

2026 Impact Report



Forward-looking statements

This report contains certain statements that may be deemed “forward-looking statements” within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended (the Exchange Act). All statements, other than statements of historical fact, that address activities, events or developments that we or our management intends, expects, projects, believes or anticipates will or may occur in the future are forward-looking statements. We use words such as aim, anticipate, believe, commit, drive, estimate, ensure, expect, goal, intend, may, mission, plan, project, seek, strategy, strive, target, will and would or similar expressions to identify forward-looking statements. In particular, such statements may include but are not limited to: (1) statements which may relate to our purpose, ambitions, aims, commitments, targets, plans, and objectives, and sustainability goal progress; (2) environmental, health, and safety (EHS) data as it relates to the environment, safety performance, management systems, implementation, and regulatory compliance, including data collection systems at applicable sites that track and collect EHS data through the corporate-wide EHS reporting systems; (3) social data as it relates to employee metrics, social practices and community engagement programs derived from our various databases; (4) responsible sourcing of materials and the related responsible sourcing systems and data; and (5) statements about actions of suppliers and partners or our work with them. Such statements are based upon certain assumptions and assessments made by our management in light of their experience and their perception of historical trends, current economic and industry conditions, expected future developments and other factors they believe to be appropriate, many of which are difficult to predict and outside our control. The forward-looking statements included in this report are also subject to a number of material risks and uncertainties that may cause actual results to differ materially. Such risks and uncertainties include, but are not limited to, economic, competitive, governmental, technological, geopolitical and public health factors affecting our operations, markets, products, services and prices, assumptions not being realized, scientific or technological developments, evolving sustainability strategies, changes in carbon markets, evolving government regulations, our expansion into new products, services, technologies, and geographic regions, or other changes in circumstances, as well as those factors set forth in the “Risk Factors” section of our most recent Annual Report on Form 10-K and subsequent quarterly reports on Form 10-Q filed with the U.S. Securities and Exchange Commission (SEC). Such forward-looking statements are not guarantees of future performance, and actual results, and other developments, and business decisions may differ from those envisaged by such forward-looking statements. The information and opinions contained in this report are provided as of the date of this report and are subject to change without notice. We undertake no obligation to update any forward-looking statements contained in this report as a result of new information or future events or developments. This report represents our current policy and intent and is not intended to create legal rights or obligations. The standards of measurement and performance contained in this report are developing and based on assumptions, and no assurance can be given that any plan, initiative, projection, goal, commitment, expectation, or prospect set forth in this report can or will be achieved. This report may contain or incorporate by reference public information not separately reviewed, approved, or endorsed by us, and we make no representation, warranty, or undertaking as to the accuracy, reasonableness, or completeness of such information. Information contained on or accessible through, including any reports available on, any website referenced herein, is not a part of, and is not incorporated by reference into, this report, except as otherwise stated. This report contains examples of savings and results achieved by us, our customers and our partners that may or may not be representative of what other companies could achieve in similar circumstances. Inclusion of information in this report is not an indication that the subject or information is material to our business or operating results. “Material” for the purposes of this report should not be read as equating to any use of the word in our other reporting or filings with the SEC. No part of this report or our website constitutes, or shall be taken to constitute, an invitation or inducement to invest in us or any other entity and shall not be relied upon in any way in connection with any investment decisions.

Purpose through transformation: Our commitment to our planet, people and principles



To Our Shareholders and Stakeholders,

The past couple of years have marked defining moments in our company’s history as we completed our separation into three independent, publicly traded companies: Honeywell Technologies, Honeywell Aerospace and Solstice Advanced Materials. Throughout that transformation, our long-standing commitments to our Planet, People and Principles continued guiding how we operate, innovate and create long-term value for our stakeholders.

This Impact Report highlights the progress we made in 2025 and the foundation we will carry forward as we help make the world safer, smarter, more secure and more sustainable. Together, these priorities will further shape how we operate and grow in the years ahead.

Our planet

Sustainability is at the core of our operations and product innovation, demonstrated by the fact that three quarters of our sales are from offerings that help customers improve environmental impact, safety, security and resilience. As we continue to innovate and expand this focus, we paired new Honeywell Technologies Forge applications with strategic investments in projects that reduce our own direct emissions, optimize energy consumption and accelerate our transition to more sustainable operations. In parallel with our work delivering outcomes for customers with Honeywell Technologies Forge, we expanded our own use of it across our global facilities last year, including at our Charlotte global headquarters.

