

Benefits Summary

As a Veralto associate, you have access to a wide range of valuable benefit plans, tools, and resources to support your and your family's health and wellbeing. This Benefits Summary provides a high-level overview of the benefits and programs available to you. Start by reviewing all the tools and resources available to help you understand, choose, and make the most of your benefits. You'll also find interactive links throughout this summary that will take you to more information.

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Your resources

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| Learn about your benefits | |
| <p>The Make It Yours website</p> | <p>A one-stop-shop for details and education on many Veralto benefits. Visit the Make It Yours website to:</p> <ul style="list-style-type: none"> • Learn about the Aon Active Health Exchange and explore medical, dental, and vision plan coverage and carrier options. • Learn about other benefits, like supplemental plans, FSAs, legal services, identity theft protection, auto and home insurance, pet insurance, and more. • Learn about and connect with a Certified Benefits Counselor. • Find useful information to help newly eligible associates get up to speed and prepare to enroll. • Access helpful documents and get tips on how to make the most of your benefits. |
| Enroll and manage your benefits | |
| <p>MyVeraltoBenefits.com</p> | <p>Your enrollment platform within 31 days of your hire date and during Annual Benefits Enrollment. When you enroll, you'll also be able to use the Help Me Choose tool to compare your medical coverage level options.</p> <p>Beyond enrollment, MyVeraltoBenefits.com is your hub for:</p> <ul style="list-style-type: none"> • Seeing your current coverage, personalized messaging, and action items. • Finding helpful resources, like the Find a Doctor tool, Plan Documents, and others. • Learning about benefits and programs that you are eligible for. |
| New hires: get live help to enroll | |
| <p>Certified Benefits Counselors</p>  | <p>Aon Certified Benefits Counselors offer personal enhanced benefit education and enrollment support to help you navigate the enrollment process. There is no cost for this service. Through a video call, a Certified Benefits Counselor will explain your options, answer your questions, and help you complete your enrollment. Family members can participate in the call as well.</p> <ul style="list-style-type: none"> • Watch a quick video to learn more about how a Certified Benefits Counselor can help you. • Schedule an appointment with a Certified Benefits Counselor. |

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| Get live year-round help | |
| <p>Health Pro</p>  | <p>All Veralto associates have access to Health Pros who provide highly personalized support to help you and your family navigate your benefits needs. They can help you:</p> <ul style="list-style-type: none"> • Save time by finding highly rated doctors, dentists, and eyecare professionals in your community, scheduling appointments on your behalf, and answering questions about all your Veralto benefits. • Save money by providing estimates on medical procedures for you to compare, reviewing your medical bills to ensure you're not paying more than you owe, and recommending lower-cost medications. |
| All your programs in one place | |
| <p>Visit the Programs page by going to MyVeraltoBenefits.com > Programs. (To make it easy, there are links to Programs on the home page once you log in.)</p> | |

| Benefit | Details | When to enroll | Who pays? |
|--------------------------------|--|---|---|
| Health care | | | |
| <u>Medical</u> | <p>Choose between five different coverage levels available through a number of <u>national carriers</u>, including Aetna, CareFirst, Cigna, and UnitedHealthcare; regional carriers are available in some areas.</p> <p>All coverage levels offer comprehensive coverage, including prescription drug coverage, in-network preventive care covered 100%, and out-of-pocket maximums to protect you from large expenses.</p> <ul style="list-style-type: none"> • Bronze, Bronze Plus, and Silver coverage levels: You pay a portion of the cost (coinsurance) for most services, including prescription drugs. You can also contribute to a <u>Health Savings Account (HSA)</u> to help pay for current and future medical expenses. • Gold and Platinum coverage levels: You pay a set copayment for most services, including prescription drugs. | <p>You must enroll within 31 days of hire to have coverage.</p> <p>Coverage takes effect on your hire date.</p> | <p>You and Veralto share the cost of coverage. You pay your share on a pre-tax basis.</p> <p>Premiums are based on the coverage level and carrier you choose.</p> |
| <u>Dental</u> | <p>Choose between three different coverage levels available through five <u>national carriers</u>.</p> <p>All coverage levels offer comprehensive coverage, in-network preventive care covered 100%, minor restorative care, and out-of-pocket maximums to protect you from large expenses. You pay a portion of the cost (coinsurance) for all services.</p> <ul style="list-style-type: none"> • Silver coverage level: Also covers major restorative care and orthodontia for children up to age 19. • Gold coverage level: Also covers major restorative care and orthodontia for children and adults. | <p>You must enroll within 31 days of hire to have coverage.</p> <p>Coverage takes effect on your hire date.</p> | <p>You and Veralto share the cost of coverage. You pay your share on a pre-tax basis.</p> <p>Premiums are based on the coverage level and carrier you choose.</p> |

