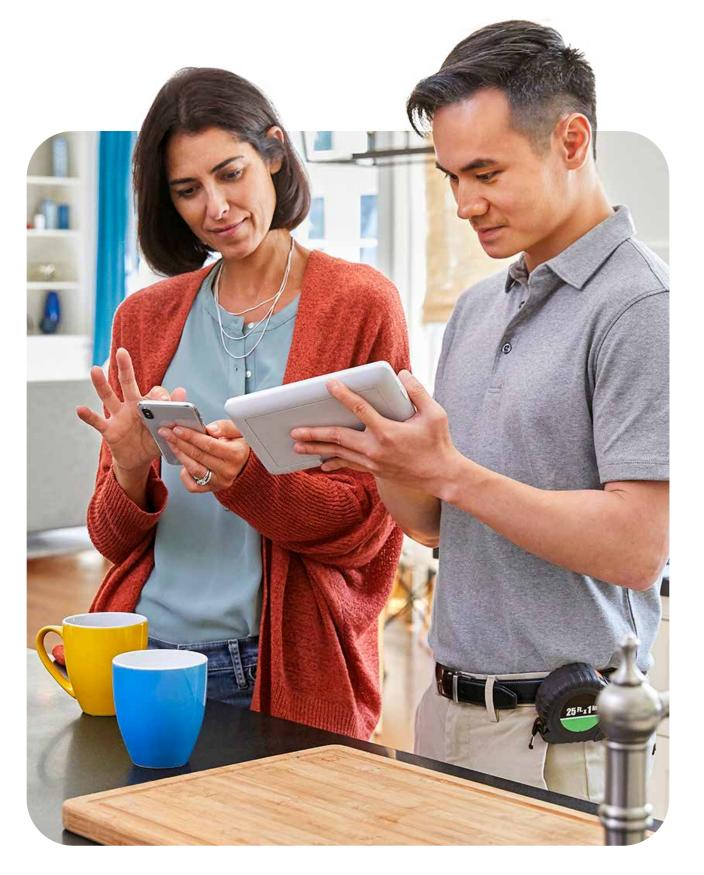
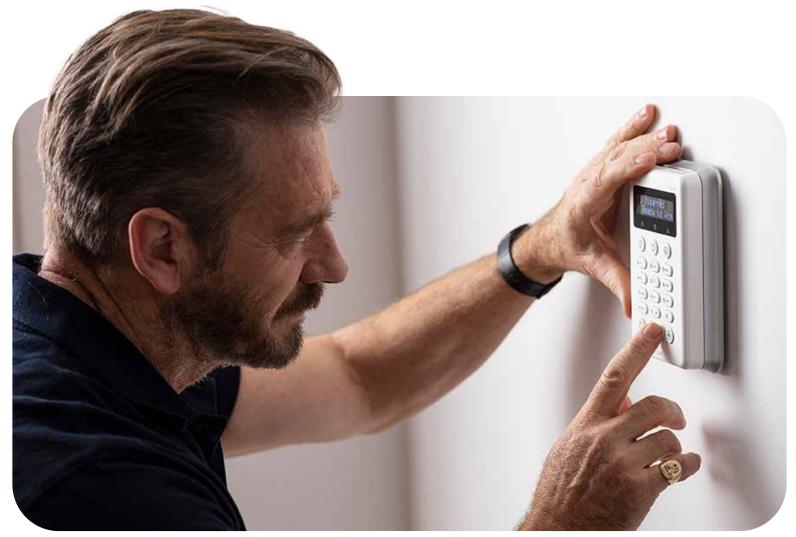
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The Future Is Ours To Build

CORPORATE RESPONSIBILITY REPORT 2024







The Future Is Ours To Build

A Letter from Jay Geldmacher, President and CEO



This past year marked an important chapter in Resideo's journey.

Our continued progress and future plans reflect how we continue to evolve as a company - strategically, operationally and culturally, to ensure we remain resilient and relevant in a world that demands smarter, safer, more sustainable solutions.

The coming months and years are even more significant as in July 2025 we announced our intent to separate the ADI Global Distribution business from our Products & Solutions (P&S) business. This anticipated separation is the natural step forward for each business and we look forward to the creation of

two world-class companies with focused, independent strategies and profitable growth opportunities ahead for each in their respective markets.

Our 2024 Corporate Responsibility Report is titled "The Future Is Ours to Build," a theme that reflects both our responsibility and our opportunity. From the spaces we support to the technologies we develop, Resideo is shaping a future where innovation, safety and sustainability come together to help protect, provide comfort and deliver more efficient resources.

We are proud to share three significant steps we've taken that will shape how we grow our business and strengthen our commitment to sustainable and ethical business practices:

Building Our Corporate Responsibility Strategy

We updated our Corporate Responsibility strategy to reflect where we are today and where we are going. Built on four key areas—Sustainable Innovation, Operational Responsibility, People & Community and Governance & Accountability—our updated strategy ensures that environmental and social responsibility are not adjacent to our business; they are embedded in how we operate, innovate and serve. It is through this lens that we are bringing our vision of safer, more energy-and water-efficient homes to life, while creating value for our employees, customers, partners and communities.



The Future Is Ours To Build" serves as inspiration for the future and a reminder of our responsibility. The work we do today, in every lab, facility and community, lays the foundation for a better tomorrow.

Advancing Transparency Through Double Materiality

We completed our double materiality assessment in preparation for the European Union's Corporate Sustainability Reporting Directive (CSRD). By incorporating feedback from our employees, customers and key external stakeholders, and aligning with evolving regulatory expectations, we are strengthening the foundation of our Corporate Responsibility strategy and practices. This work ensures our priorities remain focused on the topics that matter most—those that create meaningful value and mitigate long-term risk.

Delivering More Through Strategic Growth

In 2024, we also completed the \$1.4 billion acquisition of Snap One, a leader in smart living solutions. This integration enhanced our ADI Global Distribution business and

accelerated our position in smart home and security markets. It also expanded our ability to deliver integrated, energy-efficient and sustainable solutions that support our customers' lives while improving the resilience of their homes and businesses. Together with Snap One, we built a broader platform to drive innovation and sustainability forward, supporting our shared vision of smarter, safer living.

As we look ahead, "The Future Is Ours to Build" serves as an ethos for the future that lies ahead for both businesses and a reminder of their responsibilities. As a standalone company, ADI Global Distribution will continue to be the leader in security and low-voltage distribution, and Resideo P&S will continue to be a leading building products manufacturer focused on residential controls and sensing solutions. The mission for both companies remains unchanged; to maximize comfort, to enable safety and to deliver

cost savings and value to homeowners and businesses. Overall, the work we all do today lays the foundation for a better tomorrow. I want to thank all our employees for their ongoing commitment to our mission, and our partners and stakeholders for their trust and collaboration. We are proud of the progress reflected in this report, and we look forward to continuing this work with transparency, accountability and purpose.

Sincerely,

Jay Deldmacher

Jay Geldmacher President and CEO

About Resideo

Resideo is a leading global manufacturer, developer, and distributor of technology-driven sensing and controls products and solutions for residential and commercial endmarkets. We are a leader in the home heating, ventilation, and air conditioning controls markets, as well as the smoke, carbon monoxide detection and fire suppression product markets worldwide.

Building on our 130-year heritage, Resideo's solutions and services can be found in over 150 million residential and commercial spaces globally, with tens of millions of new devices sold annually. We are a trusted partner to over 100 thousand professional contractors, installers, dealers, and integrators, and serve these professionals through leading distributors, including our ADI Global Distribution business.

Resideo's Family of Brands



Resideo At-a-Glance



Resideo Products & Solutions

A leading global developer and manufacturer of air, energy, security, and water products and solutions

Presence in

150M+

Residential and Commercial Spaces

\$2.6B

Revenue

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\$6.8B

2024 Revenue¹

Platforms Serving Over

100,000+

Pro Contractors

200+

ADI distributor locations

13.2M

Connected P&S Customers

14,700+

Employees in 36 Countries

2,900

Active Patents

ADI

ADI Global Distribution

Leading global wholesale distributor of security, fire, AV and other low-voltage products

#1

Global Distributor for Security and Low-Voltage products²

\$4.2B

FY24 Net Revenue¹

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¹ The selected financial metrics shown for Resideo and ADI include contributions from Snap One, which was acquired in June 2024 and first appear in Resideo's Q2 '24 results.

² Source: Market data from IHS Markit



Our CR Strategy

Building the Future Through Safety and Sustainability

We have updated our Corporate Responsibility strategy to reflect our ongoing evolution, reinforcing our commitment to creating a smarter, safer and more sustainable world. Our mission, purpose and values remain the foundation of everything we do, and we recognize the significant role we play in shaping a better future for our employees, customers and communities.

Our strategy focuses on efficient, sustainable solutions that enhance comfort, safety and security, and support our communities. It is built on four core focus areas that inform our work across our business units: Sustainable Innovation; Operational Responsibility; People & Community; and Governance & Accountability. These focus areas guide our integration of sustainable and ethical practices, helping us deliver long-term value for stakeholders.

Since becoming a public company in 2018, we have aligned our priorities, processes and people to simplify the connected world – delivering solutions that improve safety and security as well as energy and water efficiency in homes and buildings. Our updated strategy furthers this mission by driving innovation and sustainability. We are focused on delivering products that help create safer, more efficient homes while benefiting the planet. Together, we are building a future where our products simplify the connected world so people have peace of mind and can focus on what matters most.

EcoVadis Silver

Resideo was awarded EcoVadis Silver Medal, for a third consecutive year, placing us in the top 12% of our peer category. We are proud to have met this rigorous standard across 21 sustainability criteria including environment, labor & human rights, ethics and sustainable procurement.



Corporate Responsibility Strategy



Sustainable Innovation

Support the designing of energyefficient and resource-conscious products that help customers reduce their environmental impact while enhancing safety and well-being.



Operational Responsibility

Advance cradle-to-grave sustainability through life cycle analysis (LCA) and apply endto-end (E2E) principles across design, packaging, operations and logistics to drive efficiency and reduce environmental impact.



People & Community

Create a positive, inclusive work environment that fosters employee growth, engagement and well-being while driving meaningful impact in the communities where we operate.



Governance & Accountability

Uphold strong governance practices that promote ethical leadership, transparency and long-term value creation for our stakeholders.

2024 Highlights

Sustainable Innovation

Resideo thermostats offset the energy use of

393,000

homes annually³

5.8M

gallons of water saved⁴

\$6.7M

in avoided insurance claims in 2024⁴

Operational Responsibility

50%

emissions reduction by 2035 for Scope 1 and 2 GHG emissions

14,925

solar panels installed, expected annual savings of over 3,600 metric tons of CO₂e annually⁵

91%

of manufacturing sites certified to ISO 14001, 82% ISO 45001 and 45% ISO 50001

People & Community

827

employees participating in six global employee resource groups (ERGs) at EOY 2024

43.4%

of global workforce is female

84.47%

employee Voice Survey (EVS) Response Rate in 2024

Governance & Accountability



Awarded EcoVadis Silver Medal for 3rd consecutive year

36%

of our Board is diverse

91%

of our board members are independent

- 3. Saving 2.9 million metric tons of CO2e. Estimated energy savings from Resideo connected thermostats in 2024 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.
- 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.
- 5. Estimated energy use was equated using the EPA's Greenhouse Gas Calculator. Annual estimated savings reflect solar panel installations completed in 2024 and early 2025.

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Material Topics

Our Materiality Process and Outcomes

In 2025, Resideo conducted a double materiality assessment in preparation for the European Union's Corporate Sustainability Reporting Directive (CSRD).

The assessment incorporated feedback from internal and external stakeholders, analysis of industry trends, peer benchmarking and alignment with evolving regulatory frameworks and best practice standards. Through surveys, subject matter expert interviews and customer feedback, we gathered valuable insights to help shape our findings.

The results of this assessment will further strengthen the foundation of our Corporate Responsibility strategy by guiding our actions and reporting. The assessment also supports alignment across our business units, enabling a consistent and integrated approach to sustainability. As Resideo continues to grow and adapt to evolving global dynamics and regulatory expectations, we will regularly revisit and refine our material topics to stay aligned with stakeholder priorities and sustainability best practices.

Materiality Topics

Our 2025 double materiality assessment identified 21 priority topics and included an analysis of the positive and negative impacts, risks and opportunities. A topic was deemed material based on whether it met the threshold for impact on business, society and/ or the environment.



Material Topics

ENVIRONMENTAL

Sustainable Innovation

- Manufacturing Automation & Al
- Product Innovation & Quality
- Product Life Cycle & Stewardship

Operational Responsibility

- Carbon Emissions
- Climate Change Risk
- Waste Management
- Water Stewardship

SOCIAL

People & Community

- Community Involvement & Investment
- Culture & Inclusion
- Employee Development
- Employee Engagement & Well-Being
- Employee Health & Safety
- Employee Incentives & Benefits

GOVERNANCE

Governance & Accountability

- Board & Executive Leadership Oversight
- Customer Privacy & Data Security
- Corporate Responsibility Compliance
- Executive Compensation
- Human Rights
- Integrity & Compliance
- Responsible Sales & Marketing Practices
- Supply Chain Management & Sustainability

The Acquisition of Snap One

Building the Future of Smart-Living Products and Services

In 2024, Resideo completed the \$1.4 billion acquisition of Snap One, a leading provider of smart-living products, services and software for professional integrators.

This important milestone expands our ADI Global Distribution offering, strengthens our position in the smart living and security markets and deepens our impact in building safer, smarter and more energyefficient homes and businesses.

Integrating Snap One into ADI enhances the breadth of solutions available to our customers, while advancing our capabilities to deliver smarter, safer and more sustainable living environments. Together with Snap One, we are bringing a bold vision of connected living to life, innovating across our products and services while continuing to support the communities we serve. The future is ours to build - creating value for customers, communities and shareholders, while advancing safer, more efficient homes and businesses through innovation, sustainability and responsibility.



Sustainable Innovation

Designing innovative products and solutions that help people save energy, reduce their environmental impact and improve the quality and security of life at home.



INTRODUCTION

Building Innovative Solutions

Technology and Services for a Sustainable Future

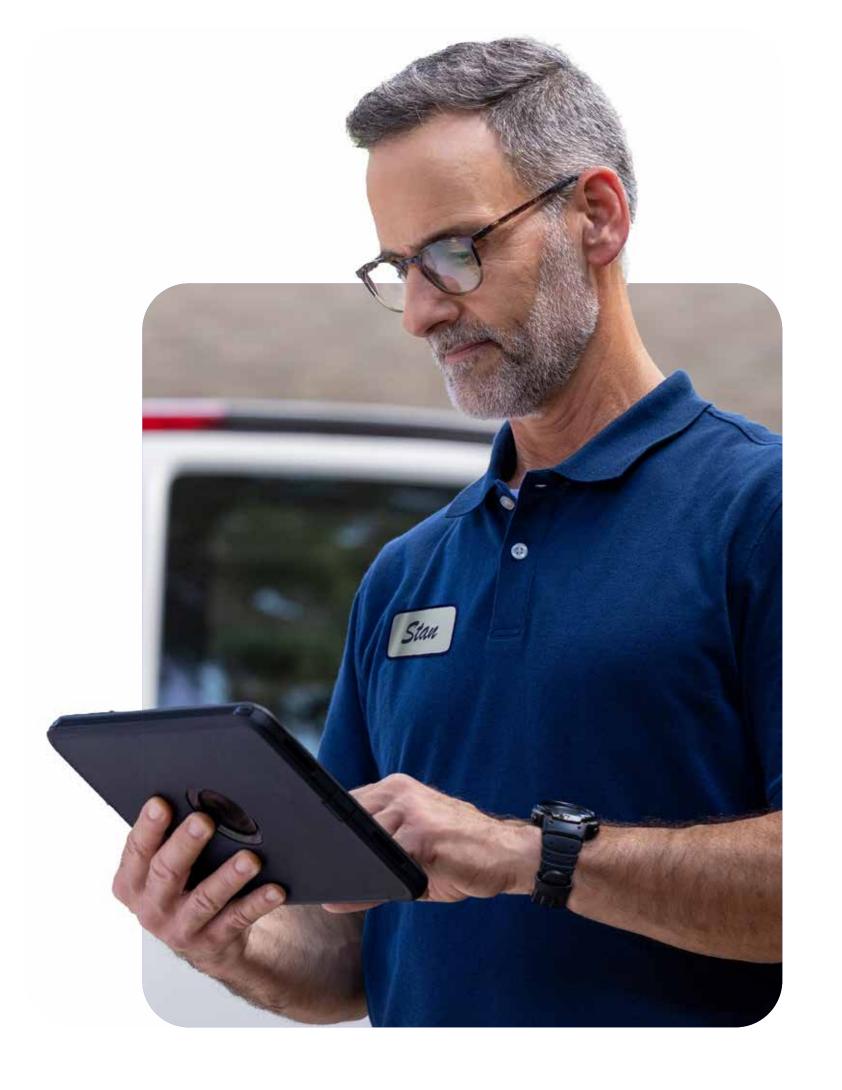
At Resideo, innovation is more than a legacy. It's a driving force that powers our vision of safer, more efficient and connected homes and communities.