Last year, Honeywell Technologies also grew its renewable energy portfolio with a new investment in the Amite Solar project in Louisiana, which became operational in 2025. This project provides Honeywell Technologies with a significant source of renewable energy attributes that supports our Scope 2 emissions-reduction strategy and helps expand the overall supply of clean energy available on the grid. Since 2010, we have implemented more than 7,000 projects across our facilities – spanning energy-efficiency, emissions, water and waste. Through these efforts and the progress we have achieved over the last several years, Honeywell Technologies is on track to achieve carbon neutrality by 2035 in our facilities and operations.³

Our people

Our more than 50,000 Honeywell Technologies Futureshapers across the globe are at the heart of our ability to innovate, grow and make an impact. Last year, we expanded our career advancement and professional development offerings for our Futureshapers with nearly 1,600 development modules on our Accelerator Learning platform. We filled 77% of mid- and executive-level roles internally, further underscoring our focus on developing talent from within.

Through the year, we also continued to cultivate the next generation of talent. In 2025, our University Relations program grew to approximately 1,400 interns and co-op students globally, with nearly 80% of those who performed well accepting offers to return to Honeywell Technologies as interns or full-time employees. In Charlotte, we made a \$10 million commitment to The University of North Carolina at Charlotte to help build a transformative Honeywell Innovation Hub focused on increasing student engagement and opportunities in applied research and education. Over the next decade, UNC Charlotte will name 48 Honeywell Scholars, providing scholarships and mentorship to students pursuing STEM degrees while strengthening the growing technology ecosystem in our community.

Our Futureshapers also made a difference in their own local communities through volunteer service and support for the Honeywell Humanitarian Relief Foundation (HHRF), which assists our colleagues affected by natural disasters. Since HHRF’s launch in 2005, thousands of Honeywell employees have contributed nearly \$9 million in relief assistance, helping approximately 3,000 people recover and rebuild.

Our principles

Our Code of Business Conduct and Foundational Principles – integrity and ethics, workplace respect, inclusion and global mindset, and safety always – continue to guide how we conduct business. This past year, Ethisphere named us as one of the World’s Most Ethical Companies for the eighth time, reflecting our unwavering focus on operating with ethics and accountability. Our senior leadership team, working closely with our Board of Directors, continue to oversee these standards through our Integrity and Compliance program and our responsible reporting and operating practices.

We continue to strengthen the Responsible AI Governance Framework that we established to oversee, monitor and enable accountability around our use of AI. As always, principles including safety and security, reliability, fairness, privacy and intellectual property, transparency and sustainability guide our approach. As we expand the use of AI across our operations and customer solutions, this disciplined framework enables us to pursue AI’s potential in alignment with our core standards of integrity and responsible innovation.

While the completion of our separation in 2026 marks the beginning of a new chapter for Honeywell Technologies, we will continue to act responsibly, invest in our people and innovate for impact. By building upon our long-standing commitments to our Planet, People and Principles, we will be well positioned to deliver a lasting positive impact for all our stakeholders.

Thank you for your continued support.

 **Vimal Kapur**
Chairman & CEO

¹Sales for the year ending December 31, 2025. Excludes sales from PPE, Warehouse and Workflow Solutions, Productivity Solutions and Services, which were sold in May 2025, July 2026 and August 2026, respectively, as well as sales from Advanced Materials and Aerospace, which became standalone public companies in October 2025 and June 2026, respectively.

²Sustainability-oriented offerings are solutions that help improve safety, environmental impact, health, security, resilience and accountability. Methodology for identifying sustainability-oriented offerings is available at investor.honeywell.com (see "Corporate Governance/esg/esg information/Identification of Sustainability-Oriented Offerings")

³Scope 1 and Scope 2.

Table of contents

Our company	05	People	25
Honeywell Technologies overview	07	Our Futureshapers	26
Our purposeful approach	08	Inclusion and global mindset	30
Honeywell Technologies impact highlights	09	Safety always	31
Innovating for impact	10	Corporate social responsibility	32
Planet	13	Principles	35
Driving growth responsibly	14	Integrity and compliance	36
Our journey to carbon neutrality	15	Data protection and cybersecurity	39
Reducing GHG emissions	17	AI governance	41
Improving energy efficiency	18	HSE governance	42
Managing air emissions	19	Board of Directors	43
Minimizing waste	20	Maintaining expertise in supply chain management	44
Water stewardship	21	A firm foundation of product safety and integrity	46
Biodiversity	23	Responsible and transparent political engagement	47
Product stewardship	24	Supplemental information	48

Our company

Our company	06
Honeywell Technologies overview	07
Our purposeful approach	08
Honeywell Technologies impact highlights	09
Innovating for impact	10

Our company

Honeywell Technologies is a global, pure-play automation company with a legacy of innovating to help solve the world's most mission-critical challenges, enhancing the quality of life for people and communities around the world. We serve the building, industrial and process sectors with a broad portfolio of services, solutions and products, underpinned by our Honeywell Technologies Accelerator operating system and Honeywell Technologies Forge intelligence layer. By combining the deep domain expertise of our more than 50,000 employees with decades of data from our global installed base, we are uniquely positioned to lead the industrial sector's transition from automation to autonomy.



