



It Starts with Us

ESG REPORT 2023





Individual Actions, Global Sustainability

Letter from Jay Geldmacher
President and CEO

This year has been a year of change and evolution at Resideo across the company.

After five years as a stand-alone company, we are learning more every day about what is necessary to succeed with our customers and in our key markets. We have titled this report “It Starts with Us,” and that notion applies to our business strategy over the last year directly. We cannot wait for anyone else to take the actions necessary to make our business sustainable in the long term. We must start, every day, with the actions necessary to make our business stronger and more sustainable.

I am exceptionally proud of the work our ESG Steering Committee has done in the last year, and the ways they have engaged every business unit and department in their efforts to action on our ESG strategy globally. In ESG, our work starts with our Steering Committee and cascades across the company to ensure we are creating a framework that includes our corporate center as well as our products, packaging, manufacturing and the use of our products.

I’d like to specifically recognize three important steps we took in 2023 that are detailed throughout this report:

Setting Achievable Climate Targets

We are announcing new carbon emissions targets related to our Scope 1 and 2 emissions footprint. We know every business has a role to play in combating the climate crisis, and our health, safety and environment team alongside the ESG Steering Committee has taken a data-driven approach to setting targets we believe are aggressive enough to create impactful change and reasonable in our ability to meet them. Climate resilience starts with each one of us recognizing what is possible and what is not for our business. We are setting achievable goals. We can take immediate action today and measure success swiftly.

Emphasizing Sustainability-Aligned Innovation

Our product development teams know our products have a direct role to play in helping families around the world bring sustainable solutions into their homes and businesses. Our products can help customers save energy, avoid water and fire disasters and feel safer in their homes. Looking ahead to the next generation of product needs for our customers starts with us. Each member of our product team is emphasizing “The New Normal” in their work, focused on what our customers need for the future.

Prioritizing the Wellbeing and Growth of Our People

Our commitment to employee engagement continued in 2023 through several key programs. First, we conduct an annual employee voice survey gathering feedback directly from our employees to help us understand what works well and identify areas of improvement. Second, we invest in learning and development to activate the exponential power of our people. We host quarterly innovation workshops and host a wide array of courses on our employee learning platform. Finally, our Resideo Leadership Program (RLP) plays a crucial role in nurturing talent and empowering effective leadership for teams globally.

This report is another meaningful step in building a foundation of trust and integrity at Resideo. We will continue to publish our ESG Report annually, speaking transparently about our goals for environmental sustainability, social impact and strong ethics and integrity in our governance structures. Our team members look forward to your thoughts and feedback as you read this report, and I hope it inspires each of you to consider the actions you might take in sustainability in your own lives and work. At Resideo, we know “It Starts with Us” extends outside our daily jobs to the role we each can play in making our communities and our planet more resilient and sustainable.

Sincerely,

Jay Geldmacher
President and CEO

“At Resideo, we know “It Starts with Us” extends outside our daily jobs to the role we each can play in making our communities and our planet more resilient and sustainable.”



RESIDEO'S FAMILY OF BRANDS



Whole Home Solutions

With products ranging from thermostats to security and awareness to water management systems, even energy management opportunities. Resideo goes beyond, for whole-home solutions.



Global Distribution

With nearly 200 locations in 17 countries, ADI is the leading global wholesale distributor of access control, AV, fire, security, and smart home products.



Residential & Light Commercial Controls

Renowned as being among the best in the world, our residential and light commercial controls are used in 150 million homes worldwide to help make homes safer, more comfortable and efficient.



Home Safety And Security

First Alert offers reliable and proven home safety products; from smoke and CO detection to fire extinguishers, flood detectors and home security systems.

RESIDEO AT A GLANCE

PRODUCTS & SERVICES

150 M
HOUSEHOLDS

\$2.67B
REVENUE

ADI

#1
FOR SECURITY AND
LOW-VOLTAGE PRODUCTS

\$3.57B
REVENUE



\$6.24B
2023 REVENUE



200+
DISTRIBUTOR LOCATIONS



11.6 M
CONNECTED CUSTOMERS



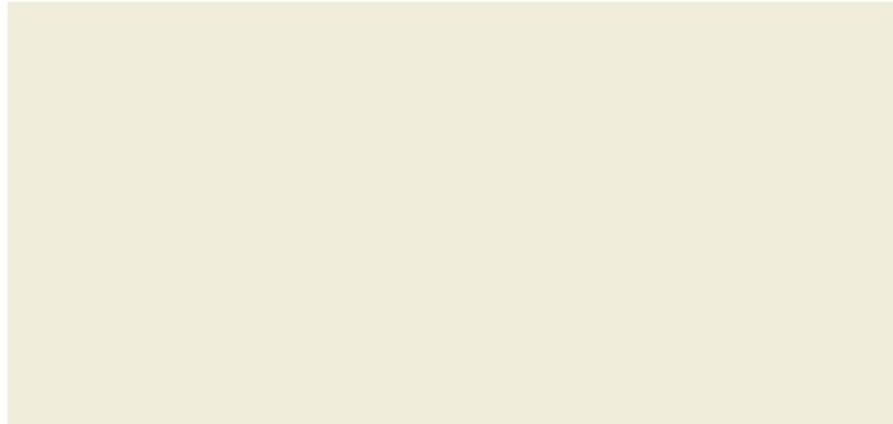
14,000+
EMPLOYEES IN 32 COUNTRIES



2,400
ACTIVE PATENTS



ESG at Resideo



ESG Strategy

Our mission, purpose and values act as a foundation for our ESG strategy, which includes five key pillars of focus.

Aligning our Actions and Values

Since becoming public in 2018, Resideo has aligned its priorities, processes and people in support of its mission to simplify the interconnected world, helping ensure peace of mind so people can focus on what matters most.

Our ESG efforts are guided by our shared sense of responsibility to make ethical decisions, implement sustainable practices and products, foster diversity and inclusion and uphold the highest standards of governance. As the company continues our dedication to ESG, our efforts will be underpinned by our global values.

ESG STRATEGY



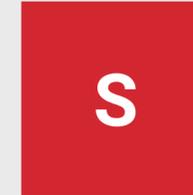
Environmental

INNOVATE

Innovating **sustainable offerings** in water, air, energy and security for homes and buildings

REDUCE

Striving to reduce our environmental impact through our own **Resideo footprint**



Social

COMMIT

Committing to an **equitable, safe and nurturing** work environment

IMPACT

Improving the future of organizations, partners and individuals through **positive impact in our community**



Governance

TRUST

Driving a foundation of trust in the market through **fair and ethical governance**

2023 ESG HIGHLIGHTS: BUILDING A SUSTAINABLE FUTURE

Environmental

INNOVATE AND REDUCE



RESIDEO THERMOSTATS
OFFSET THE ENERGY USE OF
353,000
HOMES ANNUALLY¹

2.5M

GALLONS OF
WATER SAVED²

\$2.9M

IN AVOIDED INSURANCE
CLAIMS IN 2023²

50%

EMISSIONS REDUCTION BY 2035
for Scope 1 and 2 GHG emissions

Social

COMMIT AND IMPACT



788

EMPLOYEES PARTICIPATING
IN 6 GLOBAL EMPLOYEE
RESOURCE GROUPS (ERGS)

45%

OF GLOBAL WORKFORCE
IS FEMALE

437

MENTOR
SESSIONS

Signature Community Partners Include



Governance

TRUST



Awarded **EcoVadis Silver Medal** for the second time

79% of total supply chain spend tracked with Resideo vendors in EcoVadis platform

40%

OF OUR BOARD IS DIVERSE

90%

OF OUR BOARD MEMBERS ARE INDEPENDENT

1. Saving 2.7 million metric tons of CO2e. Estimated energy savings from Resideo connected thermostats in 2023 were equated to metric tons of carbon dioxide equivalent and energy required to power the average US home using the EPA's Greenhouse Gas Equivalencies Calculator.

2. Estimated gallons of water saved and reduction in insurance claims are based on the average flow rate and duration of leaks, as well as the average cost per water leak claim. Calculations incorporate data from the Insurance Information Institute on the annual frequency and average severity of water claims Estimated gallons saved, and insurance claims based on average flow rate, duration of leaks, and the average cost of a water leak claim.

Our Material Topics

Addressing material ESG issues remains a cornerstone of our business strategy.

In 2021, we conducted a complete Materiality assessment and revisited that assessment to ensure continued alignment in 2022. The 19 topics shown here form the foundation for our ESG strategy and communication.

Our 2023 ESG Report aligns with our most critical ESG concerns, organized according to our five pillars and ranked by their significance to both Resideo and our stakeholders. In 2024, we will conduct a double materiality assessment to ensure Resideo is ready to meet the regulatory requirements of the European Union's Corporate Sustainability Reporting Directive (CSRD). As we navigate the evolving landscape, our focus on these material topics remains central to our corporate strategy, driving our efforts to build a more sustainable and resilient future.

MATERIAL TOPICS

E Environmental

INNOVATE

Innovation for Sustainability

Product Quality

Product Compliance

End-of-Life Product Management

REDUCE

Energy and GHG Management

GHG Emissions in the Supply Chain

Climate Change Risk

Water Management

Waste Management

S Social

COMMIT

Employee Experience and Engagement

Employee Well-Being and Benefits

Employee Health and Safety

Diversity, Equity, Inclusion and Belonging

IMPACT

Community Involvement and Investment

G Governance

TRUST

Integrity and Compliance

Customer Privacy and Data Security

Sustainable Supply Chain

Human Rights

Board and Designated Committee Oversight of ESG Topics

SPOTLIGHT

Our Customers and Partners

Resideo is proud to partner with industry leaders globally to make our customer experience better together. With our entire value chain, our products, solutions, services and subscriptions work with our customers and their homes to bring peace of mind together under one roof.



In 2023, Resideo was added to USAA’s PERKS program to help its members protect against water damage and optimize home efficiency. USAA members can purchase Resideo’s Honeywell Home Smart Thermostat and its First Alert WiFi Water Leak & Freeze Detector at a discounted price through the PERKS program, and eligible homeowner policy holders can also enroll those devices for a connected home discount.



Ford and Resideo launched a vehicle-to-home energy management simulation project to study how Ford’s future electric vehicle batteries can be a supplemental power source to homes to help reduce energy costs. The project, expected to be completed in 2024, will simulate the integration of Resideo’s smart thermostats with energy stored in the battery of the F-150 Lightning truck to more efficiently manage the power needs of a home’s heating and cooling systems.



Resideo is proud to partner with Lowe’s stores during First Alert Fire Prevention Month which includes fire safety events nationwide to educate adults and children about the importance of whole-home safety. Lowe’s guests participated in fire safety demonstrations and learned about the best safety practices from local first responders.



Nationwide and Resideo began a partnership in 2023 to help shape the future of protection for U.S. homeowners by leveraging tech-enabled prevention capabilities to help avert unexpected damage and associated expenses with their homes. Through this partnership, Resideo can save homeowners and residents time, effort and money.



Innovate

Innovating sustainable offerings in water, air, energy and security for homes and buildings.

MATERIALITY TOPICS INCLUDED IN PILLAR

Innovation for Sustainability

Product Quality

Product Compliance

End-of-Life Product Management

Offering the Technology and Solutions for the Future

Resideo has a history of paving the way forward and owning innovation with over a century of expertise in product development, data analytics and insights.

Each day, our team contributes their extensive knowledge with our diverse product portfolio to give homeowners comprehensive insights into our offerings and their potential impact on their living spaces and lifestyles. Our home comfort and security solutions are designed to streamline everyday living so that consumers can have peace of mind and control over their comfort and safety. We are committed to continue in our development of technology and solutions that help protect both people and the planet.

Resideo products provide home comfort and security solutions to over 150 million households worldwide. In 2024, we began the process of conducting life cycle analysis on key products. This work will help us better understand our impact and develop product improvements in the future. With a portfolio of more than 2,400 active patents, development and innovation are the cornerstone of our ethos. Our Products & Solutions (P&S) business leads the charge in creating comprehensive smart solutions spanning Energy, Air, Water, Security, Safety and Services.



CASE STUDY

Innovation at Resideo

At Resideo, innovation is part of our DNA. From the start, we've cultivated a culture that thrives on making meaningful contributions, pushing boundaries and challenging the norm.

Our dedication to innovation is visible across our operations, from product development to customer engagement. We invest in research and development, utilizing advanced technologies and collaborations to create forward-thinking solutions. Innovation isn't limited to our products; it permeates our culture and processes. Through team collaboration and agile methodologies, innovation starts with us, driving us to create tomorrow's home and security solutions.

Here are some examples of our Innovation in Action.



PREDICTIVE CAPABILITIES

Our Pro-IQ Services predictive monitoring technology offers a proactive solution to HVAC system maintenance. By utilizing sensors and machine learning, it detects potential issues before they escalate. Recognizing the benefits of this innovative technology, Jon Ryan, owner and president of Genz-Ryan Heating, Cooling, Plumbing and Electrical, partnered with Resideo to introduce HomePulse. This partnership aims to revolutionize customer service, minimize unexpected breakdowns and enhance customer experience and contractor efficiency.

In the ADI business unit, predictive capabilities work to accurately determine delivery dates of dropship special orders, achieving an 85% on-time prediction rate. These capabilities enhance customer experience and builds trust. It also minimizes waste and the need for costly and inefficient shipping options.

OPTIMIZING AND SIMPLIFYING THE ENERGY JOURNEY

Resideo is preparing for increased reliance on hydrogen in the future. Key products in our portfolio are designed for 100% hydrogen and include: failsafe flame supervision, a complete combustion control system and boiler conversion kits to enable adaptation from natural gas to hydrogen.

Our heat pump technology helps simplify the design of appliances for Original Equipment Manufacturing (OEM) customers by offering electronic controls for both mono block/ split and hybrid types of appliances. The components easily integrate into Resideo's Connected Home Ecosystem and are enabled to work in combination with Resideo's HCC100 Multi-Zone Controller and DT4 Room Thermostat range.

