

resideo

Building beyond tomorrow

Corporate Responsibility Report 2025



Table of contents

About Resideo	→	Resideo Products & Solutions stories	→	Governance	→	Appendix	→
Building beyond tomorrow	→	Sustainable innovation	→	Ethics & integrity	→	Environmental metrics	→
Resideo at-a-glance	→	Awards & recognition	→	Trade compliance & political action	→	IFRS disclosures	→
Double materiality assessment	→	Resideo Academy	→	Sustainable supply chain	→	ESRS disclosures	→
Corporate Responsibility strategy	→			Data privacy, security & AI	→	SASB disclosures	→
Corporate Responsibility highlights	→	ADI stories	→	Board oversight	→	TCFD index	→
		Sustainable innovation	→	Proactive risk management	→	GHG accounting methodology	→
		Awards & recognition	→	Shaping what’s possible	→		
Company-wide performance	→	Operational responsibility	→				
Operational responsibility	→	ADI Academy and resources	→				
People & culture	→						

About Resideo

Building beyond tomorrow →

Resideo at-a-glance →

Double materiality assessment →

Corporate Responsibility strategy →

Corporate Responsibility highlights →

Building beyond tomorrow

As we present our 2025 Corporate Responsibility report, Resideo stands at **a pivotal moment in its evolution.**

Every achievement in our Corporate Responsibility report begins with our people. Across all our teams, in all the different countries that we operate in, it is their expertise, focus, and commitment that shape the impact we continue to make every day in the local communities that we are part of. The achievements we celebrate today are also a meaningful reflection of how far we have come since Resideo was established in 2018. Our company’s inclusion on two of Forbes’ most esteemed corporate rankings — Forbes’ 2026 Most Trusted Companies and Forbes’ 2026 America’s Best Companies list — and our debut on the Fortune 500 list in 2026 underscores that progress.

Since publishing our first Corporate Responsibility report in 2022, we have built strong foundations. We have evolved our Corporate Responsibility approach from early commitments to a more integrated strategy consisting of four pillars: Sustainable Innovation, Operational

Responsibility, People and Community, and Governance and Accountability. These pillars embed responsibility across how we operate, innovate, and grow; and put us in a strong position as we prepare for what’s next with the forthcoming separation of ADI.

So, this latest report marks the close of an important chapter in Resideo’s journey. As we prepare to become two independent companies — Resideo and ADI Global Distribution — we do so with pride in what we have achieved together and confidence in the values and foundations we will carry forward. While our structure will change, our commitments to acting responsibly and delivering for our customers, partners, and communities will remain constant.

This is both a moment of reflection and momentum. One chapter is closing and two new stories are on the cusp of being told; both focused on building beyond tomorrow.



Jay Geldmacher

President, CEO and Director of Resideo



Jeannine Lane

Executive Vice President, General Counsel, and Corporate Secretary of Resideo



Resideo at-a-glance

resideo

\$7.47B

2025 Net Revenue (Total)

resideo
Products & Solutions

A leading manufacturer of building products focused on residential controls and sensing solutions

ADI

Global specialty distributor of professionally installed low-voltage products serving commercial and residential markets through an omnichannel go-to-market platform

140+ years

of innovation carried forward through world-class brands including Honeywell Home, First Alert®, and Resideo

~24M

smoke alarms per year¹

150M+

residential and commercial spaces

100K+

pro installers, dealers, OEMs, and distributors

~15M

thermostats per year²

\$2.69B

Net Revenue

500K+

products distributed across robust platform

#1

Security, ResiAV, and Fire/Life Safety in North America

100K+

professionals served annually

1,000+

manufacturers included in expansive network

~200

B2B distribution locations worldwide

\$4.78B

Net Revenue

1. Source: Approximate annual unit volumes for smoke alarms based on fiscal year 2025, per Company financial records

2. Source: Approximate annual unit volumes for thermostats based on fiscal year 2024, per Company financial records



Double materiality assessment

Advancing transparency

During 2025, we evolved our company materiality assessments to incorporate financial materiality, alongside impact materiality, in preparation for the European Corporate Sustainability Reporting Directive (CSRD) compliance requirements. This was a key step for Resideo, as adapting to evolving global dynamics and regulatory expectations is crucial to future success.



Environmental

Operational responsibility

- Carbon emissions
- Climate change risk
- Waste management
- Water stewardship

Sustainable innovation

- Manufacturing automation and AI
- Product innovation and quality
- Product lifecycle and stewardship



Social

People and community

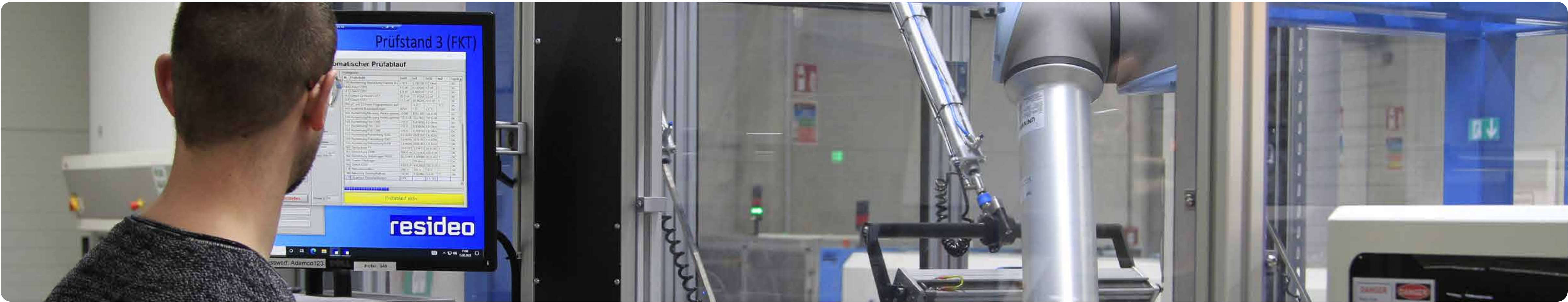
- Community involvement and investment
- Culture and inclusion
- Employee development
- Employee engagement and well-being
- Employee health and safety
- Employee incentives and benefits



Governance

Governance and accountability

- Board and executive leadership oversight
- Community privacy and data security
- Corporate responsibility
- Compliance
- Executive compensation
- Human rights
- Integrity and compliance
- Responsible sales and marketing practices
- Supply chain management and sustainability



Corporate Responsibility strategy

Our focus on contributing to a smarter, safer, and more sustainable world

Our Corporate Responsibility (CR) strategy is built around four focus areas that guide sustainable and ethical practices across all business units, providing a clear and consistent framework for how we operate, make decisions, and engage with stakeholders. Together, these pillars embed responsibility across the organization and ensure it is not treated as a standalone function, with each contributing to long-term value creation.



Corporate Responsibility highlights

As demonstrated across our Corporate Responsibility strategy, **we are actively investing in and advancing a wide range of initiatives** to strengthen our performance.

We use independent third-party benchmarks to measure our progress. Since 2023, we have consistently improved our EcoVadis rating year over year and continued on this path in 2025 by increasing our score to 70/100. This demonstrates our ongoing commitment to corporate responsibility, and we are currently ranked within the top 35% of comparable companies.

We also continued to advance our environmental transparency through participation in the Carbon Disclosure Project (CDP), completing both the Climate Change and Water Security questionnaires for the third consecutive year in 2025. CDP provides a globally recognized framework for disclosing our greenhouse gas emissions, climate-related risks, water-related dependencies, and transition opportunities.

We improved our CDP scores across both areas, with Climate Change rising from D to B and Water Security improving from D to C, reflecting strengthened disclosures and continued progress.

As demonstrated across our Corporate Responsibility strategy, we are actively investing in and advancing a wide range of initiatives to strengthen our performance.

Operational responsibility

2,821

metric tons of Scope 1 & 2 emissions reduced compared to prior year¹

18,434

solar panels installed total, of which 7,111 were installed in 2025

10

manufacturing sites certified to ISO 14001

Sustainable innovation

~2,900

pending and issued patents²

100+

New Product Innovation (NPI) projects evaluated through Green Horizons framework

#1

most-trusted names in comfort and safety³

People and community

6

active Employee Resource Groups (ERGs), with increasing employee memberships

43%

of global workforce is female

24.7

NPS score (remaining above external benchmark of 19%)

Governance and accountability

Top 35%

of comparable companies for EcoVadis

36%

of our Board is diverse

91%

of our Board members are independent

1. Refer to GHG Emissions table in the Appendix (p.42).

2. Company management estimates, Resideo filings; Approximately 2,900 active and pending patents worldwide held, per Company IP portfolio records (FY'25).

3. Source(s): Company management estimates, Resideo filings; #1 most-trusted thermostat brand (Honeywell Home), Brand Trust Survey, May 2026 — online survey of 2,000 US homeowners ages 18+, nationally representative; #1 most-trusted fire safety brand (First Alert®), Brand Trust Survey, May 2026 — online survey of 2,000 US homeowners ages 18+, nationally representative;

Company-wide performance

Operational responsibility	People & culture
Carbon reduction target & progress →	Our global workforce →
GHG emissions →	Employee experience & engagement →
Energy efficiency & electricity use →	Talent attraction & development →
Water stewardship →	Culture & inclusion →
Waste management →	Protecting health & safety →
	Employee-driven innovation →
	Social impact →

Carbon reduction target & progress

Tracking measurable progress

At Resideo, we recognize the critical importance of minimizing our climate impact and growing our business responsibly. To guide our efforts, we have established a formal target to reduce our absolute Scope 1 and 2 greenhouse gas (GHG) emissions by 50% by 2035, from a 2022 baseline year.

We measure and report our GHG emissions in line with the GHG Protocol, covering Scope 1, Scope 2, and relevant categories within our Scope 3 value chain. In 2025, we achieved a 14.5% reduction in Scope 1 and 2 emissions (with Resideo Products & Solutions specifically down 17.3%) compared to our baseline, reflecting progress against our carbon reduction target.

This reduction has been driven by strategic investments in facility modernization, renewable electricity, and on-site energy generation. While we are making headway on our direct operations, we see significant opportunity within our broader value chain. Scope 3 emissions represent the largest share of our footprint, and we are strengthening how we measure, engage, and collaborate across our supply chain to unlock meaningful reductions and drive progress beyond our own operations.

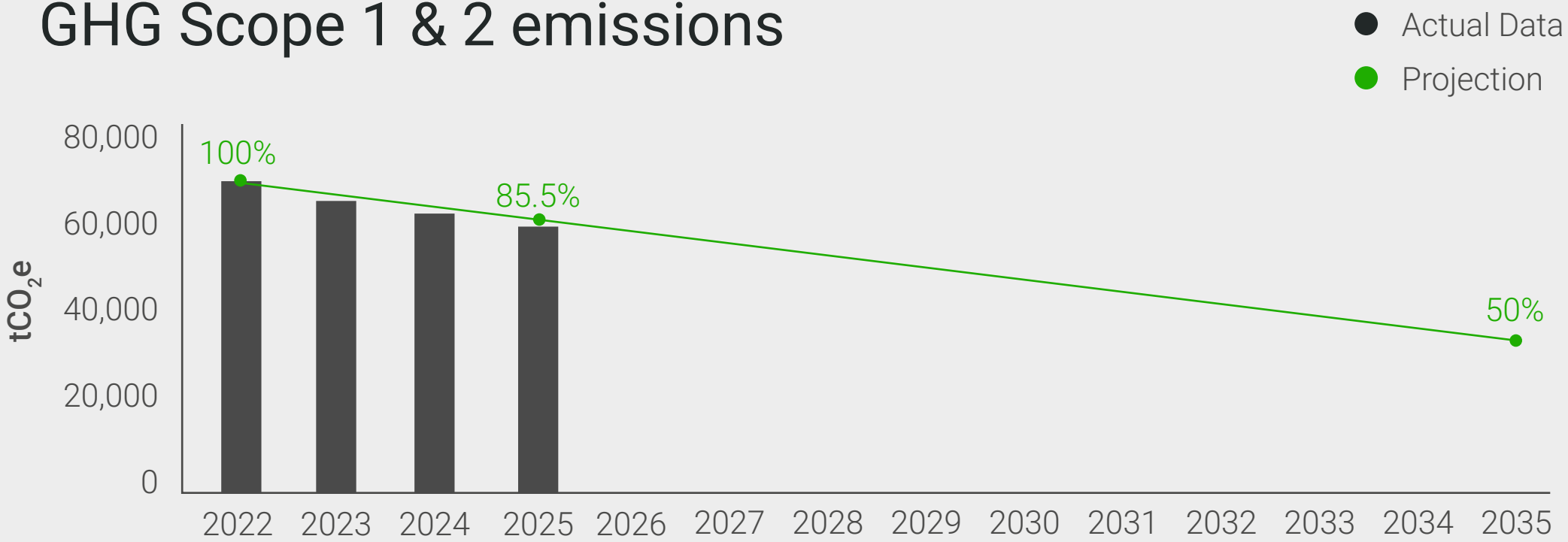
14.5%

reduction in Scope 1 & 2 emissions in 2025, compared to 2022 baseline



Solar panel installation, Nagykanizsa, Hungary

GHG Scope 1 & 2 emissions



Our greenhouse gas emissions

To effectively manage and reduce our environmental footprint, we first need to accurately measure it. As our business continues to evolve, **we are strengthening our data collection processes** to ensure a comprehensive and reliable view of our footprint.

Our reported emissions reflect a consolidated view across the company, encompassing both our Resideo Products & Solutions and ADI businesses. Consistent with the operational control approach, our emissions inventory includes emissions from activities over which Resideo has operational control, as well as relevant indirect emissions associated with our operations and value chain. As we prepare for the planned separation in 2026, establishing robust and granular emissions data today is critical. This approach ensures that both businesses will have clear, independent environmental baselines, enabling them to set future reduction targets and confidently advance their respective sustainability strategies post-separation. In 2025, our total GHG emissions amounted to 6,395,719 tCO₂e.

Scope 1: Direct emissions

These are direct emissions from sources that we own or control. For Resideo, this primarily includes mobile combustion from our leased vehicle fleet, stationary combustion from on-site fuel use at manufacturing and operational facilities, and fugitive emissions. These emissions are calculated using a combination of actual site-level activity data and modeled estimates, allowing us to maintain both accuracy and completeness across our global operations.

