



2020 UK Gender Pay Gap Report

The UK Gender Pay Gap is calculated by comparing the average pay between male and female. The data is based on a comparison between men's and women's hourly rate of pay and is irrespective of their position or other factors, such as tenure within the company.

It is different to "equal pay", where companies are required to ensure that male and female employees are paid equally for doing the same or similar work.

We have two UK entities we are reporting on: UK Ademco and ADI UK. Our 2020 UK gender pay gap reporting shows that we are on a journey in the UK and there is more we need to do to. However, we are confident that by staying focused we will see good progress over time.

Our company's global diversity and inclusion commitment will support us in attracting, retaining and promoting female talent in the UK. This commitment is: ***diversity, equity and inclusion are integral to Resideo's innovative and high velocity culture. Over our 130-year history, we've always believed that advancing technology can make homes and lives easier for everyone. That's only possible when we include everyone.***

To ensure we are advancing this mission, the actions we are taking include:

- Actively reaching out to people of diverse backgrounds and experience to join our teams.
- Supporting a variety of Employee Resource Groups, including groups for women, veterans, LGBTQ, those of minority ancestry, and for people with differing abilities.
- Nurturing a culture where inclusiveness is inherent, not an initiative. A place where people are empowered to speak up, and where people feel included and valued. A place where there is a sense of pride and belonging and a shared commitment to innovation and excellence.

| | ADEMCO | ADI Gardiner |
|--------------------------|---------------|---------------|
| Mean pay gap | 33.0% | 6.7% |
| Median pay gap | 34.6% | 1.9% |
| Mean bonus gap | 72.1% | 14.6% |
| Median bonus gap | 62.6% | 18.8% |
| % men receiving bonus | 77% | 85.6% |
| % women receiving bonus | 65% | 85.3% |
| Lower quartile (M/F) | 39.4% / 60.6% | 71.0% / 29.0% |
| Lower-mid quartile (M/F) | 40.9% / 59.1% | 56.0% / 44.0% |
| Upper-mid quartile (M/F) | 58.5% / 41.5% | 67.1% / 32.9% |
| Upper quartile (M/F) | 70.2% / 29.8% | 63.2% / 36.8% |