With over 100 years in product development, data analytics and actionable insights, we continue to lead the way in creating products and solutions that help homeowners and businesses stay connected and in control of their smart living. Our team leverages deep technical knowledge and our diverse product portfolio to deliver meaningful solutions — solutions that not only provide comfort but also empower greater control over home and

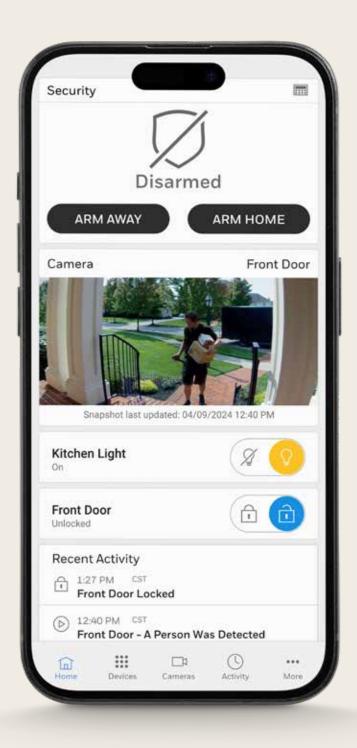
security technology. From energy and air to water, safety and security, our innovations streamline daily living while helping to reduce environmental impact.

In 2024, we advanced this mission through the launch of the First Alert® app, which brings many of our key connected home products into one seamless platform. The introduction of new innovations like our Honeywell Home FocusPRO thermostats, and First Alert VISTA H3 security product demonstrate the commitment we have to updating our line with solutions that are easy for our professionals to upgrade their customers' HVAC systems or to retrofit existing security systems.

These advancements mark key steps in building a more user-friendly, efficient and future-ready home experience. With more than 2,900 active patents, we remain committed to developing technologies that support both people and the planet. Our Products & Solutions (P&S) business continues to lead the charge in developing smart, integrated systems that serve over 150 million households worldwide. As we look ahead, our focus remains on delivering solutions that elevate everyday life, prioritize sustainability and support the communities we serve.



Unifying the Connected Home Experience



In July 2024, Resideo launched the next generation of our consumer app, the First Alert® app, marking a significant step forward in simplifying and unifying the smart home experience.

The First Alert App offers one single interface to control Resideo's connected products, from thermostats and water solutions to security cameras and smart smoke alarms.

This app is not only intended to integrate our full portfolio but also paves the way for

compatibility with third-party devices like garage door openers and smart locks. By centralizing smart home control, the app can be used to set a thermostat schedule, helping households to save energy. It represents the beginning of our journey to deliver a more cohesive, convenient and user-friendly connected home ecosystem.

Additionally, Snap One platform also offers a unified smart living app with Control4® platform. An advanced, scalable solution designed to integrate and automate more than 20,000 devices across lighting, audio, entertainment, comfort and security systems.

Previously managed through fragmented systems, these technologies can now be unified under a single interface, simplifying the experience for both integrators and end users. By enabling seamless automation and intelligent energy management,

Control4 helps reduce waste and enhance everyday comfort. The platform reflects our commitment to delivering a connected home ecosystem that is not only powerful and reliable, but also effortless to use.

INTRODUCTION

Smart Tech, Safer Homes:

How Resideo Devices Are Helping Prevent Costly Home Damage

A study released in 2024 by Nationwide® and Resideo found that smart home products are significantly helping to reduce common home risks and prevent major damage.6

The study analyzed how Resideo's Honeywell Home and First Alert devices impacted loss prevention, revealing that homeowners with at least one of these devices experienced fewer and less severe incidents, with an average claims cost reduction of \$4,000.

The study underscores the value of tech-enabled prevention, especially simple-to-use water leak detectors that can also monitor temperature and humidity to help avoid costly issues like frozen pipes or mold. This collaboration highlights how smart home technologies support both property protection and peace of mind, reinforcing the growing role of sustainability and risk mitigation in homeownership.





⁶ The study included 3.6M policies and 86,000 smart home devices and reviewed insurance claims from fire (non-wildfire), water (including weather), liability and theft, and other non-weather events, including vandalism. See https://news.nationwide.com/smart-home-devices-are-a-smart-choice-to-help-prevent-damage/ and Nationwide Agency Forward Homeowner Survey – SmartHome Results for more details

2024 Awards Highlights

Emphasizing Sustainability, Design and Innovation



Resideo Included in 2024 Green Builder **Sustainable Products of the Year Award**

Resideo First Alert L Series Water Leak Damage Defense System won the 2024 Green Builder Sustainable Products of the Year award for the Controls and Sensors Category. The Resideo First Alert L Series Water Leak Damage Defense System offers a smart solution for preventing water damage by detecting leaks early and automatically shutting off the water supply. The L1 WiFi Water Leak and Freeze Detector monitors for water leaks, temperature changes and humidity, sending alerts via the Resideo app when thresholds are exceeded. The new L2 WiFi Water Sensor and Switch provides additional protection by detecting condensation overflow and shutting off HVAC equipment like air conditioners, pumps and dehumidifiers when moisture is present where it shouldn't be. To take protection further, the L5 Wi-Fi Water Leak Shutoff Valve can stop water flow automatically when activated by the L1 or L2 sensors. Together, these devices offer homeowners a comprehensive and responsive defense system against water damage supporting more sustainable homes by helping conserve water, reduce energy waste and prevent costly potential repairs.

DT4 Thermostat Recognized for Design

The Honeywell Home DT4 thermostat from Resideo, manufactured at the company's Newhouse facility in Scotland, received the 2024 Red Dot Product Design Award, one of the world's most respected design competitions, for its outstanding quality and design. Developed with input from professional installers across Europe, the DT4 can help to address energy optimization challenges while offering system compatibility

and smart, user-friendly features. This recognition highlights Resideo's commitment to delivering the right comfort solutions for today's residential and commercial spaces.

Resideo China Named a Top Innovator

Resideo China was recognized among the Top 10 brands for Intelligent Security, Smart Home and Health Care solutions at the A&S Global Industrial Digitalization Innovation Awards in Beijing in October 2024. The award reflects Resideo's commitment to advancing technologies that promote safer, smarter and more sustainable living. Looking ahead, Resideo China will continue expanding its security solutions presence by combining global expertise in safety, energy efficiency and environmental protection with strong local R&D and supply chain capabilities.

Green Horizons

Green Horizons is Resideo's internal framework for sustainable product innovation guiding how we design, develop and evaluate products both today and into the future. Built to help our teams identify opportunities to create more sustainable, high-performing solutions, the framework spans every stage of a product's lifecycle. The Green Horizons framework focuses on five key categories: Design, Manufacturing, Packaging, In-Use Performance and Re-Use.

In 2024, we strengthened the Green
Horizons framework by embedding a
Sustainability Checklist into our product

development process. This checklist outlines environmental considerations across each lifecycle phase and is directly tied to sections of our Product Requirements Document (PRD), ensuring sustainability is evaluated early and consistently. It serves as a practical guide for our teams – providing clear expectations, supporting informed decision-making and enabling us to track progress toward more sustainable outcomes. By linking design choices to measurable criteria and review checkpoints, Resideo is making sustainability an actionable and accountable part of product innovation.



We emphasize performance and recyclability in product development, working to save time, fuel and carbon emissions in our services.

Resideo approaches product design with a focus on efficiency, durability and reduced environmental impact. By integrating responsibly sourced materials and connected technologies, we aim to develop solutions that not only perform at a high level but also help reduce waste, extend product life and decrease the carbon footprint of our customers' homes.

At the core of this approach is our New Product Innovation (NPI) process – a structured, cross-functional methodology that guides the development of new products from concept through launch. Built to address the evolving expectations of our customers, the realities of the market and the growing impact of climate change, the NPI process

integrates environmental and cybersecurity considerations from the earliest stages of product planning. The addition of the Sustainability Checklist into our product development process in 2024 represents a meaningful step forward in shaping the future, making sustainability a consistent, measurable part of how we design new solutions.

Embedded within the NPI process is Resideo's "New Normal" mindset, which empowers our teams to anticipate long-term shifts in consumer needs and design resilient, connected solutions for a rapidly changing world. Whether for residential or commercial applications, this perspective drives innovation that prioritizes convenience, comfort, safety and sustainability, ensuring our products are not only built for today, but ready for tomorrow. We will continue to evolve our innovation focus to align with changing customer needs, ensuring our solutions remain relevant, responsive and impactful.



We are actively working to reduce Scope 1 and 2 emissions and ensure all manufacturing sites are ISO 14001 and 50001 certified.

As an integral part of our Green Horizons framework, our manufacturing processes play a pivotal role in supporting our sustainable products' success. Efforts are underway to substantially reduce our environmental footprint by targeting reductions in direct greenhouse gas emissions, energy consumption, waste generation and water usage. Projects currently in progress include upgrades to lighting and electrical systems, modernization of cooling infrastructure and improvements to manage renewable energy. These investments not only improve operational efficiency and safety but also support our long-term emissions reduction goals. More information about our 2024

reduction initiatives, data collection practices and ISO certifications can be viewed in the **Operational Responsibility** section of this report.



We are committed to using sustainable packaging, selecting materials based on their suitability, practicality and end-of-life solutions. We are actively working to remove polyvinyl chloride (PVC) and expanded polystyrene (EPS) from our packaging. Since 2020, all new designs have not utilized PVC or EPS.

We work to improve the sustainability of packaging materials, with a focus on three key areas: design, sourcing and the development of sustainability metrics. Our new sustainability checklist, alongside our global packaging sustainability roadmap, aims to integrate sustainability into the development of new products and the improvement of existing ones, supporting informed decisionmaking and tracking progress toward more sustainable outcomes.

Progress towards improving the sustainability of packaging materials includes decreasing the use of polyvinyl chloride (PVC) and expanded polystyrene (EPS) from packaging across our business units. We continue to phase out the use of plastic clamshell packaging across multiple products, decrease the use of paper manuals in packaging and reduce packaging waste in shipping. In partnership with Costco, Resideo has reduced plastic clamshell packaging from First Alert products sold on Costco shelves. Based on year-to-date data through mid-2025 and projections for the remainder of the year, this initiative is expected to eliminate approximately 319,000 pounds of plastic waste across the U.S. and Canada.

Resideo Awarded for **Supply Chain Innovation**

In 2024, Resideo received a SEAL (Sustainability, Environmental Achievement & Leadership) Award from SEAL Awards, an independent organization that promotes environmental advocacy and corporate leadership in sustainability. The award recognized our initiative that standardized pallet sizes and handling procedures across our North American distribution network. This project significantly reduced material waste, improved transportation efficiency, and lowered carbon emissions demonstrating our commitment to operational sustainability and innovative supply chain practices.



OPERATIONAL

RESPONSIBILITY

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 have a positive impact on global emissions.

We aim to reduce global emissions by designing heating and cooling products that use less energy while delivering enhanced performance – offering innovative solutions that have a positive environmental impact. Through education and collaboration, we help customers understand how energy-efficient upgrades deliver positive environmental and financial impacts.

Air and Energy

Our global teams are helping to build the future of energy through breakthrough innovations in hardware and services, laying the foundation for a smarter, more sustainable tomorrow.

As energy demands evolve, we're focused on supporting a more sustainable path forward one that prioritizes smarter consumption and long-term impact. We're proud to offer 16 ENERGY STAR® certified thermostats in our portfolio, reflecting our ongoing commitment to designing energy-efficient solutions. In 2024, these thermostats collectively prevented 2.9 million metric tons of CO2e emissions globally, the equivalent of the annual energy consumption of 393,000 homes.⁷

Water

Through smart technology and forwardthinking design, we're advancing how water is managed, conserved and protected, helping homeowners use this resource more effectively and responsibly.

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 5.8 million gallons of water and prevented over \$6.7 million in potential insurance claims in 2024.8

Understanding energy challenges and helping tackle costs

Research conducted on behalf of Resideo⁹ in 2024 shows that many European homeowners are looking to heating controls as a vital solution to help manage energy costs and would welcome more guidance on getting the best out of them. The survey of 6,000 homeowners across France, Spain, Germany, Belgium, the UK and the Netherlands found that nearly half of Spanish homeowners (49%) would consider spending money on the right heating controls to tackle energy costs, followed by 45% of Germans and Belgians, 41% from UK, 38% from Netherlands and 34% from France. And around half also feel like they need more information or are unconfident about setting their heating controls correctly optimally – Spain (57%), UK (53%), Germany and Belgium (52%), Netherlands (51%) and France (50%). Our broad heating control range – including smart thermostats, supports professional installers and homeowners with solutions that can help to optimize energy management.

9 Internet household is defined as a residence where at least one member has access to the internet, typically through a subscription with an Internet Service Provide



⁷ Estimated energy savings from Resideo connected thermostats in 2024 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.

⁸ 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.



We aspire 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 biobased materials.

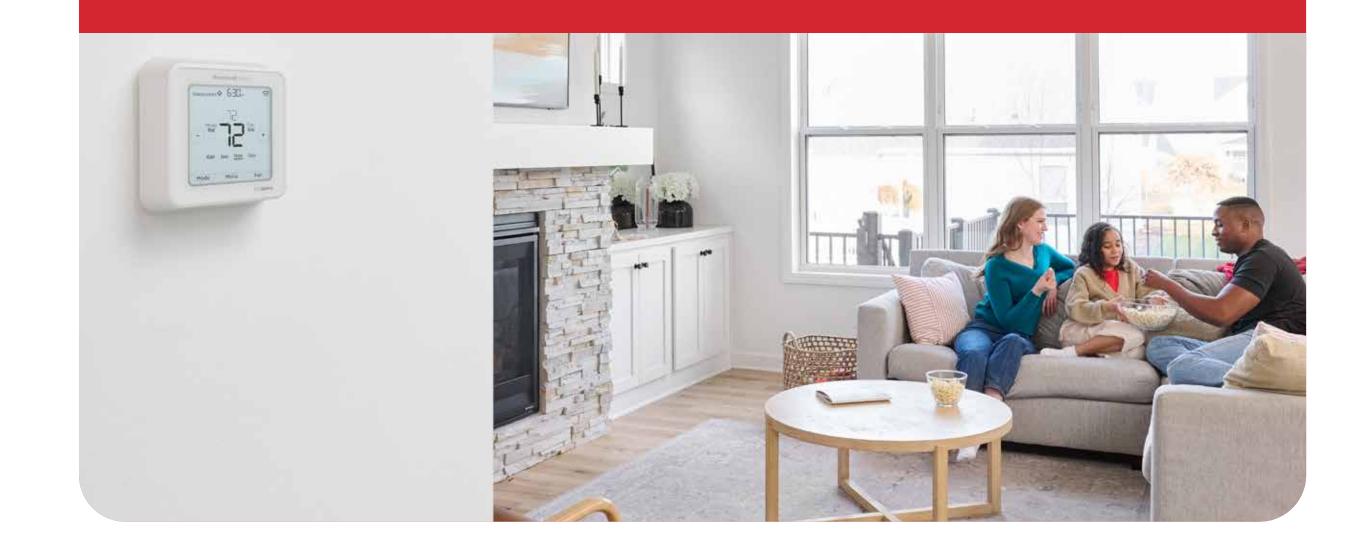
We're working to reduce landfill waste by designing durable products that are built to last, made with recycled or bio-based materials and can be reused or easily recycled at the end of life. Sustainability is a key priority within our New Product Innovation framework, where we focus on reducing pollution and waste through thoughtful product design. As a founding member of the Thermostat Recycling Corporation (TRC), Resideo has supported the safe disposal of mercury-containing thermostats for over 12 years. To date,

over 2.4 million of our thermostats have been responsibly recycled through TRC, preventing an estimated five tons of mercury from entering landfills according to TRC's 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 over 90,000 units since its inception, preventing them from ending up in recyclers or landfills.

Advancing Whole-Home **Energy Management**

In partnership with Parks Associates, Resideo released a 2024 white paper titled The Power Play: Uniting Smart Devices for Home Energy Management, which explores the growing demand for energy-efficient solutions and the need for interoperability among smart home devices. As energy costs rise, 62% of U.S. internet households* say electricity costs are too high. Consumers are increasingly adopting smart technologies linked to thermostats, lighting and blinds to manage energy use. The white paper outlines both the barriers and opportunities in creating a unified home energy ecosystem and highlights Resideo's efforts to support interoperability standards, collaborate with utilities and enhance its whole-home energy management platform to reduce costs, boost comfort and strengthen grid stability.