Scope 2: Indirect emissions

These are indirect emissions from the generation of purchased electricity consumed across our operations. This includes energy used to power our manufacturing sites, distribution centers, offices, and retail locations worldwide. We report Scope 2 emissions using both location-based and market-based carbon accounting methodologies, in line with industry best practices.

Scope 3: Value chain emissions

We recognize that the majority of our climate impact occurs within the greater supply and manufacturing chain, representing approx. 99% of our overall footprint. In 2025, we added Scope 3.11 to our total scope 3 emissions, which now represents approximately 89% of our total Scope 3. This category had not previously been fully calculated due to its complexity; however, we have now incorporated it using a combination of assumptions and established methodologies to improve completeness and transparency. We actively quantify and track relevant Scope 3 categories using a mix of spend-based, average-data, distance-based, and supplier-specific approaches. As our data maturity evolves, we remain focused on improving the accuracy, consistency, and granularity of our Scope 3 reporting, while working with partners across our value chain to identify opportunities for meaningful emissions reduction.

GHG Scope 3 emissions

Metric	Unit	2025 ¹
Total Energy Consumption	GJ	738,089
Percentage of Grid Electricity	%	54.26%
Percentage Renewable	%	4.60%
Scope 1 + 2 (Location-based) Emissions ²	Metric tons CO ₂ e	57,804
Scope 1 Emissions	Metric tons CO ₂ e	17,863
Scope 2 Emissions (Location-based)	Metric tons CO ₂ e	39,941
Scope 2 Emissions (Market-based)	Metric tons CO ₂ e	46,167
Outside of Scopes Emissions ³	Metric tons CO ₂ e	1,094
Scope 3 Emissions Total	Metric tons CO ₂ e	6,337,914
Cat. 1: Purchased Goods & Services	Metric tons CO ₂ e	574,295
Cat. 2: Capital Goods	Metric tons CO ₂ e	9,610
Cat. 3: Fuel and Energy Related Activities	Metric tons CO ₂ e	15,031
Cat. 4: Upstream T&D	Metric tons CO ₂ e	111,318
Cat. 5: Waste	Metric tons CO ₂ e	3,397
Cat. 6: Business Travel	Metric tons CO ₂ e	5,248
Cat. 7: Employee Commuting	Metric tons CO ₂ e	8,304
Cat. 11: Use of Sold Products	Metric tons CO ₂ e	5,608,973
Cat. 13: Downstream Leased Assets	Metric tons CO ₂ e	1,739

1. In 2025, Scope 3 coverage was further expanded through the inclusion of Category 11 (Use of Sold Products), resulting in a substantial increase in reported emissions compared to prior years. Scope 3 emissions are not included within the company's current base year and recalculation framework and therefore have not been subject to base year recalculation. Due to the progressive expansion of category coverage, methodological development, and improvements in data quality, year-on-year comparability of Scope 3 emissions is significantly affected.

2. For GHG accounting methodology, please refer to the Appendix on page 51.

3. Outside of scopes: direct emissions of refrigerant gases not covered under the Kyoto Protocol are quantified and reported separately.

Energy efficiency and electricity use

Managing our manufacturing footprint

As a leading global manufacturer, our production facilities account for a significant part of our energy consumption. We are committed to managing these operations responsibly by maintaining high international standards and continuously improving efficiency across our sites.

Transitioning to renewable electricity

A core pillar of our decarbonization strategy is the transition to renewable electricity. In 2025, we installed 7,111 solar panels across our facilities, significantly accelerating our investment in on-site renewable energy generation. This brings the total number of solar panels installed across our global operations to 18,434.

To further enhance energy performance, we are implementing infrastructure upgrades and advanced technologies designed to reduce energy consumption across our operational footprint. Some of our investments include:

 **LED lighting upgrades**

We are increasing our use of renewable energy across our facilities. A multi-phase LED lighting upgrade at our Mosbach, Germany site alone is expected to deliver annual energy savings of approximately 580 MWh.

 **Smart meters and leak detection**

We are deploying advanced smart metering systems at key sites that provide real-time data insights. This helps our site managers quickly identify inefficiencies and address energy leaks, such as compressed air leaks. At our Golden Valley facility, these insights have already helped detect and address energy losses, supporting more efficient, real-time energy management.

CASE STUDIES

Tijuana

In May 2025, Resideo marked a significant milestone with the inauguration of its new manufacturing site in Tijuana, Baja California, Mexico. The move underlined Resideo’s commitment to innovation, colleague well-being and sustainability. Designed as a modern, more efficient site, the facility delivers significant operational improvements compared to the previous location. Water withdrawal and consumption decreased by approximately 40%, energy consumption by approximately 21%, and Scope 1 and 2 emissions by approximately 13%.



Mosbach

Our Mosbach, Germany facility continued its transformation through investments in renewable energy and energy efficiency. A new 2 MWp solar installation generated 1.1 million kWh of renewable electricity during its first six months of operation, with 74% consumed directly on-site. Supported by a \$1.9 million investment, the system is expected to generate approximately 1,900 MWh annually, reducing GHG emissions by around 500 metric tons and delivering approximately \$478,000 in annual energy savings. Additional LED lighting upgrades are expected to save 580,000 kWh of electricity each year, preventing a further 306 metric tons of emissions while reducing energy costs.



Water stewardship

We are also continuously improving water efficiency across our global operations. Responsibly managing our water footprint is a key priority, particularly as approximately 40% of our facilities are located in regions identified by the World Resources Institute (WRI) as facing high or extremely high water stress. This geographic exposure reinforces the importance of proactive water management and targeted action.

Infrastructure upgrades & water recovery

We continue to invest in innovative solutions to reduce water consumption and maximize recovery, particularly in water-stressed regions where action is most critical.

At our manufacturing facility in Chihuahua, Mexico, located in an area of extremely high water stress, we undertook a significant infrastructure upgrade by replacing a legacy water-based cooling system with a highly efficient refrigerant-based HVAC system. This transition is expected to conserve approximately 8,000 cubic meters of water annually, while also contributing to a reduction in the site’s greenhouse gas emissions.

CASE STUDIES

Water innovation at Chihuahua facility

At our Chihuahua facility, we installed a new water-based cooling technology in 2024, replacing traditional systems with a more efficient alternative. In 2025, the full benefits of this transition were realized, reducing water consumption by 61%, equivalent to approximately 9,650 cubic meters of water saved annually. This initiative demonstrates how targeted infrastructure investments can deliver meaningful resource conservation at scale.

Supporting water quality through product innovation

Beyond our operations, we are committed to supporting access to safe and clean water through our product portfolio. In 2025, we led the European market with the launch of a new line of lead-free water filters, becoming one of the first to bring this innovation to market in anticipation of evolving regulatory requirements.

This advancement reflects our commitment to delivering compliant, forward-looking solutions that promote environmental health and safety, while providing customers with greater confidence in the quality of their water.

Water footprint

Metric	Unit	2025 ¹
Water Withdrawn ¹	Megaliters	406
% Withdrawn in Water-Stressed Areas ²	%	81%
Water Consumed ³	Megaliters	32
% Consumed in Water-Stressed Areas ²	%	86%



Waste management

We are equally committed to minimizing waste across our global footprint. We continuously evaluate our material use and operational processes to divert waste from landfill and optimize how our products are packaged and shipped. Our approach is grounded in the principles of reduce, reuse, and recycle, supported by innovative processes and a culture of continuous improvement. Our primary waste streams include cardboard, wood pallets, electrical components, and plastics, and we actively implement initiatives to improve recovery and recycling rates across these materials. As a result of these efforts, our recycling and waste diversion performance continues to improve year over year. In 2025, we recycled 56.2% of non-hazardous waste and 89.4% of hazardous waste, with 65.8% of total waste diverted from landfill.

As part of our ongoing commitment to reducing our environmental footprint, we are actively decreasing the use of printed paper manuals across our product packaging. For example, replacing printed manuals with digital eDocumentation across our portfolio, highlighted by the Honeywell Home ElitePRO™ Smart Thermostat. By replacing heavy paper booklets across hundreds of thousands of units, we are significantly cutting paper waste, reducing environmental impact, and conserving resources. It also gives installers and homeowners real-time access to the most accurate technical documents.

As a founding member of the Thermostat Recycling Corporation (TRC), Resideo has recycled over 2.4 million thermostats, preventing an estimated five tons of mercury from entering landfills. Similarly, at our Newhouse facility in the UK, plastic waste from production and R&D is recycled; in 2025, the team reprocessed and reused approx. 12.5 tons of material, equivalent to around 12% regrind content, directly reintegrating it into finished products.

A significant proportion of our waste footprint is linked to packaging and logistics. The planned separation in 2026 will therefore allow each business to implement more targeted waste reduction strategies. For Resideo Products & Solutions, this means an enhanced focus on circularity and sustainable product design. For ADI, efforts will center on continuous improvement in its distribution network and working closely with suppliers to reduce packaging waste at source.

Waste footprint

Metric	Unit	2025 ⁴
Non-hazardous Waste Generated	Metric tons	18,430
% Non-hazardous Waste Recycled	%	56%
Hazardous Waste Generated	Metric tons	1,017
% Hazardous Waste Recycled	%	89%

1. Water withdrawal is defined as the total volume of water abstracted from all sources, including surface water, groundwater, rainwater, and municipal supply.
2. Water-stressed areas are defined as locations with baseline water stress classified as “high” or “extremely high,” according to the WRI Aqueduct tool.
3. Water consumption represents the portion of water withdrawn that is not returned to the original source after use.
4. In 2025, modeled estimates continue to be applied for locations without available primary data. Approximately 26% of total waste reported is based on modeled estimates, including 35% of hazardous waste and 27% of non-hazardous waste.



Our global workforce

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 reflects our commitment to our four core values: **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.

At Resideo, we are committed to whole person wellness, recognizing that employees perform at their best when they are supported not just professionally, but personally. Our approach focuses on providing key dimensions of well-being, including emotional, financial, physical, social, and career growth. Through comprehensive programs, resources, and benefits, we aim to support employees at every stage of their lives and careers, helping them navigate life's moments with confidence while fostering a culture of inclusion, connection, and long-term success. As part of our annual performance management cycle, we incorporate performance ratings for eligible employees to reinforce a strong pay-for-performance culture.

Start with the Customer

We understand our customers' needs and pride ourselves on delivering exceptional experiences.

Act as One Team

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

14,800 (approx.)
employees globally

Pioneer the Future

We embrace change, boldly step into the unknown, and relentlessly foster innovation to fuel our growth.

Make a Difference

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

Employee experience and engagement

Employee experience

Our people are at the heart of everything we do. We demonstrate our commitment to our employees through a strategy built on growth, inclusion, and comprehensive well-being, where employees feel supported, valued, and empowered to grow.

This commitment is reflected not only internally, but also in how we are perceived externally. In November 2025, Resideo was proudly named on both Forbes’ 2026 Most Trusted Companies and Forbes’ 2026 America’s Best Companies list, an acknowledgment of strong employee sentiment, customer trust, and business performance.

We actively seek out employee feedback to shape our culture and strengthen engagement. In 2025, our Employee Voice Survey (EVS) achieved an 86% response rate, with a combined employee Net Promoter Score (NPS) of 24.7, remaining above the external benchmark of 19%. Importantly, overall engagement scores continued to trend upward, reinforcing employees’ ongoing commitment to Resideo and confidence in our culture. Positive feedback remained particularly strong across Culture, Inclusion, Safety, and Integrity & Compliance, with all categories achieving more than 80% favorability.



Listening and engaging our workforce

These insights are not just measured; they are acted upon. Based on employee feedback, we developed targeted workshops to reinforce our internal culture, continue value alignment, and clearly communicate our strategy for the year ahead. We also hosted our inaugural Employee Experience Hackathon, bringing employees together to co-create solutions that improve the workplace. This initiative identified three key themes to prioritize: Listening, Recognition, and Clear Vision and Strategy – areas that continue to guide our employee experience efforts.

Transparent and consistent communication with our employees continues to be a priority. Through dedicated internal communications, leadership updates, and global town halls, we are helping employees to feel better informed, supported, and connected.

Work councils play an important role in our European operations, supporting open dialogue between management and employees. We maintain regular engagement with the European Works Council (EWC) on business activities and strategy, alongside ongoing consultation with local works councils, ensuring transparent communication and compliance with relevant regulations.

Modernizing employee benefits

We also offer a wide range of health, wellness, and financial benefits designed to support the diverse needs of our employees and their families:



AI-powered HR assistant

We expanded our AI-powered HR assistant “Rick”, which now supports employees with quick access to HR policies, benefits information, and company resources such as calendars.



Annual Enrollment support

During Annual Enrollment, we delivered multi-channel support combining on-site events, digital communications, and webinars, with over 5,400 employees in the US and Mexico engaging with live and on-demand resources in 2025.



Spotlight Reward and Recognition program

Through our Spotlight Reward and Recognition program, we issued more than 16,000 awards in 2025.



Employee Stock Purchase program

Our Employee Stock Purchase Plan enables US and UK employees to share in company performance, with over a thousand employees purchasing hundreds of thousands of shares in 2025 through discounted and matching programs.

3 of the top 5

highest Employee Voice Survey scores in 2025 were related to Integrity & Compliance

+24.7

NPS score, remaining above the external benchmark of 19%

Talent attraction & development

Building a strong, resilient organization starts with investing in our people. **Resideo's talent strategy is focused on attracting, developing, and retaining the skills and capabilities needed to drive long-term success.**

Supporting career growth

Resideo supports our employees on their long-term career aspirations, offering opportunities for personal and professional development. Throughout the year, we conduct three performance assessment periods to identify areas for growth and better understand how employees are progressing with their career development.

In 2025, we introduced improved skill-based internal pathways for career development for our employees. We also advanced our Resideo Talent Review process, increasing standardization and leveraging automation to better identify, develop, and mobilize talent. These improvements are helping to create a more dynamic workforce, where employees can explore new opportunities and progress within the company.