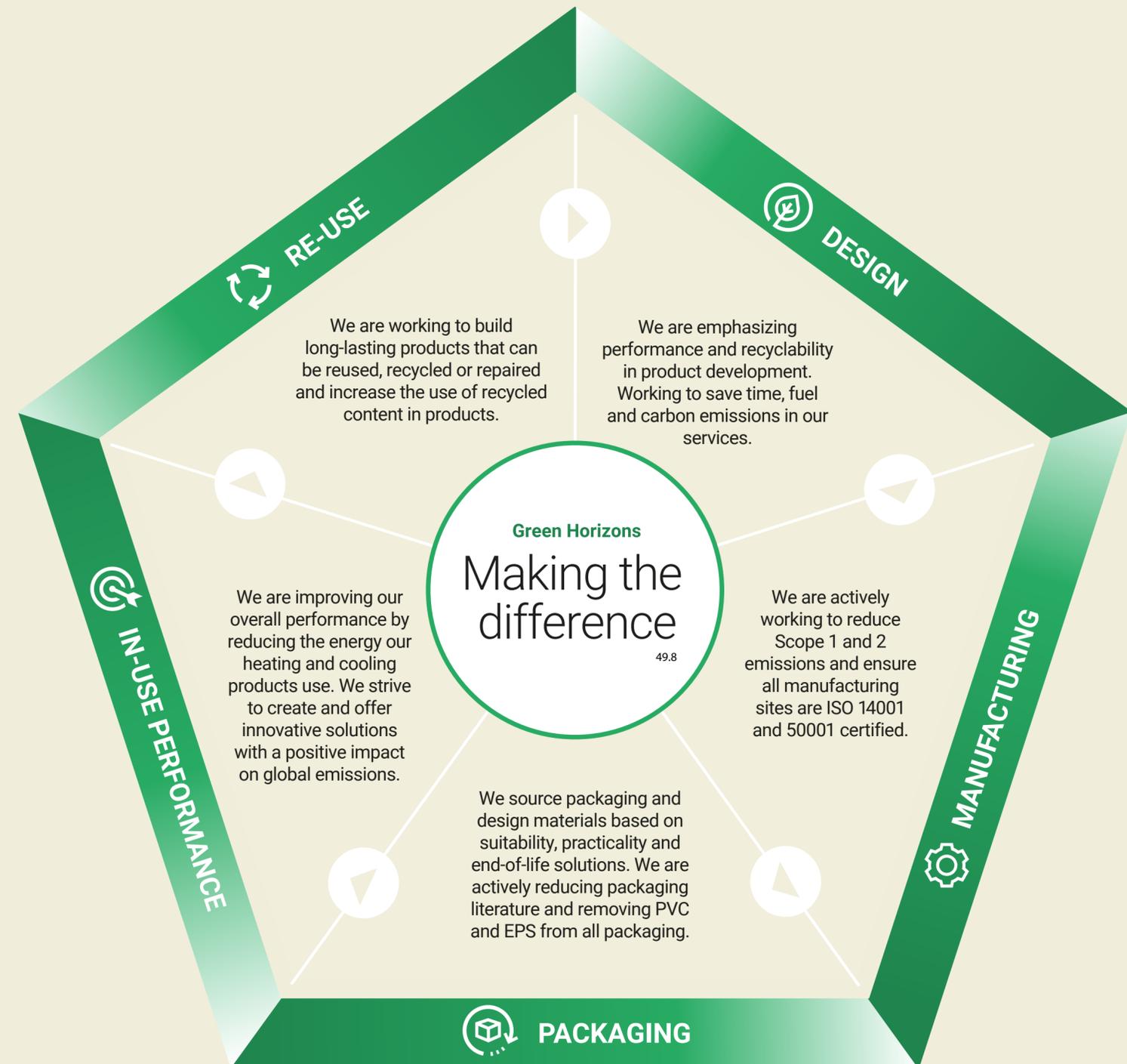
INNOVATION SPEAKER SERIES

In 2023, Resideo hosted a monthly speaker series featuring innovators and industry experts. The sessions covered various facets of innovation, from decision-making strategies to driving breakthrough thinking and action. Through engaging discussions and practical insights, the series inspired Resideo team members by providing strategies, frameworks and real-world examples to unlock creativity, drive collaboration and navigate the complexities of today's rapidly evolving landscape.

GREEN HORIZONS

Green Horizons represents Resideo’s internal blueprint for sustainable product innovation, designed to lay the foundation for the development and evaluation of Resideo products both presently and in the long-term. This framework is structured to support our team in identifying opportunities for creating superior products that contribute to a more sustainable world at every stage of their lifecycle.

The Green Horizon framework includes five categories: Design, Manufacturing, Packaging, In-Use Performance and Re-Use. An overview of each category is included below, with focus areas and progress to-date.



DESIGN

We aim to help our customers to reduce the carbon footprint of their home by designing efficient, high performing products. From the materials we use and where they're sourced, to cloud-based technology that helps us predict and prevent faults so our products last longer – our goal is to design products that are better for people and the planet.

Resideo's basis for design, our New Product Innovation (NPI) process, is a systematic approach designed to drive the development of new products that meet the evolving needs of customers, the market and the enduring effects of climate change. It encompasses several stages, from initial ideation to product launch, and includes research and analysis. The Resideo NPI process is characterized by a commitment to innovation, customer-centricity and continuous improvement, helping ensure that new products meet high standards of quality and reliability, and consider the effects of climate change and cybersecurity into the design process.

Included in Resideo's NPI process is our "New Normal" approach. In essence, this approach involves using our expertise in connected technologies and home solutions to address the evolving needs of consumers and businesses in a rapidly changing world. This includes developing innovative products and services that enable greater convenience, comfort, security and efficiency in both residential and commercial settings. The New Normal helps our product team to look beyond the immediate next iterations of our products to design with the end in mind, focusing on product efficiency and resilience. In 2023, The New Normal focused on moving ideas off the drawing board into the

product development process. Recognizing the impact of climate change on individuals around the world, one example of work in the NPI process is a team effort to build products that decrease expenses for consumers by reducing water use and providing expedited flood and heat detection. As our customers' needs change, so too will our innovation focus areas, working to make our products responsive to the market's needs.

In 2022, Resideo introduced an initiative known as The Workshop, an online platform designed to foster individual contribution, team collaboration and innovation within the company. The platform hosts three campaigns per quarter, and allows peers to engage in online brainstorming sessions, encouraging Resideo team members to take ownership in generating creative and practical solutions to pressing company challenges. Each campaign within The Workshop is led by an executive sponsor, ensuring strategic alignment and high-level support.

Since its launch, The Workshop has generated 1,200 ideas, launched 20 campaigns and developed close to 350 "Resideo Ideator" employees. These "Resideo Ideators" bring outside the box thinking to challenges inside the company, bringing the courage and confidence to share their ideas to The Workshop throughout the year. In 2023, The Workshop focused heavily on the pilot and testing phases of the process, allowing promising ideas to be further developed and refined for potential implementation. Campaigns in 2023 included linking ride share platforms to corporate partnership accounts, creating employee brand ambassadors for product promotion and Ready, Set, Resideo – a campaign which resulted in redesigning of the onboarding process for new hires.

Resideo Engineers Week

Resideo Engineers Week is held annually to celebrate the impact engineers make in our world and the vital role they play in providing solutions to global challenges. By working together to develop new technologies, products and opportunities, engineers can create new possibilities to help make the world a better place. For example, in our Resideo facility in Juarez, Mexico, engineers took the initiative to create small, automated vehicles called "Resibots" to support product line operators by supplying needed material to the production lines.

MANUFACTURING

As an integral part of our Green Horizons framework, our manufacturing processes play a pivotal role in supporting our sustainable products' success. Our goal is to measurably reduce our direct and indirect GHG emissions, energy usage, waste and water consumption at our manufacturing sites and in our product development processes. Efforts are underway to reduce our environmental footprint by targeting reductions in direct greenhouse gas emissions, energy consumption, waste generation and water usage. More information about these reduction initiatives, data collection practices and ISO certifications can be accessed in the "Reduce" section of this report.

PACKAGING

Across our business units, we are committed to improving the sustainability of packaging materials with three key focus areas: design, sourcing and the development of sustainability metrics. We aim to remove polyvinyl chloride (PVC) and expanded polystyrene (EPS) from all packaging. Our packaging sustainability roadmap sets global goals in the coming years to integrate packaging sustainability into the ongoing development of new products and improvement of existing products. For example, in 2023 we began processes to eliminate plastic clamshell packaging in multiple products, decrease our use of paper manuals in packaging and reduce packaging waste in shipping.

Globally, we are committed to ensuring our waste management processes are compliant with local laws, including those specific to packaging waste. For example, each year, Resideo gathers data across Canada on the amount of waste generated across package plastics, cardboard, glass and other materials. We ensure all packaging is properly recycled and reported to local agencies annually.



Resideo Participates in Engineering Apprenticeship Program

Adil Qamar, an Engineering Graduate Apprentice at Resideo through the Glasgow Caledonian University Apprentices Program, honed his technical skills while gaining hands-on experience at Resideo. His role included contributing to product feature development and support. Through participation in the Graduate Apprenticeship program, Resideo nurtures talent and prepares individuals like Adil for successful careers.

"Resideo appealed to me as an employer as they are a well-respected and longstanding company within the products and solutions industry. The progression and development opportunities offered by Resideo matched my ambitions."

SPOTLIGHT

Integrating Sustainability into our Packaging

ELIMINATING PLASTIC CLAMSHELLS IN PARTNERSHIP WITH COSTCO

In 2023, Resideo partnered with Costco to eliminate plastic clamshell packaging in our First Alert products on Costco shelves. Removing three clamshells and moving to a single printed, recyclable box saved more than 100,000 pounds of plastic in one SKU at Costco.

REDUCTION IN PACKAGING FOR AMAZON PRODUCTS

In 2023, the redesign of packaging for Amazon products earned an ECOLOGO Silver Status, signifying a commitment to sustainability. Resideo's new design of the Amazon packaging resulted in a reduction of packaging volume, reduction of plastic use, use of higher recycled content, use of fiber material and an increase in pallet cube efficiency. This initiative resulted in a 35% reduction in packaging waste and 58% improvement in packaging efficiency.

ELIMINATING SHRINK WRAP IN HONEYWELL HOME WIFI 7-DAY PROGRAMMABLE THERMOSTAT

In 2023, the Resideo team effectively eliminated shrink wrap from the Honeywell Home WiFi 7-Day Programmable Thermostat, reducing packaging waste by 16% and streamlining efficiency. This not only improved product consistency on the shelves but also increased the environmental sustainability of the product.

REDUCING WASTE WHILE OPTIMIZING PACKAGING EFFICIENCY

In 2023, the development of packaging solutions for T10+ Pro Smart Thermostat prioritized sustainability by eliminating foam bags from boxes, resulting in the removal of 6,240 bags annually. The use of sustainable materials in both unit boxes and shippers further reduced the product's environmental impact. These optimization efforts demonstrate Resideo's commitment to reducing waste while enhancing packaging effectiveness.



IN-USE PERFORMANCE

By reducing the energy our heating and cooling products use — while improving overall performance — we strive to create and offer innovative solutions that can have a positive impact on global emissions.

AIR AND ENERGY

Our global teams are pioneering innovations in hardware and services to support us on our energy journey.

We recognize the imperative for a shift in energy consumption towards a more sustainable future, and are committed to driving this transition, including educating our consumers on the benefits, incentives and tax credits available to them for energy efficient home improvements. Together with our partners, we envision empowering homeowners, businesses and organizations to effectively manage and conserve our collective energy resources.

We take pride in the fact that our portfolio includes 17 ENERGY STAR® certified thermostats, a testament to our commitment to energy efficiency. In 2023, these thermostats collectively prevented 2.7 million metric tons of CO₂e emissions globally, equivalent to the annual energy consumption of 353,000 homes³.

3. Saving 2.7 million metric tons of CO₂e. Estimated energy savings from Resideo connected thermostats in 2023 were equated to metric tons of carbon dioxide equivalent and energy required to power the average US home using the EPA's Greenhouse Gas Equivalencies Calculator.

Adding Our Voice to the Energy Efficiency Conversation

Resideo is adding our voice and contributing to the national conversation about energy and energy efficiency. Below are just a few highlights of the conversations we've had over the last year.

At CES 2024, the Consumer Technology Association hosted tech event, Resideo's Grid Services team spoke about their work with more than 150 utility programs in the U.S. helping to balance energy demands and reducing the need for rolling blackouts. The Grid Services team manages programs utilizing all major brands of connected thermostats, helping to optimize the operation and reliability of the electrical grid.

Also, at CES 2024, Resideo's Scott Harkins, Vice President of Sales, spoke on a panel about the new era of home energy, including EVs, solar and storage. The session highlighted the growth of energy management solutions including energy devices, systems and analytics in the home.

At Smart Energy Summit, a leading energy executive conference hosted by Parks Associates, Resideo's General Manager of Grid Services, Dave Oberholzer, discussed home energy management and ways to drive energy efficiency.

At the 10th Annual Lesbians Who Tech & Allies Virtual Summit, a conference focused on learning and advancement in the tech industry, Resideo spoke about the advancements and innovation emerging from the Smart Home and Energy space.

WATER

In the United States alone, over six billion gallons of water are lost every day due to aging infrastructure and household leaks, according to [the American Society of Civil Engineers](#).

Instead of seeing these problems as roadblocks, we view them as opportunities to innovate our water usage, making it smarter and more sustainable without compromising safety or convenience. Resideo’s solutions are designed to help prevent major leaks, reducing the risk of water damage and saving both water and money. Resideo’s leak detection products saved an estimated 2.5 million gallons of water and prevented nearly \$2.9 million in potential insurance claims in 2023⁴.

Resideo Product Innovation

At Resideo, we contribute our innovative approach and deep understanding of the industry to develop products that help streamline modern living and have a positive impact on people and planet. Below are just a few highlights of our product innovation.



