discerning customer insights, and launching products that consider customer sustainability needs, see Products – VES tools, policies, and processes .
		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 40% of our suppliers (by spend) covered by the EcoVadis program by the end of 2025.
		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:
Products		• Location- and market-based Scope 1+2 GHG emissions and progress toward Scope 1+2 GHG goals
		• Scope 3 GHG emissions
		• GHG emissions intensity
Planet		• Total energy use
		• Supplier engagement with our sustainability due diligence, assessment and monitoring program (in partnership with EcoVadis)
		See Planet data .
People		At Veralto, we actively work to reduce energy consumption and greenhouse gas emissions attributable to our operations, products, services, and supply chain.
		For more information, see Greenhouse gas emissions and climate change .
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UN Sustainable Development Goals (SDGs) relevant to Veralto



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	Sustainable Development Goal	Response	Sustainable Development Goal	Response
	2 ZERO HUNGER 	Goal 2 — Zero Hunger Veralto at a glance – Our companies Product Quality & Innovation Data summary – Products data	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Goal 9 — Industry, Innovation and Infrastructure Build resilient infrastructure, promote sustainable industrialization and foster innovation
Introduction	3 GOOD HEALTH AND WELL-BEING 	Goal 3 — Good Health and Well-Being Ensure healthy lives and promote well-being for all at all ages Introduction Veralto at a glance – Our companies Water Quality Product Quality & Innovation Supporting success, at work and beyond – Associate engagement; Well-being Data summary – Products data; People data	10 REDUCED INEQUALITIES 	Goal 10 — Reduced Inequalities Reduced inequalities within and among countries
Products	5 GENDER EQUALITY 	Goal 5 — Gender Equality Achieve gender equality and empower all women and girls Veralto Code of Conduct Striving for better, together Opportunities to own your ambition – Pay parity Corporate governance – Board selection, composition, and succession planning Data summary – People data	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Goal 12 — Responsible Consumption and Production Ensure sustainable consumption and production patterns
Planet	6 CLEAN WATER AND SANITATION 	Goal 6 — Clean Water and Sanitation Ensure access to water and sanitation for all Water Stewardship Policy Veralto at a glance – Our companies Water Quality Water stewardship Planet – VES tools, policies, and processes Data summary – Products data	13 CLIMATE ACTION 	Goal 13 — Climate Action Take urgent action to combat climate change and its impacts
People	8 DECENT WORK AND ECONOMIC GROWTH 	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 Opportunities to own your ambition – Pay parity	14 LIFE BELOW WATER 	Goal 14 — Life Below Water Conserve and sustainably use the oceans, seas and marine resources
Governance				Water Stewardship Policy Water Quality Water stewardship Data summary – Products data
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Assurance statement



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**VERIFICATION OPINION DECLARATION
GREENHOUSE GAS EMISSIONS**

To: The Stakeholders of Veralto Corporation

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions data reported by Veralto Corporation (Veralto) for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions data is the sole responsibility of Veralto. Veralto is responsible for the preparation and fair presentation of the GHG emissions statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion on the GHG emissions statement based on the verification. Verification activities applied in a limited level of assurance verification are less extensive in nature, timing, and extent than in a reasonable level of assurance verification.

Boundaries of the reporting company GHG emissions covered by the verification:

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

Types of GHGs: CO₂, N₂O, CH₄, HFCs

GHG Emissions Statement:

- Scope 1:** 33,151 metric tons of CO₂ equivalent
- Scope 2 (Location-Based):** 24,450 metric tons of CO₂ equivalent
- Scope 2 (Market-Based):** 20,455 metric tons of CO₂ equivalent

Data and information supporting the Scope 1 and Scope 2 GHG emissions statement were in most cases historical in nature, but in some cases estimated.

Global Warming Potential (GWP) and emission factor data sets:

- GWP: Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR-5)
- United States Environmental Protection Agency (USEPA) Emissions & Generation Resource Integrated Database (eGRID) (2022 data), 2024
- USEPA Emission Factor Hub, 2024
- International Energy Agency (IEA) Emission Factor Database (2021 data), 2023
- United Kingdom (UK) Department for Environment Food & Rural Affairs (DEFRA), *UK Government GHG Conversion Factors for Company Reporting*, September 20, 2022

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Apex Companies, LLC • (800) 733-2739 • www.apexcos.com

- Environment Canada, National Inventory Report 1990–2020: Greenhouse Gas Sources and Sinks in Canada, Annex 13 - Electricity in Canada: Summary and Intensity Tables, April 2022

Period covered by GHG emissions verification:

- January 1, 2024 to December 31, 2024

Criteria against which verification was conducted:

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)

Reference Standard:

- ISO 14064-3 Second Edition 2019-04: Greenhouse gases -- Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of $\pm 5\%$ for aggregate errors in sampled data for each of the above indicators.