Investing in learning and development

Continuous learning is a key driver of both individual and organizational success. In 2025, our Human Resources (HR) teams introduced new training modules through LinkedIn Learning, including over 100 role-play conversations aligned to 1,600 skill-based job profiles. Over 4,000 employees participated in upskilling through the platform, completing an average of over two hours of training each.

We also provide targeted development opportunities across the organization. Our Quarterly People Leadership Seminars, focused on goal setting, change management, and building inclusive teams, attracted an average of 286 participants per session.

Our monthly Empowering for Success learning sessions offered personal and professional growth opportunities to over 2,300 participants in 2025. We also hosted three strategic offsite team workshops, centered around topics including adaptive leadership principles, inclusion, and team building.

We maintain a structured mentoring program that supports career growth, strengthens internal connections, and fosters knowledge sharing across the organization.

Attracting and hiring top talent

As our business evolves, we continue to attract and develop a strong talent pipeline to meet the current and future needs of the business. In 2025, we used automation tools to improve efficiency in our hiring processes, reducing time-to-response to provide a positive experience for prospective candidates.

We are also committed to transparency and equitable hiring practices. All US based job postings now include salary ranges, supporting pay equity and compliance with local regulations. In 2026, we plan to further improve the candidate experience by providing more accessibility and inclusivity during the application and interview process.

We leverage both local and global partnerships to strengthen our talent outreach and support attraction efforts, including ongoing investment in organizations such as the Society of Women Engineers and participation in its annual conference.



4,000+

employees participated in upskilling through LinkedIn Learning

286

attendees for the Quarterly People Leadership Seminars (on average)

Culture & inclusion

Fostering a sense of inclusion and belonging for all means building diverse teams by attracting talent from a wide range of backgrounds and experiences, while continuously striving to identify opportunities for growth and improvement.

Employee Resource Groups

Our Employee Resource Groups (ERGs) play a vital role in strengthening our culture by creating spaces for connection, support, and shared experiences. All ERGs are open to all employees and provide opportunities for mentoring, professional development, and community engagement, helping to build a more inclusive and connected workplace.

In 2025, ERG membership increased, supported by a refresh of our ERG internal sites and a new automated enrollment process, making it easier for employees to engage. ERG leaders receive dedicated training designed to equip them to facilitate meaningful conversations and promote inclusion across the organization.

Our six active ERGs reflect our commitment to inclusion:

Black@Resideo: advancing equality and inclusion

disAbilities@Resideo: fostering a culture of learning, acceptance, and support for people of all abilities

Latinos@Resideo: celebrating heritage and promoting cultural awareness

Pride@Resideo: supporting the LGBTQ+ community and allies through networking and development

Veterans@Resideo: creating a military- and veteran-friendly workplace

Women@Resideo: promoting gender parity across the organization



Protecting health & safety

Safeguarding the health and safety of our employees, while promoting their overall well-being, remains a key priority. **We embed health, safety, and environmental (HSE) considerations into all aspects of our operations, reinforcing our commitment to a safe, responsible, and productive working environment.**

Advancing occupational health & safety

We uphold rigorous standards and robust controls to mitigate workplace risks and protect our workforce. Our approach in 2025 focused on proactive hazard prevention, targeted capability building, and continuous improvement supported by data-driven insights:

- **Certification and standards:** 8 manufacturing sites achieved ISO 45001 certification for Occupational Health and Safety Management Systems, demonstrating alignment with internationally recognized best practices.
- **Performance and metrics:** We monitor our Total Case Incident Rate (TCIR) to identify trends and prevent recurrence. In 2025, TCIR was 0.26, reflecting the effectiveness of our safety programs. Our Lost Workday Rate (LWDR) was 3.25, remaining significantly below industry benchmarks.

- **Digital transformation:** We implemented a new digital reporting platform that enables real-time hazard identification through QR-code reporting, streamlines incident management, and replaces paper-based inspections. This centralized system enhances visibility, accelerates response times, and strengthens operational oversight.
- **Employee engagement:** Our annual Global Safety Week engaged employees across all regions, reinforcing the importance of ergonomic practices and raising awareness of musculoskeletal injury prevention.

CASE STUDIES

San Luis Potosí colleagues show how sustainability also means health wealth

Colleague health is a key focus of our health, safety and environment (HSE) strategy. During 2025, the team at our San Luis Potosí site trialed a new type of holistic HSE program to closely combine their environmental efficiency and employee well-being plans. This included environmental activities such as site temperature

regulation and scheduled shutdown of screens alongside wellness rooms and fitness challenges. The key learnings indicate that combining well-being with environmental efficiency can contribute to a stronger safety culture.



Employee-driven innovation

Empowering employees through The Workshop

Innovation is deeply embedded in our internal processes, our culture, and the everyday ideas of our people. A central driver of this culture is The Workshop, our internal social innovation platform designed to spark creativity and engagement across the company.

Through the platform, employees can submit ideas, provide feedback, vote on peer suggestions, and collaborate across teams, cultivating a vibrant internal community of innovation. A focus of The Workshop has been mobilizing the company around large-scale environmental and social initiatives, empowering employees to find new ways for the business to be more efficient and “do good”. The total number of ideas submitted increased by 33% from 2024 to 2025, reflecting growing employee engagement.

By giving every employee a voice and a mechanism to contribute, The Workshop reinforces our commitment to a culture where innovation drives both business performance and meaningful outcomes. This collaborative approach continues to fuel product innovation across Resideo Products & Solutions and ADI, and is a key driver of creativity and sustainable solutions.

SPOTLIGHT

The Resideo Innovation Pioneer Awards spotlight those who bring our strategic priorities to life, through bold thinking, creative problem-solving, and a strong commitment to excellence.



Resideo Products & Solutions

In 2025, employees shared their ideas for a better workplace during the Employee Experience Hackathon, a first-of-its-kind, non-technical innovation challenge. Members of the project team were awarded for bringing the winning ideas to life.



ADI

Marco Cardazzi presented Kenneth Torgerson with an Innovation Pioneer Award for launching a training ecosystem to improve the efficiency and scalability of certification programs, saving instructors 130+ hours in 2025.



Social impact

Every year, our colleagues are involved in making a difference in all the local communities that we are part of by working as a team of teams.

Here’s just a few examples of what we did in 2025 to put our values into action.

7 Habitat for Humanity community projects delivered in 2025

Austin, US
Budapest, Hungary
Dallas, US
Golden Valley, US (2)
Melville, US
Newhouse, UK

CASE STUDIES

Czech Republic: Brno colleagues jump at opportunity to help local children

At the beginning of 2025, around 26 colleagues from our Brno site took part in a charity Rope Jump Challenge in support of local children with additional needs. Not only did Resideo make an important financial donation but the energetic participants completed a whopping 450,000 jumps.



UK: Newhouse colleagues focus on what makes a home

During the summer, there was an introduction day to our future European journey with Habitat for Humanity at our Newhouse site. Colleagues from various different teams learned more about our global partner, focused on what makes a home, and used discarded materials to make colorful lampshades.



Hungary: Nagykanizsa colleagues complete first European Habitat for Humanity construction project

In September, a group of Resideo colleagues from various departments – many based at our Nagykanizsa site – worked as one team to renovate an apartment for a local family. This was the first European construction project we worked on together with our global partner, Habitat for Humanity, to help provide clean, warm, and safe homes for those in need.



CASE STUDIES

US: North America colleagues help create affordable housing milestone moment

Resideo proudly supported Habitat for Humanity's 39th Jimmy & Rosalynn Carter Work Project in Austin, Texas, where colleagues joined hundreds of volunteers to help construct 25 affordable, energy-efficient homes. Located in the first fully geothermal neighborhood in the US, the homes are designed to be 75-85% more energy efficient than a standard home. The project marked Resideo's seventh Habitat for Humanity build completed across the US and Europe in 2025.



Germany: Mosbach colleagues get back to nature for Earth Day

Toward the end of 2025, the planning started for Mosbach colleagues to make a difference for 2026 Earth Day. All the preparation culminated in around 25 colleagues creating 500 square meters of flower meadow and planted native shrubs to support local biodiversity, including building nesting boxes to help create new habitats for local wildlife.



Germany: Lotte colleagues help inspire the future workforce

A group of local schoolchildren aged 11 to 15 visited our Lotte site in April to learn about the various careers we offer. The eager students toured several departments and carried out various practical exercises to gain insight into different types of professions.



CASE STUDIES

Mission 500

A cornerstone of ADI's social impact efforts is our long-standing partnership with Mission 500, a nonprofit dedicated to supporting children and families in need across the US. Over the past six years, this partnership has become deeply embedded in our culture, bringing together employees, partners, and customers to give back through meaningful, hands-on initiatives.

In 2025, ADI raised more than \$131,000 to support Mission 500 and assembled 250 teddy bears for children at Phoenix Children's Hospital.

Team members also participated in events such as the Mission 500 Security 5K/2K Run, helping raise additional funds and awareness for children in need.

250

teddy bears assembled to support children at the Phoenix Children's Hospital, Arizona

\$131,000+

raised for Mission 500 in total



Earth Day Contest

For nearly a decade, ADI has encouraged employees to drive environmental and community impact through its annual Earth Day Contest. In 2025, winning ideas included expanding battery recycling programs and implementing smart power strips to reduce energy consumption across support center offices. Beyond environmental initiatives, our Golden Valley team came together during the holiday season to help address local food insecurity, collecting 640 pounds of food and exceeding their donation goal by 44%, demonstrating the power of employee-led action.

640

pounds of food collected for holiday food drive



Resideo Products & Solutions

Sustainable innovation	→
Awards & recognition	→
Resideo Academy	→

Sustainable innovation for Resideo Products & Solutions

Empowering efficiency through control

At Resideo Products & Solutions, sustainable innovation means shaping the next era of the smart, connected home. Single products can deliver incremental sustainability benefits, but by giving customers intelligent control over their entire home systems, we enable them to maximize efficiency and achieve greater overall savings.

We are continuously expanding our portfolio to seamlessly integrate technology into the everyday lives of homeowners, giving them the control and visibility they need to protect their families, conserve resources, and lower their utility bills.

Green Horizons

Green Horizons is Resideo’s internal framework for sustainable product innovation, guiding how we design, develop, and evaluate products today and into the future. Spanning every stage of a product’s lifecycle, the framework helps our teams identify opportunities to create more sustainable, high-performing solutions. Over 100 projects had sustainability evaluated early and consistently. In 2025, 20 new innovations entered our development pipeline under this process.



In 2025, our innovations elevated whole-home comfort, safety, and performance across four key areas:

Air & energy

We expanded our home comfort control offerings with the launch of the award-winning Honeywell Home ElitePRO™ and Honeywell Home X8S smart thermostats, powered by Resideo Pro-IQ™ services. The Honeywell Home ElitePRO™ was designed with our HVAC customers to help them boost labor efficiency, strengthen customer loyalty, and drive new business.



Water

Resideo’s new European lead-free* water filter range, developed and manufactured in Mosbach, Germany, combines decades of experience with forward-thinking innovation. The products provide effective drinking water filtration for every home and meet future requirements of drinking water regulations.

*Parts in contact with water are made of lead-free materials and meet standards of EU Directive 2020/184.



Life safety

Through our First Alert® brand, we continued to advance the future of connected life safety with the launch of the First Alert® SC5 Smart Smoke & Carbon Monoxide (CO) Alarm. Its interconnected life-safety system can help homeowners be alerted to a fire or CO emergency whether at home or away (through either Resideo’s or Google’s apps).



Security

Resideo brought ultra-high definition continuous recording and enhanced analytics to homeowners and small and medium businesses (SMB) through its new First Alert® CX4 Camera Series. The range is compatible with both the First Alert® ProSeries Security System and the new First Alert® VISTA® Hybrid Security System.



CASE STUDIES

Understanding our product footprint

In 2025, Resideo conducted its first product carbon footprint (PCF) assessment for the Honeywell Home T3R thermostat. The study covered emissions from raw material extraction through manufacturing and assembly up to the point the product leaves our operational control. The assessment methodology was aligned with the Greenhouse Gas Protocol Product Standard and independently validated by a third party in accordance with ISO 14064-3. The findings highlighted the importance of material selection and product design in reducing emissions. They provide an initial evidence base to inform our future engineering and procurement considerations, as well as highlighting opportunities to further improve underlying data quality across the value chain.



Advancing commercial heating efficiency

The Global Climate Solutions team marked a breakthrough in technology, efficiency, and partnership in 2025. In cooperation with one of their customers, Resideo Products & Solutions developed the first gas adaptive combustion system for commercial water heaters. The new system delivers measurable benefits to a wide range of commercial customers, from hotels and restaurants to multifamily buildings, hospitals, and retail spaces. Its key energy efficiency features included ENERGY STAR® Certification (more than 95% efficiency), which helps cut energy usage while a submerged combustion chamber minimizes heat loss, improving heating efficiency and reducing waste.



Packaging innovation in partnership with Costco

In collaboration with Costco, Resideo Products & Solutions implemented a significant packaging transformation aimed at reducing waste and improving logistical efficiency. In 2025, we began transitioning from plastic clamshell packaging to fully recyclable cardboard boxes. Our new two-pack format eliminates 105,740 pounds of plastic, reducing annual plastic use by approximately 48 metric tons. The redesigned packaging also enhances pallet density, allowing for more units per shipment and helping to lower transportation-related emissions.



2025 awards & recognition



Forbes’ 2026 Most Trusted Companies and America’s Best Companies lists

Resideo was recognized on Forbes’ 2026 Most Trusted Companies and America’s Best Companies lists, reflecting our commitment to integrity, innovation, and the strength of trusted brands such as Honeywell Home and First Alert® in smart home comfort, security, and safety.



ENERGY STAR® Canada Manufacturer of the Year

For the second consecutive year, Resideo was named the 2025 ENERGY STAR® Canada Manufacturer of the Year in the Heating, Ventilation, and Air Conditioning category, recognizing our leadership in energy-efficient product design and innovation.



Green Builder Sustainable Product of the Year

Our commitment to sustainable product development was further recognized when the Honeywell Home FocusPRO® Thermostat was awarded the 2025 Sustainable Product of the Year by Green Builder Media.



