



2022 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 account of 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 our 2022 UK gender pay gap reporting shows that we have made progress in both entities, it also 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. In 2022, we appointed a Vice President of Diversity, Equity, Inclusion and Belonging (DEI&B) to create and deliver a global strategy that focuses on fostering and cultivating a culture of inclusiveness and belonging. We worked on several key initiatives to drive forward the DEI&B strategy that is aligned and woven into our vision, culture, and values. A few strategic initiatives to highlight:

- (1) partnered with industry organizations, such as Society of Women Engineers, National Society of Black Engineers and the Leadership Council on Legal Diversity, allow us to hire, train and empower talent with diverse backgrounds and experiences.
- (2) engaged approximately 700 global employees in at least one of six Employee Resource Groups at Resideo, including Women, Dis-Abilities, Black, Latino, Veterans and LGBTQ.
- (3) retrofitted ADI support centers in the United States to include standards above ADA compliance to improve accessibility.

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	27.5%	6.8%
Median pay gap	31.4%	-2.7%
Mean bonus gap	68.7%	32.3%
Median bonus gap	58.5%	15.7%
% Men receiving bonus	77%	81%
% Women receiving bonus	62%	76%
Lower quartile (M/F)	39.5% / 60.5%	74.4% / 25.6%
Lower-mid quartile (M/F)	47.7%/52.3%	49.4% / 50.6%
Upper-mid quartile (M/F)	52.3% / 47.7%	60.2% / 39.8%
Upper quartile (M/F)	66.3% / 33.7%	61.4% / 38.6%