VONTIER

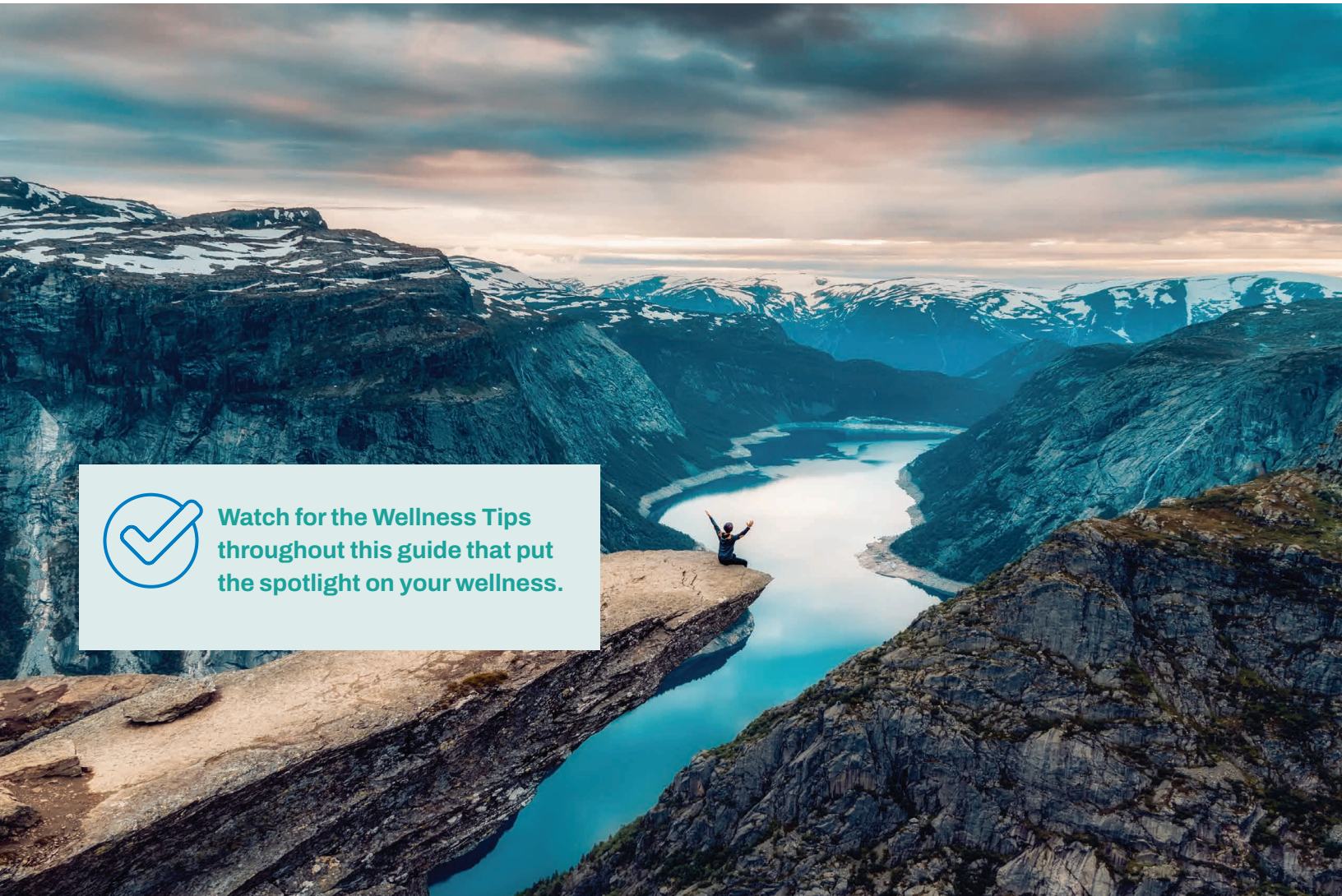
Your 2026 Benefits

CHOOSE YOUR PATH TO WELLNESS

Welcome to Vontier

At Vontier, we strive to provide high-quality benefits that support your physical, emotional, financial and social well-being. Keeping you and your family healthy is a top priority for us.

- Our benefit solutions give you the opportunity to choose your own benefits path based on where you are on life's journey.
- We want to make it easy for you to make informed choices that support your life now and help you build for the future.
- This guide highlights our programs and benefits and offers tips and tools to help you make informed benefits decisions.
- Health Advocate has **Personalized Benefits Consultants** available to speak with you about Vontier benefits.
- Continue learning and access your enrollment at **VontierBenefits.com**.



Watch for the Wellness Tips throughout this guide that put the spotlight on your wellness.

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VONTIER

Choose Your Own Path

Our benefits are designed to support you on your path today and help you pave the way for your future. Let's get started.

Take the first step and learn about your benefits.

Benefits Eligibility

Employees (scheduled to work 20 or more hours per week) are eligible for Vontier benefits.

Your Enrollment Checklist

You have choices to make. Prepare before enrollment to help you make the choices that are right for you today.