L SERIES WATER CONTROL PRODUCTS

Resideo was honored with the Green Builder 2023 Sustainable Products of the Year award for the L5 WiFi Water Leak Shutoff Valve and L1 WiFi Water Leak and Freeze Detector. These are product lines that work together, making them a complete water leak damage defense system. By connecting via the Resideo Smart Home app, users are provided real-time alerts and automatic shutoff capabilities to protect homes from water damage.

HONEYWELL HOME HCC100 MULTI-ZONE CONTROLLER

The Honeywell Home HCC100 Multi-Zone Controller simplifies underfloor heating and cooling installation while empowering consumers to manage up to eight zones/rooms individually. It responds to evolving energy concerns, offering a reliable solution for both boiler and heat pump systems, addressing the market shift away from gas boilers and radiators towards heat pumps and underfloor heating.

HONEYWELL HOME DT4 ROOM THERMOSTAT RANGE

The Honeywell Home DT4 Room Thermostat Range blends simplicity with modern design. Its functionality empowers homeowners to enhance energy efficiency by adjusting temperatures for specified durations. This advanced thermostat choice supports smart zoning solutions like underfloor heating and heat pumps, addressing consumer demand for energy efficiency design and modern innovation.

⁴ Estimated gallons of water saved and reduction in insurance claims are based on the average flow rate and duration of leaks, as well as the average cost per water leak claim. Calculations incorporate data from the Insurance Information Institute on the annual frequency and average severity of water claims

RE-USE

We aim to divert more of our products and materials from landfills by developing long-lasting products that can be reused or easily recycled and made using recycled or bio-based materials.

Within our New Product Innovation framework, we prioritize the integration of sustainability principles, aiming to help mitigate pollution and waste. Additionally, as a founding member of the Thermostat Recycling Corporation (TRC), we have been actively supporting the safe recycling of mercury-containing thermostats for over 12 years. Through TRC, nearly 2.4 million Resideo thermostats have been responsibly recycled, preventing approximately 9.6 tons of mercury from entering landfills [according to TRC's mercury calculations](#).

Beginning in 2022, Resideo began participating in Amazon Renewed program, a take-back and resell program for the Amazon Thermostats. This program involves shipping returned thermostats from Home Depot and Lowe's to Resideo's distribution center in Louisville, KY, where they undergo sorting, inspection, testing and repackaging as renewed products before being shipped to the Amazon Renewed Program. The retail program has successfully recovered approximately 67,000 units since its inception, preventing them from ending up in recyclers or landfills.



Packaging Take-Back Program

In 2023, Resideo began working with our EMEA customers to collect, return and reuse previously used plastic trays to deliver Resideo products. Used trays from customers are collected from factories and warehouses, where Resideo arranges logistics, cleaning processes and reuse redistribution. This program currently takes place in our Brno, Czech Republic and Nagykanizsa, Hungary factories and received over 212,000 trays for reuse in 2023.

CASE STUDY

Resideo Awards

Resideo's prestigious awards highlight our "It Starts with Us" ethos. We aim to continually be an industry leader in product development and technology, and below showcases a few of our accomplishments and recognitions in 2023.



HONEYWELL HOME EVOHOME SMART ZONING THERMOSTAT

Our Honeywell Home Evohome Smart Zoning Thermostat received high commendation for the European Domestic Energy Savings Product of the Year Category from the Energy Savings Awards, organized by leading publications Plumbing, Heating & Air Movement News and Energy in Buildings & Industry, part of Datateam Business Media. The awards acknowledge the important work that has been achieved by manufacturers, installers, contractors, suppliers and organizations to reduce carbon emissions and become more energy efficient.

RESIDEO WINS THE SEAL ENVIRONMENTAL INITIATIVE AWARD

Resideo was honored to receive the SEAL (Sustainability, Environmental Achievement & Leadership) Award for updating our shipping methods based on customer insight and request. Resideo responded to customer feedback by redesigning packaging for the ProSeries 7-inch All-in-One Panel, reducing box size by 44% and improving efficiency in transportation and warehousing. Subsequent updates to packaging for the L1 WiFi Water Leak Shutoff Valve and the adoption of the Grocery Manufacturers Association Industry standard pallet size in 2023 further optimized our shipping practices, leading to a reduction in the number of pallets used by 6,500.

L SERIES SMART WATER LEAK DAMAGE DEFENSE SYSTEM

First Alert's L Series smart water leak defense system was awarded Silver in the Testing & Monitoring Products category of the Dealer Design 2023 Awards, recognizing contractor-oriented products with features that assist in installation, maintenance and service of installed products to the heating, ventilation, air conditioning and refrigeration (HVACR) industry. First Alert's L Series solution prevents water damage for homeowners by automatically closing off the water supply upon detecting a leak.

HONORABLE MENTION FOR CLEAN ENERGY COMPANY OF THE YEAR

Resideo received an Honorable Mention for Clean Energy Company of the Year in the 2022 Cleanie Awards, announced in February 2023. Among hundreds of nominations, Resideo was one of only four recognized in its category. The Cleanie Awards celebrate individuals and organizations driving the clean energy future, with winners spanning various sectors of the industry. Resideo's recognition underscores its commitment to innovation and sustainability in the clean energy transition, aligning with the program's mission to promote technologies advancing a sustainable global community.

GRID SERVICES

Resideo Grid Services is a platform that helps manage energy usage more efficiently.

Resideo Grid Services operates a platform that enhances grid reliability and resilience by managing energy resources during peak periods to prevent overloading the grid. Partnering with utilities to operate Demand Response programs, our platform uses advanced analytics and real-time monitoring to adjust the electricity consumption of hundreds of thousands of end-customer loads, aiding in the balancing of energy supply and demand and ensuring grid stability.

In 2023, our energy management solutions facilitated the operation of 44 Demand Response programs and 718 Demand Response events, resulting in the shifting of 8.6 GWh of energy. This amount of energy shifted is equivalent to the output of 29 million solar panels operating for an hour under the sun. These efforts underscore our team's contributions to grid reliability and sustainability, ultimately benefiting both consumers and the environment⁵.

5. Aggregated DERMS results considered estimated performance from 44 utility and energy market load management programs during 2023 and average solar panel production of 300 watts of electrical power when pointed at a sunny sky.

Demand Response Partnership

In March 2023, Resideo expanded its partnership with Leap, a leading platform for energy market access, to enhance grid reliability. This partnership allowed customers to purchase the Resideo-manufactured ENERGY STAR certified Amazon Smart Thermostat at a reduced cost and enroll in our managed programs. By participating, homeowners contribute to stabilizing the grid during critical times, ensuring their communities have reliable power during emergencies.

Demand Response in Action

On September 6, 2023, the Electric Reliability Council of Texas declared an Energy Emergency Alert due to extreme temperatures and low power reserves. In response, Resideo's demand response team implemented customized adjustments to connected thermostats, considering each home's unique thermal characteristics and historical performance. Our expertise, developed over a decade of managing Texas' energy load, enabled us to deliver approximately 58 MW of capacity during the peak of the emergency, with an additional 65 MW held in reserve for the next tier of emergency. These measures were crucial in preventing a more severe crisis, showcasing the effectiveness of demand response in enhancing grid reliability.



Reduce

Striving to reduce our environmental impact through our own Resideo footprint.

MATERIALITY TOPICS INCLUDED IN PILLAR

Energy and GHG management

GHG Emissions in the Supply Chain

Climate Change Risk

Water Management

Waste Management

Our Commitment to Sustainability

We take great pride in the positive influence our products have on water, air and energy conservation for homeowners worldwide.

While Resideo products empower individuals and families to reduce their environmental footprint, we understand that more must be done. This work requires us to help minimize our own environmental impact across all aspects of our business operations. We embrace our responsibility to protect our planet not just with innovative products we offer but also through our own decisions and operations.

In 2019, shortly after becoming a new, stand-alone public company, we began our process to quantify our environmental footprint and set targets that aligned with our goals as a company. At that time, we used guidance from the Sustainability Accounting Standards Board (SASB) for our industry and used 2019 as a baseline year. Since then, we have grown our capabilities in calculating environmental data and analyzing our risks and opportunities across environmental areas of focus. With the launch of this report, we are aligning our goals to a new baseline year of 2022 and setting key performance indicator metrics and targets that align with our overarching ESG strategy and globally recognized frameworks and consider the net-zero standard criteria of the Science Based Targets initiative (SBTi). Our progress since our 2022 base year is evidenced in this report and on track to meet our 2035 goal.

Investing in Solar

In 2023, Resideo made significant capital expenditure investments in solar projects at two manufacturing facilities in Lotte, Germany and Nagykanizsa, Hungary. As part of this initiative a total of 645 solar panels were installed at both Lotte and Nagykanizsa sites, delivering an estimated reduction of 227 MWh of purchased electricity per year, and an estimated saving of 69 metric tonnes of CO₂e annually.

Capital expenditure investment has already been approved for further solar panel installations across seven Resideo facilities in 2024: Chihuahua, Mexico will install 1,089 panels, our four sites in Juarez, Mexico will install 4,544 panels, Mosbach, Germany will install 4,000 panels and Emmen, Netherlands will install 3,700 panels. The expected combined benefits from these projects will be a reduction of around 9,000 MWh in purchased electricity, with an estimated saving of 4,540 metric tonnes of CO₂e annually. This is the equivalent of charging more than 415 million smartphones. The projects are phased throughout 2024, with all solar panels expected to be operational by the end of September 2024.⁶

6. Energy savings related to solar panels calculated by determining annual megawatt hours energy savings and CO₂e reduction based on panel-based estimates from solar panel manufacturers aligned with the European Green Deal target in Germany, Hungary, the Netherlands and Germany.

Health Safety and Environment Sustainability (HSES) Management

At Resideo, we believe there is no greater objective than ensuring we have a safe and productive work environment for our employees.

We recognize the significance of incorporating health, safety and environmental (HSE) factors throughout our operations and in support of our HSE management systems. We are committed to creating a safe work environment for our staff and minimizing our environmental impacts through ongoing enhancements to our HSE standards, culture and achievements.

We uphold stringent controls, set environmental impact reduction goals and regularly review our progress to ensure alignment with our sustainability targets. We also collaborate with stakeholders to establish innovative programs that help safeguard

the communities where we operate, our workplaces and the environment, while supporting business needs. Our commitment to safety is ingrained in our daily operations, with management leading efforts to proactively eliminate hazards and ensure a safe workplace for all.

We are committed to minimizing our impact on the environment and are actively driving ISO 14001 and ISO 50001 certification across our manufacturing footprint, with nine sites certified to ISO 14001:2015, and four sites certified to ISO 50001:2018 at the end of 2023. We ensure our policies are aligned with current guidance from the U.S. Occupational Safety and Health Administration (OSHA) and other globally recognized standards including ISO. With these measures in place, we are proud to have had zero reportable spills since we became a public company in 2018.

Celebrating our First Global Safety Week

During the first Global Safety Week in September 2023, 130 Resideo locations participated in activities focused on preventing “Slips, Trips & Falls.” Led by our HSES team and partners, the awareness training was provided to improve behaviors and build local ownership. Employees actively engaged in identifying and correcting potential hazards, with many recognized for their suggestions. Signage was added across sites to remind everyone to prioritize safety, helping to maintain a safe working environment and prevent accidents.

Climate Resilience

Resideo acknowledges the impact of climate change on the environment, people and economies worldwide.

It is our duty as a responsible company to recognize the risks posed by climate change to our business and communities, and to enhance our resilience to adverse climate-related events. Additionally, we are committed to reducing our environmental footprint to help mitigate climate change's effects now and in the years ahead.

Resideo's Enterprise Risk Management (ERM) process encompasses a comprehensive approach to identifying, assessing and managing risks across the organization. Climate risk is integrated into this framework, recognizing the potential impacts of climate change on our operations, supply chain and communities. Risks at Resideo undergo a thorough assessment process through regular Enterprise and Fraud Risk Assessments (EFRA). During this process, each risk is carefully examined and assigned ownership across the organization. Key Risk Indicators (KRIs) are then identified and quarterly reports are

provided to executive leadership and the Board of Directors to support informed decision-making.

We outlined significant climate-related risks in our 2023 Annual Report and 2024 Proxy, encompassing concerns such as adverse weather events, natural disasters, water-stressed environments, evolving regulations and societal responses to climate change. We are continuing our reporting aligned with the Task Force for Climate-Related Financial Disclosures (TCFD), outlining our strategic approach to climate-related risk management and our pledge to transparently report on greenhouse gas emissions. Additionally, in 2023, we reported our results to Climate Disclosure Project (CDP), formally known as Carbon Disclosure Project, for the first time and will report publicly beginning in 2024 to ensure our stakeholders have access to detailed information about our environmental footprint and our climate-related risks and opportunities.



Energy Use and Carbon Emissions

In 2023, we continued our efforts to enhance our data collection processes across Scope 1, 2 and 3 emissions, bringing our reporting onto a single software platform with the ability to track greenhouse gas emissions to improve the ease, consistency and accuracy of our environmental reporting.

As a result, we are proud to report on a more complete carbon footprint for Resideo. Notably, our Scope 2 emissions now encompass ADI retail locations and offices, presenting a comprehensive view of our global environmental footprint. In this year's report, we are restating our 2022 emissions data to reflect the work accomplished in 2023 to quantify more than 95% of Resideo's emissions footprint globally. With these additions, 2022 becomes our baseline year for our emissions targets going forward.

In 2023, we also began the collection of data related to key categories of Scope 3 emissions across our footprint, following guidelines from GHG Protocol in all calculations. In this process, we identified 10 categories of Scope 3 emissions relevant to Resideo globally. These include GHG Protocol Categories 1, 2, 3, 4, 5, 6, 7, 9, 10, 11 and 12. We are proud to share emissions data in this report related to 2023 for Category 1: Purchased Goods and Services, Category 2: Capital Goods, Category 3: Fuel- and Energy-Related Activities not Included in Scope 1 or Scope 2, Category 5: Waste Generated in Operations and Category 6: Business Travel. We are already working to broaden our data collection process and form internal teams working diligently to calculate additional relevant categories of Scope 3 emissions in future reporting.



