

Veralto Corporation Sustainability Policy

1. Introduction. Veralto (including all of its directly and indirectly controlled subsidiaries, “Veralto” or the “Company”) provides essential technology solutions that monitor, enhance and protect key resources around the globe. Our purpose gives direction and meaning to the work our employees (whom we refer to as associates) do every day. Our purpose is rooted in Veralto’s four Core Values:

- We serve humanity with purpose and integrity by creating an inclusive environment where transparency, trust, and belonging can flourish.
- We unlock ingenuity for customer success by solving our customers’ most complex challenges with unique expertise, resourcefulness, and innovation.
- We deliver results as a team by holding ourselves and each other accountable, driving a high-performance culture, and collaborating with focus and determination.
- 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.

Our commitment to sustainability flows naturally from our four Core Values. Our Sustainability Mission Statement (the “Mission Statement”) provides as follows:

- What it is. For us, sustainability means a commitment to considering the long-term interests of our associates, customers, shareholders, business partners, communities and our planet in everything we do.
- Why we do it. When we bring together our innovative portfolio, the dedication of our passionate people, our common purpose of *Safeguarding the World's Most Vital Resources™* and our deeply ingrained commitment to continuous improvement, our potential to create a better world is limitless.
- How we do it. We drive sustainability improvements through people, process, technology and above all through the Veralto Enterprise System (VES).

In this Sustainability Policy (the “Policy”), we articulate our requirements and expectations with respect to key dimensions of sustainability. This is not the only policy that articulates Veralto’s sustainability-related requirements and expectations; the sustainability page of our public website, www.veralto.com, links to our Code of Conduct and other, function-specific policies that also address key elements of sustainability.

2. Human Rights

a. Relevance. Our commitment to human rights stems from our Mission Statement, which articulates our commitment to considering the long-term interests of, among other stakeholders, the individuals who work at Veralto, at our customers and at our business partners and the individuals who live in our communities. Respect for human rights must be the cornerstone for a sustainable business.

b. Our Commitment. Veralto is committed to respecting human rights in our own operations and complying with the laws of the countries in which we do business. Our commitment to upholding the dignity of every person and respecting and protecting human rights applies to all Veralto locations and businesses worldwide. This commitment is consistent with our Core Values. Moreover, we believe we have an opportunity to positively impact the protection of human rights within our sphere of influence. To this end, we encourage and support our suppliers in their efforts to act in accordance with internationally recognized human rights standards. Our commitment is guided by the principles set forth in laws of the United States governing human rights, as well as in the following international documents:

- 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

- Upon separation from Danaher, Veralto intends to be a signatory of the [UN Global Compact](#), and supports the 10 principles set out in this framework on human rights, labor, environment and anti-corruption.

We recognize that human rights due diligence is a continuous process, and we seek to utilize policies, training, processes and monitoring systems to advance this commitment.

Veralto is also committed to the principles set forth in the ILO Convention Concerning Discrimination in Respect of Employment and Occupation.

c. In Our Operations. We expect each Veralto associate to act lawfully toward other associates, colleagues, business partners and those in local communities. We do not tolerate the abuse of human rights in our operations. Each year, all associates in administrative, business, technical, professional, management and executive career categories are required to certify their understanding of the Code of Conduct and all its requirements (including the Code requirements relating to human rights). Associates classified as “Procurement” also receive annual awareness trainings on human rights topics.

d. In Our Supply Chain. We expect our suppliers to share our commitment to respect human rights. All suppliers are expected to comply with our Supplier Code of Conduct, which sets forth our expectations around supplier business practices (including with respect to respect for human rights). We are committed to implementing and improving upon due diligence processes to assess risks relating to human rights. Please see the Veralto Sustainable Supply Chain Policy for additional details.

e. In the Community. As an employer and a corporate citizen, we are aware of our role in the communities in which we operate. We 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 environmental impacts of our business operations on our neighbors, and strive to create positive impacts on adjacent communities through local engagement and charitable programs.

f. General Rights and Obligations.