- [ ] **Contact your Personal Benefits Consultant** at **Health Advocate,** by either calling **1-866-799-2731** or emailing at **answers@healthadvocate.com**, to ask questions and learn more about Vontier Benefits.

- [ ] **Consider your lifestyle.** Is there a major change coming up? Are you getting married or planning to expand your family? Is your nest getting a little emptier?

- [ ] **Which health care plan should you choose?** The plan you chose last year might not be the right fit for you today. Have there been any recent medical changes for you or your family members? Check out medical plan details on **page 6**.

- [ ] **Is a Health Savings Account (HSA) right for you?** Learn more on **page 8** before you choose a medical plan.

- [ ] **Save money with Flexible Spending Accounts (FSAs).** To participate in a flexible spending account (health or dependent care), **you must enroll every year.** These accounts allow for tax savings for qualified expenses on **page 15**.

- [ ] **Learn about our amazing family benefits.** Our family benefits are built to support all of our employees—wherever you are on life's path on **page 16**.

- [ ] **Connect with UHC Rewards** to make healthy living a priority and get rewarded with HSA funds or gift cards on **page 18**.

- [ ] **Check out all of the voluntary benefits Vontier offers.** Don't miss out on options for Pet, Legal, and Auto and Home Insurance. We also offer Identity Theft Protection, Voluntary Life and Disability Insurance, and more starting on **page 20**!

- [ ] **Increase your 401(k) contribution.** This is a perfect time to review your contributions, investments, and beneficiaries on **page 14**.

Do the Math.

Consider your monthly cost for benefits, your estimated expenses, and what you can afford to pay out-of-pocket before you make your choices.

How to Enroll

Once you've explored your benefits options, it will be time to enroll. Follow these easy steps.

1. Take time to read this guide.
2. Get answers to your questions from **Health Advocate** and **Ask Emma**.
3. Gather names, birth dates, Social Security Numbers and required documents for the dependents you plan to enroll.
4. Visit **VontierBenefits.bswift.com** and click "Start Your Enrollment."
5. Review your medical plan options. Remember to gather your notes and side-by-side comparisons of each medical plan.
6. Select the medical plan for the path you're on today.
7. After selecting your medical plan follow the prompts for the other benefits available to you.
8. Review and confirm your selections. **Your elections stay in place for the entire calendar year. You can only make changes during next year's Open Enrollment or if you have a qualified life status change.***
9. That's it—you're finished!
10. Save and print your information.

*Certain changes in your life situation are known as qualified life status changes–like loss of health coverage, a change in your residence, getting married or divorced, adding a child, etc. Go to **VontierBenefits.com** for details.

Working Spouse Surcharge

You'll pay a $100 monthly surcharge to cover a spouse or domestic partner who has the option to elect health coverage from their employer and has declined that coverage. Please check with your local HR department for confirmation of benefits.

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.

Health Advocate can:

- Help you understand your benefits
- Explain your share of the costs
- Resolve claims and billing issues
- Find doctors and arrange second opinions
- Clarify health conditions
- Support your whole family
- Arrange doctor and specialist appointments for you

Get in touch:

- Call **866-799-2731**
- Email **answers@healthadvocate.com**
- Visit **HealthAdvocate.com/vontier**
- Download the **Health Advocate** app on your mobile device

Need Help? Ask Emma!

ask EMMA™

Ask Emma is a confidential, personalized, virtual assistant available when you start enrollment at **VontierBenefits.bswift.com**.

Ask Emma will run the numbers, make a recommendation, and explain how each plan will cover you. **Ask Emma** has interviews, calculators, videos, and FAQs available for a number of benefits.

Vontier Benefits Center

Our Vontier Benefits Center is available to answer your enrollment questions Monday – Friday, 8:00 a.m. – 8:00 p.m. ET. Call **833-983-1215** or visit **VontierBenefits.bswift.com**.

Supporting Your Wellness

Our approach to wellbeing is holistic, focusing on four pillars.

At Vontier, we are dedicated to your overall wellbeing. Our comprehensive benefits are built around four essential pillars—physical, emotional, financial and social wellness—designed to help you thrive in all areas of life. With these resources, you have the support needed to achieve balance and success both professionally and personally.

Physical Wellness

To support you in enhancing and maintaining your physical health, adopting a healthy lifestyle, and living your best life.

- Medical
- Prescription Drugs
- Dental
- Vision
- Telemedicine
- Wellness Incentive Program
- Tobacco Cessation
- Virtual Physical Therapy
- Weight Management Coaching

Emotional Wellness

To support you in prioritizing self-care, maintaining your mental well-being, managing stress, and navigating everyday challenges.

- Employee Assistance Program (EAP)
- Adult and Elder Care Support
- Paid Time Off
- Parental Leave
- Family Care Leave
- Family Building Benefits

For questions about your benefits, contact Health Advocate:
Call **866-799-2731**
Email **answers@healthadvocate.com**
Visit **HealthAdvocate.com/vontier**

For questions about enrollment, contact the Vontier Benefits Center:
Call **833-983-1215**
Monday – Friday
8:00 a.m. to 8:00 p.m. ET

Financial Wellness

To support you in managing your budget, preparing for the unexpected, achieving your financial goals, and feeling secure and free from financial stress.