| Benefit | Details | When to enroll | Who pays? |
|------------------------|--|---|---|
| Health care | | | |
| Vision | <p>Choose between three different coverage levels available through four national carriers.</p> <p>All coverage levels include coverage for routine eye exams, frames and lenses, and contact lenses. Your cost for services depends on the coverage level and carrier you choose.</p> | <p>You must enroll within 31 days of hire to have coverage.</p> <p>Coverage takes effect on your hire date.</p> | <p>You pay for coverage on a pre-tax basis.</p> <p>Premiums are based on the coverage level and carrier you choose.</p> |

| Benefit | Details | When to enroll | Who pays? |
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| Supplemental insurance (Cigna) | | | |
| Provides additional protection against unexpected medical costs by paying a lump sum directly to you or a covered family member in the event of a serious accident or illness. | | | |
| Accident | Helps by paying a lump sum directly to you if you're injured as the result of a covered accident. | <p>You must enroll within 31 days of hire to have coverage.</p> <p>Coverage takes effect immediately.</p> | You pay for coverage on an after-tax basis. |
| Critical Illness | Helps to pay for expenses in the event of a covered serious illness. | | |
| Hospital Indemnity | Helps alleviate any additional costs not already covered in other plans. | | |

| Benefit | Details | When to enroll | Who pays? |
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| Tax savings | | | |
| Health Savings Account (HSA) Fidelity Investments | <p>Use to pay for eligible medical, dental, and vision expenses if enrolled in the Bronze, Bronze Plus, or Silver medical coverage level.</p> <ul style="list-style-type: none"> Contribute up to \$4,150 (single coverage) or \$8,300 (family coverage) on a pre-tax basis. Unused dollars roll over from year to year and earns interest. | <p>Elect to contribute to and open an HSA at any time.</p> <p>Participation begins immediately.</p> | <p>You decide how much to contribute, up to IRS limits.</p> <p>Contributions are made on a pre-tax basis.</p> |
| Flexible Spending Accounts (FSAs) Alight Smart-Choice Accounts | <p>FSAs let you set aside dollars from your pay to reimburse yourself for qualified expenses. Funds must be used each year. Any unused funds at the end of the year are forfeited.</p> <p>Health Care FSA:</p> <ul style="list-style-type: none"> Contribute up to \$3,050 on a pre-tax basis. Use to pay for eligible medical, dental, and vision expenses. <p>Dependent Care FSA:</p> <ul style="list-style-type: none"> Contribute from \$120 to \$5,000 on a pre-tax basis. Use to pay for eligible day care expenses for dependents under age 13 or for dependents age 13+ who are unable to care for themselves. | <p>You must enroll within 31 days of hire to have coverage.</p> <p>Participation begins immediately.</p> | <p>You decide how much to contribute, up to IRS limits.</p> <p>Contributions are made on a pre-tax basis.</p> |

| Benefit | Details | When to enroll | Who pays? |
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| Income protection | | | |
| Basic Life Securian Life | Provides benefits to your beneficiary in the event of your death. Coverage equals \$50,000 or 1.5 times your base pay, whichever is greater. | You're automatically enrolled. | Veralto pays the full cost. |
| Optional Life Securian Life | Purchase optional coverage for yourself. You may also purchase coverage for your spouse or qualified domestic partner and/or your children. | You must enroll within 31 days of hire to have coverage. Participation begins immediately. | You pay for coverage on an after-tax basis. |
| Optional Accidental Death and Dismemberment (AD&D) Securian Life | Purchase optional AD&D for yourself only. | You must enroll within 31 days of hire to have coverage. Participation begins immediately. | You pay for coverage on an after-tax basis. |
| Short-Term Disability (STD) Alight | If you're disabled due to an illness or injury, STD coverage replaces all or a portion of your monthly base pay while you're unable to work. Benefits begin after the first seven calendar days of disability and continue for up to 25 weeks. | You're automatically enrolled. | Veralto pays the full cost. |
| Long-Term Disability (LTD) New York Life | If your disability continues, LTD benefits begin when your STD benefits end. Coverage replaces up to 60% of your monthly base pay. | You're automatically enrolled (you can choose to decline). | You pay for coverage on an after-tax basis. |

