

VONTIER



2024 LGBTQ+ Benefits at a Glance



At Vontier we are committed to fostering an inclusive and supportive work environment for all our employees, including members of the LGBTQ+ community. This Benefits at a Glance guide outlines the benefits and resources available to our LGBTQ+ employees, which are designed to meet their unique needs and to promote equality.

Each employee's individual success drives Vontier's success, and when we work together to deliver results, we all win – it's a great example of Stronger Together. This overview summarizes the key details of our inclusive benefit and resources at Vontier.

Plan Highlights

Health Advocate

Vontier's Health Advocate program provides you with your own Personal Benefits Counselor to answer many of your complex benefits questions and provide guidance on Vontier's Benefits programs. Learn more at HealthAdvocate.com/Vontier or download the Health Advocate app on your mobile device.

Our Commitment

We have a strict non-discrimination policy that includes sexual orientation, gender identity, and expression. Discrimination or harassment of any kind is not tolerated.

Healthcare Benefits

Inclusive Healthcare Coverage

Our health insurance plans cover:

- Same-sex partner benefits
- Gender-affirming surgeries and related healthcare services
- Comprehensive reproductive and fertility services
- HIV/AIDS treatment and management

Family and Parenting Benefits

- **Adoption Assistance:** We provide support and financial assistance up to \$20,000 for adoption regardless of sexual orientation or gender identity.
- **Parental Leave:** Our parental leave policies are inclusive of all parents, including birth, adoptive, and foster parents regardless of sexual orientation.



Employee Resource Groups

- We celebrate the uniqueness of all people as it is the core of who we are and the fuel that drives our success.
- We offer eight active and vibrant employee resource groups (ERGs) including our PRIDE ERG that specifically focuses on our LGBTQ+ community.



Training and Education

Diversity Training: We offer regular training sessions on LGBTQ+ inclusion, unconscious bias, and creating a welcoming environment for all employees.

Legal Support

We offer legal assistance through MetLife Legal to help navigate name changes, gender marker changes, and other legal matters related to gender identity and expression.

Transitioning at Work

Our culture values process-oriented planning. For employees who are transitioning, we provide clear guidelines and support including a point of contact for managing the transition process at work. We recommend creating an engagement plan to help smooth the transition process. A plan also helps reduce uncertainties and provides a common road map for everyone.

1. **Get support from the people around you.**
2. **Develop a stakeholder list.**
3. **Create a timeline – what are your milestones?**
4. **Things to Consider:**
 - a. How would you like your team to find out about your transition? (e.g., letter, face-to-face meeting, individual discussions, your manager/HR representative)
 - b. Will you need to make workspace changes during the transition?
 - c. How long do certain HR functions take? (e.g., legal name changes, etc.)
 - d. How do you think your clients should be informed?
 - e. When will you need to process any necessary changes to professional licenses?

Counseling Services

Vontier has multiple mental health resources available to our employees under our medical plan and Employee Assistance Program (EAP). Our EAP is designed to help you lead a happier and more productive life at home and work. Call for confidential access to a Licensed Profession Counselor who can assist you with:

- Issues related to sexual orientation and gender identity.
- Emotional wellbeing solutions
- Work life balance
- Stress, depression, anxiety
- Relationship issues, divorce, job stress, work conflicts
- Family and parenting problem
- Anger, grief, loss and more
- HIV/major illness support and counseling

Log into our website below to view our benefits and model your costs to help you understand the impact to your paycheck based on the plans you select.

Visit: vontierbenefits.com
Username: VontierCandidate
Password: Innovation1

Important notices & disclosures: The information described in this guide is intended to be an easy-to-understand summary of your benefits. It does not describe or include all benefit provisions, limitations, exclusions or qualifications for coverage. Please review your Summary Plan Description (SPD)/Certificate/Policy for a complete summary of your benefits.

Flexible Time Off / Holidays

Vontier offers flexible paid time off (PTO) to promote work-life balance to and allow employees to take reasonable time off as needed. Our flexible PTO is designed to have flexibility for everyone, whether you need time away for recovering from gender affirming surgery, assisting a dependent in their gender affirming surgery recovery, mental health days, sick days, vacation days, religious holidays, and personal days.

In addition to vacation and sick time, we offer 10 scheduled holidays throughout the year and an additional 3 days to schedule like a vacation to honor celebrations and traditions of your choice.

Note: Please note that this Benefits at a glance is not a guarantee that all services listed will be rendered. Instead, this guide informs our employees of the healthcare and services provided to you by Vontier. Please reach out to our Health Advocate team with any questions related to our benefits offerings or to clarify any additional requirements for gaining access to covered services.

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