ADI AND P&S RECEIVE CALL2RECYCLE LEADER IN SUSTAINABILITY AWARD

ADI was recognized by Call2Recycle Canada, Inc., in 2023 for collecting and recycling 2,536 kilograms of batteries through the Call2Recycle® program during 2022, making it one of the program's top-performing partners. Additionally, P&S El Paso also received Call2Recycle's Top 100 Leader in Sustainability Award. This annual award is given to top performing organizations and businesses who demonstrate a notable commitment to battery collection and recycling.

Setting Our Carbon Reduction Target

We are proud to align our actions related to Scope 1 and 2 emissions⁸ to a reduction target of 50% from our 2022 baseline year by 2035.

Annually, we will report on our total Scope 1 and 2 emissions using both location-based and market-based carbon accounting approaches. All expressed targets are for location-based emissions as recommended by SBTi’s net-zero standard criteria for long term target setting. In 2023, our total location-based Scope 1 and 2 emissions decreased 2.8% and we are on target to meet our 2035 goal.

In addition to calculating our carbon emissions, significant strides were made to optimize our footprint and enhance energy efficiency in our manufacturing and distribution centers. We consolidated our two distribution centers in El Paso, Texas, streamlining operations into a single unit, making the distribution center Resideo’s largest in America. Our newly opened ADI Dallas Supercenter consolidates all import products and manages network distribution, helping us to reduce waste and save on transportation costs. Furthermore, we made progress in updating our manufacturing facilities in Mexico to be more environmentally friendly. In 2023, we completed an agreement to move our 40-year-old Tijuana facility to a new, more environmentally friendly campus. This move, slated for 2024, marks a significant step forward for our employees and in our responsible use of resources. Additionally, the establishment of a new building for First Alert “Plant 4” in Mexico means easier transportation routes to work for employees and shipping. In addition, the new building has significant energy savings from our previous facility.

RESIDEO’S ENERGY AND EMISSIONS FOOTPRINT⁷

METRIC	UNIT	2022 DATA	2023 DATA
Total Energy Consumption	GJ	667,210	634,359
Percentage Grid Electricity	Percentage	60.9%	60.8%
Total Scope 1 And 2 Emissions (Location - Based)	Metric tons CO_{2e}	56,844	55,266
Scope 1 Emissions	Metric tons CO _{2e}	14,117	13,422
Scope 2 Emissions (Market - Based)	Metric tons CO _{2e}	47,840	44,139
Scope 2 Emissions (Location - Based)	Metric tons CO _{2e}	42,727	41,845
Total Scope 3 Emissions (Total from Categories 1, 2, 3, 5 and 6)⁸	Metric tons CO_{2e}	---	400,226
Category 1: Purchased Goods and Services	Metric tons CO _{2e}	---	366,547
Category 2: Capital Goods	Metric tons CO _{2e}	---	9,999
Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	Metric tons CO _{2e}	---	17,088
Category 5: Waste Generated in Operations	Metric tons CO _{2e}	---	1,467
Category 6: Business Travel ⁹	Metric tons CO _{2e}	---	5,125

7. Our 2022 ESG Report included energy and emissions data that did not include ADI retail locations, small warehouses, and offices globally. In our 2023 Report, we are presenting restated 2022 energy and emissions data that represents a more complete global footprint that include ADI retail locations and offices. This ensures our emissions footprint includes more than 95% of our total footprint for Scope 1 and 2 emissions.

8. Resideo is publishing key categories of Scope 3 emissions for the first time in 2023. At this time, our emissions reduction target does not include Scope 3 emissions. We will evaluate a target for these emissions as we develop a more complete understanding of our Scope 3 footprint in the future. For 2023, our Scope 3 emissions totals do not include ADI retail locations except in the case of Category 1 and 2 where ADI retail purchases and capital expenditures are accounted for in corporate totals.

9. Business Travel data related to air travel and lodging sourced from FCM travel management platform and emissions factors calculated through Diligent carbon accounting software. Car rental data sourced from Enterprise Rental Car carbon emissions platform, converted to metric tons.

Energy Efficiency in EMEA

In 2023, our facilities in EMEA invested \$4.99M in capital expenditures for key ESG projects, for a total savings of 2,470t resulting in several ESG-related achievements including:

- CO2e Reduction Projects: Solar panels installed at Lotte, Germany; Nagykanizsa, Hungary; Emmen, Netherlands; and Mosbach, Germany (Mosbach and Emmen expected completion in 2024).
- Electrical Energy Cost Reduction & Grid Dependency: Combined Heat and Power device installed at Newhouse, United Kingdom and Brno, Czech Republic factories.

- Smart Energy Metering: Installation of smart meters for critical equipment controlled via Building Management System.
- Artificial Intelligence: Piloting AI-driven solutions for ergonomic support and part inspection using machine learning.

Through Resideo's partnership with 4Flow, we've successfully implemented 12 supply chain optimization, resulting in significant cost savings of \$1.2 million annually and a reduction of 133 tons of CO2e per year. One notable success is the frequency reduction of the Mosbach shuttle which transports goods to nearby warehouses where we cut the frequency from twice a day to once a day, leading to a 50% increase in utilization and a reduction of 13.7 tons of CO2e emissions.

Updating Our Transportation Process in the Americas

Resideo has undertaken significant efforts to reduce our transportation footprint in the Americas. This includes a shift from 25% air shipments to ocean freight, with a target of cutting air shipments in half by the end of 2024. Additionally, we are standardizing pallet sizes to align with customer requirements, aiming for a standard 40x48 pallet size to optimize container space. We are also partnering with an external firm, Chainalytics, NTT to understand how the products within our distribution centers should be optimized to reduce freight spend, ensuring the right products are in the right distribution centers at the right time.



Waste

Our global environmental systems track our footprint concerning hazardous waste and recycling.

At Resideo, we develop innovative processes and continuous improvement methodologies aimed at reducing, reusing, recycling and discovering environmentally friendly solutions. The key waste streams we have identified for reduction include cardboard, wood pallets, electrical and plastic.

We track waste at all our manufacturing and distribution sites, including landfill use and waste diversion rates, to understand our biggest waste culprits and then determine a reduction plan on a site-by-site basis. We regard the generation of hazardous waste and the percentage recycled as significant key performance indicators. As we enhance our data processes, we aim to identify areas for improvement in waste management. Our percentage of waste recycled consistently increases annually, with 77% of non-hazardous waste and 70.5% of hazardous waste diverted from landfills. Below are some of our 2023 waste reduction projects:

- A new initiative launched to explore product recycling between manufacturing and distribution. Many products require unpacking before shipping. The initiative, now in the discovery phase, will assess the recycling feasibility of specific customer queues and channels. We will report on the progress and developments of this project in our next report.

RESIDEO'S WASTE FOOTPRINT¹⁰

METRIC	UNIT	2022 DATA	2023 DATA
Non-Hazardous Waste Generated	Metric Tons	12,246	11,674
Percentage Non-Hazardous Waste Recycled	Percentage	74.8%	77%
Hazardous Waste Generated	Metric Tons	649	575
Percentage Hazardous Waste Recycled	Percentage	60.7%	70.5%

9. Our 2023 waste calculations expanded from 2022 to include all global manufacturing facilities and distribution centers. ADI retail locations as well as small warehouses and offices globally are not currently included in our waste calculations. We have restated our 2022 waste data based on our new processes and now estimate our calculations represent more than 90% of Resideo's total waste generation globally. Calculations completed for hazardous waste align with SASB's Standards for Electronic & Electric Equipment. Calculations completed for non-hazardous waste are standardized across sites and consider waste incinerated, sent to landfill and recycled or reused.

- Resideo partnered with Iron Mountain for a recycling assessment of ADI locations which showed that a total of 96.12 metric tons of paper was shredded and recycled in 2023. These figures translate into significant environmental benefits, including the preservation of 2,543 trees, avoidance of 112 gas-powered cars on the road per year and the preservation of approximately 201,305 gallons of water.¹⁰
- Recycling of plastic waste in our Newhouse, United Kingdom facility allows us to maximize raw material usage, as well as significantly reduce waste to landfill from both production and our R&D operations. With this recycling process, even early prototype plastics can be recycled to provide resin for the final version of the product. We estimate we reuse between 10 to 15% of waste in the plastic moulding.

10. Iron Mountain has utilized the Paper Calculator™ from the Environmental Paper Network (EPN) to provide relevant equivalencies. The Paper Calculator is a science-based and peer-reviewed publicly available lifecycle methodology that compares the impacts of using recycled paper to virgin paper.

Water

We remain dedicated to continually enhancing water efficiency throughout our operations. Today, 55% of our facilities are situated in regions identified by the World Resources Institute (WRI) as experiencing high or extremely high-water stress.

Our water balancing initiative is focused on identifying processes across manufacturing sites to enhance accuracy in water consumption data. Through a meticulous deep dive and data gathering effort, the project highlighted key processes, facilitating a more precise understanding of water usage across our operations.

RESIDEO'S WATER FOOTPRINT¹¹

METRIC	UNIT	2022 DATA	2023 DATA
Water Withdrawn	1,000 m3	466	420
Water Consumed	1,000 m3	89	92
Percentage Water Withdrawn in Water Stressed Areas	Percentage	90.9%	90.8%
Percentage Hazardous Waste Recycled	Percentage	86.6%	94.1%

11. In 2023, our water calculations expanded to include global manufacturing facilities and distribution centers across EMEA. We have restated 2022 data in this chart based on new calculations. Not included in these calculations are the emissions related to ADI retail locations globally, small warehouses and office locations globally, and North American distribution centers for both ADI and P&S business units. We estimate these metrics represent more than 95% of Resideo's total water use globally.



SPOTLIGHT

Modernizing our Work Sites

Resideo's commitment to modernizing its office spaces goes hand in hand with its commitment to environmental sustainability and fostering collaborative work environments.

With the recent reopening of our offices in Louisville, KY, and the grand opening of the ADI Dallas Super Center, Resideo showcases its contribution to innovation and environmental excellence. These sites prioritize the use of natural light, motion-censored lighting and energy-efficient heating and cooling systems to create comfortable and efficient workspaces. Additionally, the integration of recycling programs, reusable products and LED lighting reflects Resideo's commitment to reducing its environmental footprint. This focus on environmental sustainability in our office design enhances the well-being and efficiency of our team members as well as energy efficiency.

The Supercenter also emphasizes both wellness and accessibility for our employees and visitors. Resideo installed Dormakaba electronic door sensors used widely throughout the facility to ease in passageway of automatic doors. Our dedicated wellness space hosts activities every Wednesday as a part of our hybrid Better Together workplace culture efforts.





Commit

Committing to an equitable, safe and nurturing work environment.

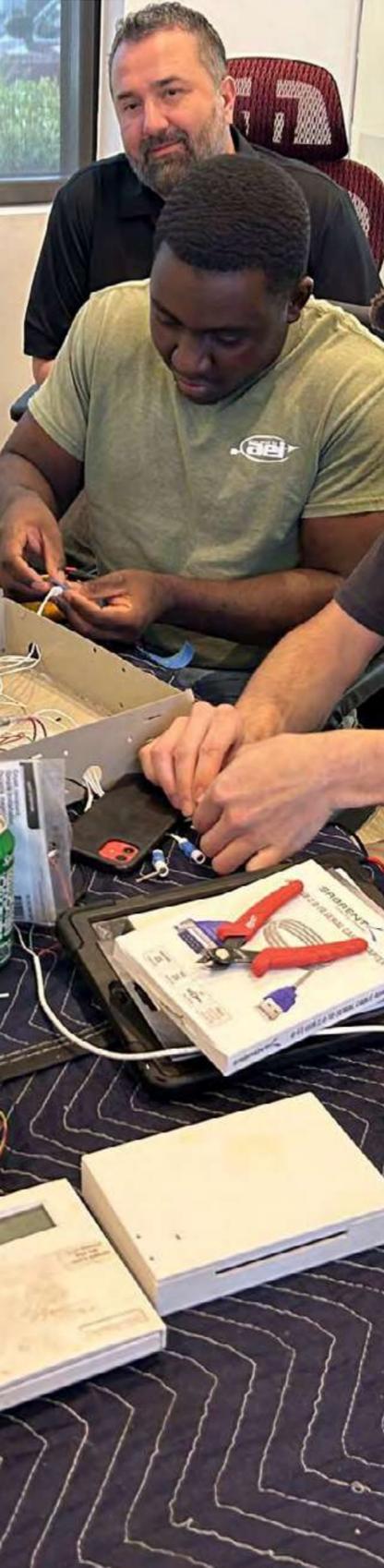
MATERIALITY TOPICS INCLUDED IN PILLAR

Employee Experience and Engagement

Employee Well-Being and Benefits

Employee Health and Safety

Diversity, Equity, Inclusion and Belonging (DEIB)



Our Culture of Learning and Innovation

We take ownership in building a culture of innovation and continuous learning that allows our team to thrive.

Creating a workplace that nurtures wellness and authenticity among team members is paramount at Resideo. We prioritize their health, safety and well-being, and work to ensure they feel supported and empowered to bring their true selves to work every day. By fostering a culture of learning and innovation, we help our people to grow and drive Resideo forward with their unique perspectives and talents.

THE RESIDEO TEAM: BY THE NUMBERS

14,163
EMPLOYEES GLOBALLY

45.2%
OF GLOBAL WORKFORCE
IS FEMALE

53.5%
OF OPERATIONS AND
SUPPORT TEAM MEMBERS
ARE FEMALE

49.8%
OF OPERATIONS AND
SUPPORT TEAM MEMBERS
IN THE U.S. ARE RACIALLY/
ETHNICALLY DIVERSE

437
MENTOR
SESSIONS

Employee Experience and Engagement

At Resideo, our core values serve as the guiding principles that shape our company culture and drive our success.

