



MEDICAL LEAVE (Non-FMLA)

Vontier has a general Medical Leave policy for employees who do not qualify for medical leave under the federal Family and Medical Leave Act (FMLA) or analogous state law. These employees may be eligible for an unpaid Medical Leave for their own serious health condition(s) (including pregnancy-related conditions) that is not covered by other Vontier policies. If applicable law is more generous than this policy, Vontier shall comply with applicable law.

An eligible employee may apply for an unpaid Medical Leave if the employee requires time off because of his or her own serious health condition(s) (including pregnancy-related conditions). Any leave provided under this policy will run concurrently with any other form of approved leave of absence such that the total absence pursuant to Company leave policies will not exceed eight (8) weeks (unless otherwise required by law).

A Medical Leave may be granted for only up to eight (8) weeks within the first 12 months of employment unless additional leave is required under applicable law. Employees may use any earned, vacation and sick time to run concurrently with the unpaid Medical Leave of Absence.

The Vontier and the Operating Company decision for granting or denying a request for a Vontier Medical Leave will be made in accordance with applicable law and based on such factors as the expected length of the leave; the anticipated impact of the leave on the Operating Company; the Operating Company's ability to replace the employee or reassign the employee's duties during the leave; the employee's performance and responsibility level; the length of the employee's employment; the employee's full-time or part-time status; and other relevant factors.

Pay and Benefits

Medical Leave (Non-FMLA) is unpaid leave.

- If you request a Medical Leave, any accrued sick pay may be used for otherwise unpaid Non-FMLA leave.
- Employees may also elect to substitute vacation for any unpaid Non-FMLA leave.
- In addition, paid time under the Vontier short-term and/or long-term disability policies and any leave for workers' compensation will apply as part of the 8-week leave period when you are taking Medical leave.

The substitution of paid leave time for unpaid leave time does not extend the 8-week (or where applicable, longer period required under applicable law) leave period.

Subject to the terms, conditions, and limitations of the applicable benefit plans, the Company will continue to provide health insurance benefits for the full period of the Medical Leave as if the employee had continued to be actively employed, provided that the employee pays the Company his or her portion of the monthly premium(s) for such benefits in an amount equal to the amount the employee otherwise would have paid via payroll deduction, no later than the first day of the month. If the leave is foreseeable, the employee may pre-pay the required premium(s) by authorizing in writing the Company to withholding this additional amount from his or her paycheck prior to the start of the leave, consistent with the requirements of applicable law. Otherwise, the employee must submit the employee's portion of the monthly premium(s) on the first day of each month during the Medical Leave. If the employee uses any paid leave (e.g., vacation or sick time), the employee's portion of the monthly premium(s) will be deducted from the employee's paycheck during a Medical Leave. An employee who fails to pay the required premium shall lose health insurance coverage, consistent with the requirements of applicable law.



During a Medical Leave, employees are not eligible for paid holidays. Additionally, employees do not accrue paid sick time during a Medical Leave since sick time accrues based on hours actually worked. Similarly, employees do not accrue vacation during a Medical Leave, except during the time they are using any accrued vacation.

Requests for Medical Leave (Non-FMLA)

Employees must contact Unum at 866-860-2063 at least thirty (30) days before the leave is to begin, if possible, or as much notice as practicable under the circumstances. If the need for Medical Leave is not foreseeable, the employee must provide notice as soon as is practicable under the facts and circumstances of the particular case.

If an employee exhausts his or her Medical Leave and needs additional time off due to a medical condition, such requests for additional leave should be directed to Unum. Extensions should be requested at least five (5) days prior to the initial leave expiration date. Vontier's decision for granting or denying a leave extension request will be made in accordance with applicable law and based on such factors as the expected length of the leave; the anticipated impact of the leave on Vontier; Vontier's ability to replace the employee or reassign the employee's duties during the leave; the employee's responsibility level; the length of the employee's employment; other relevant business factors, and applicable laws.

Medical Certification of Leave

If the request is for Medical Leave in **excess of three (3) calendar days**, the employee must also provide a statement from his or her health care provider verifying the need for leave and its beginning and ending dates, unless inconsistent with applicable law. Any changes in this information should be promptly reported to Unum. The certification from the health care provider must be provided within seven (7) days of the employee's leave request, or the leave will be delayed, consistent with applicable law. Failure to provide the requested certification will ordinarily result in absences treated as unexcused and may result in termination of employment, consistent with applicable law. If the certification cannot be returned in time, it is the employee's obligation to request an extension beyond the seven (7) days. Extensions will be granted only for reasons beyond the employee's control and as otherwise required by applicable law.

An employee may not be granted a Medical Leave to gain employment or to work elsewhere, including self-employment. If an employee intends to work at a second job during his or her leave, then the employee must notify the Vontier. If an employee misrepresents facts in order to be granted a Medical Leave, he or she will be subject to disciplinary action, up to and including termination.

Return from Leave

To ensure a smooth transition back to work and to coordinate schedules, an employee returning from a Medical Leave is required to provide Unum with at least two weeks' advance notice of the date he or she intends to return to work.

Employees who take a Medical Leave pursuant to this policy may not automatically have job reinstatement rights. Vontier will reinstate employees in accordance with all applicable federal, state, and local laws. Depending on the length of the leave, the operational needs of Vontier or department, and the requirements of applicable law, the employee's position may or may not be held open. In the event Vontier will not be able to restore the employee to his or her position, the employee will receive notice from Vontier and will be considered for any vacant alternative position(s) for which the employee is qualified and can perform the essential functions (either with or without reasonable accommodation).



Fitness-for-Duty Certification

To return from a Medical Leave **in excess of three (3) calendar days** for an employee's health condition, the employee must provide a fitness-for-duty certification from the employee's health care provider stating that the employee is released to return to work. If the employee's health care provider has determined that the employee has any work restrictions, the certification also must include the nature of the work restriction and for how long the restriction will remain in place. Additionally, in certain circumstances, Vontier may request that the certification specifically address whether the employee is able to perform the essential functions of his or her position.

Failure to Return to Work

An employee who fails to return to work after expiration of Medical Leave, absent authorization to take additional time off in accordance with applicable law, will be treated as a voluntary resignation.

Vontier will administer this policy in accordance with applicable law.