- 401(k) Plan
- Health Savings Account (HSA)
- Health Care Flexible Spending Account (FSA)
- Dependent Care Flexible Spending Account (FSA)
- Adoption and Surrogacy Assistance
- Rewards for Healthy Living
- Life Insurance
- Disability Protection
- Business Travel Accident Insurance
- Legal and Financial Resources
- Auto and Home Insurance
- Commuter Benefits
- Employee Discount Program
- Identity Theft Protection
- Pet Insurance

Social Wellness

To support you in building connections at home, within our communities, and in the workplace.

- Inclusion & culture initiatives
- Employee Resource Groups
  - Vontier L.I.F.E
  - Vontier Allies for Inclusion
  - Vontier Asian and Pacific Islander Network Alliance
  - Vontier Black Network
  - Vontier La Vida!
  - Vontier myAbility
  - Vontier Pride
  - Vontier Veterans
  - Vontier Women's Guild
- On-the-job Coaching
- Vontier Day of Caring
- Vontier Social

Medical Benefits

Medical coverage is provided through **UnitedHealthcare (UHC)**. You may choose from a PPO plan and two HDHPs. These plans offer different levels of cost, pharmacy benefits, and coverage options to support different individual needs. Below is a high-level overview and comparison.

You can choose from 3 UHC Medical plans:

- PPO 1000
- HSA 2000
- HSA 3500

PPO 1000

- The PPO plan has higher per-paycheck contributions than the HSA plans, but with lower deductibles that can minimize unexpected out-of-pocket costs.
- The PPO plan offers in- and out-of-network benefits and the same network of providers as the HSA plans.
- This plan provides the same comprehensive coverage as the HSA plans, including behavioral healthcare and pharmacy benefits. Make sure to compare carefully since some coverage levels differ.

HSA 2000 & HSA 3500

- The HSA plans are Consumer-Directed Health Plans (or High-Deductible Health Plans).
- They come with a Health Savings Account (HSA), a personal savings account that helps you pay for your healthcare expenses through retirement.
- They offer lower per-paycheck deductions than the PPO Plans, but potentially higher out-of-pocket costs for services.
- Both offer in- and out-of-network benefits and provide the same comprehensive coverage as the PPO plans. Make sure to compare carefully since some coverage levels differ.

Wellness Tip

Your medical plan covers most preventive services in full. Stay up to date on your routine exams and screenings to detect health problems before they become serious and expensive to treat.

Tobacco Surcharge

There is a tobacco surcharge of $50 per month for all employees enrolled in a UnitedHealthcare health plan who attest to using tobacco during enrollment. Vontier offers an optional tobacco cessation program where you can work with a personal wellness coach to create a quit plan that is customized for your needs. Program completion is required to avoid a continued tobacco surcharge. Once the program is completed, surcharges incurred within the plan year will be refunded via payroll.
To enroll call **1-866-QUIT-4-LIFE (1-866-784-8454)** or visit **www.quitnow.net**.

Important Notice If You Use Tobacco

Going tobacco-free is one of the most important steps you can take to maintain good health. If you use tobacco products including cigarettes, cigars, e-cigarettes, vapor, chewing or pipe tobacco or any other tobacco product (regardless of the frequency or method of use), and you are enrolled in a UnitedHealthcare medical plan, you will be assessed a monthly tobacco surcharge of $50. This surcharge applies to employees only. You will be prompted to acknowledge your tobacco use at the time of your enrollment. This information is based on you honestly and truthfully providing us with information on your use of tobacco in the prior 6 months. The surcharge will not apply to you if you acknowledge at the time of enrollment that you did not use Tobacco products in the prior 6 months or if you complete a reasonable alternative provided by the Vontier medical plan. Generally, the reasonable alternative provided by the Vontier medical plan is a tobacco cessation program through Quit For Life program through UHC.

If completion of a cessation program is unreasonably difficult or medically inadvisable for you, you may satisfy a different reasonable alternative standard set by the Vontier medical plan. Please contact the Health Advocate at 866-799-2731 to request a different reasonable alternative standard. The recommendations of your personal physician will be accommodated when designing your different reasonable alternative standard. If you complete a cessation program or satisfy a different reasonable alternative during 2026, you will not be subject to the surcharge for any pay period in 2026. Any surcharge that has already been applied will be refunded to you.

Health Savings Accounts (HSAs)

The High Deductible medical plans, HSA 2000 and HSA 3500, include the option for employees to open a personal savings account, also known as a Health Savings Account (HSA), that helps employees pay for their healthcare expenses through retirement. The HSA is portable. The money in your HSA is always yours, even if you change jobs or retire.

HOW IT WORKS

With an HSA, every time you incur a health care expense, you decide whether to:

USE IT NOW or SAVE FOR THE FUTURE

Make a tax-free withdrawal from your account now to cover the cost of medical, dental, or vision expenses or to pay for deductibles, copays, or coinsurance. After saving a certain amount, you can select from a range of investment funds to help grow your account. The money in the account is yours to use in the future, even to help pay for future health care expenses into retirement.