These include Start with the Customer, Act as One Team, Pioneer the Future and Make a Difference. These values are not just words on paper; they define who we are and how we operate, creating an environment where every team member feels valued, supported and empowered. As part of our commitment to a positive employee experience, we've made significant enhancements to our onboarding process and Human Resources (HR) IT systems, and restructured our talent acquisition team to better align with these values, ensuring that every Resideo employee can contribute their best work and grow with us along their career path.

Three times a year Resideo conducts a "performance pulse" that captures an individual's career development, how people are performing and where there can be improvement. Additionally, leaders across the company conduct at least annual talent reviews to assess employee skills and capabilities.

We also know the importance of gathering feedback from our employees directly. Annually, we deploy our Employee Voice Survey to better understand our employees' experience and where improvements can be made. In 2023, we added three ethics and compliance related questions regarding accountability, perception of leadership commitment and ethical action. For employees in professional roles, the score for 2023 was 7.8 across three levers (Motivation, Ability and Knowledge of Expectations), with a target of 8+ on a 10-point scale. For employees in skilled labor roles, the score for 2023 was 7.6 with a target of 8+ on a 10-point scale. Resideo's Net Promoter Score (eNPS) for both groups in 2023 was 31. This score can fall between -100 and 100 and Resideo's goal is to exceed 50. Our 2023 scores resulted in 458 actions that focused primarily on tools and processes, development and training, communications, recognition and leadership.

In 2023, Resideo also prioritized HR IT projects to enhance efficiency and effectiveness through robotic process automation (RPA). These initiatives streamline processes and provide quicker access to HR support, fostering innovation and supporting employees' needs.

WORK COUNCILS AT RESIDEO

Work councils play an important role in Resideo operations, facilitating dialogue between management and employees across Europe. In EMEA, the European Works Council (EWC) is regularly informed regarding our business and strategy in Europe. We also inform and consult with local works councils on a variety of topics.

Resideo prioritizes stakeholder engagement and compliance with relevant laws, fostering open communication channels.



Personalizing the Talent Acquisition Experience

Resideo underwent a significant shift in its recruitment approach, transitioning from outsourcing to in-house models globally. This is another example of our It Starts with Us ethos. The new model improves efficiency, decreases turnover and enhances the candidate experience. The new approach also focuses on diversity, ensuring diverse candidate slates for higher-level positions and fostering engagement with underrepresented groups in various regions. Transitioning from external recruitment process outsourcing (RPO) to internal operations, Resideo emphasizes a sense of belonging and connection to the company from day one.

Ready, Set, Resideo

As a result of The Workshop innovation process, Resideo has updated its candidate and new hire experience extending support from pre-employment through the first 90 days post-hire.

We have introduced a one-hour onboarding and training course called “Ready, Set, Resideo” for new hires, now available to those at L5 level or above. New hires attend an interactive virtual course within their first month where they learn about the company’s purpose, vision, brands and culture. This also allows new hires at the company to connect with and support one another.

Employee Well-Being and Benefits

At Resideo we prioritize well-being. In doing so, we create a positive and supportive workplace culture, and empower our team members to bring their best selves to their roles.

Resideo provides diverse health, wellness and financial benefits, enabling employees to address their own and their families' needs effectively. We offer competitive leave programs that include vacation, holiday, parental leave and paid sick time. Our compensation undergoes regular global evaluations and is complemented by strong savings and retirement programs worldwide. Additionally, in the U.S. and the U.K., we extend employee stock purchase opportunities.

At Resideo, we also provide wellness programs, initiatives and events to promote and safeguard the health of our employees. We take pride in our global Employee Assistance Program (EAP), which offers all employees and their dependents access to short-term confidential counseling and webinars covering various topics. These include over 145 different sessions across the globe that span from emotional, to physical to financial. To date, we have had over 1500 employees attend a session.



Prioritizing the Health and Well-Being of Our Employees

The team at San Luis Potosi organized a Resideo Wellness and Health Festival with 10+ external providers to deliver awareness sessions and materials on topics such as stress risk factors and controls, nutritional advice and other important wellness and health topics to support employees.

In September 2023, during Prostate Cancer Awareness Month, ADI Oldham, U.K. hosted a prostate health awareness session. The event was supported by local volunteers providing talks, leaflets and face-to-face interactions that were invaluable in raising employee awareness about prostate health.

Our Resideo Chihuahua and First Alert Mexico teams celebrated World Health Organization's International Day Against Breast Cancer with awareness campaigns, prevention testing and hair donations. Over 300 employees participated.

Employee Health and Safety

At Resideo, ensuring the safety of our employees is paramount. Our unwavering commitment to employee safety underscores every aspect of our operations.

We closely track recordable incidents and lost time days across all Resideo facilities, complete detailed root cause analysis and share learnings across the organization via safety alerts. Our HSE Monthly Newsletter ensures that all employees are regularly updated on HSE performance and initiatives.

In September 2023 Resideo held its first ever Global Safety Week which focused on reducing the risk of workplace slips, trips and falls. Key elements included video messages from senior leadership, targeted awareness training, go-see initiatives to identify local improvement opportunities, and employee recognition. The week was a huge success with high levels of employee engagement across the organization, and positive feedback from all participants. Resideo will build on this with further themed weeks planned on an annual basis.

Our Health Safety and Environment (HSE) team collaborates closely with leadership at each facility to provide essential training aimed at preventing injuries and accidents. This commitment is further demonstrated through our ongoing efforts to achieve full ISO 45001 certification across our manufacturing footprint, with eight locations certified to ISO 45001:2018 as of the end of 2023.

In 2023 our global Total Case Incident Rate or “TCIR” (the number of occupational injuries and illnesses per 100 employees per one year period) was 0.37. We monitor performance through a balanced scorecard of key performance indicators. In addition to incident investigation and root cause analysis, we measure and analyze data generated from hazard observations, safety inspections and internal audit programs to proactively mitigate issues before they result in incidents.

To significantly improve HSE performance and risk mitigation Resideo has invested in a new HSE data platform which will be implemented during 2024. The platform will strengthen our ability to monitor and analyze HSE related data, target resources to reduce workplace risk, streamline incident reporting, simplify unsafe behavior and condition identification and enhance the Corporate HSE Audit program.

A Focus on Financial Wellbeing

Resideo offers an excellent 401K retirement plan in the U.S., with 100% matching contribution of up to the first 7%. This offering has a high participation rate of 90% and empowers employees to navigate their future financial security with confidence.

In 2023, we also promoted financial wellness for U.S. employees through our benefits newsletter, offering workshops and on-demand sessions covering topics such as tax strategies, investing basics, retirement planning and specialized sessions for women and younger employees.

Employee Learning and Development

At Resideo, we prioritize our employees' continuous skill development and future advancement opportunities.

We take pride in providing our employees with diverse opportunities to continually enhance their skill sets and navigate their future paths. Our formal mentorship platform offers employees the chance to learn from seasoned professionals, expand their networks, tap into extensive career development resources and enhance essential workplace skills. In 2023, more than 113 users completed more than 437 sessions with mentors.

At Resideo, we strive to develop a culture of continuous improvement. Resideo conducts regular feedback and assessments, including the Employee Voice Survey, Performance Pulse and talent reviews. These initiatives empower employees to contribute their ideas, ensuring that their voices are heard, and that talent development is continually evaluated.

CAREER DEVELOPMENT AND TALENT TRAINING

We prioritize career development at every level, ensuring that employees have opportunities for growth and advancement.

For our early talent, we provide opportunities for conversion and establish an environment conducive to the successful launch of junior-level careers. We also provide a suite of resources employees can access online for training.

In 2023, we revamped the Resideo Leadership Program, prioritizing individual responsibility and transformation, storytelling and workplace impact. This shift marked a significant evolution in our program's design and delivery. Participants were guided through a 7-month journey of personal transformation with weekly support. Entry into the Resideo Leadership Program is based on talent reviews, identifying top talent and emerging leaders, with formal leadership intensives offered to managers and senior managers to enhance their career opportunities. Upon the program's completion, leaders drove transformation and change within their teams to impact individual and team-level work.

We host quarterly People Leadership Seminars (PLS) for all managers across the company. These sessions include Executive leaders and subject matter experts providing information to support leader development. In 2023, the focus was on leader vs. manager responsibilities. Topics included spreading the message on our strategy, delivering world class results, respect in the workplace and leading now.

Resideo Customer Service Week

Customer Service Week is an annual celebration and initiative that focuses on recognizing and enhancing the crucial role of exceptional customer experiences within Resideo's culture. It highlights the importance of customer service and of the people who serve and support customers daily. The 2023 Customer Service Week focused on celebrating the very individuals who make it all possible - our dedicated employees.



Diversity, Equity, Inclusion and Belonging

At Resideo, we prioritize diversity, equity, inclusion and belonging (DEIB) as a key focus of our organizational strategy.

We track metrics across recruitment, culture and engagement, using KPIs to measure progress and identify areas for improvement. Resideo’s commitment to DEIB is demonstrated through our diverse talent inclusion in our hiring process, diversity training at every level of our organization, evaluation of pay equity and our six active Employee Resource Groups (ERGs).

At Resideo, we provide DEIB training across all levels and divisions of the company. In 2023, we engaged distribution centers on DEIB culture and its impact on fostering inclusivity. Following these sessions posters were created to reinforce key learnings. Additionally, our People Leadership Seminars, held quarterly, maintain a consistent DEIB focus, emphasizing the significance of diversity, equity, inclusion and belonging in managerial roles.

In our hiring practices for roles at career level 5 level and above, we implement a diversity slate requirement that includes at least two individuals from diverse backgrounds, either ethnically or in terms of gender in the U.S., and based on gender outside the U.S. This initiative has yielded stronger progress than anticipated, particularly as we’ve brought talent acquisition in-house, fostering more ownership and commitment to diversity and facilitating open discussions about diversity among team members.

GENDER REPRESENTATION AT RESIDEO

	MEN	WOMEN
GLOBAL WORKFORCE	54.8%	45.2%
Management	74.1 %	25.9 %
Professional	69.4%	30.6%
Ops/Support	46.5%	53.5%
U.S. WORKFORCE	73.0%	27.0%
Management	73.5%	26.5%
Professional	70.7%	29.3%
Ops/Support	74.1%	25.9%

RACIAL/ETHNIC REPRESENTATION AT RESIDEO

	WHITE	OTHER RACIAL/ETHNIC BACKGROUNDS
U.S. WORKFORCE	61.9%	38.1%
Management	75.7%	24.3 %
Professional	71.1%	28.9%
Ops/Support	50.2%	49.8%

PAY EQUITY

We have several initiatives to assess and address the gender pay gap globally. Resideo is committed to pay equity and is on a journey to evaluate and remediate pay equity concerns, led by our Board of Directors' Compensation and Human Capital Management Committee. To assist in the process of pay equity globally, we prohibit our team from requesting salary history for prospective employees and we plan to begin posting pay ranges in the U.S. starting in 2025.

RESIDEO ERGS

Our ERGs, comprising six groups of employees from various parts of the organization, convene regularly to explore important DEIB themes, both internally and with our executive leadership team. The ERGs at Resideo have transitioned from affinity groups to structured ERGs with defined leadership roles and responsibilities, governance models and key objectives. These groups provide value to the organization and business through activities such as mentoring, development and community outreach. Additionally, the ERG leadership teams have undergone diversity training to understand intersectionality and the impact of DEIB to create a more inclusive workplace.

In 2023, our ERGs focused on initiatives that encouraged us to stop, reflect and celebrate who we are. A snapshot of these initiatives include:



Black@Resideo promotes systematic equality and diversity providing a space where Black employees can support one another and feel included on their teams. In 2023, they hosted a 21-day challenge focused on reflection and connection during the U.S. Black History Month.



disAbilities@Resideo focuses on ABILITY and learning, accepting, growing and embracing who we are for those with visible and non-visible disabilities. In 2022, they organized the "Unleash Your Inner Superhero Challenge", inviting individuals to share their uniqueness, alongside an interactive event emphasizing workplace empathy.



Latinos@Resideo plays a vital role in celebrating heritage and fostering cultural awareness. In 2023, for Hispanic Heritage Month, they hosted Rodrigo Fernandez from PEPSICO to discuss marketing strategies for the Latino Community in the U.S. and hosted Latino leaders from across the company to share insights into their professional careers.



Pride@Resideo champions networking, community involvement, and professional development for the LGBTQ+ community at Resideo. In 2023, Pride@Resideo Pride events occurred throughout the year and during Pride Month.



Veterans@Resideo fosters a military-veteran-friendly environment for Resideo. In 2023, they hosted best-selling author Gunnery Sergeant Tee Hanible discussing her experience of resilience, leadership and the warrior spirit that lives within all of us.



Women@Resideo represents women in our industry and is committed to promoting company-wide gender parity. In 2023, they featured a panel of three Resideo female leaders to discuss topics including gender equity, healthy workplace cultures, and equity as a lens for decision making.

Veterans@Resideo

Veterans@Resideo continued its partnership with the Warrior Ranch Foundation, bringing awareness to PTSD and other challenges Veterans Face. In 2023, we helped celebrate our partner and security dealer Suffolks Security as their President Paul Romanelli was celebrated by the Foundation.



Pride@Resideo

Pride@Resideo hosted guest speakers during Pride Month speaking to the importance of psychological safety, a philosophy that is crucial to everyone in the workplace as it cultivates an atmosphere where individuals feel comfortable expressing themselves, sharing ideas and taking risks.



Impact

Taking action by improving the future of organizations, partners and individuals through positive impact in our community.

MATERIALITY TOPICS INCLUDED IN PILLAR

Community Involvement and Investment



Owning our Future by Investing in Impact

Resideo is committed to fostering positive change for its teams, customers and communities worldwide.

This commitment is demonstrated through our philanthropic investments and global employee volunteerism efforts. Our focus revolves around three core areas: training, safety and security and housing, which we support through both financial backing and the dedication of our time and talent.

ADI Received Pinnacle Award

ADI was honored to receive Mission 500's 2023 Pinnacle Award in recognition of the company and team members' commitment to various charitable initiatives over the years, including its volunteer backpack builds and annual fundraisers.