| Benefit | Details | When to enroll | Who pays? |
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| Financial benefits | | | |
| 401(k) Plan Fidelity | <ul style="list-style-type: none"> • Contribute 1% to 75% of eligible pay, up to IRS limits. • Automatically enrolled after 45 days at a pre-tax contribution rate of 5%. • Veralto matches your contributions—up to 4% of eligible pay. • Always 100% vested. • Change your contribution amount or investment funds at any time. • After one year of service, you may be eligible to receive additional 2% of eligible pay from Veralto as company retirement benefit contribution. | Enroll at any time. Participation begins immediately. | You make contributions on a pre-tax or Roth after-tax basis. Veralto matches your first 4% of contributions. |
| Legal services LegalEASE | Gives you and your family members access to legal services from a national network of experienced attorneys who can advise on personal and family matters at a low group rate. | You must enroll within 31 days of hire to have coverage. Participation begins immediately. | You pay for coverage on an after-tax basis. |
| Identity theft protection Norton LifeLock | Purchase discounted coverage featuring protection against personal online threats to your identity, connected personal devices, and online privacy. Coverage includes cloud-based backup for personal data loss, parental controls, and a password manager. | You must enroll within 31 days of hire to have coverage. Participation begins immediately. | You pay for coverage on an after-tax basis. |
| Auto and home insurance Farmers GroupSelect | Special group rates and policy discounts on many types of insurance including auto, home, condominium, renters, and recreational vehicle insurance. | Enroll at any time. Coverage takes effect immediately. | You pay for coverage on an after-tax basis. |
| Pet insurance MetLife | Help with veterinary expenses for a wide range of services for most dogs, cats, and avian and exotic pets. | Enroll at any time. Coverage takes effect immediately. | You pay for coverage on an after-tax basis. |
| Commuter benefit Alight | Save money on commuting by purchasing public transportation cards and parking permits. | Enroll monthly (by the 10th of each month) to have benefits for the following month. | You pay on a pre-tax basis. |

Other Veralto benefits to support your wellbeing

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| <p>Veralto Wellbeing Program</p> | <p>Gives you access to a robust offering of programs and support to help you be your best—physically, financially, and emotionally.</p> <ul style="list-style-type: none"> • Physical wellbeing: Programs designed to help you and your eligible spouse or partner reach your health goals give you access to guided workouts, tobacco cessation coaching, nutrition advice, and other fitness activities. • Financial wellbeing: Programs offer counseling, guidance, and support—whether you’re beginning your financial planning journey, preparing to send a child off to college, or navigating the financial challenges of day-to-day life. • Emotional wellbeing: A range of resources to support your emotional wellbeing and help you navigate life’s challenges. |
| <p>Adoption and surrogacy assistance</p> | <p>Up to \$10,000 per eligible child in financial reimbursement for covered expenses related to international and domestic adoptions or surrogacy-related expenses.</p> <p>Eligible after one year of employment.</p> |
| <p>Taking a leave from work</p> | <p>Go to MyVeraltoBenefits.com > Quick Links to explore the different types of leave (and the associated support) that include short-term disability, maternity leave, and paid parental leave. Learn about FMLA (Family and Medical Leave Act of 1993) that allows you to take unpaid time off (or leave) without losing your job.</p> |
| <p>Veralto scholarship program</p> | <p>Helps relieve the financial burden of higher education costs for Veralto families by providing renewable scholarship awards. Awards are renewable based on certain eligibility and academic performance. Visit VeraltoConnect for more information.</p> |