PAY FOR IT NOW

Or pay those expenses out of your own pocket and save the money in your HSA for future health care expenses.

SOURCES OF HSA CONTRIBUTIONS

YOU CONTRIBUTE

You contribute to the HSA through pre-tax payroll deductions, up to the annual limit set by the IRS.* The annual IRS HSA limits are offset by Vontier's HSA contribution to the HSA 2000 and any employee earned UHC Rewards wellness credits/rewards.

- $4,400/individual
- $8,750/family

VONTIER CONTRIBUTES

Vontier makes a contribution to your HSA if you elect the HSA 2000 medical plan.** Note that you must make a contribution election (even if the election is $0), to receive the company contribution.

- $500/individual coverage
- $1,000/dependent or family coverage

CATCH-UP CONTRIBUTIONS

Are you age 55 or older? If so, you can contribute an additional $1,000 in catch-up contributions.

* IRS contributions are subject to change.
** Vontier's contributions count towards the annual IRS maximum.

Get Triple Tax Savings on Health Savings Account (HSA) Plans

The HSA 2000 and HSA 3500 plans offer a triple tax-advantaged Health Savings Account (HSA). Taxes generally do not apply to:

- The money you contribute to the account
- The money you withdraw to pay for eligible health care expenses
- Any interest you earn on your account

Questions? Need help deciding if an HSA medical plan is right for you? Reach out to **Your Personal Benefits Counselor** at **Health Advocate** at **866-799-2731**.

Teladoc HEALTH

Diabetes Management

A personalized way to manage diabetes.

- Receive a connected blood glucose meter
- Unlimited strips and lancets
- Tips, action plans and one-on-one coaching
- Real-time support for out-of-range readings

Diabetes Prevention Program

Reduce your risk of type 2 diabetes.

- Team of expert coaches to support you
- Receive a smart scale that syncs to the app
- All-in-one weight, activity and food-tracking program

Hypertension Management

Make managing your blood pressure easier.

- Receive a connected blood pressure monitor
- One-on-one support from expert coaches
- Personalized tips on nutrition and activity

Weight Management

Improve nutrition, exercise and weight loss.

- Receive an advanced smart scale
- Personalized action plan
- Ongoing expert coaching
- Full nutrition, exercise and weight-loss support

Program eligibility varies.
Learn more and join.
Visit **TeladocHealth.com/Smile/VONTIER**
or call **800-835-2362**
and use registration code: **VONTIER**.

Medical Plan Comparison

Medical	PPO 1000	HSA 2000	HSA 3500[1]
Deductible (Individual/Family)	$1,000/$2,000*	$2,000/$4,000**	$3,500/$7,000**
Employer HSA Contribution	N/A	$500/$1,000	None
Out-of-Pocket Maximum (Individual/Family)	$5,000/$10,000	$4,000/$8,000	$6,000/$10,000
Preventive Care	In-Network providers covered at 100%	In-Network providers covered at 100%	In-Network providers covered at 100%
Coinsurance (The amount you pay for covered services once the deductible is met)	20%	20%	30%
Office Visit (Primary Care/Specialists)	$30/$60 *deductible waived*	20%	30%
Telemedicine	$20	$54	$54
Urgent Care	$75 *deductible waived*	20%	30%
Emergency Room	$150	20%	30%
Alternative Care (Chiropractic/Acupuncture)	$30 *deductible waived*; (30 visits/year)	20% (30 visits/year)	30% (30 visits/year)

* With the PPO plan, once one family member meets the individual deductible, the plan starts to pay benefits for that individual.
** With the HSA plans, the entire family deductible needs to be met before coinsurance begins.
[1] HSA 3500 Plan Out-of-Pocket Maximum (OOPM) is embedded, once the one family member meets the individual OOPM, the plan starts to pay benefits at 100% for that one individual.

2026 Monthly Employee Medical Plan Premiums

Medical	PPO 1000	HSA 2000	HSA 3500
You Only	$202.00	$158.00	$28.00
You + Spouse	$523.00	$400.00	$85.00
You + Child(ren)	$366.00	$284.00	$50.00
You + Family	$690.00	$548.00	$146.00

There is a tobacco surcharge of $50 per month for all employees enrolled in a company-sponsored health plan who use tobacco.

What Happens if You Don't Enroll

If you are currently enrolled and no action is taken:

You will be enrolled in the same elections you made for 2025 in 2026 (i.e., if you did not elect coverage for 2025, you will not have coverage in 2026). If you're currently paying the $100 monthly spousal surcharge, it will automatically continue for 2026. In addition, your Health Savings Account (HSA) and Flexible Spending Account (FSA) contributions will end.

Pharmacy

Pharmacy	PPO 1000	HSA 2000*	HSA 3500*
Retail Generic Rx	$10	20%	30%
Retail Brand Preferred Rx	20% ($50 min., $100 max.)	20%	30%
Retail Brand Non-Preferred Rx	35% ($80 min., $200 max.)	20%	30%
Specialty Rx	Same as other drugs	20%	30%

*After deductible is met.