Lowe’s Divisional Vendor Partner of the Year

Our First Alert® brand achieved a significant milestone, earning recognition as a 2025 Lowe’s Divisional Vendor Partner of the Year, reflecting strong collaboration and performance in delivering value to customers.



TWICE Picks Award 2025

The Honeywell Home X2S Smart Thermostat was selected as a TWICE Picks Award winner, highlighting its innovation and impact in the connected home category.



IoT/Connected Product Award 2025

The Resideo Pro App was honored in the 2025 IoT/Connected Product Awards, reflecting its role in enabling smarter, more connected home and professional experiences.

Resideo Academy

A critical element of our social impact strategy is investing in the next generation of industry professionals to help close the skilled labor shortage. Resideo Academy provides role-based, technical training for HVAC, plumbing, and security professionals to advance their careers.

2025 training milestones: In 2025, Resideo Academy delivered over 90,000 learner hours and tracked more than 56,000 learner activities with professional customers. This training was highly effective, yielding an 87% satisfaction score and a 12.2% increase in professionals’ confidence when using our products.

HVAC learning kits (US and Canada): After touring technical colleges and realizing many programs were using 20-year-old equipment, we conceptualized and launched our new HVAC Learning Kits. In 2025, we deployed the HVAC Learning Kit, designed to reinforce technical concepts taught in HVAC technical programs. Through application exercises, students can gain hands-on technical experience with HVAC systems, installed in today’s smarter homes.

College partnerships: The Resideo Academy College Partnership Program partners with technical programs in the UK and USto provide modern learning tools and help college programs provide students with the ability to reinforce the concepts being taught using Resideo technologies.



CASE STUDY

Scaling digital learning for field professionals

Resideo Academy’s short, bite-sized Support videos on YouTube achieved 1.4 million views in 2025, reinforcing the value of accessible, on-demand technical education for professionals in the field. These videos help installers and technicians resolve common challenges quickly, improving job efficiency and product performance.

To support this growing demand, we invested in three dedicated filming studios in 2025, increasing our production capacity for high-quality technical content.



1.9M

eDocumentation views of our installation support materials

90K

learner hours, including eLearning, webinar, in-person training, and video views

ADI stories

Sustainable innovation →

Awards & recognition →

Operational responsibility →

ADI educational resources →

Sustainable innovation for ADI

Empowering efficient living

Through ADI's global distribution network, we are rapidly expanding our portfolio of smart living and security solutions. We believe sustainable innovation means equipping our customers and partners with the tools, data, and visibility to automate sustainability within their own homes and commercial spaces.

By bringing together our broad product offering into a connected ecosystem, we are enabling greater usability, predictive automation, and energy optimization, as well as providing guidance to help installation partners meet strict project-level sustainability requirements.

Control4 ecosystem: When smart devices are integrated into a cohesive, automated system, the potential for environmental and financial savings is immense. Within our Control4 ecosystem, connected technologies are already delivering measurable impact at scale. Our network currently includes:

- Over 1.4 million motorized window coverings, which help regulate indoor temperatures
- Over 10 million smart light dimmers and switches utilizing occupancy sensing and automated scheduling
- More than 867,000 smart thermostats driving optimized HVAC efficiency

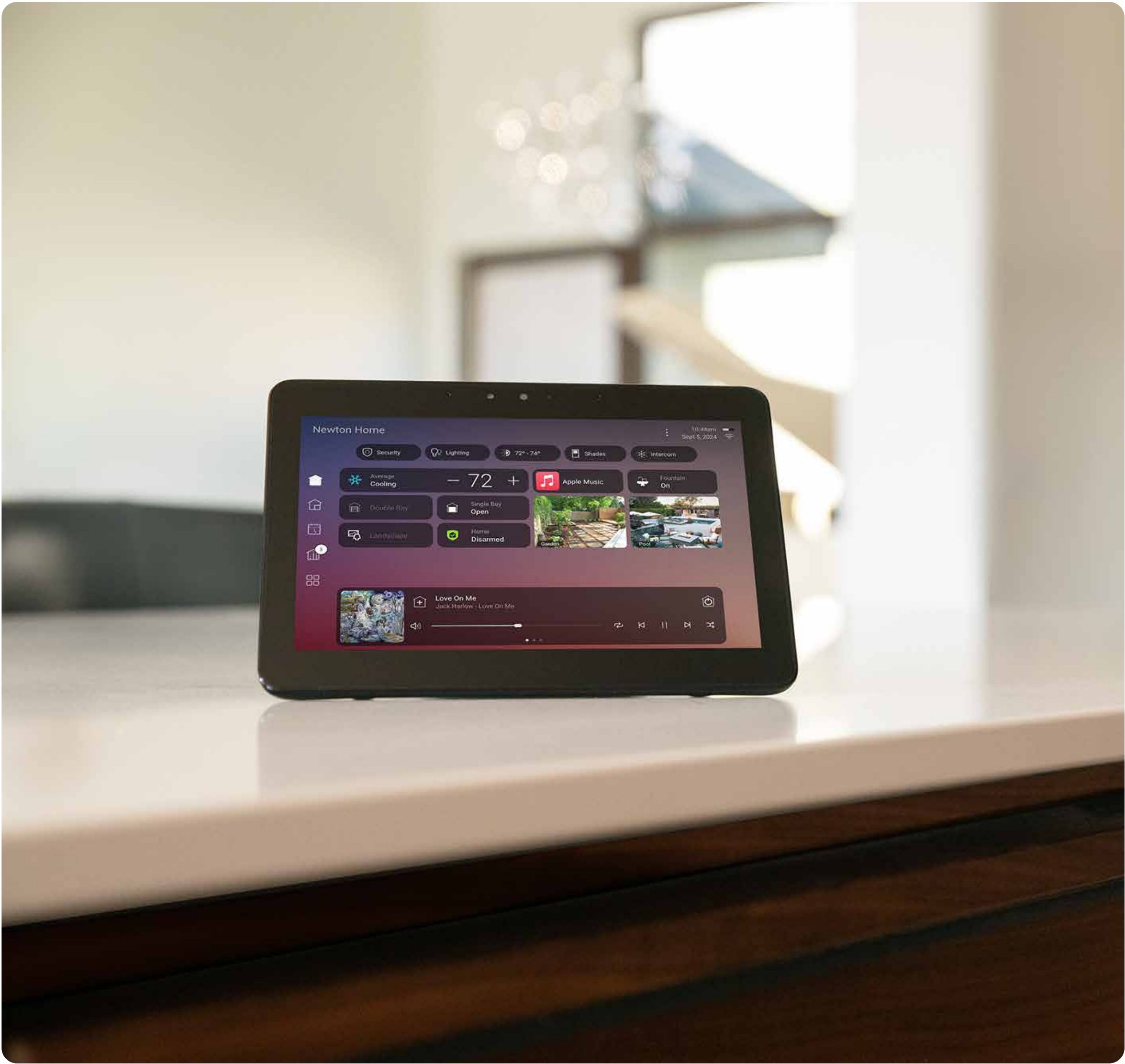
Based on internal modeling, these devices are estimated to save approx. 357.7 million kWh of electricity, translating to more than \$111 million in annual cost savings for our end users worldwide.

~358 million
kWh of electricity saved

WattBox and energy insights: We are continually seeking new ways to give installing partners and end users greater visibility into their energy consumption. Through our WattBox portfolio, which features uninterrupted power supplies (UPS) and 20A solutions, we are enabling more intelligent energy management.

In preparation for a 2026 launch, we have been developing a new Power Insights Management feature. This intuitive dashboard will translate complex power consumption data into clear, actionable insights, allowing partners to easily detect large energy spikes and unlock opportunities for intentional, targeted energy savings.

Responsible product testing: Sustainable innovation at ADI also extends to how we rigorously test and validate our technologies. At our state-of-the-art testing lab in Lehi, Utah, we operate fully compliant radio frequency labs to ensure our Wi-Fi and IoT devices meet stringent standards and minimize electromagnetic interference. All products are thoroughly tested in-house to comply with regulatory requirements across the US, Canada, and the European Union. By maintaining these capabilities internally, we also reduce the need for overseas prototyping and shipping, lowering transportation-related emissions.



2025 awards & recognition



B2B eCommerce Enterprise Distributor of the Year Award

ADI earned Enterprise Distributor of the Year at the 2025 B2B eCommerce Industry Awards, reflecting its progress in building a more efficient, customer-centric digital ecosystem.



CEDIA Residential Systems Best of Show Awards

ADI received multiple Residential Systems Best of Show awards, recognizing standout innovation across its Control4, Lux, SunBrite, Episode, and Luma product portfolio.



American Business Awards: Stevie Awards

ADI received a Silver Stevie® Award in the Growth category, recognizing how combining ADI and Snap One created new opportunities for expansion and accelerated business growth.



Selling Power's 60 Best Companies to Sell For List

ADI was named to Selling Power's 60 Best Companies to Sell For list for the fifth consecutive year, recognizing its consistent track record and the value, support, and benefits it provides to its sales team.



CE Pro Brand Leader Awards

ADI received 19 CE Pro Brand Leader Awards, including recognition as the #1 industry distributor, based on preferences of leading integrators across key distribution and product categories.

Operational responsibility at ADI

Driving efficiency across our network

Driving operational responsibility starts with optimizing our extensive network of distribution centers, retail branches, and supply chain logistics. By refining our real estate footprint, modernizing our legacy systems, and rethinking how we package our products, we are driving measurable environmental and operational improvements at scale.

Network and real estate optimization

In 2025, ADI launched year one of a three-year journey to optimize its distribution center network. By consolidating facilities and strategically positioning distribution hubs closer to customers, including the opening of a new East Coast import center, we are reducing transportation distances and minimizing supply chain inefficiencies. This optimization extends to our retail footprint. We successfully consolidated three ADI and Snap One locations in 2025, with more planned for the future.

When upgrading facilities, we prioritize both sustainability and employee well-being. A prime example is the relocation of our Charlotte Support Center, which was designed with energy-efficient lighting, low-flow water fixtures, and natural light optimization. The facility also supports employee well-being through features such as sit-stand workstations and dedicated wellness spaces.

We are also expanding renewable energy infrastructure across our global footprint. At our main UK distribution center, the installation of solar panels and electric vehicle (EV) charging stations support the transition to lower- emission transportation.

Our operational efficiency is also underpinned by a major technology transformation. In 2025, ADI Americas officially implemented the Epicor Prophet 21 (P21) Enterprise Resource Planning (ERP) system, replacing a 40-year-old legacy mainframe. This transition to a modern, integrated system enables the use of advanced data analytics and AI-driven tools to streamline order processing, inventory management, and logistics planning. By connecting our operations through intelligent platforms, we are empowering our teams to work more efficiently while reducing downstream environmental impacts across our supply chain.

Smarter, sustainable packaging

As a global distributor handling hundreds of thousands of products, packaging represents a significant portion of our environmental footprint. In 2025, we accelerated efforts to reduce material use and transition to more sustainable alternatives. Following a successful pilot, we began replacing plastic air pillows with paper-based fill in outbound shipments.



CASE STUDIES

Driving efficiency with the automated pallet wrapper

ADI's UK and Ireland Distribution Center enhanced operational efficiency and safety through the introduction of a Robopac automatic pallet wrapper. Replacing manual wrapping, the solution standardizes film application, reducing stretch film use by approximately 15% across 15,600 pallets annually and minimizing plastic waste.

The automation also improves health and safety by eliminating repetitive manual handling, reducing the risk of musculoskeletal injuries. At the same time, it optimizes operations by removing a key dispatch bottleneck and freeing up around 390 hours of labor each year, enabling teams to focus on higher-value tasks.



Solar energy initiative at ADI Oldham, UK

ADI's Oldham Distribution Center advanced its renewable energy journey through a major solar installation funded by the site's landlord. The project generated 222,522 kWh of solar electricity during the year, with 156,438 kWh consumed directly on site, equivalent to 32% of the facility's annual electricity consumption. The initiative is expected to deliver approximately \$75,000 in annual savings, while reducing reliance on conventional energy sources and exporting excess renewable electricity to the national grid. The site also achieved an important safety milestone, recording two consecutive years without a recordable incident.



ADI educational resources

Education is a critical enabler of safety, compliance, and operational excellence across our professional network. By equipping our partners, distributors, and employees with the right knowledge and tools, we help ensure the safe installation, effective use, and long-term performance of the technologies we deliver.

ADI Academy

A cornerstone of this commitment is ADI Academy, our robust Compliance Management System designed to streamline professional development for our partners. Recognizing many fire and security technicians operate in highly regulated environments, we have prioritized the tracking of Continuing Education Units (CEUs) and provide easy access to mandatory training certifications.

By reducing administrative complexity, we enable technicians to focus on what matters most: delivering safe, compliant, and high-quality installations. In doing so, we help drive greater adoption, safety, and reliability of ADI products across the industry.

