

## 2023 UK Gender Pay Gap Report

The UK Gender Pay Gap is calculated by comparing the average hourly rate of pay between male and female employees and does not take into account their position or other factors, such as tenure within the company.

It is different than “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 qualifying UK entities we are reporting on: UK Ademco and ADI UK. While we believe that the actions we are taking on our UK gender pay gap journey are the right ones, our 2023 reporting shows there is more we need to do to. However, we are confident that by staying focused on creating an inclusive culture and improving our recruitment process, we will see even better progress over time.

At Resideo we are committed to an equitable, safe and nurturing work environment, with strategic focus areas including diversity, equity, inclusion and belonging, employee health and safety, and talent development.

We are promoting a culture where our employees show their authentic selves and do their best work. We continue to create and deliver a global strategy that focuses on fostering and cultivating a culture of inclusiveness and belonging. We continue to work initiatives to drive forward the DEI&B strategy that is aligned and woven into our vision, culture, and values.

Our company's global DEI&B commitment supports us in attracting, retaining and promoting female talent in the UK. ***Diversity, equity, inclusion and belonging 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 take 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.

CATAGORIES	ADEMCO	ADI Gardiner
Mean pay gap	31.1%	7.9%
Median pay gap	24.5%	-8.8%
Mean bonus gap	77.3%	35.7%
Median bonus gap	60.3%	19.5%
% Men receiving bonus	67.7	65.2%
% Women receiving bonus	55.1%	69.4%
Lower quartile (M/F)	47.1% / 52.9%	78.6% / 21.4%
Lower-mid quartile (M/F)	40.2% / 59.8%	55.1% / 44.9%
Upper-mid quartile (M/F)	56.3% / 43.7%	56.3% / 43.7%
Upper quartile (M/F)	66.7% / 33.3 %	66.7% / 33.3%