Grid Services

resideo grid services

Resideo Grid Services is a platform that intelligently manages energy demand during critical times, helping to support grid reliability and reduce environmental impact.

Resideo Grid Services operates a platform that strengthens grid reliability and resilience by managing energy resources during peak times to help prevent rolling blackouts during extreme weather events. The platform partners with nearly 300 utilities nationwide and leverages advanced analytics and real-time monitoring to adjust electricity consumption across hundreds of thousands of end-customer loads, helping balance energy supply and demand and maintaining grid stability.

In 2024, our Distributed Energy Resource Management System (DERMS) facilitated the operation of 65 Demand Response programs and 2,448 Demand Response events, resulting in the shifting of over 11 GWh of energy and providing a peak capacity of 773 MW. This capacity resource is equivalent to the output of 2.6 million solar panels, enough panels to reach from Southern California all the way to New England if placed end to end. These efforts underscore our team's contributions to grid reliability and sustainability, ultimately benefiting both consumers and the environment.¹⁰

Resideo and Baltimore Gas and Electric Expand Demand Response Program in Maryland

Resideo Grid Services and Baltimore Gas and Electric (BGE) began a partnership in Spring 2024 to expand BGE's Connected Rewards program in Maryland, aiming to balance the grid during peak demand periods and deliver energy savings to customers.

Leveraging Resideo's smart thermostats and connected energy management technologies, the partnership enables BGE to predict, monitor and respond to high-demand events, reducing electricity usage while maintaining customer comfort and convenience. As electricity demand increases, this collaboration plays a critical role in improving grid resilience, empowering consumers and helping to meet Maryland's evolving energy needs.

Expanding Residential Virtual Power Plants to Support Grid Reliability

Distributed energy platform, Voltus and Resideo have expanded their partnership to launch new residential thermostat virtual power plants (VPPs) in PJM Interconnection, Commonwealth Edison and PSEG Long Island territories, offering customers the opportunity to earn cash by reducing electricity usage during grid emergencies.

The program, available to residents with Honeywell Home, ecobee or Google Nest thermostats, aims to help manage the growing U.S. electricity demand, projected to reach record highs in 2025. VPPs provide a reliable and cost-effective solution to support grid operators by addressing peak demand and avoiding grid costs. This expansion aims to enhance grid resilience, offset rising energy costs and improve overall grid reliability.

¹⁰ Aggregated DERMS results are based on estimated performance from 65 utility and energy market load management programs during 2024, totaling 11 GWh of shifted energy and 773 MW of peak capacity. To help illustrate that scale, 773 MW is equivalent to the output of approximately 2.6 million solar panels (assuming 300 watts each), which if placed end to end at 5.5 feet long would stretch about 2,700 miles, the distance from Southern California to New England.

Building the Products of Tomorrow

Reducing Consumer Carbon Footprint While Improving Comfort

Honeywell Home FocusPRO Meets High Standards for Energy

The Honeywell Home FocusPRO® S200 Smart Thermostat is ENERGY STAR® certified and designed to help homeowners save energy without sacrificing comfort. It automatically adjusts temperatures when no one is home and offers flexible scheduling features to support energy-efficient routines. A recent analysis of over 6,000 U.S. Honeywell Home thermostat users showed that consistently utilizing the scheduling feature of Honeywell Home smart thermostats maintains user comfort while leading to energy cost savings. Honeywell Home thermostat users save on average 22% (heating users) and 17% (cooling users) on their HVAC energy consumption when using the recommended scheduling feature consistently.¹¹

L-Series Offers Leak Detection and Automated Shutoff Solutions

Resideo's L-Series Water Control Products help protect homes from costly water damage through a connected, reliable line of solutions. The L2 WiFi Water Sensor and Switch safeguards HVAC systems by detecting excess condensation and automatically shutting off the unit while sending alerts to the homeowner. It can be wired directly to furnaces, air conditioners, dehumidifiers or other systems. As part of a broader wholehome protection system, the L1 WiFi Water Leak & Freeze Detector provides early alerts to leaks or frozen pipes via smartphone notifications and on-site alarms, while the L5 WiFi Water Leak Shutoff Valve offers automatic shutoff of the home's water supply when a leak is detected.

Together, the L Series products create a complete water management system to help homeowners reduce the risk of damage.

Matter-enabled Honeywell Home Thermostat

In November 2024, at our Connect
Customer Event, Resideo unveiled the
Honeywell Home FocusPro S200 smart
thermostat, an ideal thermostat for
those who are looking to upgrade their
thermostat but may be intimidated
by installing smart home technology.
Additionally, at our Consumer
Electronics Show in 2025, we unveiled
the Honeywell Home X2S Smart
Thermostat, a cutting-edge product
designed to integrate seamlessly with a
wide array of smart home ecosystems.
Notably, these thermostats are Matterenabled, ensuring compatibility

Resideo is advancing smart thermostats, energy management systems and IoT-enabled devices to help consumers reduce their carbon footprint while improving comfort.

with other Mattercertified devices and platforms. Matter is a globally recognized smart home standard that ensures devices from different brands can connect and work reliably together.

Boosting Property Band Ratingswith Honeywell Home evohome

Heating control solutions like the
Honeywell Home evohome smart
zoning thermostat could help to
improve a home's energy efficiency
rating U.K. property band. evohome
allows for better control of heating in
different rooms, helping reduce energy
use and costs. It's easy to install, works
with both gas and heat pump systems,
and can be controlled through a central
device, smartphone or voice assistant.

Honeywell Home TRV for the Visually Impaired

The Honeywell Home Thera-6 Thermostatic Radiator Valve (TRV) VI head is a heating control solution designed to support individuals with vision impairment. Developed with embossed numbers, clear setpoints and an easy-to-grip handle, the product helps users to more easily manage room temperature and improve energy efficiency. Designed with with accessibility needs and social housing considerations in mind, the Thera-6 reflects our broader corporate responsibility focus on creating products that can help to make a meaningful impact in the communities we serve.

11 December 2024 Analysis – Results are based on random sample of 6,000+ U.S. Honeywell Home ENERGY STAR thermostat users, in 2023, who adopted a schedule setpoints at least 14 days in a monthly period. It compares users' schedule setpoints at least 14 days in a monthly period. It compares users' schedule setpoints, following the default schedule setpoints, to their own comfort baseline setpoint during both heating and cooling modes.

Innovation in Action at Resideo

As part of Resideo's overall culture of innovation, The Workshop was launched in 2022 to foster internal collaboration and creative problem-solving.

The online platform hosts quarterly campaigns where employees engage in online brainstorming sessions, with each initiative sponsored by an executive to ensure strategic alignment and high-level support.

Since its launch, The Workshop has generated over 1,600 ideas, launched 25 campaigns and developed 400 "Resideo Ideator" employees. The "Resideo Ideators" bring bold, creative

thinking to internal challenges and contribute ideas to The Workshop yearround, helping accelerate the culture of innovation, improving the business and discovering new product opportunities. In 2024, Resideo introduced a more structured model, providing the resources and support needed to move from ideation to incubation, bringing ideas to life. The Workshop launched initiatives linking rideshare platforms to corporate accounts, empowering team members as brand ambassadors and reimagining the new hire onboarding experience. The company also introduced a Competitive Intelligence Library – a centralized hub of business insights designed to support teams across engineering, sales, product, business development and marketing.

Additionally, The workshop enabled the discovery and development of a new product that provides increased safety for carbon monoxide detection and mitigation which will help save lives.

The work done in 2024 reflects our commitment to turning innovation into action, with a focus on building a smart, safer and more sustainable world for our customers and employees.

Expanding Talent Reach Through Social Media Engagement

To address high-volume hiring
needs at Resideo's Chihuahua and
Juarez manufacturing sites, the Latin
American Talent Acquisition team
piloted a social media approach to
boost visibility for critical roles. Building
on early success, the team partnered

with Corporate Communications to launch Resideo Reclutamiento Mexico, an official Facebook page aligned with brand standards and governance practices. This approach drove strong engagement, reaching over 130,000 users, generating 6,000+ interactions and resulting in hundreds of hires since March 2024. It also delivered significant cost savings by eliminating the need for external agency support.

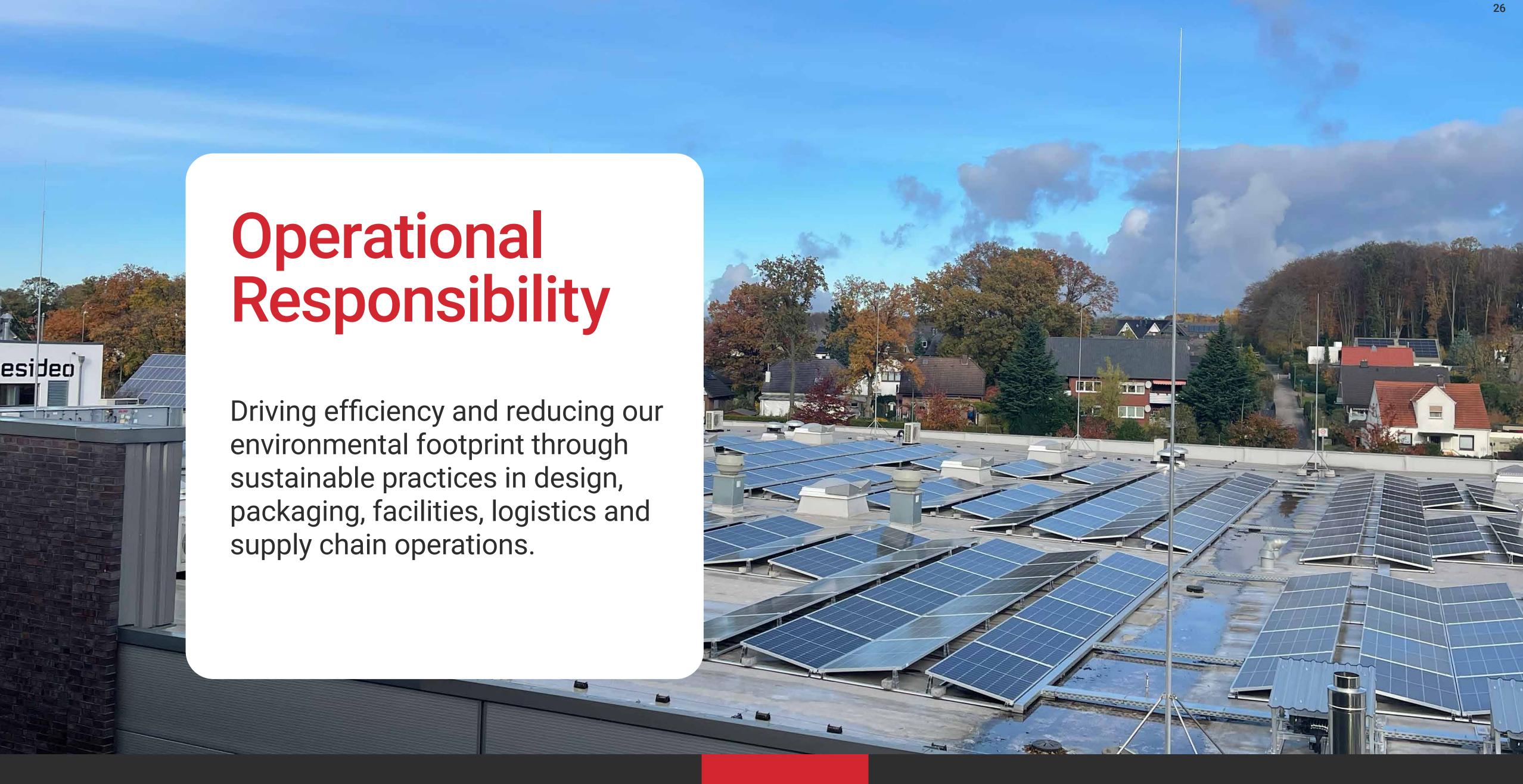
Innovation Pioneer Awards

To further celebrate and scale the creativity sparked across our teams, Resideo launched the Innovation Pioneer Awards, a new recognition program honoring employees who turn ideas into tangible impact. These stories reflect how innovation, with the

right support, can drive meaningful change across the business.

Boosting Visibility to Drive Sales

The absence of hanging tabs on the L2 wet switch boxes resulted in reduced visibility, causing the product to be overlooked in stores. To address this, Brand Ambassadors tested a simple solution: using adhesive tabs to reposition the boxes alongside other wet switches. The fix significantly boosted product visibility and sales, prompting the product team to redesign the packaging with built-in hanging tabs. This change generated \$114K in new sales within Brand Ambassador regions.



Prioritizing Sustainable Growth

Driving Progress and Building Momentum

We are proud of the role our products play in helping homeowners conserve water, improve air quality and reduce energy consumption.

We take responsibility for protecting our planet by growing sustainably, not only through the innovative products we offer but also through the choices we make in our operations. Guided by end-to-end principles, we work to actively minimize our environmental impact across our sites. Our commitment includes identifying and implementing sustainable practices that reduce waste, conserve resources and lower the carbon footprint of our operations.

Shortly after becoming an independent, publicly traded company, we began the process of quantifying our environmental footprint and setting targets consistent with our company goals. We have aligned our reporting with guidance from the Sustainability Accounting Standards Board (SASB) for our industry as well as the Task Force on Climaterelated Financial Disclosures (TCFD) to provide transparency on our climate-related risks and opportunities. With the acquisition of Snap One in 2024, we have expanded our environmental data calculations and analysis of risks and opportunities across key environmental areas. We remain focused on driving progress, reporting transparently and addressing climaterelated challenges in alignment with globally recognized frameworks.



PEOPLE &

COMMUNITIES

Building a More Sustainable Tomorrow: Resideo's 2024 Global Safety Week

In 2024, Resideo's Global Safety Week expanded its focus to include sustainability and energy savings.

Building on the momentum from last year, our HSES teams encouraged employees across global sites to explore the connection between a safe workplace and a more sustainable one. Activities included on-site engagement using environmental checklists, conducting audits, identifying recycling and resource reduction opportunities and sharing sustainability tips for home use. By linking day-to-day safety practices with environmental impact, Resideo reinforced its commitment to protecting both people and the planet.



Image is for illustrative purposes only and does not reflect actual incident data

Investing in Sustainability

As we continue to expand and grow, sustainability remains a core focus, guiding our decisions on energy use, emissions reduction and resource efficiency.

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 sites. In 2024, we expanded our commitment to renewable energy with further capital investments across eight facilities. In 2024 and beginning

of 2025, a total of 1,089 panels were installed in Chihuahua, Mexico; 4,544 panels across four sites in Juarez, Mexico; 1,050 panels in Oldham, UK; 4,542 panels in Mosbach, Germany; and 3,700 panels in Emmen, Netherlands. While some of these sites are not yet fully operational, they are expected to reduce our purchased electricity and associated emissions. We will report on actual performance of these installations in our 2025 Corporate Responsibility Report.

In addition to solar installations, we made progress in reducing our footprint and improving energy efficiency across our manufacturing and distribution centers.

45% of Resideo's manufacturing facilities

are certified to ISO 50001, demonstrating our commitment to energy management and continuous improvement in energy performance. In addition, smart metering systems are deployed at our Newhouse, United Kingdom and Brno, Czech Republic sites, providing real-time insights that are already yielding measurable savings in electricity use and carbon emissions.

Throughout our manufacturing operations, Resideo continues to prioritize investments that align environmental responsibility with efficiency and innovation. In Mosbach, Germany, we began a multi-phase LED lighting upgrade project estimated to save approximately 580 MWh per year.

Alongside our manufacturing upgrades, we have installed CHP units in Brno, Czech Republic and Newhouse, Scotland, and implemented cleaner exhaust systems in our foundries to further improve air quality and operational efficiency. These investments not only advance our environmental goals but also enhance workplace safety and improve conditions for our employees and local communities. For more on our waste and water specific initiatives, please see the Waste and Water sections below. Looking ahead, Resideo remains committed to scaling sustainably by embedding environmental stewardship across our global operations and identifying efficiencies that can be integrated into our building management systems.

12 Estimated energy use were equated using the EPA's Greenhouse Gas Equivalencies Calculator.

Health Safety and Environment Sustainability (HSES) Management

At Resideo, protecting the health and safety of our employees and minimizing our environmental impact remain top priorities.