Vontier and CVS Caremark are partnering with several companies to bring you prescription discounts and support for rare condition management. For questions reach out to **CVS Caremark** at 888-964-0034 or visit **caremark.com**.

Caremark Cost Saver, powered by **GoodRx**, may help you lower your out-of-pocket drug costs. The program provides access to GoodRX prescription pricing to receive lower prices on select medications.

CVS Caremark® exclusively collaborates with PrudentRx® to save you money on your specialty prescriptions. This program includes all specialty medications on your plan's specialty drug list, as well as select high-cost specialty limited distribution drugs.

Accordant Care provides proactive, holistic patient care and support for rare condition management. The program's clinical guidelines help empower individuals with rare conditions to better manage their whole condition and not just adhere to medications.

Save Taking Maintenance Medications

Are you currently filling your maintenance medications every 30 days? Transition to a 90-day supply and receive a reduced copay/cost share at a CVS Pharmacy or CVS Caremark Mail Service Pharmacy.

Wellness Tip

Take care of your financial wellness by using generic drugs when you can.

Dental Plan Comparison

Dental coverage is provided by **Cigna Dental**. You have two plan options from which to choose. Visit **VontierBenefits.com** to compare plans.

Dental Plan	Premium	Basic
Deductible (Individual/Family)	$25/$75	$50/$150
Annual Maximum (Excludes orthodontia)	$2,500 *(4 cleanings per year)*	$1,500 *(2 cleanings per year)*
Basic Services	90%	80%
Major Services	60%	50%
Orthodontia	50% *(up to $2,500 max)*	Not covered

Dental Rates	Premium	Basic
You Only	$22.01	$6.10
You + Spouse	$47.21	$15.12
You + Child(ren)	$52.25	$16.97
You + Family	$77.18	$25.99

Vision Plan Comparison

Vision coverage is provided by **VSP**. You have two plan options from which to choose. Visit **VontierBenefits.com** to compare plans.

Vision Plan	Premium	Basic
Exam	Covered at 100% *(every 12 months)*	$10 copay *(every 12 months)*
Lenses	$15 materials copay *(every 12 months)*	$50 materials copay *(every 12 months)*
Frames	$15 copay; $200 allowance *(Lenses: every 12 months)* *(Frames: every 12 months)*	$50 copay; $130 allowance *(Lenses: every 12 months)* *(Frames: every 24 months)*
Contacts **(instead of glasses)**	$200 allowance *(every 12 months)*	$130 allowance *(every 12 months)*
Upgrade options available at point-of-service	Member can elect one of the following: • Upgrade to $250—frame or contact lenses • Upgrade to covered in full—progressive lenses, photochromic lenses, or antireflective lenses	N/A

Vision Rates	Premium	Basic
You Only	$15.50	$6.54
You + Spouse	$29.42	$12.42
You + Child(ren)	$29.79	$12.58
You + Family	$46.97	$19.83

Be a Smart Health Care Consumer

1 Understand your health insurance

Learn about basic health care plan terminology. Be sure you understand these key concepts.

Copay: A fixed amount you pay for a covered health care service after you've paid your deductible.

Deductible: The amount you pay for covered health care services before your insurance plan starts to pay.

Maximum out-of-pocket: The limit on what you have to pay for covered services in a plan year.

Premium: The amount you pay for your health insurance every month.

2 Where you receive care matters

Making the right choice between the ER and Urgent Care can make a big difference in the cost of your care.

Emergency Room (ER): Always go to the ER if your condition is life-threatening (such as chest pain, difficulty breathing, poisoning, head trauma, severe burns, or stroke symptoms). If you do not have a life-threatening condition, you can save time and a good deal of money by going to the nearest Urgent Care facility.

Urgent Care Locations: Offer extended hours and walk-in services (many open 7 days a week). For illness or injury when you can't see your personal doctor. The cost is moderate and depends on your medical plan.

3 Telemedicine

Virtual medical visits: Offers an affordable, convenient way to access medical care. Done over the phone or computer, you don't have to leave home and these visits are often offered 24 hours a day. Virtual visits are very cost-effective with cost from $20 to $54 depending on your medical plan.

4 Take advantage of Preventive Care

Take advantage of free preventive care: At no cost to you, you have the opportunity to discover potential health problems before you experience symptoms. Your best chance for a long, healthy life is to "catch and treat" any disease before it becomes serious.

5 Speak frankly with your doctor about prescription cost

Your doctor often has several drug options to choose from. Bring up cost with your doctor. Sometimes one drug is clearly best for you. Other times, there may be a less expensive alternative that works equally well.

Incorporate Wellness into your daily life

Take full advantage of Vontier's wellness program—it costs you nothing and you have the opportunity to improve your health and save money, too! We offer wellness opportunities to support you wherever you are on life's path. See **page 16** for details.

Wellness Tip

Become more involved in your health, take responsibility for making informed health care decisions, and start leading a healthier lifestyle.

Learn More

Your **Personal Benefits Counselor** is ready to answer your benefits questions.