900+

product training and compliance certification courses offered on Snap One LMS platform

Snap One LMS

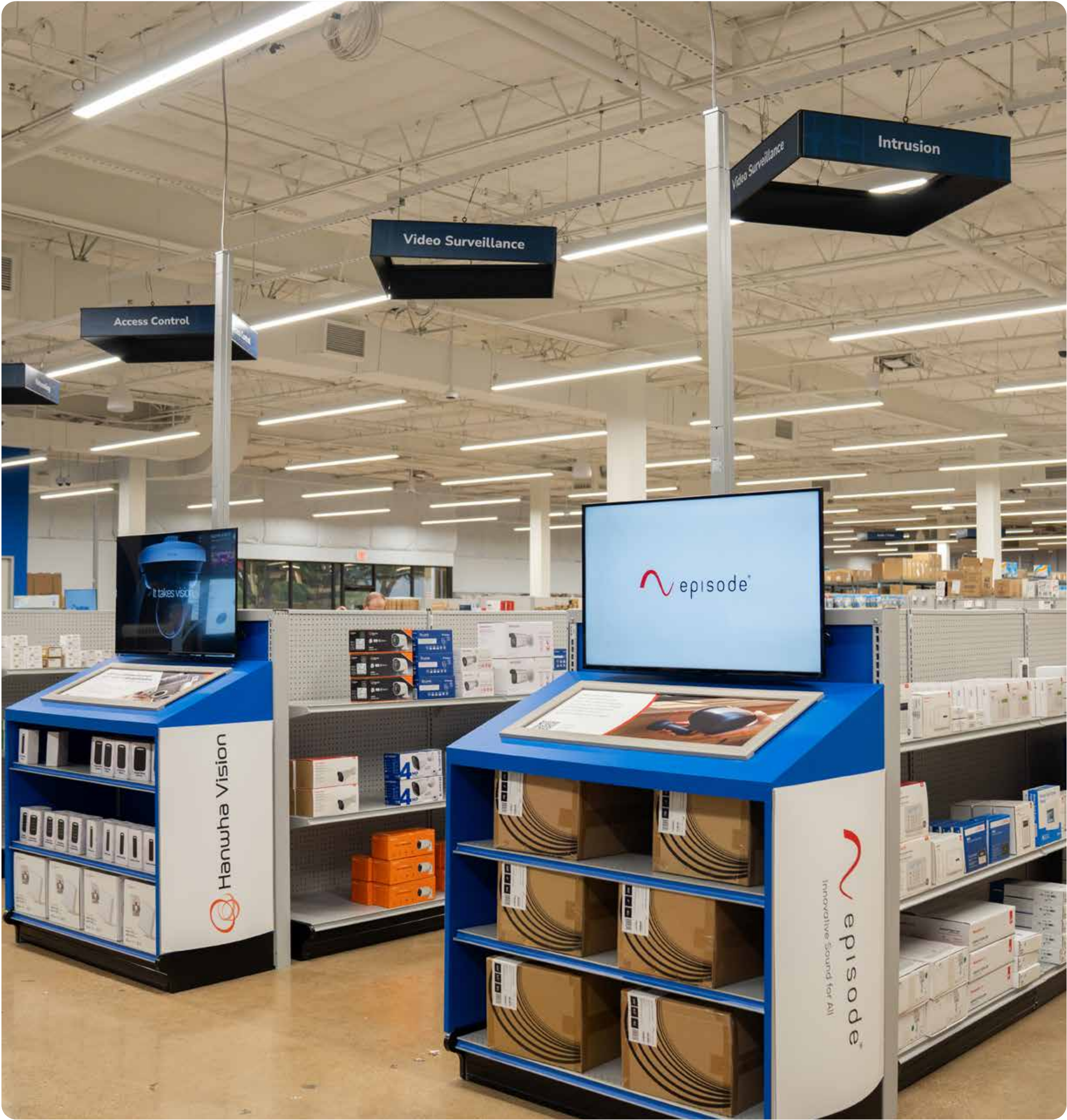
Our educational ecosystem is further bolstered by the Snap One Learning Management System (LMS), which currently hosts an extensive catalog of over 900 courses. Serving both employees and distributors, the platform provides up-to-date product training to ensure stakeholders remain current with the latest technological advancements.

Beyond coursework, the LMS offers formal compliance certifications, comprehensive documentation, and a community knowledgebase that fosters peer-to-peer learning and expert support, enabling a connected and continuously learning professional community.

Evolving to meet industry needs

We are continuously evolving our curriculum to meet the specific needs of our professional community. In 2025, we reached a significant milestone with the addition of the highly requested PACE course (electrical and fire safety certification) to the ADI Academy, addressing a critical gap in safety compliance training.

Looking ahead to 2026, we are embarking on a major strategic initiative to integrate our existing training platforms into a centralized ADI training system. This unification will provide a seamless, single-point-of-entry experience, enabling our global network of professionals to stay informed, build critical skills, and navigate evolving industry and compliance requirements with confidence.



Governance & accountability

Ethics & integrity	→
Trade compliance & political action	→
Sustainable supply chain	→
Data privacy, security & AI	→
Board oversight	→
Proactive risk management	→
Shaping what's possible	→

Ethics & integrity

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

As we prepare to separate into two independent companies, maintaining a world-class Integrity and Compliance (I&C) program remains a shared priority for both our Resideo Products & Solutions and ADI businesses.

Our I&C strategy is overseen by the Audit Committee of our Board of Directors, and is supported by robust policies, active regional councils and governance, accessible reporting mechanisms, and strong support from the leadership, ensuring that ethical decision-making is embedded across all levels of the organization.

In 2025, Resideo expanded its Code of Business Conduct attestation process to include Career Levels 1-4 Support employees, strengthening alignment with company standards and reinforcing employee accountability across the organization. Over 7,100 employees were assigned the attestation, and we reached a 100% completion rate. Our attestation is also signed by every single member of our Board of Directors. To further strengthen awareness and understanding of ethical business policies, we launched a new and improved Code of Business Conduct training in February 2026. The training was rolled out globally in numerous languages and included a Human Rights module for the first time.

6th annual Compliance Week

Resideo also marked its 6th annual Compliance Week in 2025, reinforcing the importance of integrity and ethical decision-making across the organization. The initiative featured leadership messages from senior executives, educational content on key compliance topics, including conflicts of interest, trade compliance, accurate recordkeeping, and integrity in decision-making, and a dedicated toolkit for managers and site leaders.

Employees were further engaged through company-wide communications, awareness materials for manufacturing and distribution center teams, and a series of Integrity & Compliance micro-videos focused on topics such as speaking up, records management, and leading with integrity.



Fostering a speak-up culture

We continue to maintain an environment designed to help employees feel safe, supported, and empowered to raise concerns without fear of retaliation. In 2025, this commitment was demonstrated through our Employee Voice Survey (EVS), where three of the top five highest favorability scores were related to Integrity & Compliance.

At the same time, we continued to strengthen our ability to respond to concerns quickly and effectively. The average time to close an investigation decreased to 40 days (down from 49 days in 2024), outperforming the NAVEX benchmark of 42 days.

To further enhance accessibility, trust, and awareness, we transitioned to a new global Integrity Helpline provider in 2025, introducing a secure, multilingual reporting platform accessible across all regions. The transition also included updated country-specific helpline numbers across our sites and corresponding updates to key policies, including our Raising Integrity or Compliance Concerns Policy and Supplier Code of Conduct.

We also used the transition as an opportunity to further reinforce our speak-up culture, raising awareness of available reporting channels and reminding employees of the importance of speaking up and reporting concerns without fear of retaliation.

Employees and stakeholders can raise concerns through multiple reporting channels, including our independent third-party Integrity Helpline, which provides 24/7 access and multilingual support across all regions. Retaliation against individuals who raise concerns in good faith is strictly prohibited, and all reported concerns are taken seriously and investigated thoroughly.

Supporting this culture at the local level, our Regional Integrity and Compliance Councils across the Americas, Europe, and Asia Pacific act as ambassadors for ethical conduct, fostering open communication between employees, business leaders, and the I&C function.

3 of the top 5

highest Employee Voice Survey scores in 2025 were related to Integrity & Compliance

40

average days to close an investigation (outperforming the NAVEX benchmark of 42 days)



Trade compliance & political action

Trade compliance

We are committed to complying with international trade regulations across all global operations. Our Trade Compliance team works closely with internal stakeholders, customs authorities, and external partners to manage import and export processes, ensuring adherence to sanctions, embargoes, and export control requirements. Leveraging support from our Information Technology (IT) department, the team has deployed tools to streamline, monitor, and respond to emerging regulatory developments, including the EU's Carbon Border Adjustment Mechanism (CBAM), integrating new requirements into our compliance processes to manage risk and support transparent, responsible trade.

Political engagement

We are equally committed to responsible and transparent political engagement. Oversight of political activities is managed by the Nominating and Governance Committee of the Board of Directors. Resideo does not contribute to political candidates, operate a Political Action Committee, or make direct campaign contributions. While we participate in industry trade associations, we do not fully endorse any single organization's legislative or regulatory agenda.



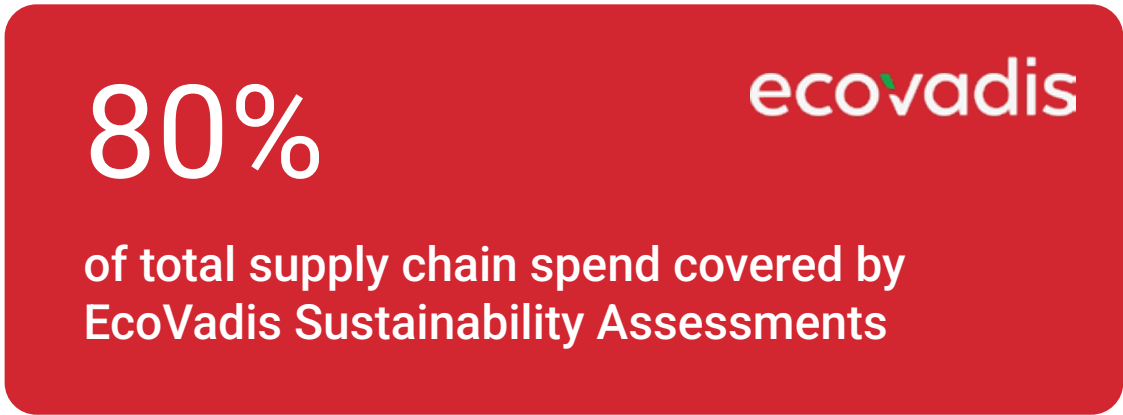
Sustainable supply chain

We uphold strong ethical standards across our global supply chain, **working to protect human rights and promote value chain responsibility** at every stage.

In 2025, we expanded our supply chain due diligence and enhanced our vendor assessment processes to ensure that all partners align with our core values. We also strengthened our human rights governance by updating our Human Rights Policy and reinforcing our commitment to global standards, including explicit compliance with the UK Modern Slavery Act, EU's CSDDD (Corporate Sustainability Due Diligence Directive), and Canada's modern slavery reporting requirements.

Expanding EcoVadis Sustainability Assessments

We continued to expand the EcoVadis Sustainability Assessment program for our suppliers during 2025. The program now covers around 80% of our total supply base including transportation, and has contributed to strengthened supplier engagement and sustainability score performance through the introduction of monthly reassessment reviews.



Vendor Corporate Responsibility (CR) gating with Jaggaer

To ensure sustainability is a core consideration from the very beginning of a supplier relationship, we introduced new CR gating questions during the vendor onboarding and bidding process in 2025.

Through the deployment of our new Jaggaer Bid Management Tool, prospective vendors are required to provide specific details on their environmental practices and sustainability programs. This ensures procurement decisions consider operational responsibility performance alongside traditional criteria such as pricing to foster a responsible and accountable supply chain.

Human rights, conflict minerals & responsible sourcing

We continually enforce and update our Supplier Code of Conduct, which requires all suppliers to formally commit to fair treatment, safe working conditions, and the strict prohibition of forced labor, human trafficking, and child labor.

We also actively manage the sourcing of materials to ensure compliance with environmental and safety regulations. In partnership with Assent Compliance, we conduct annual campaigns across our supplier network to track and manage adherence to critical regulatory frameworks, including the REACH Restricted Chemical List, California Proposition 65, and Conflict Minerals regulations. Through these dedicated campaigns, we achieved a strong 50% supplier response rate for our conflict minerals tracking in 2025, driving greater accountability and visibility into our raw material sourcing.

Data privacy, security & AI

Protecting the privacy of our customers, employees, and business partners and safeguarding the security of personal data is a fundamental priority.

As our connected ecosystems continue to expand, we rely on a cross-functional network of cybersecurity and privacy specialists to ensure we meet our legal obligations and integrate privacy into our operations from the outset.

In 2025, we continued to elevate our enterprise-wide data security standards, focusing heavily on regulatory readiness, employee education, and the secure adoption of emerging technologies.

Preparation for European cyber regulations

The regulatory landscape for connected devices continues to evolve, with new requirements emerging in the EU and other jurisdictions. Throughout 2025, cross-functional teams worked across both Resideo Products & Solutions and ADI to assess the impact of upcoming regulations, including the EU Cyber Resilience Act (CRA) and the Radio Equipment Directive (RED), and to develop implementation roadmaps. For CRA, this work is ongoing and forms part of our broader commitment to embedding cybersecurity into product development.

Expanding the Privacy Champions program

To embed privacy expertise directly into our daily workflows, we proudly completed the second cohort of our Privacy Champions program in 2025. Spanning across both businesses, this initiative featured multi-track training deployed over several weeks, specifically tailored to upskill our marketing and engineering teams. In total, we delivered 29 sessions of Privacy Champions Training globally in 2025, empowering our employees to proactively identify and mitigate privacy risks within their own departments.

Governing Artificial Intelligence

As our digital transformation accelerates, we recognize both the immense potential and the inherent risks of Artificial Intelligence (AI). To navigate this safely, we evolved our company-wide AI policy to better govern the responsible and secure use of generative AI technologies in 2025. Under this governance framework, all AI tools are subject to formal cybersecurity review to ensure they meet our strict standards for protecting intellectual property, confidentiality, and legal privilege.