Training and Workforce Development

By investing in training and developing the future leaders in our field, Resideo, alongside our customers and partners, is building the talent needed to sustain and expand our industry.

Our focus on education, training and investing in future workforce development is centered on our worldwide training platforms: the ADI Academy and Resideo Academies.

ADI ACADEMY AND TRAINING

ADI Academy allows dealers to learn about the latest technologies in their field, enhance their business skills and earn Continuing Education Units (CEUs). ADI also offers numerous training opportunities to professionals through the ADI Expo training series, branch events and counter days, online webinar series and the on-demand ADI Academy training platform.

For 30 years, the ADI Expo visits 30+ cities across North America and Europe and provides a forum for customers to participate in product and industry training, see and test the newest products and network with industry peers. As online training continues to gain momentum, ADI has increased its online webinar training offering free webinars presented by experts at ADI and leading suppliers on some of the industry's top trends, technologies and challenges. Additionally, ADI has implemented an innovative digital experience platform to increase customer engagement across these sessions.

ADI Academy allows professionals to participate in industry and product training anytime, anywhere. With a wide variety of courses across several categories, customers can sign up for individual courses or get access to the full catalog of offerings with an annual subscription.

As a distributor, it's imperative that the ADI team remain up to date on the latest technologies to successfully serve customers. The ADI University internal training platform provides the sales team with comprehensive education on the newest products and market trends. Each ADI team member participates in weekly courses across a wide variety of relevant subjects.



RESIDEO ACADEMY AND TRAINING

Our Resideo Academy offers role-based technical training tailored for HVAC, plumbing and security professionals to better understand Resideo products. The training covers various aspects, including product installation and field interaction. With a focus on empowering the next generation of professionals, Resideo Academy addresses the workforce gap that worsened due to the COVID-19 pandemic.

The Resideo Academy Online Learning Platform, launched in 2022, serves global pro customers with daily and weekly webinars, public in-person trainings and private sessions covering HVAC, security, water, fire & life safety. We also offer tech tips and Energy Star education videos on our YouTube channel. The content aligns with Resideo's NPI process, featuring information and training on new products. More than 13,700 unique individuals engaged in training in 2023, including 654 face-to-face training courses globally.

Resideo Academy College Partnership Program engages with 11 technical colleges and their HVAC, Low Voltage / Electrical programs in North America and two colleges in the U.K., resulting in over 200 currently enrolled students preparing to enter the professional trade. In Minneapolis, Resideo granted tuition scholarships to six students at Minneapolis Community & Technical College in their HVAC program, matched dollar-for-dollar by the State of Minnesota Workforce Development Program. We also collaborated

with the College to install state-of-the-art HVAC and IAQ equipment, ensuring students work with cutting-edge technologies. For many students, the financial assistance from Resideo alleviated the stress of balancing education, work and family. Recipients have expressed deep gratitude for the support, emphasizing how it enabled them to focus on their education without the burden of financial strain.

In 2023, we continued our partnership with the Building Talent Foundation (BTF). The BTF focuses on addressing workforce shortages in the building sector by providing support, resources and initiatives to develop skilled professionals and connecting them with job opportunities in fields such as HVAC, security and plumbing. As a founding partner and social investor in BTF, Resideo implemented a College Partnership Program designed to aid technical students and faculty. This initiative furnishes partner colleges with current Resideo equipment, technical documents, pre-designed lab activities and offers job placement. Presently, the program has forged agreements with 11 colleges in North America and two in the U.K.



Safety and Security

Resideo prioritizes safety for families, children and communities through investments in nonprofit and community initiatives.

Resideo is dedicated to assisting customers in safeguarding their most valued possessions. As an extension of this commitment, we actively support nonprofit and community initiatives that prioritize safety for families, children and communities. Below are highlights of our key safety and security partnerships in 2023:

- In 2023, ADI raised more than \$114,000 for a virtual fundraising event for Mission 500, a nonprofit organization that acts as a catalyst for corporate social responsibility in the security industry. Mission 500 mobilizes volunteers to make a difference for children and families living in poverty across the United States. ADI has raised an estimated \$415,000 for Mission 500 since the beginning of their partnership.
- At the Kickoff Expo, team members and suppliers assembled more than 1,000 backpacks for local organizations affected by Hurricane Ian in Florida. In addition, 10% of all funds raised - or almost \$12,000 – went to Make-A-Wish Canada.
- ADI and P&S teams at Louisville, Kentucky Support Center packed 600 hygiene kits for local high schools' resource program that directly helps students that are currently unhoused or facing housing displacement.



ADI Employee Receives Mission 500 Humanitarian Award

Garrett Savage, Director of Category Strategy at ADI Global Distribution, was given the 2023 Mission 500 Humanitarian Award. This annual award recognizes an individual that's volunteered their time and efforts to support Mission 500's purpose to help children and families in need. Garrett was selected for his role in ADI's fundraising efforts, volunteer activities and his coordination of local community events.

"The ADI team has rallied around this great cause for years, and I am proud to represent a company that is committed to supporting communities locally and globally. Our partnership with Mission 500 is one way we can have a meaningful impact and help keep our communities connected and secure." said Garrett.

CASE STUDY

Protecting Moments with Safety You Can Trust

Throughout October 2023, Lowe's joined First Alert to mark the company's 65th anniversary by helping to educate communities about the importance of being prepared before an emergency strikes.

First Alert and Lowe's hosted fire safety events nationwide to provide trusted fire-safety protection and education to help make communities safer.

Resideo team members from across the country, and across departments, visited their local Lowe's for Fire Prevention Week. We had representatives from executive leadership to customer service, business development and human resources, to supply chain, marketing and sales.

Together, we championed the cause of fire prevention, bringing crucial safety conversations to our communities and lending our unwavering support to the brave first responders who protect what matters most.



Resideo Receives Vendor Partner Award from Lowes

Resideo was recognized as a division winner in the building products category at Lowe's Outstanding Suppliers Awards in November 2023. This recognition underscores Resideo's commitment to innovation and customer support.

Housing

Resideo plays a role in improving housing conditions for families in need around the world.

Our commitment to enhancing home environments extends beyond its products and professionals; Resideo actively engages in community initiatives aimed at improving housing conditions for families in need.

In 2023, we continued our partnership with Habitat for Humanity taking an active role in supporting the organization’s work through financial support, volunteering and product donation. Over 140 volunteers nationwide dedicated hundreds of hours to building homes, aligning with our commitment to make homes safer and more comfortable for our people across the world. By year-end, Resideo’s contributions included \$600,000 in cash and products. Resideo’s partnership with Habitat demonstrates the steps we’re taking to help protect what matters most: Our people, our customers and the planet.

Over the course of a three-day volunteer project, ADI and P&S team members from the local Melville office as well as ADI Global Headquarters partnered with Habitat for Humanity of Long Island volunteers to help with framing, exterior fencing, and floor installation.

In April 2023, Resideo and Johnstone Supply employees collaborated on renovations and new home construction in Detroit’s Morningside neighborhood as part of Habitat’s seventh #HomelsTheKey campaign.

In October 2023, Habitat for Humanity launched its #HomeEquals campaign, and 60 ADI and P&S team members volunteered a total of five days at two Habitat for Humanity sites in Melville, N.Y., and Louisville, K.Y.

In Louisville, there was a two-day volunteer project with Habitat for Humanity of Metro Louisville, where ADI and P&S team members from Louisville Support Center completed interior painting and trim work projects.



CONNECT 2023 Making a Difference Award

ADI partnered with Commercial Integrator to present AVI-SPL with the 2023 Make a Difference Award, spotlighting system integrators for their philanthropic endeavors. AVI-SPL, a digital solutions provider, was recognized for their “AVI-SPL Gives Back” program, engaging over 4,300 employees globally in supporting 37 nonprofits and raising funds for Girls Who Code. This award underscores AVI-SPL’s commitment to community impact and aligns with ADI’s core value of making a difference.



ADI Community Impact Award

ADI is committed to making a difference across the local communities it serves and recognizes its team members that go above and beyond to give back. The annual ADI Community Impact Award helps honor the work of those individuals that have positively impacted their community.

DeKaylon Greer, Digital Commercialization Specialist at ADI Dallas Support Center, was nominated by multiple team members and recognized for his work as a founder of the community outreach organization Feed the Streetz. DeKaylon has supported the organization by hosting a variety of donations, drives and community events.

Employee Volunteerism Engagement

Globally, our employees uphold Resideo's dedication to volunteerism and community involvement.

They are our greatest assets, actively working to. Annually, we invest in team members' capacity to contribute, encouraging participation in grassroots endeavors to effect local and global change. Some of our volunteer engagement events in 2023 included:

- ADI and P&S team members joining the Warrior Ranch Foundation Benefit, backing its mission to aid veterans, first responders and horses in need. The event showcased the Foundation's impact on veterans' transition to civilian life through live music, equine demonstrations and testimonials. Additionally, Paul Romanelli of Suffolk Security, an ADI and P&S customer, received recognition for his significant support to the foundation.
- At First Alert's Juarez office, employees renovated the "Maria Niña" orphanage, with 29 employees painting, patching and cleaning the entire facility. Their efforts enhanced living conditions for the girls currently residing there.

- In EMEA, colleagues in Nagykanizsa and Brno spearheaded impactful community initiatives. In Nagykanizsa, they painted kindergartens, cleaned parks and won gold in a local race, while in Brno, they won a charity football tournament supporting an elderly care center and participated in garbage collection clean-up efforts. These initiatives have left a lasting impact, earning praise and admiration from local communities.
- Every year ADI hosts an Earth Day Contest to generate ideas from team members on how to improve our environmental footprint at home or in ADI locations. 2023's winning idea was to add recycling bins in ADI offices and branches to separate trash from paper, plastic, bottles/cans and cardboard, an initiative implemented across ADI locations.





Trust

Driving a foundation of trust in the market through fair and ethical governance.

MATERIALITY TOPICS INCLUDED IN THIS SECTION

[Board Oversight of ESG Topics](#)

[Integrity and Compliance](#)

[Sustainable Supply Chain](#)

[Customer Privacy and Data Security](#)



At Resideo, fostering trust means aligning with the expectations of all stakeholders who rely on our products, including employees, investors, community members, customers and suppliers.

Our commitment to robust governance, ethics and responsibility demonstrates the standards established by our Board and senior management.

Board Oversight

At the end of 2023, our Board of Directors is comprised of 10 accomplished individuals, each bringing diverse expertise and perspectives to oversee and guide Resideo’s governance and strategic direction.

The members of our Board of Directors have a broad range of experience that spans different industries and encompasses the relevant business and technology sectors. Directors bring a variety of qualifications, skills and viewpoints to our Board that both strengthen their ability to carry out their oversight responsibilities on behalf of our shareholders and bring richness to Board deliberations.

Our Board is deeply engaged, provides informed and meaningful guidance and feedback, and maintains an open dialogue with management based on a clear understanding of our strategic plans. The Board consists of five standing committees: Audit, Compensation and Human Capital Management, Finance, Innovation and Technology and Nominating and Governance. Our Nominating and Governance Committee and the full Board regularly review our ESG initiatives, the Compensation and Human Capital Management Committee oversees our efforts with respect to Diversity, Equity, Inclusion and Belonging, and our Audit Committee provides oversight of our ethics and compliance program. For further details, refer to our [2023 Annual Report and 2024 Proxy](#).

2023 DIRECTOR DASHBOARD

90%

BOARD MEMBERS ARE INDEPENDENT

40%

OF OUR BOARD IS DIVERSE

10%

RACIALLY / ETHNICALLY DIVERSE

4.2

YEARS AVERAGE TENURE

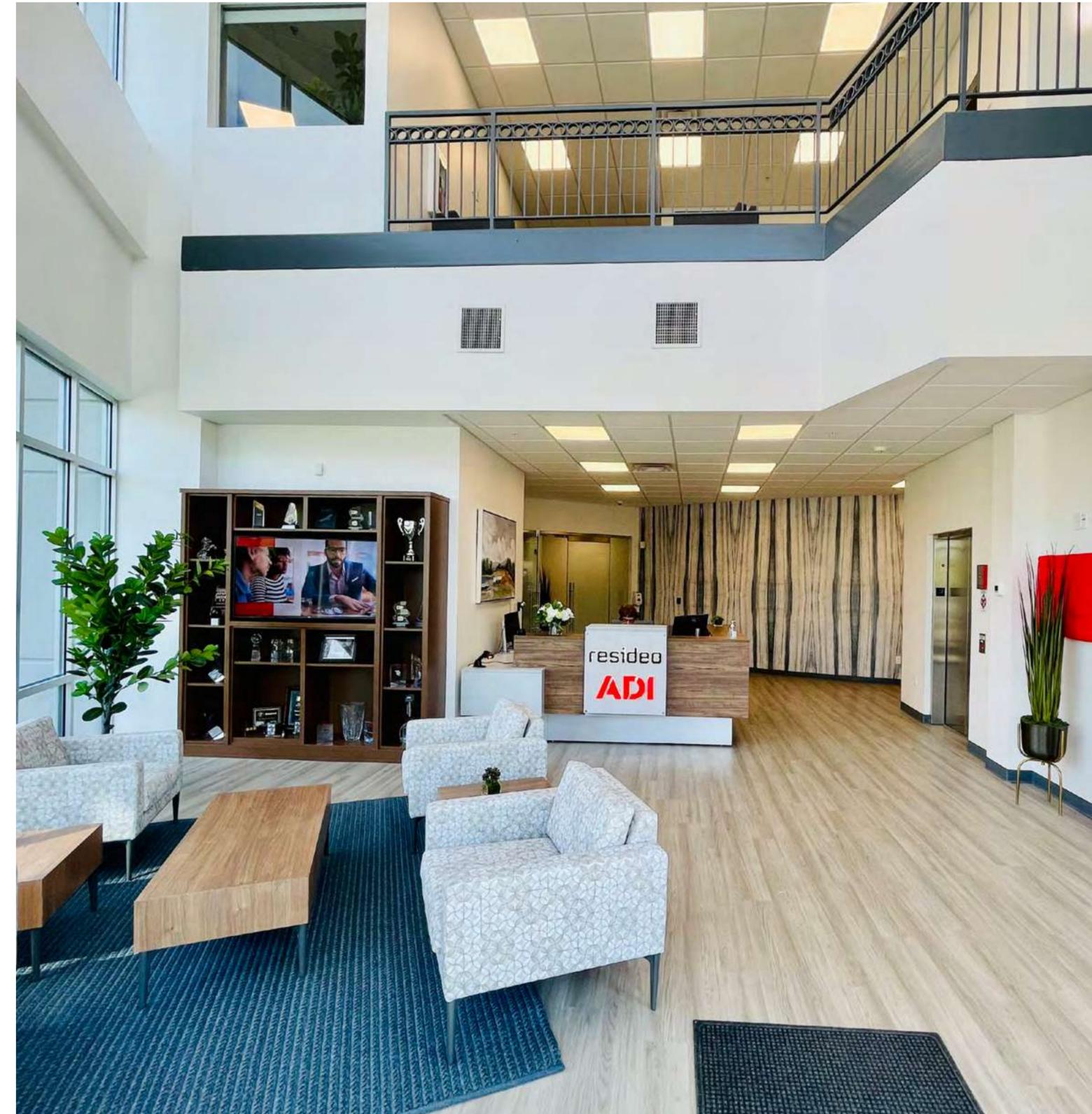
62

AVERAGE AGE

ESG Governance and Risk Management

Resideo's ESG and risk management initiatives are a collaborative effort led by our executive leadership and supported by a cross-functional team, with oversight by our Board of Directors and its committees.