Contact: **Health Advocate**
Call: **866-799-2731**
Visit: **healthadvocate.com/vontier**
Email: **answers@healthadvocate.com**

Vontier's 401(k)

Vontier's Retirement Savings Plan offered through **Fidelity** is designed to help you reach your retirement savings goals. The Vontier Retirement Savings Plan will match 100% of each dollar you contribute (pre-tax, Roth after-tax, or a combination of pre-tax and Roth after-tax contributions) on the first 3%, plus 50% of the next 2% of eligible pay that you contribute each pay date. This means that if you contribute at least 5% of pay, Vontier will match 4% of your eligible pay. After one year of service, you may be eligible to receive an additional Company Retirement Contribution equal to 2% of eligible pay each pay date.

Remember: You are 100% vested in your own contributions to the plan. In addition, you are 100% vested on the Company match immediately, and vested after three years of service on the additional 2% company contribution.

Advantages of Saving in Your 401(k)

Here are some great reasons to consider increasing your per pay contribution to your Retirement Savings Plan in order to maximize your future retirement income:

- Contributions are conveniently deducted from your pay
- Contributing can help lower your current income tax
- You get "free money" when Vontier matches a portion of your personal 401(k) contribution and that match is always 100% vested
- You can choose from a variety of investment options that help grow your account even more
- You can take your savings with you if you leave Vontier

Wellness Tip

If you don't contribute up to the full amount of the Company match, you're leaving money on the table!

Flexible Spending Accounts (FSAs)

Be a wise health care consumer by contributing to the Flexible Spending Accounts (FSAs) available to Vontier employees. Choose a FSA to help you pay for health care and dependent care costs using tax-free dollars.

Vontier offers three Flexible Spending Accounts to choose from:

- Health Care FSA
- Limited Purpose FSA
- Dependent Care FSA

How It Works

- You decide how much money you want to contribute each year.
- Your contribution is deducted from your paycheck before taxes are withdrawn.
- Your FSA elections are effective January 1 through December 31.
- At the end of the year, you can roll over up to $680 in your Health Care FSA to the next year. Amounts over $680* will be forfeited. This is the "use it or lose it" rule.
- You can access the funds in your account to pay for eligible health care and dependent care expenses.

Type of Account	Eligible Expenses	Annual Contribution Limits*	Medical Plan Associated with the Account**	Benefit
Health Care FSA	Most medical, dental, and vision expenses not covered by your medical, dental, and vision plans (e.g., copays, coinsurance, deductibles, and more)	Maximum contribution is $3,400* per year	PPO 1000	Saves you tax dollars on your out-of-pocket medical, dental, and vision expenses
Limited Purpose FSA	Dental and vision care expenses only (not covered by your plan), such as copays, coinsurance, deductibles, and more	Maximum contribution is $3,400*	HSA 2000 HSA 3500	Saves you tax dollars on your out-of-pocket dental and vision expenses
Dependent Care FSA	Dependent care expenses (such as day care, after-school and elder care programs) so you and your spouse can work or attend school full-time	Maximum contribution is $7,500 per year ($3,750 if married and filing separate tax returns)	All plans are eligible	Reduces your taxable income

* IRS limits are subject to change.

** You do not have to enroll in a Vontier medical plan to participate.

Family Benefits for Whatever Path You're On

Vontier recognizes that every family is unique. To support you, we offer comprehensive family planning and women's health benefits. Whether you're planning for or raising a family, our partner **Maven Clinic** is there for you. **Maven** offers:

- **Fertility treatment assistance.** Vontier's fertility benefits offer you access to exceptional, customized care.
- **Pregnancy, baby, and postpartum providers.** Our care team includes nutritionists, lactation specialists, sleep coaches, and therapists.
- **Return-to-work support.** Offering community forums, parenting advice, and breast milk shipping services to help nursing moms send milk home while traveling.
- **Menopause.** Helping midlife members thrive personally and professionally by offering holistic menopause benefits for physical, emotional, and sexual health

Maven Clinic connects you to a dedicated care concierge to help you navigate all of the benefits available. Your concierge helps you find support from our network of more than 1,200 family health practitioners across 18 specialties. Learn more at **mavenclinic.com/join/vontier**.

Adoption and Surrogacy Assistance

Vontier provides assistance to employees who are building families through adoption or surrogacy.

- **Adoption assistance.** Receive up to $20,000 in financial reimbursement for covered expenses related to domestic or international adoptions.
- **Fertility benefits are provided by UnitedHealthcare (UHC)** and **CVS**, in addition to **Maven.**

Parental and Family Leaves of Absence*

This valuable time lets you adjust, grow, and bond with your new addition before returning to work.

Paid Leave for All Parents

Getting ready to add to your family? Vontier wants you to take care of yourself and your family during this special time.

Spend time bonding with the newest member(s) of your family! At Vontier, we offer six weeks of flexible, 100% paid parental leave for mothers (in addition to the short-term disability benefit), fathers, and those who adopt a child.

You get to decide how to use it. You can take your leave all at once or select your days off over a period of time.