We continue to integrate health, safety and environmental (HSE) considerations into all aspects of our operations, reinforcing our commitment to maintaining a safe, responsible and productive workplace.

In 2024, we strengthened our HSE management systems through targeted initiatives, ongoing training and a culture of continuous improvement.

We maintain rigorous standards and controls to reduce environmental risks and support the well-being of our workforce. Our approach includes setting clear impact reduction targets, monitoring performance and driving continuous improvement across all facilities. We also work closely with internal teams and external partners to develop forward-looking programs that support community well-being, employee safety and environmental responsibility. Safety leadership is embedded in our daily operations, with proactive hazard prevention and engagement at all levels of the organization.

We have reaffirmed our commitment to maintaining a safe and healthy workplace for all employees, advancing toward our goal of full certification across key international standards. We've successfully achieved certification at 10 manufacturing locations for ISO 14001 (Environmental Management Systems) and 9 manufacturing locations for ISO 45001 (Health and Safety Standards). We ensure our policies are aligned with current guidance from the U.S. Occupational Safety and Health Administration (OSHA) and other globally recognized standards. With these measures in place, we are proud to have had zero reportable spills since we became a public company in 2018.

Improving Workplace Safety with Streamlined Digital Solutions

In 2024, Resideo launched a new software platform to streamline health and safety reporting and compliance across its operations. The platform enables rapid issue reporting through QR codes, simplifies accident tracking and eliminates paper trails by digitizing inspections. It also consolidates key compliance activities (such as OSHA logs and maintenance records) into a single centralized system, enabling faster response times, greater visibility and more robust oversight throughout our facilities.



Climate Resilience

Resideo recognizes the growing impacts of climate change on ecosystems, communities and the global economy.

As a responsible business, we actively assess how climate-related risks may affect our operations, supply chain and the communities where we operate, while taking meaningful action to reduce our environmental footprint. We continue to strengthen our resilience to climate-related events and enhance our capacity to adapt to evolving regulatory and stakeholder expectations.

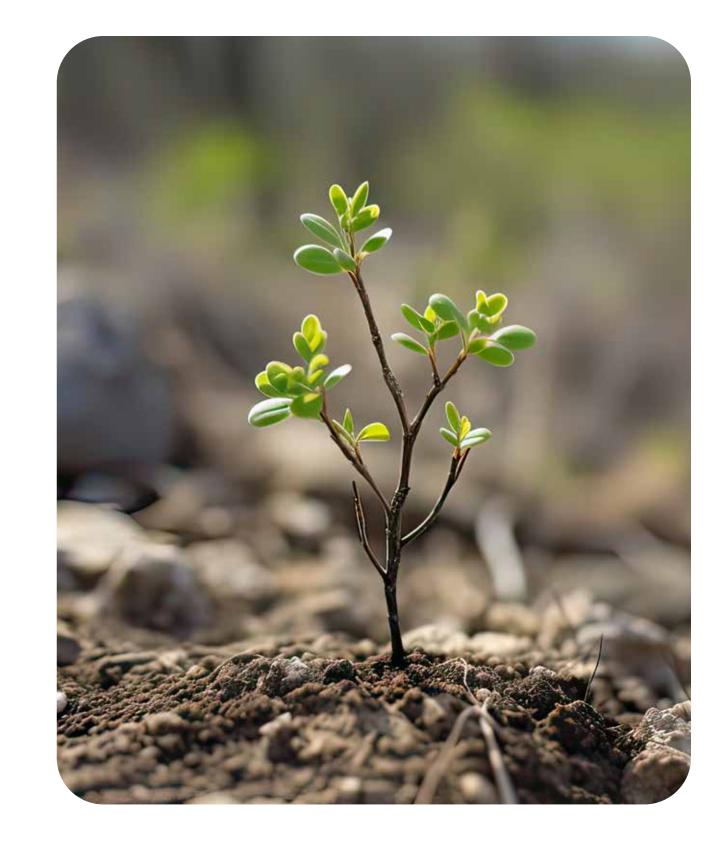
Through our Enterprise and Fraud Risk
Assessments (EFRA), we evaluate risks on a
regular basis, assign clear ownership across
teams and work to monitor trends. As part of
this process, relevant environmental, social
and governance factors are considered
and discussed. Enterprise and Fraud Risk
Assessments are conducted annually, and
results are presented each year during our
Audit Committee meeting.

As part of our ongoing commitment to transparency, we align our disclosures with the Task Force on Climate-Related Financial Disclosures (TCFD). In 2023, we submitted our first response to the Climate Disclosure

Project (CDP) and continued reporting to CDP in 2024. We have also outlined key climate-related risks in our 2024 Annual Report and 2025 Proxy Statement, including exposure to extreme weather events, natural disasters, regulatory shifts and water scarcity. These disclosures reflect our pledge to manage climate impacts proactively and support our long-term commitment to responsible business practices.







Energy Use and Carbon Emissions

As Resideo grows, we remain committed to advancing the scope and quality of our greenhouse gas (GHG) emissions reporting to reflect the scope of our operations.

Following our 2024 acquisition of Snap One, we integrated its Scope 1 and Scope 2 GHG emissions into Resideo's enterprise-wide emissions tracking. Alongside emissions data from our ADI retail locations and offices, this gives us a more complete and accurate view of our global carbon footprint, supporting our ongoing efforts to measure, manage and reduce our carbon emissions.

We have identified seven relevant Scope 3 Categories for Resideo, including Categories 1, 2, 3, 4, 5, 6, and 7. We've also identified other Categories that may be relevant and plan to evaluate and broaden our reporting scope over time as needed. In 2024, we expanded our data collection efforts across key Scope 3 categories in alignment with the Greenhouse Gas Protocol. In this report, we are sharing emissions data for 2024 related to Category 1: Purchased Goods and Services; Category 2: Capital Goods; Category

3: Fuel- and Energy-Related Activities Not Included in Scope 1 or 2; Category 4: Upstream Transportation and Distribution; Category 5: Waste Generated in Operations; Category 6: Business Travel; and Category 7: Employee Commuting. We remain committed to continuously improving the breadth and depth of our emissions data and will continue expanding our data collection and disclosures for Scope 3 categories that are material to our business.

Enhancing Efficiency and Reducing Carbon Emission Through Smarter Logistics

As part of our commitment to growing responsibly, Resideo completed a pilot project in 2024 focused on optimizing finished goods distribution to reduce transportationrelated emissions across the Americas. By standardizing pallet sizes – targeting a 48x40 format to better align with customer requirements and maximize container utilization we improved product arrangement and increased pallet density by 58%, allowing 165 more units per pallet. These enhancements resulted in safer, more stable handling, fewer material removal routes per shift and the elimination of approximately 500 truck shipments from Mexico to the United States. The project delivered both environmental and operational benefits and reflects our broader strategy to reduce our logistics footprint while enhancing efficiency.

Our Carbon Reduction Target & Progress

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

Annually, we report on our Scope 1 and 2 GHG emissions using both location-based and market-based carbon accounting methodologies. We have restated our 2022 and 2023 Scope 1 and Scope 2 GHG emissions in this report to reflect improved data accuracy, including updated calculations and the incorporation of additional mobile combustion data. These revised figures replace those previously reported. All expressed targets are for

location-based emissions as recommended by SBTi's net-zero standard criteria for long term target setting. Based on our current data, we remain on track to meet our Scope 1 and Scope 2 reduction targets. We will continue to monitor performance and report progress in future disclosures.

We recognize that Scope 3 emissions represent a significant portion of our overall emission profile. While our current emissions reduction targets focus on Scope 1 and 2, we are actively working to quantify our Scope 3 footprint in accordance with GHG Protocol. This work will inform the development of Scope 3 target in the future, aligned with industry best practices and stakeholder expectations.



OPERATIONAL

RESPONSIBILITY

ENERGY STAR Honors Resideo's Efficiency Efforts

Each year, the U.S.
Environmental Protection
Agency's (EPA) ENERGY STAR®
program recognizes a select
group of organizations for
outstanding achievements in
advancing energy efficiency
and supporting the transition
to a cleaner energy future.

In 2024, Resideo was honored with two ENERGY STAR® awards for our leadership and innovation in driving energy efficiency across both our operations and product portfolio, including our thermostats which helped prevent 2.9 million metrics tons of CO2e.¹³

Advancing Energy Efficiency

Each year ENERGY STAR® Canada recognizes businesses and organizations for their outstanding contributions to protecting the environment and saving energy across the nation. This year, the program commended Resideo's best-in-class innovation and Honeywell Home thermostats that deliver energy efficient home solutions for Canadians.

Excellence in Marketing

Resideo is proud to have won recognition in 2024 for our 2023 efforts to market and promote ENERGY STAR® certified thermostats. Our team was recognized for our communication efforts that spotlighted ENERGY STAR®-certified thermostats and scheduling features during key moments such as Daylight Savings Time, Earth Day and ENERGY STAR® Day. We also ensured new products met ENERGY STAR® certification requirements, expanded customer and trade education through nearly 1,400 training engagements and promoted the ENERGY STAR® Home Upgrade to help professionals and homeowners unlock additional energy savings.



¹³ Saving 2.9 million metric tons of CO2e. Estimated energy savings from Resideo connected thermostats in 2024 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.



Resideo's Energy and Emissions Footprint¹⁴

Metric	Unit	2022 Data	2023 Data	2024 Data
Total Energy Consumption	GJ	802,955	736,653	700,453
Percentage Grid Electricity	%	55.2%	55.3%	53.7%
Total Scope 1 And 2 Emissions (Location - Based)	Metric tons CO2 _e	64,829	62,860	57,423
Scope 1 Emissions	Metric tons CO2 _e	20,120	18,516	18,014
Scope 2 Emissions (Market - Based)	Metric tons CO2 _e	51,863	46,657	40,464
Scope 2 Emissions (Location - Based)	Metric tons CO2 _e	44,709	44,344	39,409
Total Scope 3 Emissions (Total from Categories 1, 2, 3, 4, 5, 6, 7) ¹⁵	Metric tons CO2 _e			766,232
Category 1: Purchased Goods and Services	Metric tons CO2 _e		366,547	602,039
Category 2: Capital Goods	Metric tons CO2 _e		9,999	6,899
Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	Metric tons CO2 _e		17,088	16,280
Category 4: Upstream Transportation and Distribution	Metric tons CO2 _e			110,790
Category 5: Waste Generated in Operations	Metric tons CO2 _e		1,467	3,943
Category 6: Business Travel	Metric tons CO2 _e		5,125	6,453
Category 7: Employee Commuting	Metric tons CO2 _e			19,824

- 14 Scope 1 and 2 emissions data covers over 95% of our operational footprint. Scope 1 includes mobile combustion, stationary combustion and fugitive emissions from material sites. Scope 2 is based on 86% actual data, with the remaining 14% modeled for non-reporting sites. ADI and Snap One retail locations are included in the reporting data.
- 15 Scope 3 emissions disclosed reflect categories deemed material for Resideo and for which data is currently available. We will continue to review additional Scope 3 categories and expand our reporting as we further assess our value chain and refine our Scope 3 emissions profile. For more information regarding methodology and assumptions regarding our GHG data, please see page 82 Resideo Carbon Accounting Methodology and Approach.

Waste Management

Resideo is committed to minimizing waste and advancing sustainable operations across our global footprint.

Our global environmental systems monitor our footprint related to hazardous waste and recycling.

At Resideo, we apply innovative processes and continuous improvement strategies to reduce, reuse, recycle and invest in environmentally responsible solutions. Key waste streams we are focused on reducing include cardboard, wood pallets, electrical components and plastics. We track waste at all manufacturing and distribution sites; monitoring landfill use and diversion rates to identify major contributors and create tailored reduction plans for each location.

The generation of hazardous waste and the percentage recycled are metrics we track year-over-year in our sustainability efforts. As we improve our data capabilities, we are better positioned to pinpoint

opportunities for more effective waste management. Each year, our recycling and waste diversion rates rise. In 2024, we recycled 55.1% of non-hazardous waste and 82% hazardous waste successfully. In addition, 94.5% of all hazardous waste and 62.4% of non-hazardous waste was diverted from landfill in 2024.

Resideo's Waste Footprint¹⁶

Metric	Unit	2022 Data	2023 Data	2024 Data
Non-hazardous waste generated	Metric Ton	12,246	11,674	19,216
Percentage of non-hazardous waste recycled	Percentage	74.8%	77%	55.1%
Hazardous waste generated	Metric Ton	649	575	818
Percentage of hazardous waste recycled	Percentage	60.7%	70.5%	82%

¹⁶ Our 2024 hazardous and non-hazardous waste calculations include our global manufacturing facilities and distribution centers, including ADI and Snap One retail locations. We estimate our calculations represent more than 27% 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 aligned with ESRS E5-5. Additional details and breakdown of non-hazardous waste can be found in this report's appendix. Increase in nonhazardous and hazardous waste generated from 2023 to 2024 is largely due to increase in reporting sites and expanded modeled data.

Waste Management

- In 2024, we continued to strengthen our waste reduction efforts through targeted investments in equipment and process upgrades across our facilities. Below are just a few highlights of our efforts:
- At our First Alert site in Juarez, Mexico, we installed an EVS machine to recover byproduct from the soldering process, significantly increasing the volume of solder we can recycle. Additionally, at two of our Juarez facilities, we implemented a new system to compact plastic waste. In this process, containers are first sorted, then both hazardous and non-hazardous plastics are compacted with specialized equipment. These improvements support our commitment to minimizing waste and advancing sustainable operations.
- We are actively advancing waste and recycling initiatives at additional sites. In Ontario, Canada, we participate in the province's Blue Box program, administered by the Resource Productivity and Recovery Authority (RPRA). This Extended Producer Responsibility (EPR) program requires manufacturers to report the amount of packaging and paper they introduce into the market, based on product sales data. By participating, we help ensure that packaging materials are properly tracked and responsibly managed, contributing to a more circular economy.
- At our Newhouse facility in the United Kingdom, we recycle plastic waste from both production and R&D operations to maximize raw material usage and significantly

- reduce landfill contributions.

 This includes recycling even early prototype plastics, which are processed to provide resin for final product versions. In 2024, we reground and reused more than 19,000 lbs. of processed waste and other moulded parts and reused this material into finished products.
- In 2024, the Mosbach facility
 implemented several recycling
 and reuse processes to reduce
 waste and promote sustainability.
 Plastic sprues from the moulding
 area were collected by material
 type and sold to an external
 recycling company, where they
 were reprocessed into recycled
 granulate for resale. In another
 department, brass chips were sent
 to a material supplier, where they
 were transformed into new brass

- bars for use in foundry operations.

 Lastly, the foundry recycled dross waste and blasting sand with brass particles, working with the supplier to separate and reuse the brass.
- We also operate return logistics
 programs to extend product life
 and reduce waste. At our Louisville
 Distribution Center (LDC), products
 scrapped in the field are returned,
 tested and found to be in working
 condition over 90% of the time.
 These units are then repackaged
 and sold as refurbished.
- At our El Paso site, we receive used ADT devices from ADT and partners, which are inspected, repaired and resold as certified repaired units, supporting both circularity and customer value.

PEOPLE &

COMMUNITIES

Water Stewardship

We are committed to continuous improvements in water efficiency across our operations.

Currently, 40% of our facilities are in areas classified by the World Resources Institute (WRI) as experiencing high or extremely high-water stress. In response, we launched a water balancing

initiative aimed at improving visibility into water usage across our manufacturing network.

By closely analyzing site-level processes and collecting detailed data, the initiative enabled us to identify key areas of consumption and develop a clearer understanding of how water is used throughout our operations.

In 2024, Resideo advanced our efforts to reduce water use and

emissions through targeted infrastructure upgrades in Mexico. At our Chihuahua site, we replaced a water-based HVAC system with a more efficient refrigerant HVAC system, significantly cutting both greenhouse gas emissions and water consumption. The new system is expected to conserve roughly 8,000 cubic meters of water annually at the Chihuahua site, which is in an area classified as experiencing extremely high-water

stress. At our facility in Juarez, we installed ultrafiltration systems to treat condensed water from compressors separating oil from water and enabling 80% of that water to be recovered and reused in cooling tower operations

Resideo's Water Footprint¹⁷

Metric	Unit	2022 Data	2023 Data	2024 Data
Water withdrawn	M1,000 m3	466	420	421
Water consumed	1,000 m3	89	92	58
Percentage water withdrawn in water stressed areas	Percentage	90.9%	90.8%	88.3%
Percentage water consumption in water stressed areas	Percentage	86.6%	94.1%	89.2%

¹⁷ Our 2024 water withdrawal and consumption data reflects 14% of total sites, inclusive of all manufacturing locations. Water data from Snap One sites is not included in these totals. Water withdrawal is the total volume of water extracted from all sources, such as surface water, groundwater, rainwater, and municipal water supplies, for any use within the organization. Additional details of water sources can be found of page 70 of this report's appendix. Water consumption is the portion of water withdrawn that is not returned to the original water source after use.



