

RESIDEO TECHNOLOGIES, INC.
EXECUTIVE OFFICER CASH SEVERANCE POLICY

It is the policy of Resideo Technologies, Inc. (the "Company") that the Company will not enter into any New Severance Arrangement that provides for the payment of Cash Severance Benefits to an Executive Officer exceeding 2.99 times the sum of the Executive Officer's Annual Base Salary plus Annual Incentive Compensation, without presenting such New Severance Arrangement for advisory ratification at the next regularly scheduled annual meeting of shareholders (the "Policy").

For purposes of this Policy:

"Annual Base Salary" means the highest annual salary paid to the Executive Officer during the thirty-six (36) month period prior to the Executive Officer's termination, but excludes all taxable and nontaxable fringe benefits and awards, payout of accrued vacation, the value of any performance awards, annual incentive compensation or other bonus, commissions, or other incentive pay, or any other amounts that are not made on each regular payday, regardless of how such payments may be characterized.

"Annual Incentive Compensation" means, except in the case of a Change in Control as that term is defined in the Severance Plan for Designated Officers (a "CIC"), an amount equal to the product of the Executive Officer's (i) annual incentive compensation target percentage and (ii) Annual Base Salary. In circumstances resulting from a CIC, "Annual Incentive Compensation" means the product of the Executive Officer's (i) Annual Base Salary, and (ii) the greater of (A) the Executive Officer's current annual incentive compensation target percentage (or, if no target percentage has been set for the current year, the Executive Officer's target percentage for the immediately preceding year), or (B) the average of the Executive Officer's annual incentive compensation target percentage during the last three years prior to the year in which the Executive Officer's termination occurs.

"Cash Severance Benefits" means cash payments payable to an Executive Officer (i) as a result of the termination of the Executive Officer's employment, (ii) to secure, in connection with a termination of the Executive Officer's employment, an agreement of the Executive Officer not to compete with the Company, or (iii) to offset any tax liability relating to the foregoing payments.

For purposes of clarity under this Policy, Cash Severance Benefits exclude (a) the payment, vesting, acceleration or other handling of equity-based awards granted prior to the Executive Officer's termination under the Company's equity-based compensation plans, (b) the payment of deferred compensation, earned retirement benefits or other vested employee benefits, in each case consistent with past practices, provided under the Company's retirement or employee benefit plans, (c) perquisites, insurance, disability, health and welfare plan coverage and other non-cash benefits generally available to similarly situated employees of the Company, (d) any earned but unpaid incentive payment to be made to an Executive Officer under the Resideo Bonus Plan or any successor plan (the "RBP") for any previously completed performance period, consistent with the RBP, (e) accrued but unpaid salary or vacation pay through the Executive Officer's termination date and reimbursement for any business expenses validly incurred prior to such termination date, (f) payments made in good faith settlement of litigation or threatened litigation for a claim made by the Executive Officer against the Company, (g) indemnification payments required under the Company's Certificate of Incorporation, Bylaws or similar governing document, or (h) any statutorily mandated severance benefits.

“Effective Date” means March 22, 2024.

“Executive Officer” means any officer of the Company within the meaning of Rule 3b-7 of the Securities Exchange Act of 1934, as amended.

“New Severance Arrangement” means (i) any employment, severance or separation agreement entered into with an Executive Officer, or any plan or policy established by the Company, after the Effective Date to the extent it provides eligibility for Cash Severance Benefits, and (ii) any amendment to an employment, severance or separation agreement with an Executive Officer, or to a plan or policy, that is in effect on the Effective Date that increases the Cash Severance Benefits for which an Executive Officer is eligible or are payable to an Executive Officer thereunder.

For purposes of clarity under this Policy, (a) any increase in an Executive Officer’s base salary or incentive compensation target or opportunity made in the ordinary course of business shall not be deemed an amendment to an employment, severance or separation agreement; (b) any renewal or extension of any such agreement, plan or policy in effect on the Effective Date shall not, by itself, be considered the entry into a New Severance Arrangement or an amendment thereto; and (c) an agreement, plan or policy that is assumed by the Company as a result of a business combination or acquisition shall not be considered a New Severance Arrangement or an amendment thereto.

The Compensation and Human Capital Committee has full authority to make amendments or revisions to this Policy at any time, and to make determinations regarding the interpretation of this Policy, in its sole discretion. Nothing in this Policy should be construed as a guarantee of future employment.