- *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 businesses 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 businesses are required to bargain in good faith with these associations and labor unions.
- *Child Labor.* Veralto’s 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 No. 138 and 182.
- *Forced Labor and Human Trafficking.* We do not accept or condone any aspect of forced or compulsory labor. We strictly prohibit our associates and suppliers from engaging in human trafficking-related activities.
- *Safe and Healthy Work Environment.* It is Veralto policy that all associates work in a clean and safe environment. In the interest of maintaining a safe and healthy workplace, the Company requires full compliance with applicable workplace safety and industrial hygiene standards as mandated by law.
- *Non-Discrimination and Anti-Harassment.* Veralto is committed to equal employment opportunity and equity, and it is our policy that we base employment decisions on merit, considering qualifications, skills and achievements. Regardless of geographic location, all employment-related decisions must be based on job-related qualifications, without regard to legally protected characteristics such as race, color, national origin, religion, sex, gender, age, marital status, disability, veteran status, citizenship status, sexual orientation, gender identity, gender expression or any other characteristic protected by law. We do not tolerate unlawful discrimination or harassment, and our Code of Conduct further expands upon these expectations.
- *Privacy.* We are committed to protecting the privacy of those who entrust us with their personal information, including our customers, website visitors, associates, clinical research participants and all those who do business with us. We are committed to explaining how personal information can be corrected, updated or deleted, and are committed to taking steps to keep personal information secure.

g. Remediation. We are committed to providing effective resolution to the extent we have caused or

contributed to adverse human rights impacts. The Veralto Integrity and Compliance Helpline (“Helpline”) located at veraltointegrity.com (together with the other reporting channels identified in our Code of Conduct) are the grievance mechanisms available to associates, business partners and other persons. In particular, the Veralto Helpline offers a secure channel for anonymous reporting of suspected or potential violations of our policies or the law, including without limitation the policies and laws referenced in this Policy. We support individuals who, in good faith, provide information relating to reports of suspected or potential misconduct and will not tolerate threats or acts of retaliation.

h. Application, Governance and Communication. Please see Section 10 of this Policy for a discussion of the applicable scope of this Policy (including this Human Rights section), executive management approval of this Policy (including this Human Rights section) and our commitments relating to communication of this Policy (including this Human Rights section).

3. EHS

a. Background. Environment, health and safety (EHS) management refers to the practices that protect the environment and the health and safety of the people in and around our workplaces—key elements of being a responsible corporate citizen and a resilient business. Effective EHS management requires clear policies and processes that enable risk-based assessment, minimization of environmental impacts and control of health and safety hazards.

b. Relevance. Our commitment to associate health and safety and the protection of the environment is grounded in our Mission Statement, which provides: “For us, sustainability means a commitment to considering the long-term interests of our associates, customers, shareholders, business partners, communities and our planet in everything we do.” We know that we cannot attract and retain the talented individuals we need to achieve our aspirations of global technology solutions leadership without providing a safe, healthy working environment. And we recognize that this starts with caring for our planet.

c. Our Position.