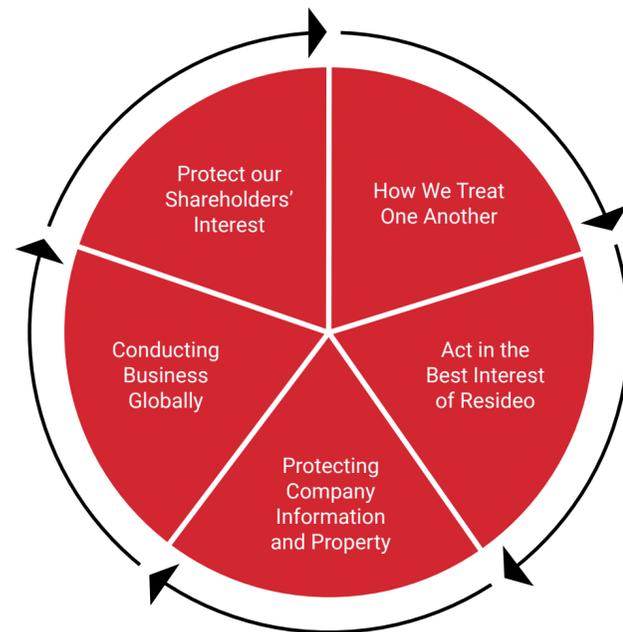
Resideo has established both an ESG Council and an ESG Steering Committee to oversee daily operations related to our ESG strategy and initiatives. The Steering Committee, comprised of leaders from various functions such as sustainability, operations, supply chain, human resources, health and safety and legal, convenes regularly to drive these efforts. Additionally, the broader ESG Council, which includes subject matter experts and regional leaders, delivers feedback and guidance on initiatives managed by the Steering Committee. Together these teams identify and address ESG-related risks across business units, including energy dependency, climate adaptation and cybersecurity threats among others. Through research, development and strategic partnerships, Resideo works to deliver solutions that provide lasting value across Resideo's entire value chain.



Integrity and Compliance

Resideo takes seriously its duty to maintain the utmost integrity in all aspects of its business operations and decision-making processes across the organization.

Resideo’s Chief Compliance Officer leads our Integrity and Compliance function. They are supported by a team of skilled professionals offering expertise on integrity and compliance matters, including legal and regulatory obligations company wide. Employees and our Board of Directors are guided by our Code of Business Conduct, which includes the Resideo behaviors and basic rules of conduct we expect from our team. For our 2023 attestation, Resideo had 100% compliance to commit to our Code from our employees career level 5 and above as well as from our Board of Directors. Our Code of Business Conduct is organized in five key areas:



Compliance Week

In 2023, Resideo launched its 4th annual Compliance Week. The growth of the Integrity & Compliance program was acknowledged with the themes of Speak Up and Doing the Right Thing front and center. The program included topics such as doing “the right thing” when faced with an ethical dilemma, avoiding improper gifts and hospitality, antitrust considerations, privacy and trade compliance, among other topics. Resideo underscored the significance of integrity and compliance, as outlined in our Code of Business Conduct, emphasizing the importance of nurturing trust with employees, customers, shareholders and suppliers.

Additionally, Jack Lazar, a member of Resideo’s Board of Directors and Chair of the Audit Committee, shared a special message emphasizing the importance of doing the right thing and conducting business ethically and in compliance with the law. In his video, Jack shared lessons learned from a colleague’s violation of the law, highlighting the critical need for ethical conduct. Employees were encouraged to listen to Jack’s message and utilize the resources available on Resideo’s intranet as part of the Compliance Week celebration.



OUR EXTENDED INTEGRITY AND COMPLIANCE PROGRAM ALSO INCLUDES THE FOLLOWING:

- Vocal commitment from senior leadership that we must always “do the right thing.”
- Thorough policies and procedures that supplement the Code of Business Conduct.
- Regional Integrity and Compliance Councils that promote communication between local business and functional leaders and the I&C function and whose members serve as I&C ambassadors in their regions.
- Global training on compliance and ethics matters and periodic assessment of ethics and compliance throughout the organization.
- Robust confidential reporting and investigation procedures and zero tolerance for retaliation against those who raise concerns in good faith.
- Significant focus to ensure compliance with anti-corruption laws and on potential risks of non-compliance.

OUR WHISTLEBLOWER POLICY AND PROTECTION

Employees, partners or any other stakeholders seeking clarification or voicing concerns regarding our Code of Business Conduct or any related activities are encouraged to speak up. Resideo provides multiple avenues to voice concerns, including our Integrity Helpline, and these avenues are promoted in numerous ways, including in our Code and policies, on internal and external webpages, on badges for employees that contain Helpline phone numbers, digital signage and manager toolkits and tier messages. Reports submitted to our Integrity & Compliance team are treated with utmost seriousness, and our Helpline provides round-the-clock availability managed by an independent third-party provider, ensuring linguistic inclusivity. Retaliation against individuals who raise concerns in good faith is strictly prohibited, and all concerns raised are promptly investigated. The contact details for the Helpline are prominently featured in our publicly accessible Code of Business Conduct, available for access via phone, web or email. The Helpline can be accessed by phone at 1-855-372-5695 or via the web at resideo.ethicspoint.com, and our Integrity & Compliance team can be reached at integrity@resideo.com.

Trade Compliance

Resideo adheres to international trade regulations governing both imports and exports throughout our operations.

Resideo's Trade Compliance Team maintains a global presence, fostering robust partnerships in regions where Resideo operates. This team facilitates daily customs processes and collaborates closely with authorized customs agents and officials for Import and Export Declarations. They also address inquiries from internal stakeholders like sales and logistics, as well as external entities including customs authorities and suppliers. The Trade Compliance Team has deployed tools to ensure that orders are only accepted from, and shipments made to, countries or persons not under sanctions and to streamline international shipments, ensuring adherence to regulatory standards concerning sanctions, embargoes and export licenses.

Political Action

Resideo does not contribute to nor directly support political candidates and does not operate a Political Action Committee (PAC).

While we participate in various trade associations, we do not fully adopt any single organization's regulatory or legislative agendas or platforms.



Sustainable Supply Chain

Resideo selectively partners with suppliers who share our commitment to ethical practices and responsibility.

The Supplier Code of Conduct outlines our standards for ethical conduct in accordance with relevant laws and regulations. Suppliers affirm their commitment to this code during contract negotiations with Resideo and are periodically audited to ensure compliance with our policies. Additionally, suppliers accessing our vendor portal, utilized by nearly 600 suppliers worldwide, must acknowledge adherence to our Code of Conduct. Also, by providing our Supplier Code of Conduct on our Resideo.com website, we foster transparency and open communication with stakeholders, shareholders and communities to uphold our commitment to being a responsible neighbor and partner.

RESPONSIBLE PROCUREMENT

Resideo utilizes Assent Compliance to conduct supply chain due diligence on various regulations such as ROHS, REACH, PRO65, POP, Conflict Minerals and SCIP-WFP. Through Assent's online portal, regulations across Resideo and its suppliers' locations are tracked, and suppliers are regularly prompted to confirm their compliance. Resideo's procurement and environmental compliance representatives hold regular meetings with the Assent team to assess supplier responsiveness and implement corrective actions when needed.

SUPPLIER SUSTAINABILITY

In 2022, we initiated the deployment of the EcoVadis platform to oversee the ESG initiatives integrated throughout our supply chain, and we continued this progress in 2023. Our EcoVadis implementation is with our top vendors in each business unit, which is approximately 79% of our total supply chain spend annually. To date, 114 vendors of Resideo and 84 vendors of ADI have responded to our EcoVadis request. This represents an estimated 83% response rate for Resideo suppliers and a 63% response rate for ADI suppliers. We expect a 90% response rate by the end of 2024.

Resideo is actively collaborating with suppliers to guide them through the EcoVadis assessment process and educate them on the significance of supply chain sustainability and data. In instances where suppliers receive lower ratings, Resideo facilitates training sessions using the EcoVadis platform and engages site buyers to request corrective actions. Suppliers are supported in improving their ratings for subsequent assessments, with Resideo ensuring that vendors acknowledge their readiness to implement corrective actions.

Supply Chain Efficiency

In 2023, ADI partnered with smart home and operations company, SmartRent to improve the efficiency of ADI's operations through a two-day Kaizen workshop. By collectively mapping our inbound and outbound goods receipt process, we identified opportunities to reduce waste in the chain. This collaboration resulted in several improvements, including reduced reliance on local third-party storage solutions, freight reduction through order consolidation and overall inventory level reduction by up to 30%.

CASE STUDY

Meet Our Suppliers

Resideo's top 136 suppliers are evaluated through the EcoVadis platform to assess and determine their ESG performance.

Part of the assessment includes guidance and support to suppliers on how to enhance their sustainability performance. Below are a few highlights of suppliers who have engaged in an EcoVadis assessment and made advancements in their ESG efforts.

- **Victory Packaging** has introduced Corrugated Biodegradable Package Bags for small shipments, addressing the challenge of packaging items too small for standard boxes. Their system-driven approach to package selection prioritizes the use of the smallest boxes possible, minimizing waste. Additionally, Victory Packaging has opted for recyclable Pregis air pillows and is exploring alternatives, such as paper craft machines, to potentially eliminate the need for air pillows altogether.

- **Cardon Electronics SAS** recently acquired a recycling facility in France, specializing in dismantling waste and reselling selected materials. Resideo has partnered with Cardon Electronics SAS in the past and in 2024, we are exploring using their services for material recycling.
- Resideo collaborated with **R.R. Donnelley (RRD)** to overhaul our packaging and product lines, aimed at reducing Resideo's carbon footprint. Leveraging RRD's expertise, Resideo achieved significant reductions in packaging material and production time. The project resulted in a 95% reduction in plastic use, a 35% decrease in packaging size and a more than 75% decrease in production time.



ECOVADIS SILVER

Resideo was awarded EcoVadis Silver Medal, placing us in the top 8% of our peer category. This placement marks a 10-point increase from our 2022 submission. We are proud to set this rigorous standard across 21 sustainability criteria including environment, labor & human rights, ethics and sustainable procurement. Resideo plans to resubmit our EcoVadis assessment for reevaluation in October 2024.

Human Rights

Resideo is committed to prioritizing human rights at all stages of our supply chain.

Resideo's Code of Business Conduct establishes guidelines to safeguard the dignity and respect of our workforce worldwide. We unequivocally prohibit discrimination and harassment and adhere to all relevant regulations concerning freedom of association. Additionally, we have implemented policies to address human trafficking and ensure compliance with child labor, minimum wage and overtime laws throughout our organization

We are steadfast in our commitment to upholding human rights and treating all individuals with dignity and respect within our supplier relationships. Our Supplier Code of Conduct outlines expectations regarding human rights including:

- Fair treatment and commitment to a workplace free of harassment and unlawful discrimination.

- No involuntary labor or human trafficking. As a part of this commitment, we also prohibit destroying, concealing or confiscating identity or immigration documents, use of fraudulent recruiting tactics or charging employees unreasonable recruiting fees or providing inadequate housing based on local standards, laws and directives.
- No child labor. The minimum age for employment or work is 16 years of age, the minimum age for employment in that country or the age for completing compulsory education in that country, whichever is higher.
- All workers must earn at least the minimum wage required by law and be provided all legally mandated benefits. Workers must be compensated for overtime hours at the rate required by laws and regulations locally.
- All subcontractor work is covered by the Supplier Code of Conduct.

Privacy and Data Security

Resideo places paramount importance on the privacy of our end users and ensuring the security of their personal data.

We ensure compliance with local laws and regulations concerning personal data across our global business units, directing when and how it can be shared and what measures are necessary to safeguard it.

Resideo's Data Governance Council, in collaboration with our Chief Data Officer and Group Data Protection Officer, ensures adherence to best practices in collecting, utilizing and managing personal data throughout its lifecycle. Privacy is integrated into our daily operations, with compliance and review procedures initiated prior to the launch of new products or significant updates to existing ones, allowing us to identify and address privacy risks promptly.

In 2022, Resideo rolled out a Privacy by Design framework, fully implementing it in 2023 for all new products, ensuring they adhere to privacy requirements from inception. Internal Privacy Champions underwent comprehensive training to enforce privacy standards, while employees received training via our Learning Management System and attended Cybersecurity Awareness Month to better ensure security. Engineering teams received on-demand webinars and role-based training, and Security Champions benefited from webinars, mentoring sessions and industrial certification training to uphold privacy and security protocols.