Building the Future Together Empowering People and Driving Progress

At Resideo, we believe the future is ours to build – together.

That's why we're deeply invested in developing a workforce that reflects the world we serve, fostering diverse voices, and empowering every team member to grow, lead and make a lasting impact. Our commitment goes beyond skills development; we're cultivating a culture where learning is constant, innovation is second nature, and everyone feels a genuine sense of belonging. Through strategic investments in our people and communities, we're laying the foundation for a more inclusive, sustainable and resilient future.

The Resideo Team

14,797

43.4%

employees globally of global workforce is female



Talent Strategy

In 2024, Resideo continued to evolve its talent strategy with a focused approach on attracting, developing and retaining top talent.

A key milestone was bringing together our talent acquisition, development, management and culture and inclusion teams under one unified leadership structure. This alignment provides a more cohesive and strategic approach to talent, allowing us to create a seamless employee experience from the first interview through long-term career growth. By integrating these functions, we are better equipped to nurture internal mobility, foster belonging and build capabilities aligned to business needs. Additionally, we utilize performance ratings to create greater transparency and connection to our payfor-performance philosophy, reinforcing a culture of accountability. These efforts reflect our commitment to investing in our people and building a strong foundation for Resideo's future growth.

Resideo Hungary Recognized as a Certified Family-Friendly Workplace

In November 2024, Resideo Ltd. Hungary received the Family-Friendly Workplace certification, recognizing its commitment to supporting employees in balancing work and family responsibilities. Granted by The Family Friendly nonprofit organization connected with the Hungarian government, the certification highlights Resideo's efforts to create an environment where quality of life and professional success go hand in hand.



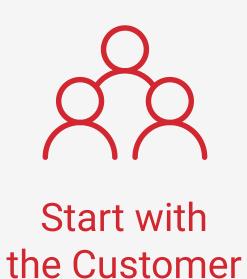
Employee Experience and **Engagement**

At Resideo, our values are the core of who we are and the catalyst for how we shape tomorrow.

Everything from daily decisions to long-term strategy, they reflect our commitment to Start with the Customer, Act as One Team, Pioneer the Future and Make a Difference.

These principles are deeply woven into our culture, helping to build a workplace where every individual is respected, empowered and inspired to contribute to building the future.

The Resideo Values



We are working every day to help make our products and our company more sustainable and help reduce our carbon footprint.



Act as One Team

We work together toward common goals, engaging from a place of humility and respect.



We are working every day to help make our products and our company more sustainable and help reduce our carbon footprint.



We care about the long-lasting, positive impact we make on each other, our customers, our communities, and the planet.

In 2024, as Snap One joined Resideo, we focused on building a unified culture that honors the unique strengths and talents of both organizations. The integration offered a chance to learn from one another and evaluate the practices that will best shape our shared future. It also opened new avenues for employees to grow, collaborate and innovate together. Whether through expanded career paths or enhanced learning opportunities, our people remain at the core of everything we do.

In 2024, we also prioritized fostering a culture of accountability and alignment with the company's broader initiatives. Our focus was on ensuring that every team member has a clear understanding of their role and responsibilities, enabling us to drive results with greater purpose and efficiency. We also directed investment to under-resourced teams within the company, providing them with additional support and resources necessary to strengthen key areas of our business. This commitment is now part of the Ready, Set, Resideo onboarding course for new hires, ensuring every employee is aligned with our values and strategic priorities from day one.

Resideo conducts a "performance pulse" three times a year to gather insights on individual career development, performance and opportunities for growth. In addition, leadership holds talent reviews at least once annually to evaluate employee skills and capabilities, helping to ensure we are supporting development and aligning talent with business needs.

We also know the importance of gathering feedback from our employees directly. In 2024, we made updates to our annual engagement survey to provide action group owners a deeper understanding of the scores across their groups. The updates included visibility across different categories: Net Promoter, Culture, Management, Integrity & Compliance and Workplace Safety. Our combined employee Net Promoter Score ("NPS") was 33, on a scale ranging from -100 to +100 (based on industry standards for employee NPS, any score above 10 is considered good). Each suborganization is tasked with creating an action plan based on feedback received to help increase engagement.

Work Councils at Resideo

Work councils play a key role in Resideo's operations, promoting dialogue between management and employees across Europe. Resideo places high importance on stakeholder engagement and adherence to relevant laws, ensuring transparent and open communication channels. In the EMEA region, the European Works Council (EWC) is regularly updated on our business activities and strategy in the region. Additionally, we engage with local works councils to consult on a range of topics.



PEOPLE &

COMMUNITIES

Employee Learning and Development

Resideo is committed to supporting our employees through ongoing learning and career growth opportunities.

At Resideo, we are proud to offer our employees a wide range of opportunities to improve their skills and shape their career journeys. Our formal mentorship program connects team members with experienced professionals, helping them expand their networks, access career development resources and build critical workplace capabilities. In 2024, we transitioned our mentoring program in-house to create a more tailored, flexible and connected experience for our participants. By bringing the program internally, we can better align mentoring opportunities with our organization's culture, values and strategic goals.

We foster a culture of continuous growth and feedback. Through regular assessments, such as the Employee Voice Survey, Performance Pulse and talent reviews, we ensure employees have meaningful opportunities to share insights, influence development efforts and engage in impactful career conversations.



Career Development and Talent Training

At Resideo, we prioritize career development at all levels, ensuring our employees have the resources and opportunities they need for advancement. For early talent, we offer pathways for growth and foster an environment that supports the successful launch of junior-level careers. Employees also have access to a comprehensive suite of online training resources, including thousands of LinkedIn Learning courses, to enhance their skills.

In 2024, we focused on expanding our learning management system to include product development training, ensuring that employees can continue to grow their knowledge on key products and offerings. We also introduced a pilot program focused on supervisory development within our sales teams, emphasizing effective management practices and employee engagement. We continue to enhance our employee career development and training support, offering resources that encourage employees to direct their own professional growth and drive transformation in their roles.

The Resideo Leadership Program focuses on both personal transformation and delivering business impact. In 2024, the program supported 39 highpotential leaders in learning strategies to make positive changes as they continue their personal leadership journey, while also equipping them to drive and sustain change across the organization.

Resideo hosts quarterly People Leadership Seminars (PLS) for managers companywide, offering valuable insights from executive leaders and subject matter experts to support leadership development. In 2024, the seminars explored the evolving role and journey of people leaders, with over 2,000 attendees across the four seminars. Key topics included driving accountability, demonstrating impact awareness, inclusive hiring practices, pay transparency, performance ratings and pay planning – reinforcing our commitment to building informed, effective leaders across the organization.

Supporting Career Growth Through Mentorship Opportunities

Two of Resideo's San Luis Potosí employees were honored to participate in the "Semana de Impulso Laboral" event at the Escuela Bancaria y Comercial (EBC) University Campus, where they shared practical advice on navigating job interviews. Engaging in opportunities like this not only supports students but also contributes to the professional growth of our employees by strengthening their communication, leadership and mentorship skills. It's one of the many ways we foster career development at all levels within Resideo.



Employee Well-Being and Benefits

At Resideo, we prioritize well-being to create a positive, supportive workplace where employees can thrive and perform at their best, laying the foundation for long-term success.

We offer a wide range of health, wellness and financial benefits designed to support the diverse needs of our employees and their families. Our competitive leave programs include vacation, holidays, parental leave and paid sick time. Compensation is regularly reviewed on a global scale and is supported by savings and retirement programs across regions. In the U.S. and the U.K., employees also have access to stock purchase plans.

To further promote employee well-being, we offer a variety of wellness program and events focused on supporting overall health. Our global Employee Assistance Program (EAP) provides all employees and their dependents with access to confidential, short-term counseling and educational webinars.

Promoting a Culture of Health and Well-Being

In 2024, Resideo launched its annual Health and Wellness Festival in San Luis Potosi, Mexico, reinforcing our commitment to fostering a safe and healthy workplace culture. This year's event included participation from the Mexican Ministry of Health, highlighting the importance of public-private collaboration in advancing employee well-being.

Through this initiative, we continue to promote the development of habits and practices that contribute to our employees' physical and mental health, supporting our ongoing commitment to employee well-being and a healthy work environment.



Enhancing Compensation and Benefit Program Awareness

Thank you for bringing this type of support to employees. These are very helpful, and I hope there are similar wellness sessions in the future.

-Team Member based in Mexico

In 2024, a range of initiatives were implemented to prioritize employee wellbeing and actively drive engagement with compensation and benefits programs.

Key highlights include:

Technology and Educational Resources

Advanced technology and in-house videos used to answer questions about annual enrollment, pay transparency, benefits and other topics.

Annual Enrollment Support and Communication

To help employees make informed benefits choices, we provided on-site support and live webinars during Annual Enrollment. In the U.S., over 1,700 employees attended in-person sessions at major locations, while more than 4,100 had access to live and on-demand webinars. Additionally, we supported over 1,300 employees across all Mexico locations during their enrollment period, taking a multi-channel strategic communication approach including emails, SharePoint sites, external resources, digital signage, posters, postcards and more to boost engagement.

Employee Engagement and Training Initiatives

- Over 800 employees participated in 30 Employee Assistance Program (EAP) wellness sessions.
- Training session attendance included more than 1,700 managers for Q4 Compensation Fundamentals, and more than 1,000 employees for incentive compensation training focused on Resideo bonus plan and equity.
- Team members have had a positive reaction to the training and support provided.

Advancing Mental Health Awareness and Support in Bucharest

Launched in 2023, the Keep the Balance Program – a Mental Health and Well-being at Work Initiative in Bucharest, Romania began aside with – is part of Resideo's ongoing commitment to supporting employee mental health and well-being. The program includes site-wide questionnaires to assess employee psychosocial risks and well-being at work and workshops focused on topics such as depression, anxiety and mental health management. Initially educational in nature, including sessions specifically designed for managers, the campaign evolved in its second year to offer more targeted, application-focused workshops. With more than 60% of employees expressing a desire for its continuation, the initiative reflects a meaningful investment in creating a healthy and supportive workplace culture.

Employee Health and Safety

At Resideo, ensuring the health and safety of our employees remains a key priority across all operations.

In 2024, we achieved a milestone in our safety performance with a Total Case Incident Rate (TCIR) of 0.24, the lowest since becoming an independent company and significantly below industry averages. This achievement reflects our deep commitment to maintaining a safe work environment and the effectiveness of our proactive safety measures. We consistently track TCIR and lost workdays across all sites and rely on robust root cause analyses to understand incidents and prevent recurrence.

Safety alerts are issued across the company to ensure all teams learn from these events. Our Health, Safety and Environment (HSE) team collaborates closely with leadership at each facility to deliver targeted training designed

to reduce workplace injuries and accidents. Through our HSE Monthly Newsletter, employees receive regular updates on safety performance, programs and initiatives to help foster a shared responsibility for workplace safety. In 2024, we added three HSE-focused questions to our Employee Voice Survey (EVS), which collectively received a Net Promoter Score of 8.23, one of the highest across all categories. In 2025, we will expand on this by adding a fourth HSE question to further align our strategy with employee feedback.

We have made significant advancements in our data capabilities to support risk reduction efforts. We launched a global HSE data platform to manage safety data in a standardized format across all sites, improving our ability to mine data, identify trends and drive corrective action. The data platform allows us to better track compliance, manage and close out corrective actions

efficiently and enhance our corporate HSE audit program. Key performance indicators (KPIs) used across the business include incident rates, lost time, hazard observations and outcomes from internal audits all of which help us proactively mitigate risks before they result in incidents. This systematic, datadriven approach ensures that low-level issues are identified early, addressed effectively and verified for completion.

Additionally, we continue to pursue full ISO 45001 certification across our global manufacturing footprint as part of our longterm commitment to employee safety and operational excellence. As of the end of 2024, nine facilities achieved Occupational Health and Safety Management Systems ISO 45001:2018 certification. These certifications further underscore our dedication to continuous improvement and high standards in occupational health and safety.

Make a Difference Week

In September 2024, Resideo held its second annual Make a Difference Week, building on the momentum of the inaugural event in 2023. This year's theme centered on sustainability initiatives and their connection to workplace safety and environmental responsibility. The week featured video messages from senior leaders, targeted sustainability and safety training and employee recognition for innovative ideas and contributions. The event once again saw strong employee engagement and positive feedback across the organization. Resideo plans to continue hosting themed Make a Difference Weeks annually to reinforce key priorities and foster a culture of safety and responsibility.

Culture and Inclusion

Resideo remains committed to fostering an inclusive workplace where every employee feels a sense of belonging to help foster our long-term success.

We continue to track key metrics across recruitment, engagement and culture to measure progress and identify opportunities for improvement. Our diversity outreach strategy supports the attraction of talent from underrepresented groups, and our diversity slate guidelines remain part of our hiring practices for career level 5 and above roles, encouraging hiring managers to consider qualified candidates from diverse backgrounds.

In 2024, we also removed degree requirements from our job postings to broaden access to career opportunities and support a more inclusive talent pipeline. Equal Opportunity and Inclusion training remains a priority across all levels and business units, including continued engagement with our distribution centers to reinforce inclusive workplace practices. Our six active Employee Resource Groups (ERGs) remain key drivers of community and connection, and our quarterly People Leadership Seminars (PLS) consistently elevate the importance of inclusion in leadership, reinforcing the role of managers in shaping a culture where everyone can thrive.

Gender Representation at Resideo

	Men	Women
Global Workforce	56.6%	43.4%
Management	73.2 %	26.8 %
Professional	69.7%	30.3%
Ops/Support	48.7%	51.3%
U.S. Workforce	74%	26%
Management	73.7%	26.3%
Professional	73.2%	26.8%
Ops/Support	74.7%	25.3%

Racial/Ethnic Representation at Resideo

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	White	Other racial/ethnic backgrounds
U.S. Workforce	65.9%	34.1%
Management	76.8%	23.2 %
Professional	73.7%	26.3%
Ops/Support	56.4%	43.6%

Pay Equity

Resideo is committed to pay equity and is on a journey to evaluate and remediate pay equity concerns, overseen by our Board of Directors' Compensation and Human Capital Management Committee. To assist in the process of pay equity, we prohibit our global team from requesting salary history for prospective employees and we now include pay ranges for all U.S. job postings.

Resideo ERGs

Our Employee Resource Groups (ERGs) are open to all employees and meet regularly to engage in meaningful discussions on key culture and inclusion topics, both within the company and with executive leadership. Over time, these ERGs have evolved from informal affinity groups into structured entities with clearly defined leadership roles, governance models and specific objectives. They contribute to the organization's success through initiatives such as mentoring, professional development and community outreach. Additionally, ERG leaders have received training on diversity and intersectionality to better understand the broader impact of culture and inclusion efforts and promote a more inclusive workplace.

Below are Resideo's ERG groups with highlights of their focused initiatives in 2024, centered around the theme of intersectionality.



In celebration of Earth Day, Black@Resideo emphasized the importance of environmental stewardship alongside its commitment to equality and its commitment to inclusion. One of the key initiatives in 2024 was the Urban Gardening Event, designed to foster community, strengthen team collaboration and promote sustainability by encouraging employees to connect with the environment and each other.



disAbilities@Resideo focuses on ABILITY, fostering a culture of learning, acceptance and growth that welcomes and supports people of all abilities. In 2024, they launched the Anxiety Sensor Sticker Campaign to raise awareness about anxiety and sensory challenges in the workplace. The campaign distributed over 900 textured stickers as a discreet, tactile tool to help manage stress and foster a more supportive environment.



Latinos@Resideo plays a vital role in celebrating heritage and fostering cultural awareness. In 2024, they introduced Héctor as the Latinos@Resideo mascot to celebrate the vibrant spirit, resilience and rich cultural heritage of the Hispanic community. He serves as a symbol of unity, pride and inclusion, inviting all employees to connect with and embrace the values that strengthen our company's success.



Pride@Resideo champions networking, community involvement and professional development for the LGBTQ+ community and its allies at Resideo. In 2024, they included body inclusivity training to promote a culture of respect and acceptance, ensuring that all employees feel valued and supported, regardless of body size or appearance.



Veterans@Resideo fosters a military-veteranfriendly environment for Resideo. In 2024, they continued their partnership with Warriors Ranch, supporting initiatives that help veterans transition to civilian life and providing ongoing mentorship and resources for those in need.