GHG Emissions Verification Methodology:

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of Veralto;
- Review of documentary evidence produced by Veralto;
- Site visits to Veralto operations in Grand Rapids, Michigan and Ames, Iowa;
- Review of Veralto data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions; and
- Audit of sample of data used by Veralto to determine GHG emissions.

Verification Opinion:

Based on the process and procedures conducted, there is no evidence that the GHG emissions statement shown above:

- is not materially correct and is not a fair representation of the GHG emissions data and information; and
- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2).

It is our opinion that Veralto has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.

Statement of independence, impartiality 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.

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



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

The verification 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 verification of greenhouse gas emissions data.

Attestation:



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



Mary E. Armstrong-Friberg, Technical Reviewer
ESG Senior Program Manager
Apex Companies, LLC
Cleveland, Ohio

May 28, 2025

This verification opinion declaration, 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 declaration 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 declaration.



Associate photo contest

Nearly 80 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
Hannes Tietz
OTT HydroMet
Watching the Sunrise
Bavarian Alps



Page 2
Florence Humbert
Hach
No Water!
Sahara Desert, Tunisia



Page 3
Erin Keen
Sea-Bird Scientific
Winter Solstice
Lake Wenatchee
State Park, WA, U.S.A.



Page 5
Chad Higgins
Hach
Reflections of a Sunrise
Loveland, CO, U.S.A.



Page 12
Claudia Weigert
Hach
Alien Lights
Grundarfjörður, Iceland



Page 16
Anthony Davis
Hach
Rotorua Redwoods
Rotorua, New Zealand
(Aotearoa)



Page 17
Katherine McIlwain
Veralto Corporate
Aurora Australis Over the Doubtful Sound
Fiordlands, South Island, New Zealand (Aotearoa)



Page 18
Rob Ellison
Sea-Bird Scientific
The Mighty Pollinators
Washington Park
Arboretum, Seattle, WA, U.S.A.



Page 21
Jen St. Louis
Trojan Technologies
Godafoss
Iceland



Page 29
Jeramey Johnson
Hach
Dolomites Mountain Range



Page 34
Jeramey Johnson
Hach
Düsseldorf, Germany



Page 37
Taylor Buley
Hach
Washington Wildflowers
Washington, near Mt. Baker, WA, U.S.A.



Page 38
Carlos Canizales
Videojet
Frozen Waterfalls
Rochefolles, Turin, Italy



Page 41
Taylor Riordon
Trojan Technologies
Buoy Break
Lincoln County, OR, U.S.A.



Page 43
Anthony Davis
Hach
After the Snow
Glencoe, Scotland



Page 44
Garrett Evans
OTT HydroMet
Imagine Sisyphus Happy
Devil's Backbone, Loveland, CO, U.S.A.



Page 46
Andre Rozitis
OTT HydroMet
Joys of Cold Water and Climate
Devil's Backbone, Berthoud Pass, CO, U.S.A.



Page 47
Attilio Cachilli
Videojet
Water & Sunset
Trouville, France



Page 50
Sampada Katdare
Videojet
Petals and Perks
Lisbon, Portugal



Page 52
Bart Verdonk
Hach
The Sound of Silence
Tegernsee, Germany



Page 60
Julia Yacoub
Trojan Technologies
Looking up Through Antelope Canyon
Antelope Canyon, AZ, U.S.A.



Page 65
Jen St. Louis
Trojan Technologies
Látrabjarg Puffin
Westfjords of Iceland



Page 71
Jeramey Johnson
Hach
Krabi, Thailand

Page 75
Bhavya Bhardwaj
Hach
Majestic Paine Grande and Cuernos del Paine, With a Sneak of the North Tower
Torres del Paine, Chile



Page 76
Katherine McIlwain
Veralto Corporate
Mighty Mt. Cook
Hooker Valley Track, Aoraki Mt. Cook, New Zealand (Aotearoa)