Be sure to add your new addition(s) to your benefits within 30 days of their arrival. Update your beneficiaries with Fidelity 401(k), Life Insurance at **vontierbenefits.bswift.com** and HealthEquity (for HSAs) (if applicable).

Family Care Leave

When your spouse/partner, child, or parent becomes ill, that's when they need you most. Take the time you need to care for a family member with two weeks of 100% paid family care leave. (Note: This benefit is subject to approval under the Family Medical Leave Act provisions.)

* Plan provisions may vary by operating company. Please check with your local HR department for confirmation of benefits.

Wellness Tip

Take care of your emotional wellness by using these benefits when needed.

Take the Path to Wellness

Nothing is more important than your good health! At Vontier, we partner with **UHC Rewards** to help you navigate and understand your benefits, get guidance on healthy living, and get rewarded for making healthy choices. Here's how to get started:

- If you enroll in a Vontier medical plan, you and your covered spouse/domestic partner can each earn up to $300 in Health & Wellness dollars (that's up to $600 combined)
- You have easy access online or on the UnitedHealthcare app
- **On the UnitedHealthcare app:**
  Sign in or register > Select the Me tab and choose Rewards > Activate UHC Rewards

  On myuhc.com:
  Sign in or register > Select Rewards > Activate UHC Rewards
- Now you can start earning rewards for:
  - Biometric screenings
  - Annual checkup
  - Flu shots
  - Virtual telemedicine visits
  - Connect a tracker
  - Track 30 active minutes or 10,000 steps per day
  - And more

Real Appeal Weight Management Coaching

Real Appeal is a lifestyle program to help you lose weight, feel better, and improve your health. You'll have 24/7 access to a coach who will work with you to create your own program. You'll also participate in weekly 30-minute online group sessions where you'll receive nutrition information, exercise tips, and motivational strategies. This one-year program is available at no cost to you if you're enrolled in a Vontier medical plan. Go to **vontier.realappeal.com** to sign up today.

Rewards for Healthy Living

If you're enrolled in a Vontier medical plan with a Health Savings Account (HSA), you'll receive a deposit to your account following the completion of your qualifying wellness activities.

If you're enrolled in a Vontier PPO plan, you will be prompted to select a VISA gift card*.

*The value of your gift card is taxable.

Hinge Health

Overcome muscle and joint pain without drugs or surgery! **Hinge Health** gives you all the tools to get moving again from the comfort of your home. You'll get exercise therapy tailored to your needs, live feedback in their app, and access to a personal coach and physical therapists.

Best of all, this benefit is at no cost to you - 100% covered by Vontier for you and eligible family members over age 18. Get help for back, knees, hip, feet, neck, shoulder and more.

- Conquer pain or limited movement
- Recovery from an injury
- Reduce stiffness in achy joints
- On average, Hinge Health participants cut their pain by 68%!

Benefits of Meditation

Use meditation to relax and help you cope with stress by refocusing on something calming. That sense of calm, peace, and balance can benefit your emotional well-being and your overall health. Give it a try!

Feel Better with the Calm Health app

The Calm Health app help you stress less, sleep more, and live mindfully. Access Calm Health via your **myuhc.com** account or the UHC mobile app.

Insurance and Disability Benefits

Vontier provides the following life and disability benefits. Reach out to **Health Advocate at 866-799-2731** for answers to your questions about these plans.

Life Insurance

Life Insurance is provided to protect you and your family if something unexpected happens. Vontier provides basic life insurance in the amount of $50,000 or 1.5 times your annual pay to a maximum of $2,000,000. There is no cost to you for this coverage. We offer an optional life insurance plan that you can purchase. Learn more at **lifebenefits.com/Vontier**.

Disability Protection

Vontier provides you with income replacement should you become disabled and unable to work due to an illness or injury.

Short-Term Disability is offered to all Vontier employees at no cost. Plan provisions may vary by operating company. Check with your local HR department for details.

Basic Long-Term Disability is provided at no cost to all Vontier employees. You are automatically enrolled in this plan. You may also enroll in the Buy-Up plan (which provides 60% of salary, up to a maximum benefit of $25,000/month). Visit **unum.com** for additional information.

Business Travel Accident Insurance

If you have an accident while traveling on company business, you'll receive a benefit under the Vontier Business Travel Accident Policy. This policy covers all Vontier employees worldwide and is 100% paid for by Vontier.

Voluntary Insurance Benefits

You have the opportunity to purchase additional insurance coverage to help offset medical expenses. These policies include Group Accident Insurance, Group Specified Disease Insurance and Group Hospital Indemnity Insurance. For details, visit **vontierbenefits.com**.

Legal and Financial Resources

Vontier provides legal, financial, and grief resources to all U.S. employees. Comprehensive web and mobile resources are available, as well as consultations and free will preparation. Learn more at **lifebenefits.com/lfg**.

Log In: Username: **lfg** Password: **resources**
Call: **877-849-6034**

Wellness Tip

Many of these benefits are provided to you automatically. But be sure to take care of your financial wellness by choosing the voluntary insurance that's right for you and your family.

Take Advantage of Even More Benefits

These additional benefits are available to all Vontier employees.