Women@Resideo is committed to promoting companywide gender parity. In 2024, in celebration of International Women's Day, Women@Resideo hosted an "Ask Anything" Panel, where panelists answered questions about both work and life, offering authentic and insightful advice for attendees.

Investing in Our Communities

Where We Live and Work

Resideo is dedicated to driving positive change for our teams, customers and communities where we live and work.

This commitment comes to life through our philanthropic contributions and global employee volunteer efforts. We focus on three key areas: training, safety and security and housing supported through both financial investment and the active engagement of our people.

Inspiring Futures: ADI Hosts "Bring a Youth to ADI" Day with Boys & Girls Clubs

For the third year in a row, ADI's Dallas and Melville Support Centers partnered with local Boys & Girls Clubs to host "Bring a Youth to ADI" day, supporting students through the Workforce Readiness Program. Students explored career paths through presentations on topics like marketing, HR and operations, while also engaging with ADI team members. The events reflect ADI's commitment to community impact and to inspiring the next generation through hands-on learning and real-world career exposure.



Training and Workforce Development

Resideo is committed to building the next generation of industry leaders by investing in education, training and workforce development.

Together with our customers and partners, we're developing the talent needed to drive long-term growth and innovation. Our global training platforms, ADI and Resideo Academies, are at the core of this effort, providing hands-on learning and professional development opportunities across the industry.

ADI Academy and Training

ADI Academy empowers professionals through dynamic training programs that support both personal growth and business success. Dealers and integrators can stay current on emerging technologies, sharpen their business acumen and earn Continuing Education Units (CEUs) at their own pace.

ADI also delivers in-person learning opportunities through its long-standing Expo series, which has brought together industry professionals in more than 30+ cities across North America and Europe for over 30 years. In addition to the Expo, ADI hosts local branch events and counter days that offer

hands-on training, product demonstrations and direct engagement with suppliers and peers. To meet the growing demand for flexible learning, ADI continues to expand free online webinar series, offering expertled sessions on cutting-edge industry trends and challenges.

Each year, over 3,000 technicians are trained through ADI's Exclusive Brand certified programs, helping them advance their technical skills and deliver cutting-edge technology to customers. This includes Snap One's Control4 certifications for associate installers, automation programmers and lighting

installation. Additionally, we offer training in professional network administration and a range of micro-certifications designed to rapidly build expertise in specialized areas. Our Smart Skills technical videos were viewed more than 150,000 times in 2024, providing technicians with the knowledge to improve their skills in specific technical tasks.

Internally, ADI University ensures the sales team remains knowledgeable and ready to serve customers by delivering ongoing education on the latest products and market insights, with team members participating in weekly sessions tailored to their needs.

Resideo Academy and Training

Resideo Academy provides role-based, technical training for HVAC, plumbing and security professionals, helping them gain in-depth knowledge of Resideo products, including installation techniques and realworld application. With a mission to bridge the workforce gap, the Academy focuses on developing the next generation of skilled tradespeople. Since launching the Resideo Academy online learning platform in 2022, we've expanded access to daily and weekly webinars, in-person public and private trainings and on-demand content covering HVAC, security, water, fire and life safety solutions. Our YouTube channel supplements this learning with Tech Tips and ENERGY STAR® education videos aligned with our new product introduction (NPI) process.

In 2024, our number of learning engagements across the globe was over 61,000, more than double from 2023. We also evolved our College Partnership Program to better prepare the next generation of HVAC, low voltage and electrical professionals. Recognizing the limitations of one-off product donations, we shifted our approach in late 2024 to a more scalable and strategic model. This new direction focuses on curated training kits designed to support hands-on learning in academic settings. The HVAC learning kit model is now complete, and a low voltage/electrical kit is currently in development, with full availability expected in 2025.

These kits provide students with consistent, high-quality exposure to real-world equipment and scenarios, supporting

workforce readiness. The program continues to engage with 12 technical colleges across North America and two in the U.K., reinforcing our commitment to longterm talent development. This updated delivery method ensures broader impact and sustainability, giving institutions the tools they need to train tomorrow's skilled tradespeople more effectively.

We also maintained our partnership with the Building Talent Foundation (BTF) in 2024, an organization addressing skilled labor shortages in the building trades. As a founding partner and social investor, Resideo supports BTF's work through college partnerships that provide equipment, curriculum support and job placement opportunities for aspiring professionals in HVAC, security and plumbing.



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Safety and Security

At Resideo, safety is central to our mission whether it's in protecting homes, families or our communities.

We are dedicated to helping our customers safeguard what matters most through innovative solutions and reliable technologies. This commitment also extends to our philanthropic work, where we actively support nonprofit and community initiatives that champion safety and security. Our focus includes efforts that protect children, promote safer neighborhoods and equip families with the tools and resources they need to feel secure in their daily lives. Through these investments, Resideo aims to build stronger, more resilient communities

for the future. Below are highlights of our key safety and security partnerships and events in 2024:

- In 2024, ADI raised more than \$115,000 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 \$450,000 for Mission 500 since the beginning of the partnership. As part of our philanthropic efforts with Mission 500, ADI team members assembled more than 1,100 care packs with hygiene kits for families receiving services through Tampa's Chapter of Safe Families for Children.
- As part of our community impact initiatives, First Alert partnered with the Chicago Fire Department and the Chicago Bulls in 2024 to host three "Take Charge of Safety" events - two held at local schools and one large event at the United Center in Chicago. These events educated over 1,000 children and their families on fire safety through handson activities, educational materials, and the donation of First Alert smoke alarms. promoting safety awareness both at school and at home.
- In celebration of the June 7th Security Gives Back Day, P&S employees volunteered in their local communities to support environmental and social causes. From organizing clean-up efforts at parks and beaches to volunteering at food banks

- and supporting people experiencing homelessness, team members across the country contributed their time and energy to improve the well-being of their neighbors and natural environment.
- As part of Fire Prevention Month, Resideo partnered with Lowe's to deliver fire safety education to families across the country. During Fire Prevention Week, Resideo employees hosted events across Lowe's stores, reaching thousands of families through hands-on demonstrations, safety tips and interactive Kids' Workshops. These efforts educated participants about smoke alarms, carbon monoxide detectors and fire extinguishers, while engaging children in fun, educational activities.

Housing

Resideo is dedicated to helping improve housing conditions for families in need across the globe.

Our commitment to better home environments goes beyond our products. We actively participate in community efforts to support safe housing.

In 2024, we continued our partnership with Habitat for Humanity through financial support, product donations and volunteerism. This collaboration helps create safer, more secure spaces for families in need and reflects our efforts to protect what matters most: our people, our customers and the communities we serve.

Resideo and Arrow Electronics Partner to Bring Smart Tech to Affordable Housing

Resideo and Arrow Electronics have partnered with Habitat for Humanity of Metro Denver to build the nonprofit's first smart home community of Mountain View in Aurora, Colorado. The Mountain View development will feature 20 affordable duplexes equipped with Resideo's Honeywell Home and First Alert technologies, enabling homeowners to manage energy use, air quality, water and security through a connected app. Through this initiative, Resideo built a first-of-its-kind smart community to help homeowners save energy, avoid water and fire disasters and feel safer.



Making change starts in places like Mountain View, one home at a time, one room in the home at a time, one family in the home at a time.

Jeannine Lane, Resideo General Counsel, Corporate Secretary and Corporate Responsibility Leader



Employee Volunteerism and Community Engagement

In communities where we live and work, Resideo employees exemplify our commitment to volunteerism and community engagement.

Our employees are dedicated to making a meaningful difference in the communities they serve. Each year, we invest in empowering our teams to get involved, supporting their efforts to lead grassroots initiatives and create positive change both locally and globally. Some of our volunteer engagement events in 2024 included:

- ADI's annual Earth Day Contest invites team members to submit ideas for reducing our environmental footprint, whether at home or within ADI locations. The winning ideas for 2024 included adding permanent water dispensers at all ADI North America branch locations and providing recycling information in order confirmation emails to customers.
- Impactful community initiatives led by colleagues in Brno, Czech Republic, included charity events, organized blood donation drives, volunteer support at the SOS Children's Village for foster families, environmental cleanup in the vicinity of the Brno site, cancer awareness sessions

- and hosting a Ukrainian delegation focused on rebuilding efforts all showcasing Resideo's dedication to supporting both local and global initiatives.
- Nagykanizsa, Hungary employees
 embracing the "Act as One Team"
 Resideo value by engaging in a
 variety of community activities,
 including litter picking, a family fun
 day and a 211-kilometer race, all while
 strengthening teamwork and giving
 back to their local area.
- The Newhouse manufacturing team in Scotland collaborating with the Scottish Developing the Young Workforce (DYW) organization to

- support the Scottish Government's
 Youth Employment strategy. Their
 initiatives include attending school
 career fairs, providing practical work
 experience to local students across
 various teams, sharing knowledge
 with teachers and identifying potential
 apprenticeship opportunities.
- At our First Alert site in Juarez,
 Mexico, employee volunteers led
 a variety of charitable activities
 throughout the year to support the
 local community. These efforts
 included cleaning, painting and
 repairs at public schools and shelters.
 In 2024, these initiatives benefited
 more than 530 people in the
 surrounding community.
- At our Resideo site in Chihuahua,
 Mexico, employees continued their
 commitment to community impact
 through Mano a Mano program,
 a social responsibility initiative
 launched in 2023 to support
 vulnerable populations by creating
 safer, more dignified spaces. In 2024,
 efforts focused on improvements to
 a local school, including electrical
 and waterproofing upgrades,
 bathroom renovations and classroom
 construction. The team also installed
 20 donated computers and distributed
 school kits to every student.

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.

Geoff Ball, Area Sales Manager Pro AV, was recognized for his incredible work around the year to organize events that directly impact his community. Geoff is chief of the marine division at his local volunteer fire department in Connecticut and this year he also raised funds for St. Baldrick's Foundation, a charity focused on childhood cancer research. He has participated in this annual fundraiser for more than seven years.



PEOPLE &



Ethics, Integrity and Governance

For Our Company and Our Stakeholders

At Resideo, our commitment to integrity begins with meeting the expectations of everyone who depends on us: employees, customers, investors, suppliers and the communities where we operate.

We achieve this through strong governance practices and a deep commitment to ethics and responsible decision-making that reflects the high standards set by our Board and senior leadership.



Board Oversight

Resideo's Board of Directors includes 11 members, each contributing a broad range of industry knowledge, leadership experience and technological insight to support the company's longterm success.

The diverse backgrounds and perspectives of our Directors enhance the Board's ability to effectively oversee strategy, risk and performance while fostering thoughtful, well-rounded decision-making. Our directors are actively engaged and maintain open, ongoing dialogue with management grounded in a deep understanding of our business and strategic priorities. In 2024, a new Chairman

was appointed, bringing over 40 years of leadership in product and technology innovation, and almost seven years of experience as a Resideo director. With extensive executive and board experience including proven success in driving business growth, mergers and acquisitions and corporate governance, he strengthens Resideo's strategic direction and helps ensure effective leadership in key growth areas.

The Board is organized into five standing committees: Audit, Compensation and Human Capital Management, Finance, Innovation and Technology and Nominating and Governance. These committees help ensure that Resideo's governance structure remains strong and responsive. The Nominating and Governance Committee

and full Board routinely review our
Corporate Responsibility initiatives, while
the Compensation and Human Capital
Management Committee provides oversight
of our Culture and Inclusion efforts.
Additionally, the Audit Committee monitors
the company's ethics and compliance
program. In 2024, the Nominating and
Governance Committee explicitly took on
responsibility for overseeing the company's
insider trading policy and procedures. For
more detailed governance information, please
refer to our 2024 Annual Report and 2025
Proxy Statement.

Director Dashboard

91%

directors are independent

36%

of our board is diverse (gender, race/ethnicity)

5.2

years average tenure

62

average age

Corporate Responsibility Governance and Risk Management

Resideo's approach to
Corporate Responsibility
(CR) and risk management is
driven by collaboration across
the organization, guided by
executive leadership and
overseen by our Board of
Directors and its committees.

To support this work, we have established both a Corporate Responsibility Steering Committee and a Corporate Responsibility Council to align strategy and execution. The Steering Committee brings together leaders from key areas including sustainability, ethics, strategy, operations, supply chain, human resources, health and safety and legal, and meets regularly to advance Resideo's Corporate Responsibility priorities.

The Corporate Responsibility Council, a broader network of subject matter experts and regional leaders, provides feedback and guidance to ensure that our initiatives

reflect evolving stakeholder expectations and business needs. Together, these groups work to identify and mitigate Corporate Responsibility-related risks, ranging from energy dependency and climate resilience to cybersecurity threats across our global operations. Through continued research, innovation and partnerships, Resideo remains focused on delivering solutions that create long-term value across our entire value chain.

In early 2025, Resideo conducted an enterprise risk and fraud assessment (ERFA) to proactively identify and evaluate potential risks across the organization. The process

included risk identification and assessment through surveys and interviews, followed by a thorough evaluation of priority enterprise and fraud risks. The team identified top risks along with their key drivers to better understand potential impacts. This work is essential to informing business decisions and guiding mitigation strategies as we continue to grow and future-proof our company. We will share more information on the development of our ERFA in our next report.

Integrity and Compliance

Resideo is committed to the highest standards of integrity across all areas of our business operations and decision-making.

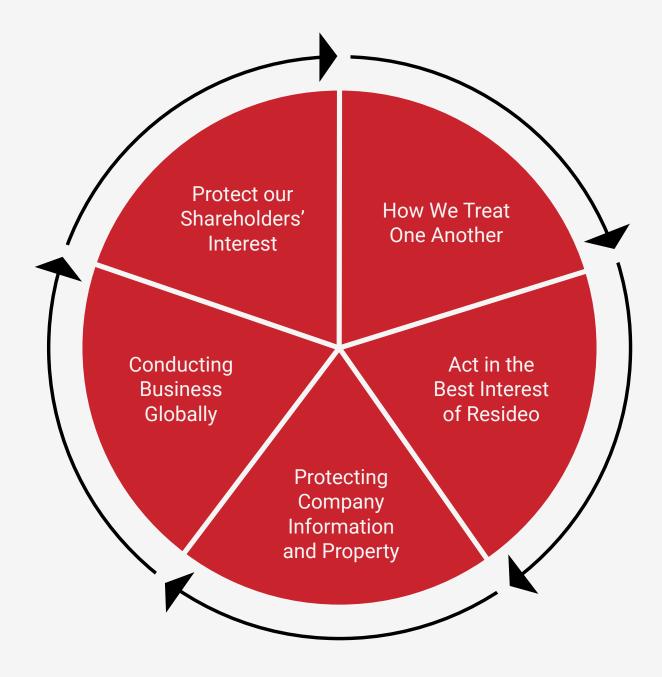
The Audit Committee receives updates regarding the company's integrity and compliance program, including investigation metrics, on a quarterly basis and conducts a more thorough review of the effectiveness of the integrity and compliance program at least annually. Separately, the Nominating and Governance Committee provides oversight of the company's policies related to its Code of Business Conduct. Our Code of Business Conduct outlines the Resideo behaviors and expectations for ethical conduct, serving as a foundational guide for all employees and

our Board of Directors. In 2024, we're proud to have achieved 100% attestation to the Code from all employees at career level 5 and above as well as from our Board of Directors.

Additionally, our Human Rights Policy aligns with evolving global standards and regulatory requirements, strengthening our commitment to ethical conduct, the protection of fundamental rights and responsible business practices throughout our value chain. More information on our update to the Human Rights Policy can be found in our Human Rights Section on page 66. In 2024, we enhanced our governance framework by updating our Insider Trading Policy and publishing a Modern Slavery Statement to meet Canada's new reporting requirements, in addition to our existing UK Modern Slavery Statement.

In 2025, Resideo updated our Code of Business Conduct to align with evolving regulations and ensure the Code remains a clear, practical guide for ethical decisionmaking. Updates included aligning child labor prohibitions with our internal policy, adding guidance on appropriate use of Artificial Intelligence (AI) and expanding resources available for raising concerns.

Code of Conduct



The Code is organized around five key principles that support ethical, responsible and transparent conduct.

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 in the Americas, Europe and Asia Pacific that promote communication between local business, 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, modern slavery and human trafficking concerns, and other 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 posters and internal and external webpages, on employee badges containing Helpline phone numbers, in digital signage, and through quarterly messages, compliance week communications 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 in the U.S. 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.

Compliance Week

At Resideo, integrity and compliance are fundamental to how we operate. In 2024, our global teams came together to participate in Resideo's 5th annual Compliance Week, underscoring the importance of ethical conduct and a commitment to doing the right thing.

More than just an event, Compliance Week serves as a meaningful reminder that every employee contributes to building a culture of trust, accountability and excellence.