APPENDICES

MATERIALITY TOPICS INCLUDED IN THIS SECTION

SASB Index

TCFD Index

About This Report

Resideo is proud to publish our third annual Environmental, Social and Governance (ESG) report, demonstrating our commitment to accountability and transparency across our operations

The data represented in this report, unless otherwise stated, reflects calendar year 2023. Select highlights from 2024 initiatives have been included for context and support. This report aligns to the Sustainability Accounting Standards Board (SASB) standards for resource transformation: electrical and electronic equipment sector and multiline and specialty retailers and distributors. We are also sharing a disclosure aligned with the Task Force on Climate-Related Financial Disclosures (TCFD).

Forward Looking Statements

This report contains certain statements that may be deemed “forward-looking statements” within the meaning of Section 21E of the Securities Exchange Act of 1934. All statements, other than those of historical fact, that address activities, events, or developments that we or our management intends, expects, projects, believes, or anticipates will or may occur in the future are forward-looking statements. We use words such as “aim,” “anticipate,” “believe,” “commit,” “drive,” “estimate,” “ensure,” “expect,” “aspire,” “goal,” “intend,” “may,” “mission,” “plan,” “project,” “seek,” “strategy,” “strive,” “target,” “will,” and “would” or similar expressions to identify forward-looking statements. All such statements are intended to enjoy the protection of the safe harbor for forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended. Our actual future results, including the achievement of our targets, goals, or commitments, could differ materially from our projected results due to changes in circumstances, assumptions not being realized, or other risks, uncertainties, and factors. Such risks, uncertainties, and factors include those discussed in Item 1A of our most recent Annual Report on Form 10-K and subsequent quarterly reports on Form 10-Q filed with the

SEC. The information and opinions contained in this report are provided as of the date of this report and are subject to change without notice. We undertake no obligation to update any forward-looking statements contained in this report as a result of new information or future events or developments. This report represents our current policy and intent and is not designed to create legal rights or obligations. The standards of measurement and performance contained within are developing and based on assumptions, and no assurance can be given that any plan, initiative, projection, goal, commitment, expectation, or prospect set forth in this report can or will be achieved. We urge you to consider all the risks, uncertainties, and factors identified above or discussed in such reports carefully in evaluating the forward-looking statements made here. In addition, the inclusion of information in this report, or the manner in which it is described herein, should not be construed as a characterization regarding the materiality or financial impact of that information. No part of this report or our website constitutes, or shall be taken to constitute, an invitation or inducement to invest in us or any other entity and shall not be relied upon in any way in connection with any investment decisions.

Resideo SASB Disclosures - Electrical & Electronic Equipment and Multiline and Specialty Retailers & Distributors

Resideo is proud to report based on recommended metrics for Sustainability Accounting Standards Board (SASB) framework for both Electrical & Electronic Equipment and Multiline and Specialty Retailers & Distributors. We have reported here all metrics in this standard which are material to the Resideo business. We will continue to evaluate additional metrics in the future. All data presented here is for the year ended December 31, 2023 unless otherwise noted. Throughout this report and in appendices, the scope of key data points is detailed in footnotes.

SASB Standard	SASB Topic/Code	Accounting Metric	Category	Unit of Measure	Disclosure
Energy Management					
Electrical & Electronic Equipment	RT-EE-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	(1) 696,503.4 (2) 54.09% (3) 0.1%
Multiline and Specialty Retailers & Distributors	CG-MR-130a.1				
Water Management					
Electronic Manufacturing Services & Original Design Manufacturing	TS-ES-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic metres (m ³), Percentage (%)	(1) 420 m ³ , 90.8% in water stressed areas. Other criteria in TC-ES-140a.1 (1) (e.g., breakout by source) is excluded. (2) 92 m ³ , 94.1% in water stressed areas
Hazardous Waste Management					
Electrical & Electronic Equipment	RT-EE-150a.1	Amount of hazardous waste generated, percentage recycled	Quantitative	Metric tons (t) Percentage (%)	576 metric tons, 70.5% recycled
Electrical & Electronic Equipment	RT-EE-150a.2	Number and aggregate quantity of reportable spills, quantity recovered	Quantitative	Number, Kilograms (kg)	Zero reportable spills in 2023

SASB Standard	SASB Topic/Code	Accounting Metric	Category	Unit of Measure	Disclosure
Data Security					
Multiline and Specialty Retailers & Distributors	CG-MR-230a.1	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	Resideo ESG Report: Trust Section: p. 46.
Multiline and Specialty Retailers & Distributors	CG-MR-230a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Quantitative	Number, Percentage (%)	SEC Filings: Information on material data breaches is disclosed in our 2023 Annual Report on Form 10-K and in our 2023 Quarterly Reports on Form 10-Q.
Product Safety					
Electrical & Electronic Equipment	RT-EE-250a.1	Number of recalls issued, total units recalled	Quantitative	Number	Zero recalls in 2023.
Electrical & Electronic Equipment	RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	Reporting currency	SEC Filings: Information on legal proceedings is disclosed in our 2023 Annual Report on Form 10-K and in our 2022 Quarterly Reports on Form 10-Q.
Labor Practices					
Multiline and Specialty Retailers & Distributors	CG-MR-310a.1	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	Quantitative	Reporting currency, Percentage (%)	Resideo does not disclose our average hourly wage, but our Code of Conduct and Supplier Code of Conduct outline that all workers must earn at least the minimum wage required by law and provide all legally mandated benefits. Workers must be compensated for overtime hours at the rate required by laws and regulations locally. More information on our commitment to Human Rights can be found in our Resideo ESG Report: Trust Section: p. 46.
Multiline and Specialty Retailers & Distributors	CG-MR-310a.2	(1) Voluntary and (2) involuntary turnover rate for in-store employees	Quantitative	Rate	Resideo does not disclose this information. Information about employee engagement and satisfaction can be found in our Resideo ESG Report: Commit Section: p. 29.
Multiline and Specialty Retailers & Distributors	CG-MR-310a.3	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Quantitative	Reporting currency	SEC Filings: Information on legal proceedings is disclosed in our 2023 Annual Report on Form 10-K and in our 2023 Quarterly Reports on Form 10-Q.

SASB Standard	SASB Topic/Code	Accounting Metric	Category	Unit of Measure	Disclosure
Materials Sourcing					
Electrical & Electronic Equipment	RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a	Resideo ESG Report: Trust Section: p. 46.
Business Ethics					
Electrical & Electronic Equipment	RT-EE-510a.1	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	Discussion and Analysis	n/a	Resideo ESG Report: Trust Section: p. 46.
Electrical & Electronic Equipment	RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Quantitative	Reporting currency	SEC Filings: Information on legal proceedings is disclosed in our 2023 Annual Report on Form 10-K and in our 2022 Quarterly Reports on Form 10-Q.
Electrical & Electronic Equipment	RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	Reporting currency	SEC Filings: Information on legal proceedings is disclosed in our 2023 Annual Report on Form 10-K and in our 2023 Quarterly Reports on Form 10-Q.
Activity Metr Activity Metrics					
Electrical & Electronic Equipment	RT-EE-000.A	Number of units produced by product category	Quantitative	Number	Resideo does not disclose this information.
Electrical & Electronic Equipment	RT-EE-000.B	Number of employees	Quantitative	Number	15,160 Employees Globally
Multiline and Specialty Retailers & Distributor	CG-MR-000.A	Number of: (1) retail locations and (2) distribution centers	Quantitative	Number	Resideo does not disclose this information.
Multiline and Specialty Retailers & Distributors	CG-MR-000.B	Total area of: (1) retail space and (2) distribution centers	Quantitative	Square meters (m2)	Resideo does not disclose this information.

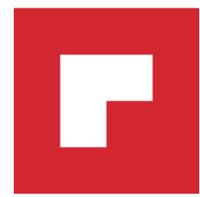
Task Force On Climate-Related Financial Disclosures (TCFD) Index

Resideo is proud to report based on Task Force on Climate-Related Financial Disclosures' (TCFD) framework for the first time. We will continue to build our climate-related risk and strategy reporting in the future, expanding our reporting process to include key categories of Scope 3 emissions in our 2023 report. All data presented here is for the year ended December 31, 2022 unless otherwise noted.

Topic	Recommended Disclosure	Response
Governance	A) Describe the board's oversight of climate-related risks and opportunities	Resideo's Board of Directors is briefed regularly about Resideo's ESG initiatives, with sustainability and certain key ESG activities overseen more comprehensively by our Nominating and Governance Committee. In addition, the Compensation and Human Capital Management Committee provides oversight for Resideo's Diversity, Equity, Inclusion and Belonging initiatives. More information about our Board and their processes can be found in the Trust section of this report and in our 2023 Annual Report and 2024 Proxy.
Governance	B) Describe the management's role in assessing and managing risks and opportunities.	<p>Resideo maintains an ESG Council and Steering Committee to oversee the day-to-day activities of our ESG initiatives. The ESG Steering Committee meets regularly and is comprised of leaders from key functions and teams including sustainability, operations and product management, supply chain, marketing, legal, health, safety and environment, integrity and compliance, human resources, data privacy and cyber-security. The larger ESG Council brings together additional subject matter experts and regional leaders who review work completed by the Steering Committee and provide feedback and guidance on ESG initiatives across Resideo.</p> <p>Resideo recognizes that the effects of climate change are impacting every geography, individual, and business around the globe both economically and environmentally. Our climate risk management processes are managed as a part of our overall Enterprise Risk Management (ERM) process. In 2024, we outlined key climate-related risks in our 2023 Annual Report and 2023 Proxy including our risks related to adverse weather events and natural disasters as well as continuing regulations and societal actions in response to climate change.</p>
Strategy	A) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	In 2021, we assessed our most important ESG-related topics through a formal materiality assessment. As our ESG initiatives grow in scope, we are working to ensure our resources and energy are allocated to the most important material topics for Resideo's business and stakeholders. In 2023, we revisited our materiality topics to ensure they align to our five ESG pillars and match our current goals internally. This materiality assessment details the environmental and climate-related topics that are most material to Resideo's global business. In addition to these topics, our innovation team is actively considering climate-related risks in the execution of our New Normal program, the details of which are included in the Innovation section of this report.

Topic	Recommended Disclosure	Response
Strategy	B) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	Resideo is working to integrate processes across key functions in the organization to enhance our risk management and reporting of climate risk across the company's footprint. This includes climate and weather risk for Resideo's facilities, logistics operations, and storage locations globally. Our ERM process oversees business continuity planning for Resideo's full footprint. In addition, climate-related risks and opportunities are actively integrated into the way we design and innovate our products and solutions globally. Our Products & Solutions business unit recently added a Senior Vice President of Business Development and Services role to the team, which includes Energy Management as a key service area of prioritization for Resideo globally. Recognizing a clear energy economy is an major opportunity for Resideo, our business is integrating climate-related goals into our product innovation for the future.
Strategy	C) Describe the resilience of the organisation’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Following our launch as a public company in 2018, we have worked hard to understand and measure our footprint and to plan goals around mitigating our environmental impact. We have undergone company-wide efforts to analyze our environmental data, ensure that data is consistently and accurately tracked worldwide, and establish new baseline data that will improve our target-setting for environmental excellence today and in the future. In our inaugural 2021 ESG Report, we noted that we were evaluating our reduction goals set early in our life as a public company and working to establish measurement capabilities that set new baselines and ensure we can align our targets to globally respected frameworks. Our 2023 ESG Report details baseline climate data and builds a strong foundation for setting targets for our future environmental progress.
Risk Management	A) Describe the organization’s processes for identifying and assessing climate-related risks.	<p>All risks at Resideo are identified and assessed through an Enterprise and Fraud Risk Assessment (EFRA) regularly. In 2024, we outlined key climate-related risks in our 2023 Annual Report and 2024 Proxy including our risks related to adverse weather events and natural disasters as well as continuing regulations and societal actions in response to climate change. Specifically, these risks included:</p> <ul style="list-style-type: none"> • The risk of earthquakes, hurricanes, fires, power outages, floods, pandemics, epidemics, natural disasters and other catastrophic events or other public health emergencies, such as the coronavirus (COVID-19) outbreak. • Regulations and societal actions to respond to global climate change including the shift away from fossil fuels to alternative power sources that could affect both Resideo and our OEM customers' businesses.
Risk Management	B) Describe the organization’s processes for managing climate-related risks.	Resideo will continue to update our materiality matrix regularly and work with our ERM process to identify climate-related risks and report them in both our annual ESG Report and our Annual Report and Proxy Statement.
Risk Management	C) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	All risks at Resideo are identified and assessed through an Enterprise and Fraud Risk Assessment (EFRA) regularly. Each risk is assigned ownership across Resideo and a set of key risk indicators (KRIs) are identified alongside mitigation and response strategies. Once a risk has been categorized in this process, ongoing risk monitoring is informed by metrics and KRIs as well as risk escalation protocols globally. Quarterly, we report on these risks to our executive leadership team and Board of Directors, with targeted views of risk management supporting decision-making in their key areas of focus.

Topic	Recommended Disclosure	Response
Metrics and Targets	A) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	In this report, we are disclosing for the first time metrics related to energy, emissions, water, and waste. All details regarding this metrics can be found in the Reduce section of this report.
Metrics and Targets	B) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Scope 1 emissions: Metric tons CO2e, 13,422 Scope 2 emissions (market based): Metric tons CO2e, 44,139 Scope 2 emissions (location based): Metric tons CO2e, 41,845 Total Scope 1 and 2 (location based) emissions: Metric tons CO2e, 55,266
Metrics and Targets	C) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	In our inaugural 2021 ESG Report, we noted that we were evaluating our reduction goals set early in our life as a public company and working to establish measurement capabilities that set new baselines and ensure we can align our targets to globally respected frameworks. Our 2022 ESG Report details baseline climate data and builds a strong foundation for setting targets for our future environmental progress.



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