Additional Leave Programs

Vontier also offers leave programs such as bereavement, jury duty, military, and voting.

Auto & Home Protection

Vontier partners with **Farmers Insurance** to offer auto and home coverage at group rates. Learn more about how to protect your home and vehicles by calling **800-438-6381** or visit **myautohome.farmers.com**.

Commuter Benefits

Vontier offers a qualified transportation commuter benefit that saves you taxes. You're eligible if you pay for mass transit and/or parking expenses as part of your daily commute to work. You may elect to contribute up to:

- $340*/month to the Parking Account
- $340*/month to the Mass Transportation Account.

For questions regarding Commuter Benefits contact **Health Equity** at **877-924-3967**.

*IRS limits are subject to change.

Employee Discount Program

Vontier's employee discount program offered through **Benefit Hub** provides you discounts, rewards and perks on many brands. Visit **Vontierdiscounts.benefithub.com** to start saving today. Access code **VFQDB7**.

Identity Theft Protection

Allstate provides affordable group rates to guard against identity theft protection. Providing you peace of mind if your credit and/or credentials are ever stolen. Learn more by contacting **Allstate** at **800-789-2720**.

Legal Assistance

Quality legal assistance can be pricey. It can be hard to know how to find an attorney you can trust. With **MetLife Legal**, you can have a team of attorney's ready to help you take care of life's planned and unplanned legal events. To speak with a **MetLife** specialist, contact **800-821-6400**.

Pet Insurance

When our furry family members get sick or injured, veterinary costs can add up quickly. Vontier partners with **MetLife** to offer **Veterinary Pet Insurance** to provide your pet with medical care at affordable group rates. To enroll, visit **metlife.com/getpetquote** or call **800-438-6388**.

Vontier's EAP – Supportlinc We're Here for You!

Finding the inner resources to cope with the stress of everyday life and finding the time to fit it all in can be challenging. At Vontier, Supportlinc, our Employee Assistance Program is available to help you make it work.

Our EAP offers confidential support and resources to help you manage life events and challenges such as:

- Stress
- Grief and loss
- Depression and anxiety
- Relationship issues
- Parenting and child development
- Change and transition and more
- Estate planning
- Resolving legal issues and more

Adult and Elder Care Support

Caring for an older loved one can be a rewarding experience. But whether you are providing hands-on assistance or managing care from afar, caregiving can also come with unique challenges and stressors. Reach out today for:

- In-the-moment support from a licensed clinician 24/7/365
- Qualified elder care consultants
- Legal consultation and referrals for in-home care, assisted living, housing needs and more
- Online resources, including articles, videos and tip sheets

Learn more by reaching out to our EAP at **supportlinc.com** (enter code: vontier).

Wellness Tip

The EAP is available to you and your family, whether you are covered by our medical plan or not.

Contacts

Learn

Personal Benefits Consultant
Health Advocate™
866-799-2731
answers@healthadvocate.com
HealthAdvocate.com/vontier

Enroll

Vontier Benefits Center
vontierbenefits.bswift.com
833-983-1215
Monday–Friday
8 a.m. to 8 p.m. ET

VONTIER BENEFITS
833-983-1215
vontierbenefits.bswift.com

PERSONAL BENEFITS CONSULTANT
Health Advocate
866-799-2731
healthadvocate.com/members

MEDICAL
UnitedHealthcare (UHC)
833-805-7672
myuhc.com

PHARMACY
CVS Caremark
888-964-0034
caremark.com

DENTAL
Cigna Dental
800-244-6224
mycigna.com

VISION
VSP
800-877-7195
vsp.com

FSA/HSA
HealthEquity
877-924-3967
healthequity.com

RETIREMENT: 401(k)
Fidelity
800-835-5095
401k.com

WELLNESS: HEALTH
UHC Rewards
866-230-2505
myuhc.com

EMPLOYEE ASSISTANCE PROGRAM (EAP)
Supportlinc
888-881-5462
supportlinc.com (username: vontier)

LIFE INSURANCE
Securian
877-849-6034
lifebenefits.com/lfg

LEAVE OF ABSENCE AND DISABILITY
Unum
866-779-1054
unum.com

Notes

Notes

Questions?

Your **Personal Benefits Counselor** is ready to answer your benefits questions.

Contact: Health Advocate

Call: 866-799-2731

Visit: healthadvocate.com/vontier

Email: answers@healthadvocate.com

We're here to help.

If you have questions about your enrollment, contact the Vontier Benefits Center at **833-983-1215** Monday – Friday, 8 a.m. – 8 p.m. ET or visit **VontierBenefits.com** for more information.

This guide contains highlights of the provisions of the Vontier Health and Welfare Program available to employees of Vontier and its participating subsidiary companies. Nothing contained in this guide is intended to create or imply a contract of employment. The guide is not a Plan document or part of a Plan document. The Plans described here are governed by the actual provisions of the applicable Plan documents, which in all cases are the final authority. Copies of the Plan documents, with all amendments, are available for your inspection during regular business hours. Although the Company intends to continue these Plans, the Company has the right to amend or terminate the Plans described here at any time for any reason.