Trade Compliance

Resideo complies with international trade regulations that govern both imports and exports across all global operations.

Resideo's Trade Compliance Team maintains a global presence, fostering strong 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. Leveraging support from our Information Technology (IT) department, the Trade Compliance Team has deployed tools to streamline international shipments, ensuring adherence to regulatory standards concerning sanctions, embargoes and export licenses.

Political Action

The Nominating and
Governance Committee
oversees our policies and
practices related to political
contributions.

Resideo does not contribute to or directly support political candidates, does not operate a Political Action Committee (PAC), and does not make direct political campaign contributions. While we participate in various trade associations to stay informed on industry issues, we do not fully adopt any single organization's regulatory or legislative agendas or platforms.



Sustainable Supply Chain

ecovadis

Resideo engages suppliers who align with our commitment to ethical conduct and responsible practices.

Resideo's Supplier Code of Conduct sets clear expectations for ethical behavior and legal compliance across our supply chain. Suppliers formally commit to these principles during the contracting process and may undergo periodic audits to confirm ongoing alignment with our policies. Access to our global vendor portal (which supports nearly 600 suppliers) also requires acknowledgment of the Supplier Code. By publishing the Supplier Code of Conduct on our Resideo.com website, we reinforce our dedication to transparency and responsible sourcing, while fostering trust with stakeholders, shareholders and the broader community.

Responsible Procurement

Resideo partners with Assent Compliance to support supply chain due diligence across

a range of regulatory frameworks, including ROHS, REACH, Proposition 65, POPs, Conflict Minerals and SCIP-WFD. Using Assent's digital platform, we monitor regulatory requirements across our operations and supplier networks, with suppliers routinely prompted to verify their compliance. Our procurement and environmental compliance teams maintain ongoing collaboration with Assent, meeting regularly to evaluate supplier engagement and initiate corrective actions when necessary.

Supplier Sustainability

Since launching the EcoVadis platform in 2022, Resideo has continued to strengthen oversight of sustainability performance across our supply chain, achieving significant progress since the program's inception.

The initiative focuses on our top vendors in each business unit, covering approximately 90% of our total annual supply chain spend. To date, 146 Product and Solutions suppliers and 100 ADI suppliers have participated in the EcoVadis assessment, reflecting estimated response rates of 75% and 69%, respectively.

Resideo actively partners with suppliers throughout the assessment process, providing guidance on sustainability expectations and the importance of credible sustainability data. For suppliers receiving lower scores, we offer tailored training through the EcoVadis platform and engage local buyers to support corrective actions. This collaborative approach helps suppliers improve their sustainability performance and better prepares them for future evaluations.



Human Rights

Resideo is dedicated to upholding human rights throughout every stage of our supply chain.

Resideo's Code of Business Conduct provides clear guidelines to protect the dignity and respect of our global workforce. We are fully committed to a workplace free from discrimination and harassment, and we strictly adhere to all applicable laws concerning freedom of association.

Our Human Rights Policy, rolled out in 2024, reinforces our dedication to ethical business conduct, incorporating comprehensive standards on culture and inclusion, antidiscrimination practices, social dialogue, work hours, wages and the prohibition of forced labor and human trafficking. We also ensure compliance with child labor laws, minimum wage regulations and overtime requirements across our operations.

Additionally, we maintain robust policies to safeguard human rights within our supplier and subcontractor relationships, aligned with our Supplier Code of Conduct,

which 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.



Privacy and Data Security

At Resideo, we prioritize the privacy of our end users and are committed to safeguarding the security of their personal data.

We ensure compliance with local laws and regulations regarding personal data across all our global operations, setting clear guidelines on when and how data can be shared and ensuring the necessary safeguards are in place.

A cross-functional team of data governance, data security and data privacy specialists support the company in meeting our legal obligations concerning the collection, use and management of personal data throughout its lifecycle. Privacy is integrated into our operations from the outset, with compliance assessments and reviews conducted before launching new products or making major updates to existing ones, enabling us to identify and mitigate privacy risks early. Furthermore, our Audit Committee oversees cybersecurity, ensuring robust protection of personal data.

In 2024, we focused on achieving compliance with new and evolving regulations and industry standards. We consolidated compliance processes, streamlining them and embedding privacy requirements early in the development cycle. We also developed governance structures dedicated to the responsible use of AI throughout our organization, including a comprehensive review process to evaluate prospective AI use cases and tools.

We launched our Privacy Champions initiative in 2023, aimed at embedding privacy expertise throughout the organization.

We've trained over 40 internal Privacy
Champions through comprehensive sessions, empowering them to guide their colleagues through privacy requirements and privacy policies. In 2024, employees participated in well over 30 hours of privacy

and cybersecurity-specific training via our Learning Management System as well as tailored information provided to the organization throughout Cybersecurity Awareness Month to further strengthen security practices. Engineering teams benefited from on-demand webinars and role-specific training, while Security Champions participated in webinars, mentoring and industry certification to safeguard privacy and security protocols. As a result of this program, we have seen significant improvements, including the early identification of potential issues and a more proactive approach to data privacy across the business.



About This Report

Resideo is proud to publish our 2024 Corporate Responsibility Report, demonstrating our continued commitment to accountability and transparency across our global operations.

The data presented in this report, unless otherwise noted, reflects calendar year 2024. Select initiatives from early 2025 have been included to provide additional context and demonstrate ongoing progress.

This report aligns with the Sustainability Accounting Standards Board (SASB) standards for the Resource Transformation: Electrical and Electronic Equipment, as well as Multiline and Specialty Retailers and Distributors. We also provide disclosures aligned with the Task Force on Climate-related Financial Disclosures (TCFD) and, for the first time, this report includes reporting to the ISSB Index, based on the IFRS Sustainability Disclosure Standards, with references to our CDP Climate and Environmental disclosures to further enhance transparency and comparability.

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 forwardlooking 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

The Sustainability Accounting Standards Board (SASB) guide the voluntary disclosure of financially material sustainability information by companies to their investors. As of 2022, ISSB of the IFRS Foundation assumed responsibility for the SASB Standards. Resideo is proud to report based on the framework for Electrical & Electronic Equipment, Multiline and Speciality Retailers & Distributors and Electronic Manufacturing Services and original Design Manufacturing. We have reported here all metrics in this standard which are material to the Resideo business. All data presented here is for the year ended December 31, 2024 unless otherwise noted.

SASB Standard	SASB Topic/Code	Accounting Metric	Category	Unit of Measure	2024 Disclosure
Energy and Water Management					
Electrical & Electronic Equipment	RT-EE-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	(1) 700,435 (2) 53.7% (3) 0.1%
Multiline and Specialty Retailers & Distributors	CG-MR-130a.1				
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 (m³), Percentage (%)	 1) 421 m3 (Third-Party Water = 223 m3; Surface Water = 14 m3; Ground Water = 184 m3), 88.3% in water stressed areas (2) 58 m3, 89.2% in water stressed areas * Our 2024 water withdrawal and consumption data reflects 14% of total sites, inclusive of all manufacturing locations. Water data from Snap One sites is not included in these totals. Water withdrawal is the total volume of water extracted from all sources, such as surface water, groundwater, rainwater, and municipal water supplies, for any use within the organization. Water consumption is the portion of water withdrawn that is not returned to the original water source after use.



SASB Standard	SASB Topic/Code	Accounting Metric	Category	Unit of Measure	2024 Disclosure
Hazardous Waste Management					
Electrical & Electronic Equipment	RT-EE-150a.1	(1) Amount of hazardous waste generated,(2) percentage recycled	Quantitative	Metric tons (t) Percentage (%)	(1) 818 (2) 82%
	RT-EE-150a.1, prepared in accordance with EFRAG ESRS E5 data recommendations.	(1) Amount of non-hazardous waste generated, (2) sum of reused, recycled, other recovery operations, (3) sum of incinerated, landfilled, other no-recovery operations, (4) sum of total amount of non-recycled waste and percentage of non-recycled waste (5) waste streams relevant to sector or activities and materials present in waste	Quantitative and Discussion	Metric tons (t)	(1) 19,392 (2) 11,709 (3) 7,684 (4) 8,628; 44.5% (5) Waste Streams: - WEEE - Mixed: 0.6% - Dross Waste: 0.8% - Mixed commercial, industrial, household waste: 3.2% - Non-hazardous - Plastics: 1.9% - Non-hazardous - Contaminated, polluted water and solutions: 2.0% - Non-hazardous - Food and Garden Waste: 2.4% - Non-hazardous - Wood, Pallets: 2.6% - Non-hazardous - Paper and Board: Mixed: 9.7% - Non-hazardous - Metal: 11.0% - Non-hazardous - Mixed Waste: 65.7% *Our 2024 non-hazardous waste calculations include our global manufacturing facilities and distribution centers, including ADI and Snap One retail locations. We estimate our calculations represent more than 27% of Resideo's total waste generation globally. For waste emissions, Resideo uses the waste-type-specific method for calculations. Emissions are calculated by applying DEFRA emission factors to site-specific waste data, converting waste volumes into CO2e. This calculation is performed within the Diligent database.
	RT-EE-150a.2	(1) Number and aggregate quantity of reportable spills, (2) quantity recovered	Quantitative	Number, Kilograms (kg)	Zero reportable spills in 2024



SASB Standard	SASB Topic/Code	Accounting Metric	Category	Unit of Measure	2024 Disclosure		
Data Security	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 2024 CR Report: Governance & Accountability Section p. 58		
	CG-MR-230a.2	(1) Number of data breaches, (2)percentage that are personal data breaches(3) number of customers affected	Quantitative	Number, Percentage (%)	SEC Filings: Information on material data breaches is dislcosed in our 2024 Annual Report on Form 10-K and in our 2024 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 2024.		
	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 2024 Annual Report on Form 10-K and in our 2024 Quarterly Reports on Form 10-Q.		



SASB Standard	SASB Topic/Code	Accounting Metric	Category	Unit of Measure	2024 Disclosure	
Labor Practices	Labor Practices					
Multiline and Specialty Retailers & Distributors	CG-MR-310a.1	(1) Average hourly wage and (2) percentage of in-store and distribution center 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 2024 CR Report: Governance & Accountability Section p 58.	
	CG-MR-310a.2	(1) Voluntary and (2) involuntary turnover rate for in-store and distribution centre employees	Quantitative	Percentage (%)	Resideo does not disclose this information. Information about employee engagement and satisfaction can be found in our Resideo 2024 CR Report: People & Community Section p. 39.	
	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 2024 Annual Report on Form 10-K and in our 2024 Quarterly Reports on Form 10-Q.	
Workforce Diversity & Inclusion						
Multiline and Specialty Retailers & Distributors	CG-MR-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management and (c) all other employees	Quantitative	Percentage (%)	Resideo 2024 Cr Report: People & Communities Section p. 49.	
	CG-MR-330a.2	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Quantitative	Reporting currency	SEC Filings: Information on legal proceedings is disclosed in our 2024 Annual Report on Form 10-K and in our 2024 Quarterly Reports on Form 10-Q.	



SASB Standard	SASB Topic/Code	Accounting Metric	Category	Unit of Measure	2024 Disclosure	
Product Lifecycle Management	Product Lifecycle Management					
Electrical & Electronic Equipment	RT-EE-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	Percentage (%) by revenue	Resideo does not currently align chemical substance reporting with IEC 62474. We actively implment Restriction of Hazardous Substances (RoHS) compliance testing and comply with regulations including REACH Resitricted Chemical List and Proposition 65, the Safe Drinking Water and Toxic Enforcement Act of 1986.	
	RT-EE-410a.2	Percentage of eligible products, by revenue, certified to an energy efficiency certification	Quantitative	Percentage (%) by revenue	Resideo does not disclose this information.	
	RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	Quantitative	Reporting currency	Resideo does not disclose this information.	
Product Sourcing, Packaging & Ma	rketing					
Multiline and Specialty Retailers & Distributors	CG-MR-410a.1	Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	Reporting currency	Resideo does not disclose this information.	
	CG-MR-410a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	n/a	Resideo maintains a subscription with Assent, a third-party leader in sustainable supply chain and product compliance solutions. Assent actively monitors our requirements across product compliance areas globally and we work together with them to identify risks related to chemical use and other key areas of focus.	
	CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	n/a	Resideo 2024 CR Report: Sustainable Innovation Section, p. 13.	



SASB Standard	SASB Topic/Code	Accounting Metric	Category	Unit of Measure	2024 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 2024 CR Report: Sustainable Innovation Section, p. 13.
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 2024 CR Report: Governance & Accountability Section, p. 58.
	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 2024 Annual Report on Form 10-K and in our 2024 Quarterly Reports on Form 10-Q.
	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 2024 Annual Report on Form 10-K and in our 2024 Quarterly Reports on Form 10-Q.
Activity Metrics					
Electrical & Electronic Equipment	RT-EE-000.A	Number of units produced by product category	Quantitative	Number	Resideo does not disclose this information.
	RT-EE-000.B	Number of employees	Quantitative	Number	14,797 Employees Globally
Multiline and Specialty Retailers & Distributors	CG-MR-000.A	Number of: (1) retail locations and (2) distribution centers	Quantitative	Number	Resideo does not disclose this information.
	CG-MR-000.B	Number of: (1) retail locations and (2) distribution centers	Quantitative	Square meters (m2)	Resideo does not disclose this information.



Resideo Climate-Related Financial Dislosures Index

The International Sustainability Standards Board (ISSB), established by the International Financial Reporting Standards (IFRS) Foundation, developed new international financial reporting standards in 2023. The ISSB's IFRS S2 standards, which focus on climate-related disclosures, builds on the foundation of the Task Force on Climate-related Financial Disclosures (TCFD) to provide a consistent, global baseline in climate-related financial reporting. Resideo is working to align with ISSB's IFRS S2 standards and is proud to show our progress in this report. This disclosure also corresponds to the CDP Corporate questionnaire, supporting greater transparency and comparability for investors and stakeholders. All information reflects data for the year ended December 31, 2024, unless otherwise noted.

Topic	CDP, IFRS S2, TCFD	Disclosure	2024 Response
Governance	CDP_C4.1, C4.2 IFRS S2-6a TCFD	Decision-Making Body: The decision-making body or individual responsible for overseeing climate-related risks and opportunities.	Resideo's Board of Directors is briefed at least quarterly about Resideo's Corporate Responsibility (CR) initiatives, with sustainability and certain key CR activities overseen more comprehensively by our Nominating and Governance Committee. There are regular trainings for directors on environmental issues, industry best practices, and standards. We include at least one board member who maintains expertise on climate and our Board Terms of Reference, individual role descriptions, and committee charter outline directors responsibility for climate-related topics. More information about our Board and their processes can be found in the Governance and Accountability section of this report and in our 2024 Annual Report and 2025 Proxy.
	CDP_C4.3 IFRS S2-6b TCFD	Management Role: The role of management within the governance processes, controls, and procedures used to monitor, manage, and oversee climate-related risks and opportunities.	Resideo maintains a CR Council and Steering Committee to oversee the day-to-day activities of our CR initiatives. The CR Steering Committee meets monthly and is comprised of leaders from key functions and teams including sustainability, ethics, strategy, operations, supply chain, human resources, health and safety and legal. The larger CR Council brings together additional subject matter experts and regional leaders who review work completed by the Steering Committee and provide feedback and guidance on CR initiatives across Resideo. Resideo's climate risk management processes are managed as a part of our overall Enterprise Risk Management (ERM) process. In 2025, we outlined key climate-related risks in our 2024 Annual Report and 2025 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.