- Legal compliance is the foundation of our license to operate. Each of our operating companies is required to determine and comply with all EHS regulatory requirements applicable to its operations.
- We actively promote an EHS culture of accountability, education and transparency and are committed to creating EHS awareness throughout our organization. We foster an EHS culture where every associate is responsible for their safety and the safety of others. We require in-scope associates in our EHS, facilities manufacturing & operations and specified other functions to participate in annual training focused on environmental, health and safety awareness and on Veralto’s EHS program.
- We use our VES 4E-Hazard Control Toolkit to assess and mitigate health and safety risks. Specifically, our objective is to use the Toolkit to eliminate serious injury and fatality (SIF) exposures while also reducing all types of incidents. For risks that could lead to serious injuries or fatalities, we seek to follow the hierarchy of controls, favoring elimination of the risk, substitution or engineering controls over administrative controls.
- We use a global EHS data management system to collect and maintain key EHS data from our operating companies. We are committed to using this data to gain insights that help us anticipate and proactively mitigate risks that could lead to incidents or non-compliance, and assess our progress in reducing our environmental impact.
- EHS assessments are an integral part of our property and business acquisition due diligence processes, and we have processes to integrate newly acquired businesses into our EHS program. We also seek to integrate EHS principles into our other business practices where feasible.
- We strive to continually improve our EHS performance by setting EHS improvement goals, including goals to reduce Veralto’s impact on the environment and reduce health and safety incidents. We review our progress against these goals on a regular basis at multiple levels of the organization, including site, operating company, platform and Veralto-wide.
- We seek to leverage VES to support our EHS program and goals, including by developing EHS-specific VES tools (such as the 4E Hazard Control Toolkit, the VES Energy Management Toolkit and the VES Waste Minimization Toolkit) and by leveraging the full suite of VES tools as applicable.
- To help drive business sustainability, we require our operating companies to have business continuity and disaster preparedness plans.

- We are committed to reporting regularly on environmental issues and on the progress and performance of our EHS program (1) to our internal and external stakeholders through our annual Sustainability Report, and (2) to our internal stakeholders through other regular communications.
- Veralto Corporation's Senior Vice President-General Counsel has overall executive-level oversight responsibility for Veralto's EHS program.

d. Application, Governance and Communication. Please see Section 10 of this Policy for a discussion of the applicable scope of this Policy (including this EHS section), executive management approval of this Policy (including this EHS section) and our commitments relating to communication of this Policy (including this EHS section).

4. Climate, Waste and Water

a. Background. In the field of climate science, there is consensus that human activity is increasing the concentration of greenhouse gases (GHGs) in the earth's atmosphere, which is forcing the climate to change. In addition, poor environmental health is a significant threat to human health. Climate change is adversely impacting health both directly and indirectly, such as by increasing extreme weather events and chronic impacts such as drought. Air, water, and soil pollution; improper waste management; and degradation of ecosystems also negatively impact human health.

Risks resulting from a changing climate also have the potential to negatively impact economies around the world. The environmental risks of acute and chronic weather events, accelerating biodiversity loss and failures of climate-change mitigation and adaptation could result in disruption of critical infrastructure and global supply chains. The potential financial impact of these risks is significant to the global economy and is a compelling driver for businesses to act.

b. Relevance. Our Mission Statement provides a clear and compelling articulation of our responsibility to the environment: "For us, sustainability means a commitment to considering the long-term interests of our associates, customers, shareholders, business partners, communities and our planet in everything we do." We believe that the health of people is inextricably linked to the health of the planet. As a global company providing essential technology solutions that monitor, enhance and protect key resources, we remain committed to improving the environment where we live, work and sell our products today—and for generations to come.

c. Our Position. We have a responsibility to help abate climate change and environmental degradation. Businesses have an important role to play in responding to climate change by implementing voluntary reductions of GHGs within their control and encouraging mitigation and adaptation activities outside of their immediate control where they may have influence. Companies should continually strive to improve the efficiency and sustainability of their operations, products, and services—not only to avoid the consequences of a changing climate but also to improve the cost effectiveness and resilience of their business.

- d. Our Commitments. Veralto is committed to:
- monitoring and measuring our energy consumption, GHG emissions, waste generation (with respect to both hazardous/regulated waste and non-hazardous/non-regulated waste) and water consumption;
 - reducing our carbon footprint and hazardous/regulated and non-hazardous/non-regulated waste generation and establishing management programs to facilitate such reductions;
 - setting goals and deadlines for reducing GHG emissions, energy consumption and the percentage of non-hazardous/non-regulated waste sent to landfills or incinerators;
 - ensuring the availability of information and resources to meet our goals, and reporting regularly and transparently on our progress toward those goals;
 - engaging our suppliers to improve transparency and collaboration, and encourage the minimization of the environmental impact—including the carbon footprint—of our purchased goods;
 - improving our assessment of the business risks associated with a changing climate and integrating them into our risk assessment and mitigation programs and business continuity planning programs to help ensure that we can continue to meet our customer needs;