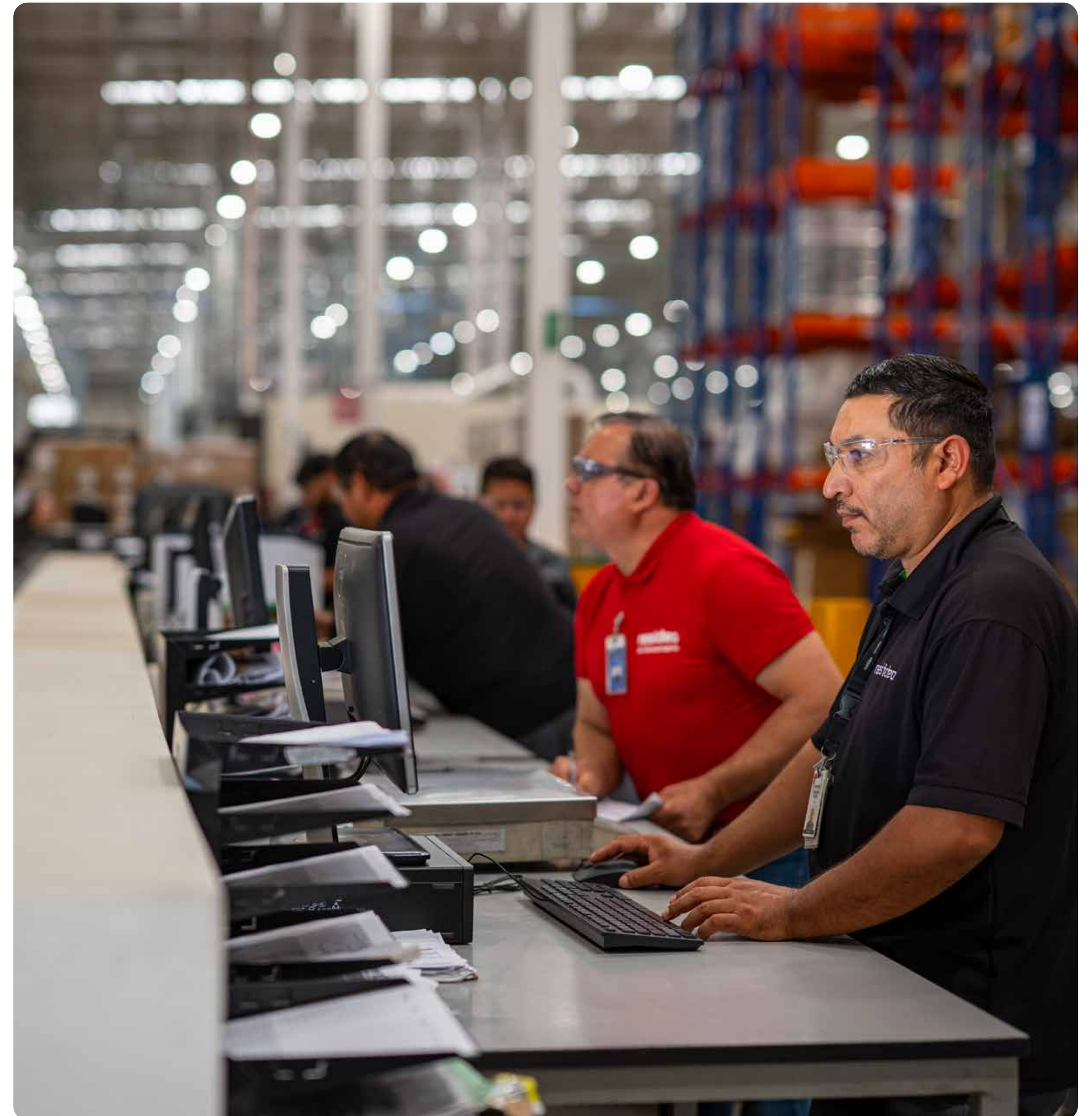
To support the rollout of this policy, we provided targeted AI training to various audiences, including HR, Production Engineers, IT, and our Integrity & Compliance Councils, as well as cross-functional training with outside counsel regarding the European AI Act.

Strengthening third-party risk management

Our security posture extends beyond our own operations. As part of our standard contracting process, we require suppliers to commit to maintaining security controls commensurate with the nature of the services they provide. In 2025, we continued to strengthen our third-party risk management practices, including enhanced due diligence for suppliers with access to personal data or critical systems.

29

sessions of Privacy Champions Training globally in 2025



Board oversight

Resideo’s Board of Directors provides active oversight of the company’s CR strategy, risk management, and performance, ensuring strong governance and long-term value creation. The Board is composed of 11 members, of whom 91% are independent and 36% are diverse, bringing a broad range of industry expertise, leadership experience, and technological insight.

The Board operates through five standing committees, each playing a critical role in overseeing key aspects of the business: 1. Audit, 2. Compensation and Human Capital Management (CHCM), 3. Finance, 4. Innovation and Technology, and 5. Nominating and Governance. The Nominating and Governance Committee oversees the Company’s overall CR strategy and performance, including compliance with the Code of Business Conduct and political activity policies and processes. The CHCM Committee oversees human capital management matters, including culture, employee engagement, talent development, and inclusion. The Audit Committee provides oversight of the Integrity & Compliance program, including ethics reporting, investigations, and compliance risk management.

To ensure our governance framework remains responsive to emerging risks and opportunities, the Board continues to evolve its oversight responsibilities. In 2025, Artificial Intelligence (AI) oversight was formally added to the remit of the Innovation and Technology Committee. This enhancement strengthens our ability to monitor the safe, ethical, and responsible deployment of AI across our operations and products.

In addition, the Board updated its governance guidelines and committee charters to place greater emphasis on corporate responsibility and culture and inclusion. These updates reflect a more integrated and forward-looking approach to governance, ensuring that ethical conduct, social responsibility, and organizational culture remain central to how we operate and create value.



Andrew C. Teich
Chairman of the Board



Jay Geldmacher
President, CEO and Director of Resideo



Paul Deninger
Director



Cynthia Hostetler
Director



Brian Kushner Ph.D.
Director



Jack R. Lazar
Director



Nina Richardson
Director



Nathan K. Sleeper
Director



John Stroup
Director



Sharon Wienbar
Director



Kareem Yusuf Ph.D.
Director

Proactive risk management

Our approach to risk management is driven by collaboration across the organization and guided by executive leadership. **We continuously assess and address both business and climate-related risks** to strengthen resilience, protect value, and support long-term growth.

In 2025, Resideo conducted two major, parallel risk assessments to proactively evaluate and mitigate potential vulnerabilities across the organization:

Enterprise Risk and Fraud Assessment (ERFA)

Led by our internal audit team, this assessment involved extensive surveys and interviews to identify priority enterprise and fraud risks, ensuring clear risk ownership and monitoring of emerging trends.

Independent Integrity & Compliance (I&C) Risk Assessment

We engaged an external law firm to conduct a privileged, independent assessment of our I&C program and associated legal risks, including a review of our policies and practices and interviews with more than 35 employees globally, executive leadership, and an Audit Committee representative. The review concluded that our program has matured and improved since 2022, meeting and, in many areas, exceeding relevant standards for compliance program effectiveness. Leadership commitment to I&C was identified as among the strongest observed across comparable organizations, with the program recognized as robust, comprehensive, and well-integrated into business operations.

To ensure compliance and transparency, Resideo publicly discloses our approach to risk management to global reporting frameworks, including:



Task Force on Climate-related Financial Disclosures (TCFD)

As climate-related risks and regulatory expectations continue to evolve, we are strengthening the foundation of our CR strategy to ensure long-term resilience. We enhance our approach through alignment with TCFD and detailed disclosures provided in the [Appendix](#). This framework supports our proactive identification and management of both physical risks, such as extreme weather events, natural disasters, and water scarcity; and transition risks, including the global shift away from fossil fuels and its potential impact on our Original Equipment Manufacturer (OEM) customers and broader value chain.



European Union’s Corporate Sustainability Reporting Directive

In 2025, a key focus was preparing for the European Union’s Corporate Sustainability Reporting Directive (CSRD). While recent regulatory developments, including the Omnibus proposal, may change the scope of applicability for us, especially our Resideo Products & Solutions business, we have taken a proactive approach by advancing our readiness regardless of formal requirements.

We expect to build on this progress by voluntarily aligning with leading disclosure practices and, where appropriate, going beyond minimum regulatory expectations. This supports greater transparency, strengthens our risk management capabilities, and ensures we are well-positioned to respond to future regulatory developments. As part of this work, we completed a comprehensive double materiality assessment, incorporating input from employees, customers, and external stakeholders (see [Double materiality assessment](#) for further details).

Shaping what’s possible

As Resideo prepares for the planned separation into two independent businesses in 2026, we are actively shaping a future focused on building resilient, responsible organizations positioned for long-term success.

As we look ahead, our priority remains unchanged: to ensure seamless customer service and operational continuity. While our structure will evolve, our commitment to corporate responsibility will not change. Both Resideo Products & Solutions and ADI will continue to uphold high standards of integrity, compliance, and customer service, ensuring that we meet the expectations of our stakeholders and operate with transparency and accountability.

We continue to prepare for the future of our business and our stakeholders through responsible operations and intentional strategies. Each business will be equipped with the governance, strategies, and capabilities needed to advance its priorities, manage risk, and deliver positive value to the communities where we operate.



About this report

Resideo is proud to publish our 2025 Corporate Responsibility report, demonstrating our continued commitment to accountability and transparency across our global operations. Unless otherwise stated, the data in this report covers calendar year 2025 for Resideo Products & Solutions and ADI. This report aligns with the Sustainability Accounting Standards Board (SASB) standards for Resource Transformation: Electrical and Electronic Equipment and Multiline and Specialty Retailers and Distributors. We also include disclosures aligned with the Task Force on Climate-related Financial Disclosures (TCFD) and provide reporting aligned to the ISSB Index, based on the IFRS Sustainability Disclosure Standards, with references to our CDP Climate and Environmental disclosures to enhance transparency and comparability.

Forward-looking statements

This report contains forward-looking statements within the meaning of Section 21E of the US Securities Exchange Act of 1934. These statements reflect current expectations regarding future events, including plans, targets, and commitments, and are identified by terms such as “aim,” “anticipate,” “believe,” “commit,” “estimate,” “expect,” “intend,” “plan,” “target,” “will,” and similar expressions. Actual results may differ materially due to a range of risks and uncertainties, including those described in our filings with the US Securities and Exchange Commission (SEC). The information in this report is provided as of the publication date and is subject to change without notice. Resideo undertakes no obligation to update forward-looking statements as a result of new information or future developments. This report reflects current policies, assumptions, and intentions and is not intended to create legal rights or obligations. Readers are encouraged to review our most recent Form 10-K and subsequent Form 10-Q filings for a detailed discussion of risk factors. Nothing in this report constitutes an offer or solicitation to invest in Resideo or any other entity.

Appendix

Environmental metrics

Greenhouse Gas (GHG) emissions

Metric	Unit	2025	2024 ¹	2023 ¹	2022 ¹
Total Energy Consumption	GJ	738,089	748,503	772,358	840,385
Percentage of Grid Electricity	%	54.26%	54.71%	56.35%	56.41%
Percentage Renewable	%	4.60%	3.56%	2.05%	0.11%
Scope 1 & 2 (Location-based) Emissions ²	Metric tons CO ₂ e	57,804	60,625	63,356	67,622
Scope 1 Emissions	Metric tons CO ₂ e	17,863	18,783	18,863	20,340
Scope 2 Emissions (Location-based)	Metric tons CO ₂ e	39,941	41,842	44,493	47,282
Scope 2 Emissions (Market-based)	Metric tons CO ₂ e	46,167	47,745	49,550	53,304
Outside of Scopes Emissions ³	Metric tons CO ₂ e	1,094	1,159	1,123	1,124

1. 2022–2024 data have been retrospectively adjusted in accordance with the company's base year recalculation policy to reflect structural changes, methodological updates, and improvements in data completeness, ensuring consistency and comparability of Scope 1 and Scope 2 emissions over time.

2. For GHG accounting methodology, please refer to the Appendix on page 51.

3. Outside of scopes: direct emissions of refrigerant gases not covered under the Kyoto Protocol are quantified and reported separately.

Metric	Unit	2025 ³	2024 ²	2023 ¹	2022 ¹
Scope 3 Emissions Total	Metric tons CO ₂ e	6,337,914	745,495	400,226	
Cat. 1: Purchased Goods & Services	Metric tons CO ₂ e	574,295	594,848	366,547	
Cat. 2: Capital Goods	Metric tons CO ₂ e	9,610	6,694	9,999	
Cat. 3: Fuel and Energy Related Activities	Metric tons CO ₂ e	15,031	15,563	17,088	
Cat. 4: Upstream T&D	Metric tons CO ₂ e	111,318	109,935		
Cat. 5: Waste	Metric tons CO ₂ e	3,397	3,416	1,467	
Cat. 6: Business Travel	Metric tons CO ₂ e	5,248	4,321	5,125	
Cat. 7: Employee Commuting	Metric tons CO ₂ e	8,304	9,047		
Cat. 11: Use of Sold Products	Metric tons CO ₂ e	5,608,973			
Cat. 13: Downstream Leased Assets	Metric tons CO ₂ e	1,739	1,672		

1. Scope 3 emissions reporting commenced in 2023 with limited category coverage (Categories 1, 2, 3, 5, and 6) and reliance on secondary data, resulting in limited data quality.

2. In 2024, Scope 3 coverage was expanded to include additional categories (Categories 1–7, and Category 13, added retroactively due to improved data availability). Emissions were recalculated using the same underlying primary data, applying updated systems and methodologies, resulting in improved completeness, consistency, and reliability.

3. In 2025, Scope 3 coverage was further expanded through the inclusion of Category 11 (Use of Sold Products), resulting in a substantial increase in reported emissions compared to prior years. Scope 3 emissions are not included within the company's current base year and recalculation framework and therefore have not been subject to base year recalculation. Due to the progressive expansion of category coverage, methodological development, and improvements in data quality, year-on-year comparability of Scope 3 emissions is significantly affected. For GHG accounting methodology, please refer to the Appendix on page 51.

Water footprint

Metric ⁶	Unit	2025 ²	2024 ¹	2023 ¹	2022 ¹
Water Withdrawn ³	Megaliters	406	421	420	466
% Withdrawn in Water-Stressed Areas ⁵	%	81%	88%	91%	91%
Water Consumed ⁴	Megaliters	32	58	92	89
% Consumed in Water-Stressed Areas ⁵	%	86%	89%	94%	87%

1. Water withdrawal and consumption data for 2022–2024 covers a limited operational scope, including all manufacturing sites, selected distribution centers (primarily in EMEA), and some of the larger office locations.

2. In 2025, coverage increased due to the inclusion of modeled estimates for sites without available primary data; approximately 30% of reported data are based on such estimates. As a result, year-on-year comparability is affected.

3. Water withdrawal is defined as the total volume of water abstracted from all sources, including surface water, groundwater, rainwater, and municipal supply.

4. Water consumption represents the portion of water withdrawn that is not returned to the original source after use.

5. Water-stressed areas are defined as locations with baseline water stress classified as "high" or "extremely high," according to the WRI Aqueduct tool.