Topic	CDP, IFRS S2, TCFD	Disclosure	2024 Response
Strategy	CDP_C2.2, C3.1, C3.6 IFRS S2-10 TCFD	Risks and Opportunities: Climate-related risks and opportunities that are reasonably expected to affect the company's outlook and performance.	In 2025, we assessed our most important ESG-related topics through a formal double materiality process which also included an assessment of our most relevant impacts, risks and opportunities (IROs). The double materiality and IRO assessments detail the relevant climate-related topics that are most material to Resideo's global business. Details of our double materiality process and list of material topics can be found in the Corporate Responsibility section of our report. We plan to provide details on our IROs in a future report. Additionally, our innovation team is actively considering climate-related risks and opportunities in the execution of our product innovation process, the details of which are included in the Sustainable Innovation section of this report.
	CDP_C3.1, C3.6 IFRS S2-13 TCFD	Business Model and Value Chain: The current and anticipated impacts of climate-related risks and opportunities on the company's business model and value chain.	Resideo operates in a fast-changing environment where technology, consumer preferences, and industry standards evolve rapidly, driven in part by growing awareness of climate-related impacts. Our growth depends on how well we anticipate these shifts, protect intellectual property, and deliver innovative, connected products that align with evolving regulations around energy efficiency, safety, privacy, and environmental performance. While the transition away from fossil fuels may shift demand and impact our OEM customers, it also presents opportunities to lead through sustainable innovation. Our New Product Innovation (NPI) framework considers product lifecycle and climate impacts from the start, and our Grid Services platform supports grid stability by helping utilities manage peak demand. Success will depend on our continued agility and commitment to meeting both regulatory demands and customer needs in a changing world.
	CDP_C2.1 IFRS S2-14 TCFD	Strategy and Decision-Making: The impacts of climate-related risks and opportunities, including climate-related transition plans, on the company's strategy and decision-making.	Resideo is working to integrate processes across key functions in the organization to enhance our management and reporting of climate risk across the company's footprint. We have evaluated capital expenditures and R&D priorities with climate-related risks in mind. 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 how we design and innovate our products and solutions globally. Our Products & Solutions business unit includes Energy Management as a key service area of prioritization for Resideo globally. Recognizing a clear energy economy is a major opportunity for Resideo, our business has integrated climate-related goals into our product innovation process. We also plan to conduct climate-based scenario analysis and climate transition plan aligned with a 1.5°C scenario in the next two years.
	CDP_C3., C3.6 IFRS S2-15 TCFD	Current and Anticipated Financial Impacts: The impacts of climate-related risks and opportunities on the company's financial position, financial performance, and cash flows (financial statements) over the reporting period and in the short, medium, and long term.	Resideo is aware of the financial impacts of climate-related risks and opportunities, such as increased costs from regulatory changes and potential revenue growth from energy-efficient products. However, we have not yet quantified these impacts in monetary terms or directly linked them to specific financial statement line items (e.g., revenue, operating costs, EBITDA, cash flow). While we evaluate these factors over short, medium, and long-term time horizons, we recognize that further quantitative analysis is needed to fully meet this disclosure.



Topic	CDP, IFRS S2, TCFD	Disclosure	2024 Response
Strategy	CDP C3.4 IFRS S2-22 TCFD	Resilience: The resilience of the entity's strategy and business model to climate-related changes, developments and uncertainties.	Our business model and strategy are subject to climate-related risks, including transition risks from evolving regulations, shifts in market preferences and technological disruption as well as from physical risks due to extreme weather events and long-term climate shifts that may impact our operations and supply chain. To strengthen our long-term resilience, we plan to conduct a climate scenario analysis and develop a climate transition plan aligned with a 1.5°C pathway within the next two years.
Risk Management	CDP_C2.2, C4.6 IFRS S2-25 TCFD	Risk Processes and Policies: The processes and policies used to identify, assess, prioritize and monitor climate-related risks and opportunities.	Resideo's climate risk management processes are managed as a part of our overall ERM. Our Enterprise and Fraud Risk Assessments (EFRA), evaluates risks on a regular basis, assigns clear ownership across teams and works to monitor trends. As part of this process, relevant environmental, social and governance factors are considered and discussed. Enterprise and Fraud Risk Assessments are conducted annually, and results are presented each year during our Audit Committee meeting.
	CDP_C2.2, C4.6 IFRS S2-26 TCFD	Integration into Overall Risk Management: The extent and manner in which the processes for identifying, assessing, prioritizing and overseeing climate-related risks and opportunities are integrated into and influence the company's overall risk management processes.	All risks at Resideo are identified and assessed through an Enterprise and Fraud Risk Assessment (EFRA) regularly. We've outlined key climate-related risks in our 2024 Annual Report and 2025 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: -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



Topic	CDP, IFRS S2, TCFD	Disclosure	2024 Response		
Metrics and	Cross-Industry Metrics: Disclosure of the following seven metrics:				
Target	CDP_C7.1 - C.7.15 IFRS S2-29a TCFD	(1) GHG Emissions: Reported in carbon dioxide equivalent (CO₂e) and separated into Scope 1, Scope 2, and Scope 3 emissions.	The following are GHG emissions which cover Resideo's global operations. Scope 1: 18,014 Scope 2 (market based): 40,464 Scope 2 (location based): 39,409 Scope 3: 766,232 Scope 1 and 2 emissions data covers over 95% of our operational footprint. Scope 1 includes mobile combustion, stationary combustion and fugitive emissions from material sites. Scope 2 is based on 86% actual data, with the remaining 14% modeled for non-reporting sites. ADI and Snap One retail locations are included in the reporting data. Scope 3 emissions disclosed reflect categories deemed material for Resideo and for which data is currently available. We will continue to review additional Scope 3 categories and expand our reporting as we further assess our value chain and refine our Scope 3 emissions profile. Additional GHG emissions methodology and approach can be found on p. 82 of this report.		
	CDP 3.1, 3.6 IFRS S2-29b TCFD	(2) Transition Risk: The amount and percentage of assets or business activities vulnerable to climate-related transition risks	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 companywide efforts to analyze our environmental data, ensure that data is consistently and accurately tracked worldwide, and establish baseline data that will improve our target-setting for environmental excellence today and in the future. Building on the work we have already accomplished, we plan to conduct a climate scenario analysis and develop a climate transition plan aligned with a 1.5°C pathway within the next two years.		
	CDP 3.1 IFRS S2-29c TCFD	(3) Physical Risk: The amount and percentage of assets or business activities that are vulnerable to climate-related physical risks.	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 companywide efforts to analyze our environmental data, ensure that data is consistently and accurate tracked worldwide, and establish baseline data that will improve our target-setting for environmental excellence today and in the future. Building on the work we have already accomplished, we plan to conduct a climate scenario analysis and develop a climate transition plan aligned with a 1.5°C pathway within the next two years.		



Topic	CDP, IFRS S2, TCFD	Disclosure	2024 Response		
Metrics and Target	CDP 3.6 IFRS S2-29d TCFD	(4) Opportunities: The monetary value and proportion of assets or business activities aligned with climate-related opportunities.	Resideo does not currently track the monetary value or proportion of assets aligned with climate-related opportunities. While we have identified areas such as energy-efficient products and resource efficiency as key opportunities, our systems are not set up to capture this specific data. We are exploring ways to enhance our internal tracking and reporting capabilities in line with emerging standards.		
	CDP 3.1.2, 3.6.2 IFRS S2-29e TCFD	(5) Capital Deployment: The amount and percentage of assets or business activities aligned with climate-related opportunities.	Resideo does not currently track the amount or percentage of assets or business activities aligned with climate-related opportunities. We are exploring ways to enhance our internal tracking and reporting capabilities in line with emerging standards.		
	CDP C5.10.1 IFRS S2-29f TCFD	(6) Internal Carbon Price: Whether and how the company uses carbon pricing in decision-making, along with the price per ton of GHG emissions used by the company to assess the cost of GHG emissions.	Resideo does not currently use an internal carbon price in decision-making, and no price per ton of GHG emissions has been established. We are aware of this disclosure expectation under IFRS S2 and may evaluate relevant practices over time as our climate strategy develops.		
	CDP 3.5 IFRS S2-29g TCFD	(7) Remuneration: Whether and how climate-related matters are incorporated into executive remuneration, along with the proportion of current executive remuneration linked to climate-related matters.	Climate-related matters are not currently incorporated into executive remuneration at Resideo, and no portion of current executive compensation is formally linked to climate-related performance. This is an area we may revisit as our sustainability governance continues to evolve.		
	Climate-Related Targets: Disclose the company's climate-related targets and the review process for those targets:				
	CDP_C4.1, C4.1a, C4.1b IFRS S2-33 by the company, including those required to meet legal or regulatory obligations, along with the applicable time frame and sectors.	Resideo has committed to a Scope 1 and 2 absolute emissions reduction target of 50% from our 2022 baseline year by 2035. This target encompasses all of Resideo's global operations.			
		Performance against these targets	Resideo has published key categories of Scope 3 emissions. 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.		
	CDP_C4.1, C4.1a, C4.1b IFRS S2-34 TCFD	(2) Review of Targets: The approach for setting and reviewing targets, whether the targets are externally validated by third parties, how progress toward achieving the targets is monitored, and the metrics used for monitoring.	Resideo's ESG Steering Committee has taken a data-driven approach to setting targets.		



IFRS S1 Disclosures

The International Sustainability Standards Board (ISSB), established by the International Financial Reporting Standards (IFRS) Foundation, developed new international financial reporting standards in 2023. The ISSB's IFRS S1 standards, which focus on sustainability-related disclosures, provides a consistent, global baseline in sustainability-related financial reporting. Resideo is working to align with ISSB's IFRS S1 standards and is proud to show our progress in this report. All information reflects data for the year ended December 31, 2024, unless otherwise noted. S1 standards and stakeholders. All information reflects data for the year ended December 31, 2024, unless otherwise noted.

Topic	Disclosure	2024 Response
Governance	The processes, controls, and procedures of governance through which a company oversees and manages sustainability-related risks and opportunities.	Corporate Responsibility at Resideo, pg. 6. Governance & Accountability, pg. 58.
Strategy	The company's strategy for managing sustainability-related risks and opportunities.	Corporate Responsibility Strategy, pg. 7. Our Materiality Process & Topics, pg. 10. Green Horizons, pg. 18. People & Communities, pg. 39.
Risk Management	The process through which a company identifies, assesses, prioritizes and monitors sustainability-related risks and opportunities, as well as evaluates these processes in the context of the company's overall risk management framework.	Our Materiality Process & Topics, pg. 10. Operational Responsibility, pg. 26. People & Communities, pg. 39. Governance & Accountability, pg. 58.
Metrics and Targets	The company's performance in relation to sustainability-related risks and opportunities, including progress toward targets set by the company or those required by laws and regulations	Operational Responsibility, pg. 26. Our Carbon Reduction Target & Progress, pg. 33. Governance & Accountability, pg. 58.



Endnote: Carbon Accounting Methodology and Approach

Resideo's Carbon Accounting Methodologies and Approaches

Resideo calculates and reports our greenhouse gas emissions (GHG) in alignment with the Greenhouse Gas Protocol, including the Corporate Accounting and Reporting Standard (Revised Edition), the Scope 2 Guidance, and the Technical Guidance for Calculating Scope 3 Emissions.

Our approach aims to enhance accuracy, transparency and completeness across Scope 1, 2, and 3 emissions, while continually improving our data sources and expanding

operational boundaries, including through recent acquisitions. The following sections detail the methodologies, emission factors, data coverage and key assumptions used in calculating our 2024 carbon footprint.

Scope 1 & 2 GHG Emissions Methodology and **Assumptions (2024)**

Our Scope 1 and 2 emissions were calculated using a mix of actual site-level data and modeled estimates, in alignment with the GHG Protocol Corporate Standard and Scope 2

Guidance. Scope 1 and 2 emissions data aims to cover over 95% of our operational footprint. In 2024, we enhanced our Scope 1 and 2 inventory by expanding boundary coverage and improving data quality, notably through the inclusion of mobile combustion emissions from leased vehicles. Below is a breakdown of our Scope 1 and Scope 2 emissions for 2024:

Scope 1: Direct Emissions

Methodology:

- » Mobile Combustion: Newly included emissions from Resideo-leased vehicles, calculated using the mileage-based method.
- » Stationary Combustion: On-site fuel use at key manufacturing and operational facilities.

» Fugitive Emissions: Reported where applicable, primarily at manufacturing and larger distribution locations. Emissions are estimated using the screening method.

Emissions Factor:

- » Mobile and Stationary Combustion: DEFRA/ DECC (UK), U.S. Environmental Protection Agency (EPA), and the Greenhouse Gas Protocol Initiative. Emission factor selection is aligned to the country in which the reporting entity operates.
- » Fugitive Emissions: Global Warming Potentials source – Intergovernmental Panel on Climate Change (IPCC)

Data Coverage:

» For our mobile combustion data, coverage represents approximately 95% of all leased vehicles globally.

Assumptions & Limitations:

» For Snap One, only second-half 2024 data is included due to acquisition timing.

Scope 2: Indirect Emissions (Purchased Electricity)

- Methodology: Location-based and marketbased methods
- Emissions Factor: Emission factors are sourced from multiple databases, including AIB, Canadian Government, DEFRA/DECC, Green-e.org, IEA, New Zealand Ministry for the Environment, U.S. EPA, and custom factors where applicable.

Data Coverage:

» Electricity data was reported by 67 sites, including manufacturing, distribution centres (DCs), large offices and retail stores based in the UK. The consumption of the 240 sites that did not report data was estimated using model values (CBECS factors).

» In total, actual data represents 86% of reported energy consumption. For electricity, the ratio is 75% for actual consumption and 25% for model consumption.

Assumptions & Limitations:

- » ADI and Snap One retail locations are included with most Snap One site data being modeled.
- » For Snap One, only second-half 2024 data is included due to acquisition timing.

Scope 3 GHG **Emissions** Methodology and **Assumptions (2024)**

We have identified seven relevant Scope 3 Categories for Resideo, including Categories 1, 2, 3, 4, 5, 6 and 7. We've also identified other Categories that may be relevant and plan to evaluate and broaden our reporting scope over time as needed. To estimate our Scope 3 emissions, we applied a combination of spendbased, average-data, distance-based and vendor-specific methods, in line with the GHG Protocol Technical Guidance for Calculating Scope 3 Emissions. Below is a breakdown of our Scope 3 emissions for 2024:

Category 1: Purchased Goods & Services (PG&S)

- Methodology: Spend-based
- Emissions Factor: US Environmentally-Extended Input-Output (USEEIO) emission factors, developed by the U.S. Environmental Protection Agency (EPA).
- Data Coverage: 83.9%
- Assumptions & Limitations:
- » Each vendor was mapped to a USEEIO sector based on NAICS codes, using direct or proximate classification.

- » Emission factors are sector averages and may not reflect supplier-specific footprints.
- » Records without sufficient classification or mapping were excluded from the inventory.

Category 2: Capital Goods

- Methodology: Spend-based
- Emissions Factor: US Environmentally-Extended Input-Output (USEEIO) emission factors, developed by the U.S. Environmental Protection Agency (EPA).
- Data Coverage: 66.3%
- Assumptions & Limitations:
- » Each vendor was mapped to a USEEIO sector based on NAICS codes, using direct or proximate classification.
- » Emission factors are sector averages and may not reflect supplier-specific footprints.
- » Records without sufficient classification or mapping were excluded from the inventory.

Category 3: Fuel- and Energy-Related Activities (FERA)

- Methodology: Refer to Scope 1 & 2 methodology
- Emissions Factor: Refer to Scope 1 & 2 methodology
- Assumptions & Limitations: Refer to Scope 1 & 2 methodology

Category 4: Upstream Transportation & Distribution

- Methodology: Spend-based
- Emissions Factor: US Environmentally-Extended Input-Output (USEEIO) emission factors, developed by the U.S. Environmental Protection Agency (EPA).
- Data Coverage: >90% (Americas and EMEA only)
- Assumptions & Limitations:
- » Mode assignment based on carrier name and shipment data.

- » Business Unit mapped using General Ledger and Freight Audit and Payment data.
- » Parcel shipments (ADI) estimated using weekly spend breakdowns by transport mode.
- » APAC region not yet included. Warehousing-related emissions excluded.

Category 5: Waste Generated in Operations

- Methodology: Activity-based
- Emissions Factor: DEFRA
- Data Coverage: Refer to operational waste dataset
- Assumptions & Limitations: Based on reported volumes by waste type and disposal method; modeled per DEFRA factors.

Category 6: Employee Business Travel

- Methodology: Mixed (spend-, distance-, and vendor-based)
- Emissions Factor: USEEIO, DEFRA, vendorspecific
- Data Coverage: >90%
- Assumptions & Limitations:
- » Air: Flight segments from FCM data used to calculate distances. Corporate jet usage modeled by aircraft type and estimated fuel burn.
- » Car Rentals: The majority of fuel consumption estimated using spend based method, with a small portion based on specific fuel type data.
- » **Hotels:** Number of nights and country of stay used to estimate emissions; substituted DEFRA EFs for unavailable countries based on geographic and infrastructure similarities.

- » FCM data excludes ticket exchanges/voids, potentially underestimating air emissions
- » Assumptions in rental car and hotel data introduce uncertainties, especially where fuel or infrastructure information is unavailable.

Category 7: Employee Commuting

- Methodology: Average-data
- Emissions Factor: U.S. Environmental Protection Agency (EPA)
- Data Coverage: >90%
- Assumptions & Limitations:
- » Assumed 3 commuting days per week, adjusted for holidays.
- » Modal share and most common car types derived from country-level research.
- » EPA factors used globally, based on U.S./ Mexico dominance in workforce.
- » Country-specific fuel and vehicle type variability not fully captured.