- recognizing and supporting the need to maintain the biodiversity of our planet;
- complying with all relevant laws and regulations; and
- providing products and services that help our customers positively impact, and/or reduce negative impacts on, the environment.

e. Management Programs. We have developed two VES toolkits specific to the goals of reducing energy consumption, GHG emissions and waste generation in our operations:

- The *VES Energy Management Toolkit* guides our facility-level teams in identifying, prioritizing and implementing measures that improve energy efficiency and reduce GHG emissions. The toolkit is used to establish a thorough understanding of energy consumption and identify areas for improvement in the form of an Opportunity Assessment. Energy management action plans are then developed and implemented using the suite of VES tools as applicable.
- The *VES Waste Minimization Toolkit* guides our facility-level teams in evaluating current-state waste generation, identifying opportunities for improvement and implementing comprehensive waste elimination and minimization strategies. The toolkit follows the waste management hierarchy of controls—avoid, reduce, reuse, recycle, recover energy, treat and dispose. Waste management action plans are developed and implemented based on this framework.

We are committed to continually improving upon and utilizing these toolkits and continually improving how we leverage VES to minimize our impact on the environment. We expect Veralto associates to use these toolkits and other VES tools as appropriate to help achieve our established goals and objectives relating to environmental impact.

f. Application, Governance and Communication. Please see Section 10 of this Policy for a discussion of the applicable scope of this Policy (including this Climate, Waste and Water section), executive management approval of this Policy (including this Climate, Waste and Water section) and our commitments relating to communication of this Policy (including this Climate, Waste and Water section). Veralto Corporation's Senior Vice President, Strategy & Sustainability has overall executive-level oversight responsibility for Veralto's programs to reduce our environmental impact.

5. Political Involvement and Political Contributions

a. Political Involvement. We believe in the right of our associates to participate in the political process. We encourage our associates to be active in charitable and political activities on their own time and at their own expense. In particular, our Code of Conduct provides that:

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

b. Political Contributions. No funds or assets of Veralto have been contributed to or for (1) any political party or candidate, whether federal, state or local, (2) any entity operating under 26 U.S.C. Sec. 527 of the Internal Revenue Code, (3) any entity organized under 26 U.S.C. Sec. 501(c)(4) of the Internal Revenue Code, (4) any ballot measure or (5) any public communication that expressly advocates the election or defeat of a political candidate ("Political Purposes"). Veralto has no intention of contributing any company funds or assets for political purposes; any contribution of Company funds or assets for political purposes would require approval by Veralto's President and CEO.

c. Trade/Industry Associations. Veralto belongs to and pays dues to certain U.S. trade and industry associations. Company policy is that each such association may use no more than \$25,000 of Veralto's dues in any calendar year for political purposes, and Company policy further requires communication of this policy to the

associations of which it is a member.

d. Application, Governance and Communication. Please see Section 10 of this Policy for a discussion of the applicable scope of this Policy (including this Political Involvement and Political Contributions section), executive management approval of this Policy (including this Political Involvement and Political Contributions section) and our commitments relating to communication of this Policy (including this Political Involvement and Political Contributions section).

6. Transparency

a. Background. We believe all companies, especially publicly-traded companies, should be accountable to their stakeholders for their business activities. Transparency in financial and other dealings demonstrates accountability, fosters trust and enables stockholders and other stakeholders to make informed decisions about their interactions with a company.

b. Relevance. Veralto believes in conducting our business with integrity and earning the trust of the people we serve. For us, this includes a commitment to complying with applicable legal and regulatory requirements, and upholding the highest ethical standards in every aspect of our business and in every market where we operate. Part of doing so is being transparent about the way we do business and the way we comply with laws and regulations.