6. Historical data has not been subject to recalculation, as the recalculation policy does not apply to water data.

Waste footprint

Metric ^{5,6}	Unit	2025 ⁴	2024 ³	2023 ²	2022 ¹
Non-hazardous Waste Generated	Metric tons	18,430	19,216	11,674	12,246
% Non-hazardous Waste Recycled	%	56%	55%	77%	75%
Hazardous Waste Generated	Metric tons	1,017	818	575	649
% Hazardous Waste Recycled	%	89%	82%	71%	61%

1. Waste data for 2022 covers manufacturing sites and selected distribution centers.

2. In 2023, coverage was expanded to include all manufacturing sites and all distribution centers. Retail and office locations were not included.

3. In 2024, coverage was further expanded to include all locations. For locations without available primary data, modeled estimates were applied; approximately 27% of total waste was modeled, with the remaining data based on actual reported values.

4. In 2025, modeled estimates continue to be applied for locations without available primary data. Approximately 26% of total waste reported is based on modeled estimates, including 35% of hazardous waste and 27% of non-hazardous waste.

5. Changes in reported waste across years are primarily driven by expansion of reporting coverage and the use of modeled data; therefore, year-on-year comparability is limited.

6. Historical data has not been subject to recalculation, as the recalculation policy does not apply to waste data.



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, 2025, unless otherwise noted.

Topic	Disclosure	2025 Response
Governance	The processes, controls, and procedures of governance through which a company oversees and manages sustainability-related risks and opportunities.	Corporate Responsibility strategy, p. 7 Ethics & integrity, p. 34-35 Board oversight, p. 38 Proactive risk management, p. 39
Strategy	The company's strategy for managing sustainability-related risks and opportunities.	Double materiality assessment, p. 6 Corporate Responsibility strategy, p. 7 Operational responsibility, p. 10-13 People & culture, p. 14-22
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.	Double materiality assessment, p. 6 Sustainable supply chain, p. 36 Data privacy, security & AI, p. 37 Proactive risk management, p. 39
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.	Corporate Responsibility highlights, p. 8 Company-wide performance, p. 10-22 Environmental metrics, p. 42



ESRS E5 - Resource Use & Circular Economy, November 2025

The European Sustainability Reporting Standard ESRS E5 (Resource Use and Circular Economy) establishes disclosure requirements related to resource use, waste, and circular economy practices. Resideo is working to align its reporting with ESRS E5 and to enhance transparency in this area. All information reflects data for the year ended December 31, 2025, unless otherwise noted.

*Disclosure Requirement	Disclosure	Category	Unit of Measure	2025 Response ¹
E5-R - Resource outflows, Waste, point 16				(1) 19,488 (2) 18,430 (3) 63.0% (4) reused 3%, recycled 56%, other recovery operation 4% (5) 37% (6) incinerated without E recovery 1%, landfilled 36%, other no-recovery 0%
	(1) Total waste generated, (2) Amount of non-hazardous (NHW) waste generated, (3)proportion of NHW diverted from disposal, (4) proportion of NHW reused, recycled, other recovery operations, (5) proportion of NHW waste directed to disposal, (6) proportion of NHW incinerated, landfilled, other no-recovery operations, (7) Amount of hazardous waste (HW) generated, (8)proportion of HW diverted from disposal, (9) proportion of HW reused, recycled, other recovery operations, (10) proportion of HW waste directed to disposal, (11) proportion of HW incinerated, landfilled, other no-recovery operations, (12) proportion of waste which final destination is unknown (13) Waste streams relevant to sector or activities and materials present in waste	Quantitative and Discussion	Metric tons (t)	(7) 1,017 (8) 91% (9) reused 0%, recycled 89% , other recovery operation 2% (10) 9% (11) incinerated without E recovery 6%, landfilled 3%, other no-recovery 0% (12) 0% (13) Waste Streams NHW (above 1% of total non-hazardous waste): - Mixed waste: 30% - Paper and board: 15% - Common trash, mixed household waste: 14% - Metal: 10% - Wood, pallets: 8% - Plastics 7% - Mixed dry recyclables: 4% - Mixed commercial and industrial waste: 3% - Food/organic waste: 3% - Contaminated, polluted water and solutions: 2% - Waste Electrical and Electronic Equipment (WEEE): 1.4% Waste Streams HW (above 1% of total hazardous waste): - Mixed waste: 44% - Contaminated, polluted water, and solutions: 38% - WEEE: 8% - Mixed commercial and industrial waste: 3.3% - Batteries: 2.9% - Dross waste: 1.8%
E5-R - Resource outflows, Waste, point 17	(1) amount of radioactive waste	Quantitative and Discussion	Metric tons (t)	(1) Zero

1. Our 2025 waste calculations include actual data from our global manufacturing facilities and distribution centers, and a number of ADI and Snap One retail locations. For sites where no actual data was available, data modeling was applied to cover 100% of our operational footprint. 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.



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 Specialty 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, 2025 unless otherwise noted.

SASB Standard	SASB Topic/Code	Accounting Metric	Category	Unit of Measure	2025 Response
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) 738,089
Multiline and Specialty Retailers & Distributors	CG-MR-130a.1				(2) 54.26%
					(3) 4.60%
					(1) 406.19 thousand of m³; Third-Party Water = 285 thousand of m³; Surface Water = 5.26 thousand of m³; Ground Water = 115.94 thousand of m³, 81.2% in water stressed areas
					(2) 32.43 thousand of m³, 86.2% in water stressed areas
Electronic Manufacturing Services & Original Design Manufacturing	TC-ES-140a.1	(1) Total water withdrawn (thousand of m³), (2) total water consumed (thousand of m³); (3) percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (thousand of m³), Percentage (%)	*Our 2025 water withdrawal and consumption data reflects 14% of total sites, inclusive of all manufacturing locations. For sites where no actual data was available, data modeling was applied to cover 100% of our operational footprint. 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.
Hazardous Waste Management					
	RT-EE-150a.1	(1) Amount of hazardous waste generated, (2) percentage recycled	Quantitative	Metric tons (t), Percentage (%)	(1) 1,017
Electrical & Electronic Equipment					(2) 89.4%
	RT-EE-150a.2	(1) Number and aggregate quantity of reportable spills, (2) quantity recovered	Quantitative	Number, Kilograms (kg)	Zero reportable spills in 2025.



SASB Standard	SASB Topic/Code	Accounting Metric	Category	Unit of Measure	2025 Response
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 2025 CR Report: Governance & Accountability Section, p. 33.
	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 disclosed in our 2025 Annual Report on Form 10-K and in our 2025 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 2025.
	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 2025 Annual Report on Form 10-K and in our 2025 Quarterly Reports on Form 10-Q.
Labor Practices					
Multiline and Specialty Retailers & Distributors	CG-MR-310a.1	(1) Average hourly wage and (2) percentage of in-store 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 Business 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 2025 CR Report: Governance & Accountability Section p 33.
	CG-MR-310a.2	(1) Voluntary and (2) involuntary turnover rate for in-store and distribution center employees	Quantitative	Percentage (%)	Resideo does not disclose this information. Information about employee engagement and satisfaction can be found in our Resideo 2025 CR Report: People & Community Section p.14-22.
	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 2025 Annual Report on Form 10-K and in our 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 does not disclose this information.
	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 2025 Annual Report on Form 10-K and in our Quarterly Reports on Form 10-Q.
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 implement Restriction of Hazardous Substances (RoHS) compliance testing and comply with regulations including REACH Restricted 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.



SASB Standard	SASB Topic/Code	Accounting Metric	Category	Unit of Measure	2025 Response
Product Sourcing, Packaging & Marketing					
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 2025 CR Report: Resideo Products & Solutions stories, p. 23 and ADI stories, p.28.
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 2025 CR Report: Governance & Accountability Section, p. 33.
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 maintains policies and practices to support compliance with applicable laws and prevent misconduct, including corruption, bribery, and other non-compliant business practices, through its Code of Business Conduct and Integrity & Compliance program. These include training, policies and procedures, compliance oversight, and internal reporting mechanisms. Further details are available in the Resideo 2025 CR Report: Governance & Accountability Section, p. 33
	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 2025 Annual Report on Form 10-K and in our Quarterly Reports on Form 10-Q.
	RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Reporting currency	SEC Filings: Information on legal proceedings is disclosed in our 2025 Annual Report on Form 10-K and in our 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	14,800 (approx.) 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.



Climate-Related Financial Disclosures 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, 2025, unless otherwise noted.

Topic	CDP, IFRS S2, TCFD	Disclosure	2025 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 2025 Annual Report and 2026 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. We outlined key climate-related risks in our 2025 Annual Report and 2026 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.
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 our 2025 Annual Report, we assessed our most important corporate responsibility (CR) 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 former Grid Services (sold to a 3rd party in 2025) platform supports grid stability. 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.



Topic	CDP, IFRS S2, TCFD	Disclosure	2025 Response
Strategy Continued	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.
	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 2025 Annual Report and 2026 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 public health emergencies. - 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
Metrics and Target	CDP C7.1-C7.14 IFRS S2-29a TCFD	(1) GHG Emissions: Reported in carbon dioxide equivalent (CO ₂ e) and separated into Scope 1, Scope 2, and Scope 3 emissions.	The following are GHG emissions which cover Resideo’s global operations. • Scope 1: 17,863 • Scope 2 (Market-based): 46,167 • Scope 2 (Location-based): 39,941 • Scope 3: 6,337,914 Scope 1 and 2 emissions data covers over all of our operational footprint. Scope 1 includes mobile combustion, stationary combustion and fugitive emissions from all sites, where 91% is based on actual data input, with remaining 9% of modeled data. Scope 2 is based on 69% actual data, with the remaining 31% modeled for non-reporting sites. Scope 3 emissions disclosed reflect categories deemed material for Resideo and for which data is currently available. Two new Scope 3 categories — Use of Sold Products & Downstream Leased Assets — were included in 2025 inventory. 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. 51 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.



Topic	CDP, IFRS S2, TCFD	Disclosure	2025 Response
Metrics and Target Continued	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 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 3.6 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 TCFD	(1) GHG Emissions Targets: Quantitative and qualitative targets set by the company, including those required to meet legal or regulatory obligations, along the applicable time frame and sectors. Performance against these targets	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. 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 CR Steering Committee has taken a data-driven approach to setting targets.

GHG Accounting Methodology

Resideo’s carbon accounting methodologies and approaches

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

Greenhouse gas emissions are calculated using emission factors that incorporate carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O) components. The global warming potentials (GWPs) used to convert these gases into CO₂e are embedded within the respective emission factor datasets (e.g., DEFRA, EPA). As a result, GWP values may vary depending on the source of the emission factors applied.

The approach is designed to ensure accuracy, transparency, and completeness across Scope 1, 2, and 3 emissions, while continuously improving data quality and expanding operational boundaries, including the incorporation of recent acquisitions.

The following sections outline the methodologies, emission factors, data coverage, and key assumptions applied in calculating the 2025 carbon footprint.

Scope 1 & 2 GHG emissions methodology and assumptions (2025)

Scope 1 and Scope 2 emissions are calculated using a combination of actual site-level data and modeled estimates, in alignment with the GHG Protocol Corporate Standard and Scope 2 Guidance.

The inventory covers emissions from sites under operational control, with modeled data applied where direct reporting is not available. Electricity consumption for non-reporting sites has been modeled since 2022. Natural gas modeling was introduced in 2025 and applied retrospectively to 2022.

The following sections provide a breakdown of Scope 1 and Scope 2 emissions for 2025, including methodologies, emission factors, data coverage, and key assumptions.

Scope 1: Direct Emissions

Scope 1 emissions include direct greenhouse gas (GHG) emissions from sources owned or controlled by the company. These comprise emissions from stationary fuel combustion, mobile combustion from company-operated vehicles, and fugitive emissions.

No Scope 1 process emissions are reported, as Resideo’s operations do not involve chemical or industrial processes that generate direct greenhouse gas emissions.

Emissions are calculated based on activity data and relevant emission factors, with the level of detail and accuracy varying by category depending on data availability.

Mobile Combustion

Methodology

This category includes emissions from the combustion of fuels in vehicles leased by the company under its operational control. The company does not operate owned vehicle fleets. It also includes fuel consumption from mobile equipment on site (e.g. forklifts), where applicable.

Emissions are primarily calculated using a distance-based method, applying emission factors to vehicle mileage data. Where fuel consumption data is available, a fuel-based calculation approach is applied.

Emission Factor sources

DEFRA/UK Government GHG Conversion Factors (June 2025); US Environmental Protection Agency (EPA) GHG Emission Factor Hub (January 2025) for distance-based calculations; US Environmental Protection Agency (EPA) GHG Emission Factor Hub (March 2018) for fuel-based calculations

Data coverage

Covers leased vehicles globally, representing full fleet coverage, and selected on-site mobile equipment across operations. Mileage data is the primary activity driver, with fuel data available for a limited number of locations.

Limitations and exclusions

Fuel consumption data is not consistently available across all regions and sites; therefore, distance-based estimation is used in most cases.

Stationary Combustion

Methodology

This category includes emissions from the on-site combustion of fuels in stationary equipment. Fuel consumption data is collected at the site level where available and applied with region-specific emission factors.

Where direct fuel consumption data is not available, natural gas consumption is estimated using CBECS benchmarks (Commercial Buildings Energy Consumption Survey), adjusted for broader applicability.

Emissions are calculated for each fuel type based on reported or estimated consumption, with emission factors selected according to the geographic location of the site.

Emission Factor sources

DEFRA/UK Government GHG Conversion Factors (June 2025); US Environmental Protection Agency (EPA) GHG Emission Factor Hub (March 2018)

Data coverage

Data completeness varies by site, depending on availability of measured fuel consumption. In 2025, 91% of reported stationary combustion energy consumption (kWh) is based on actual site-level reporting, with the remaining 9% based on modeled natural gas data.

Limitations and exclusions

Limited availability of actual data from sites without designated HSES employees responsible for data reporting.

Fugitive Emissions

Methodology

This category covers direct emissions resulting from the intentional or unintentional release of refrigerants and fire suppressants from equipment such as HVAC systems and fire suppression units. Only gases included in the Kyoto Protocol are reported within Scope 1. Fugitive emissions from non-Kyoto gases are quantified separately and reported as outside of scopes emissions.

The screening method is applied to estimate emissions. For refrigerants, emission factors are assigned based on equipment type and leakage rates, as defined in US Environmental Protection Agency (EPA) guidance. For fire suppressants, emissions are estimated based on the capacity of each unit multiplied by an appropriate emission factor.