c. Our Position. Veralto values transparency as the foundation of trust-building with all those engaged in any way with our business. We strive to hold ourselves accountable by providing information about how we function across our businesses and markets. Our policy is to comply with all of the reporting requirements of the regulatory bodies governing our businesses, and in addition we publish a wide range of voluntary disclosures. Key disclosures include:

- *Financial Disclosures*: We are required to report on our financial results and other material disclosures by the applicable rules of the Securities Exchange Commission (“SEC”) and the listing standards of the New York Stock Exchange. Our SEC filings are available on Veralto’s public website.
- *Sustainability Disclosures*: We publish our annual Sustainability Report and strive to include content in line with leading global standards (e.g., Global Reporting Initiative, SASB, TCFD, UN Global Compact, UN SDGs) covering a broad range of non-financial updates and performance, including associate demographic data. We also annually complete the CDP Climate Change and Water Security questionnaires.
- *Tax Transparency*: We take our responsibility as a good corporate citizen seriously, including paying our fair share of taxes, among them corporate income taxes, employment tax, social contributions, import and customs duties, and indirect taxes. We value and strive for cooperative and transparent relationships with taxing authorities. Please refer to the Veralto Global Tax Strategy for more detail.
- *Policies and Positions*: We publish our Sustainability Policy and sustainability-related policies on our public website. These policies address a wide range of sustainability and environmental, social and governance topics so that our stakeholders can know where we stand on important sustainability issues.

d. Application, Governance and Communication. Please see Section 10 of this Policy for a discussion of the applicable scope of this Policy (including this Transparency section), executive management approval of this Policy (including this Transparency section) and our commitments relating to communication of this Policy (including this Transparency section).

7. Stakeholder Engagement

a. Background. Stakeholder engagement refers to the way a company interacts with those who influence and are influenced by its business activities. Such targeted interaction is necessary for a business to be fully informed of the way its activities are making a difference on individuals, communities and the planet, so that it may address needs and concerns arising from stakeholder feedback. By being attentive and responsive to stakeholders, a business can gain new insight that may inform business planning, shape its strategies to incorporate stakeholder needs where possible,

and build trust with stakeholders through positive and interactive relationships.

b. Relevance. Our Mission Statement provides: “For us, sustainability means a commitment to considering the long-term interests of our associates, customers, shareholders, business partners, communities and our planet in everything we do.” Stakeholder engagement is critical to understand stakeholders’ long-term interests. Veralto is committed to engaging with a variety of stakeholders, including associates, investors, communities, customers and other business partners, to understand their expectations of Veralto and the different ways our activities impact them (including with respect to environmental issues). Engagement with stakeholders makes our Company stronger and better informed. It helps us gain valuable insight into our stakeholders’ perspectives and the topics that matter to them, and better enables us to develop products and solutions that are responsive to their needs. This engagement also allows us to share information about our Company’s strategy, practices and performance.

c. Our Position. The relationships we cultivate with our stakeholders are vital to both our business strategies and our sustainability approach. Our practice of stakeholder engagement is essential to building successful business plans and creating long-term value for our stakeholders and society in general. Our approach includes:

- *Engaging with a broad range of stakeholder groups:* In a global business such as Veralto’s, with sales, operations and customers in dozens of countries, our business contribution and impact has a broad reach. We therefore engage with a range of different stakeholders, including associates, customers, shareholders, suppliers, local communities and government entities.
- *Utilizing stakeholder engagement feedback:* We highly value the information and insights we gain from stakeholder engagement and communicate engagement outcomes, as appropriate, to the Veralto Sustainability Committee and to the Nominating & Governance Committee of Veralto’s Board of Directors, to help identify potential risks and opportunities and inform business decisions. We provide updates, where relevant, relating to stakeholder engagement in our annual Proxy Statement and our annual Sustainability Report.
- *Ongoing engagement with industry groups and associations:* As part of our inclusive approach, Veralto participates in industry groups and associations that help drive sustainability practices within our Company and across our industries.
- *Targeted engagement to define our sustainability priority topics:* Periodically, in addition to our stakeholder interactions in the regular course of the business, we specifically request stakeholder input to identify and prioritize the sustainability topics that they consider to be most important for Veralto. The aggregation of stakeholder feedback feeds into our sustainability strategy development.
- *Engagement on sustainability reporting:* In order to support the most effective disclosure to meet stakeholder needs, we periodically engage with external consultants and sustainability reporting specialists and invite suggestions for improving our disclosure. At the start of each reporting cycle, we review feedback received and adjust our disclosure where appropriate.

d. Application, Governance and Communication. Please see Section 10 of this Policy for a discussion of the applicable scope of this Policy (including this Stakeholder Engagement section), executive management approval of this Policy (including this Stakeholder Engagement section) and our commitments relating to communication of this Policy (including this Stakeholder Engagement section).

8. Emerging Technologies

a. Background. Technology is fundamental to the value proposition Veralto offers, and the products we develop may include emerging technologies.

b. Our Position.

- We are committed to the safety and efficacy of our products, including any products that may incorporate emerging technologies. We are also committed to complying with all applicable legal and regulatory requirements, and to periodically reviewing this policy statement regarding emerging technologies to evaluate whether any updates are required to comply with applicable law.
- We are committed to being transparent with our customers and other stakeholders regarding any emerging technologies we may develop or incorporate in our products.
- We acknowledge that risks and potential controversies may be associated with emerging technologies, and we

are committed to listening to and considering feedback from customers and other stakeholders.

- Any decision by Veralto to develop or incorporate emerging technologies in our products will include consideration of risks and the benefits of such technologies in light of the information available. The ability to perform an activity will not automatically justify the activity. We will strive to design any emerging technology research to produce valued health enhancements or advancement of scientific knowledge while identifying and mitigating relevant risks.

c. Application, Governance and Communication. Please see Section 10 of this Policy for a discussion of the applicable scope of this Policy (including this section), executive management approval of this Policy (including this section) and our commitments relating to communication of this Policy (including this section). Veralto's Chief Executive Officer has overall executive-level oversight responsibility for Veralto's emerging technologies program.

9. Risk Management

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

b. Our Commitment. We are committed to comprehensively inventorying and (as appropriate) mitigating key risks across our company, and in doing so supporting improved decision-making and the building of better, more resilient businesses.

c. Management Program. Our annual Enterprise Risk Management (ERM) program is the key management program that underpins our risk management function. The ERM program classifies risks into five major categories (Operational, Strategic, Financial and Accounting, Compliance and Information Technology/Security) and includes a methodology for scoring identified risks based on probability, severity and velocity of impact; a framework for developing countermeasures for key risks; a process for assigning responsibility and deadlines for the implementation of such countermeasures, and re-assessing such risks following implementation of the applicable countermeasures; and a timeline for collection and synthesis of the risk assessment data and reporting of key risks and countermeasures to the Veralto Risk Committee and the Veralto Board of Directors. The program also incorporates ERM-specific Veralto Enterprise System tools, including an action plan template and a "bowler" methodology used to track improvements in key risk metrics. The Audit Committee of Veralto's Board of Directors has Board-level oversight responsibility for Veralto's risk management processes and reviews the ERM program on a periodic basis.

10. Application, Governance and Communication

a. Application. This Policy (including each individual section thereof) applies to Veralto and all of its directly and indirectly controlled subsidiaries worldwide, and each of their respective associates.

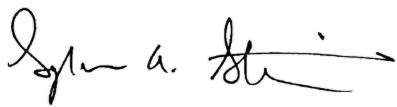
b. Governance. This Policy (including each individual section thereof) has been approved by Veralto's President and Chief Executive Officer and Senior Vice President-General Counsel.

c. Communication. Veralto commits to communicating this Policy (including each individual section thereof) to its associates and external stakeholder through Veralto's intranet, external website, annual Sustainability Report and other channels. We also commit to reporting on Veralto's progress and impact with respect to the elements reflected in this Policy in our annual Sustainability Reports.

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October 1, 2023



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