For fugitive emissions, CO₂e values are calculated using global warming potentials (GWPs) sourced from the Intergovernmental Panel on Climate Change (IPCC).

Emission Factor sources

Intergovernmental Panel on Climate Change (IPCC), AR6; where not available, AR5 is used.

Data coverage

Covers all manufacturing sites and distribution centers, and selected large office locations.

Limitations and exclusions

Fugitive emissions from small office locations and retail branches (OLRS) are considered immaterial compared to those from manufacturing and distribution centers and are therefore excluded from the inventory.

Fugitive emissions from refrigeration, air conditioning, and fire suppression gases not included in the Kyoto Protocol are excluded from Scope 1 and reported separately as outside of scopes emissions, although CO₂e values are calculated using known GWPs.

Scope 2: Indirect Emissions

Scope 2 emissions represent indirect greenhouse gas (GHG) emissions from the consumption of purchased electricity at company-owned or controlled facilities.

Electricity Purchased

Methodology

This category covers indirect GHG emissions from the consumption of purchased electricity at company-operated facilities. Data includes both directly reported electricity use from utility invoices or meter readings, as well as modeled estimates for locations without direct reporting, based on CBECS benchmarks (Commercial Buildings Energy Consumption Survey), adjusted for global applicability.

Emissions are calculated based on electricity consumed (in kWh), using both location-based and market-based methods.

Emission Factor Sources:

Location-based method

DEFRA/UK Government GHG Conversion Factors (June 2025); International Energy Agency (IEA) electricity emission factors (September 2024); US Environmental Protection Agency (EPA) eGRID2023 (published January 2025)

Market-based method

AIB European Residual Mix (2024); I-TRACK Foundation – I-REC Residual Mix (2024); Green-e Residual Mix Emissions Rates (2025).

Data coverage

Covers all locations under operational control. In 2025, 69% of reported electricity consumption (kWh) is based on actual data, with the remaining portion based on modeled electricity data.

Limitations and exclusions

Electricity consumption estimates for non-reporting sites are derived from CBECS-based modeling, which is calibrated primarily to US commercial building energy use patterns. While adjustments are made for regional relevance, this modeling introduces assumptions that may not fully capture site-specific energy use, infrastructure, or occupancy patterns.

Scope 3 GHG emissions methodology and assumptions (2025)

Scope 3 emissions include indirect greenhouse gas (GHG) emissions occurring across the company’s value chain, both upstream and downstream.

Emissions are calculated using a combination of spend-based, distance-based, average-data, supplier- specific, and hybrid methods, depending on data availability and category relevance, in alignment with the GHG Protocol Scope 3 Standard.

In 2025, the following categories have been included:

- Category 1 Purchased goods and services
- Category 2: Capital goods
- Category 3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2)
- Category 4: Upstream transportation and distribution
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting
- Category 11: Use of sold products
- Category 13: Downstream leased assets

The following categories have been identified as relevant, but are not yet included due to data availability or reporting readiness:

- Category 9: Downstream transportation and distribution
- Category 10: Processing of sold products
- Category 12: End-of-life treatment of sold products

The following categories have been assessed as not applicable to the company’s operations:

- Category 8: Upstream leased assets
- Category 14: Franchises
- Category 15: Investments

As the company continues to mature its emissions reporting and supply chain data capabilities, future reporting cycles may expand the boundaries of Scope 3 to include currently unreported categories.

Category 1 & 2: Purchased Goods and Services and Capital Goods

Methodology

Categories 1 (Purchased Goods and Services) and 2 (Capital Goods) include upstream emissions associated with procurement activities and capital investments.

Emissions are calculated using a spend-based method, where vendor-level spend data is mapped to industry sectors based on NAICS classification and corresponding emission factors from the USEEIO model.

Where direct mapping is not available, vendor records are assigned to the closest applicable sector. Emissions are calculated by applying sector-specific emission factors to aggregated spend.

Emission Factor sources

US Environmentally Extended Input-Output (USEEIO) model (v1.4 , published October 2025), developed by the US Environmental Protection Agency (EPA), with emission factors adjusted for inflation

Data coverage

Covers vendor-level spend data from multiple internal enterprise systems across company operations. Data is standardized and consolidated prior to calculation, with transactions aggregated at vendor level.

In 2025, approximately 98% of total company spend is included in Category 1 (Purchased Goods and Services) reporting. Of this, approximately 93% is successfully mapped to USEEIO sectors. Coverage is influenced by data availability, classification completeness, and application of materiality thresholds.

For Category 2 (Capital Goods), approximately 99% of total capital goods spend is included in the inventory, reflecting high data completeness. Capital goods activity is primarily associated with Resideo Products & Solutions operations and is not material for ADI.

Limitations and exclusions

USEEIO emission factors are based on US economic and production data and may not fully reflect global supplier activities.

Vendor-level emissions are estimated based on mapped industry sectors, representing a proxy for lifecycle emissions associated with purchased goods and capital investments.

Records are excluded where sufficient NAICS classification is not available or where spend values fall below predefined materiality thresholds.

Data completeness and structure improved in 2025 compared to previous reporting periods, including enhanced NAICS classification accuracy, expanded data availability, and improved system-level consistency.

Category 3: Fuel- and Energy-Related Activities

Methodology

Category 3 includes upstream emissions associated with the extraction, production, and transportation of fuels consumed in Scope 1, as well as upstream emissions and transmission and distribution (T&D) losses associated with electricity consumption reported under Scope 2.

Emissions are calculated based on Scope 1 and Scope 2 activity data, with appropriate upstream emission factors applied to fuels and electricity consumption, including transmission and distribution losses.

Emission Factor sources

International Energy Agency (IEA) lifecycle upstream and transmission and distribution emission factors (September 2024); DEFRA/UK Government well-to-tank (WTT) emission factors for fuels (June 2025)

Data coverage

Category 3 is derived directly from Scope 1 and Scope 2 energy consumption data and therefore reflects the same organizational boundaries and data coverage.

Limitations and exclusions

As Category 3 emissions are calculated based on Scope 1 and Scope 2 activity data, any assumptions, modeling approaches, or data limitations associated with those scopes are also reflected in this category.

Category 4: Upstream Transportation and Distribution

Methodology

Category 4 includes emissions associated with inbound and outbound transportation and distribution activities paid for by the company.

A hybrid calculation approach is applied. Where transport mode, weight, and distance data are available, emissions are calculated using a distance-based method. Where only financial data is available, a spend-based method is applied using corresponding emission factors.

Emission Factor sources

US Environmental Protection Agency (EPA) GHG Emission Factors Hub (2025); US Environmentally Extended Input-Output (USEEIO) model (v1.4, published October 2025), developed by the US Environmental Protection Agency (EPA), with emission factors adjusted for inflation.

Data coverage

Covers transportation data from multiple internal systems across company operations, including inbound and outbound logistics activities paid for by the company.

Where available, weight-distance data is used to improve calculation accuracy, particularly for certain regions and logistics datasets. In other cases, emissions are estimated using spend-based methods. Coverage expanded in 2025 to include additional regions and improved availability of distance-based data.

Limitations and exclusions

Data completeness varies across regions and systems, and some datasets are based on manually compiled records without direct linkage to source systems. Transport modes are inferred for certain records where not explicitly available.

USEEIO emission factors are based on US economic and production data and may not fully reflect global transportation activities.

Emissions from warehousing and distribution facility operations are excluded from this category.

Category 5: Waste Generated in Operations

Methodology

Category 5 includes emissions from the disposal and treatment of waste generated at company-operated facilities. Emissions are calculated using an activity-based method, where quantities of waste are multiplied by disposal method-specific emission factors.

Waste is categorized by type and treatment method (e.g., landfill, recycling, incineration), and corresponding emission factors are applied accordingly.

Emission Factor sources

DEFRA/UK Government GHG Conversion Factors (June 2025) for waste treatment

Data coverage

Covers waste data reported at the site level across company operations. Waste quantities are collected from third-party waste contractors where available.

Where site-level data is not available, waste generation is estimated using standardized modeling approaches based on site characteristics, including facility size and activity type. In 2025, approximately 26% of total reported waste is based on modeled estimates for non-reporting sites.

Limitations and exclusions

DEFRA emission factors are applied globally and may not fully reflect region-specific waste management practices.

Modeled waste estimates are used for non-reporting sites and are based on internally reported waste data from comparable sites with similar primary use (e.g., office, warehouse), with adjustments made for differences in facility size. These estimates may not fully capture site-specific operational conditions.

Category 6: Business Travel

Methodology

Category 6 includes emissions from employee business travel, including air travel, road travel, and hotel stays.

A combination of calculation methods is applied depending on data availability and travel type. Air travel emissions are calculated using a distance-based method, accounting for flight distance and cabin class. Additionally, a small portion of air travel data is calculated using supplier-specific data; this is estimated to cover 1.4% of the overall business travel emissions. Road travel emissions are calculated using distance-based methods where mileage data is available, with spend-based estimates applied where only financial data is available. Hotel stay emissions are calculated using an average-data method based on the number of nights and country-specific emission factors.

Emission Factor sources

US Environmental Protection Agency (EPA) GHG Emission Factor Hub (2025); US Environmentally Extended Input-Output (USEEIO) model (v1.4, published October 2025), developed by the US Environmental Protection Agency (EPA), with emission factors adjusted for inflation; DEFRA/UK Government GHG Conversion Factors (June 2025)

Data coverage

Covers business travel data from multiple internal and external sources, including corporate travel management systems and expense reporting platforms. Data includes air travel, road travel, and hotel stays across company operations.

Data availability and level of detail vary by travel type and provider. Distance-based data is used where available to improve accuracy, while spend-based or average-data methods are applied where detailed activity data is not available.

Limitations and exclusions

Emissions estimates are subject to data availability and the use of proxy methods across travel categories. For air travel, standard emission factors are applied and may not fully account for variations in cabin class or specific flight conditions. Corporate jet emissions are based on standardized assumptions regarding fuel use and operating characteristics.

For road travel, EPA passenger car emission factors are used as a proxy, and some datasets rely on spend-based estimates where distance data is not available.

Taxi travel is excluded from the inventory due to its immaterial contribution to the overall Category 6 footprint.

For hotel stays, records with limited activity are excluded, representing an immaterial share of total stays.

Category 7: Employee Commuting

Methodology

Category 7 includes emissions from employee commuting between home and work locations. Emissions are calculated using a distance-based method, where commuting distance is estimated based on employee home and work location data.

Commuting distances are determined using geographic approximations, and emissions are calculated by applying emission factors based on assumed transport modes. Mode selection is based on country-level commuting patterns, with the most common transport mode applied where individual data is not available.

The number of commuting days is estimated using standardized assumptions that reflect hybrid working arrangements and national holidays.

Emission Factor sources

US Environmental Protection Agency (EPA) GHG Emission Factor Hub (2025)

Data coverage

Covers employee data across company operations where commuting information is available, using internal HR datasets including employee and site location data.

Where direct commuting data is not available, distances and commuting patterns are estimated using geographic and country-level assumptions.

Limitations and exclusions

Commuting emissions are based on estimated distances and assumed transport modes and do not capture employee-specific travel behavior, vehicle types, or occupancy rates.

Standardized assumptions are applied for commuting frequency and working patterns, which may not reflect actual employee behavior throughout the year.

Employees with calculated commuting distance above 240km / day are excluded from the calculation and treated as remote workers.

Category 11: Use of Sold Products

Methodology

Category 11 includes emissions from the use of sold products that consume electricity during their lifetime. The inventory covers products manufactured by the Resideo Products & Solutions business and sold during the reporting year.

Emissions are calculated using a product-based approach, where electricity consumption is estimated over the expected lifetime of each product or product group. Total energy consumption is determined based on product energy demand, assumed hours of use, and estimated lifetime, and is multiplied by the relevant electricity emission factor.

Only products with continuous electricity consumption are included in the analysis.

Emission Factor sources

International Energy Agency (IEA) electricity emission factors (September 2025)

Data coverage

Covers Resideo Products & Solutions manufactured products with available data on energy consumption characteristics, including estimated power demand, usage patterns, and product lifetime.

Product-level data is supplemented by engineering assumptions where direct measurements are not available, with products grouped where appropriate to support estimation. Battery-powered products are excluded from analysis due to data limitations.

Limitations and exclusions

Category 11 is derived from a newly developed methodology, and results are subject to ongoing refinement as data availability improves.

Assumptions on product usage, including continuous operation and estimated hours of use, may not fully reflect actual customer behavior and may result in over- or underestimation of emissions.

Electricity emission factors are applied using average values and do not differentiate by the geographical location where products are used. This may not fully reflect regional variations in electricity grid intensity and may result in over- or underestimation of emissions. This limitation is expected to be addressed in future as more granular data becomes available.

Use of representative energy demand values for product groups introduces estimation uncertainty.

Battery-powered products are excluded due to the lack of reliable data on energy consumption during use. Products sold by ADI and third-party products are also excluded from the analysis.

Category 13: Downstream Leased Assets

Methodology

Category 13 includes emissions from energy consumption in leased portions of company-owned sites.

Emissions are calculated based on energy consumption associated with leased portions of sites. Electricity consumption is measured using sub-metering (smart meters) where available, while energy use for shared utilities (e.g., heating and canteen operations) is allocated based on leased floor area. Region-specific emission factors are applied to reported energy consumption to calculate emissions.

Emission Factor sources

DEFRA/UK Government GHG Conversion Factors (June 2025) (UK facility)

Data coverage

Covers downstream leased assets where energy consumption data is available. In 2025, Category 13 emissions relate to a single site where a portion of the facility is leased to a third party.

Limitations and exclusions

Electricity consumption for leased areas is measured using sub-metering (smart meters), providing a high level of accuracy for this component.

Energy use for shared utilities, including natural gas used for heating and canteen operations, is allocated between the company and the tenant based on leased floor area, reflecting the shared use of centrally managed building services.

Coverage is currently limited to sites where both leasing arrangements and energy data are available. Additional leased assets may be incorporated as data availability improves.

resideo

Building beyond tomorrow

Corporate Responsibility Report 2025



Solar panel installation, Nagykanizsa, Hungary