Honeywell Technologies overview

Shaping the future by making what matters better



Building Automation

Buildings worldwide rely on Honeywell Technologies' Building Automation to deliver intelligent, connected solutions that help enable them to operate smarter, safer and more efficiently.

[Learn more](#)



Process Automation and Technology

Honeywell Technologies' Process Automation and Technology delivers intelligent automation, process technology and digital solutions to improve energy and industrial operations.

[Learn more](#)



Industrial Automation

Honeywell Technologies' Industrial Automation helps improve uptime, protect assets and optimize performance with capabilities such as integrated control, sensing and energy management.

[Learn more](#)



Honeywell Technologies Forge platform

Our hardware agnostic, open-architecture platform is the intelligence-layer that sits across operations. Honeywell Technologies Forge connects existing installed base assets, contextualizes what they're reporting through domain-specific models and puts that intelligence to work in real time. Forge doesn't just collect data — it understands, thinks, acts and learns.

[Learn more](#)

Honeywell Technologies Accelerator

Honeywell Technologies Accelerator is our enterprise operating system. It provides a disciplined approach to building, improving and scaling our business through unified frameworks, processes and tools that strengthen execution and drive measurable outcomes across all our business segments.

[Learn more](#)

Our purposeful approach

From our industrial roots, to developing the premier Forge software platform, to leading in technologies that support energy security and the adoption of alternative fuel sources, Honeywell Technologies' ability to achieve ambitious, transformative objectives is rooted in our purposeful approach to making a difference.

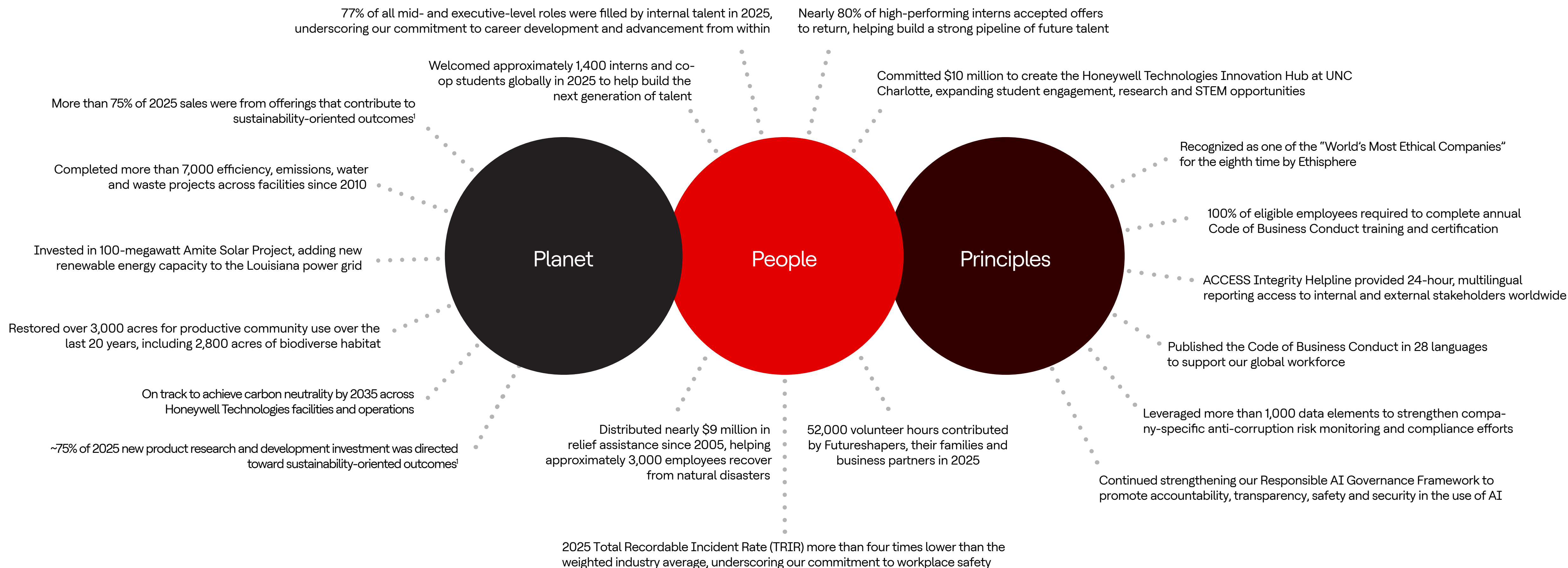
Priorities assessment

At Honeywell Technologies, we are committed to continuous evaluation and evolution of our corporate responsibility strategy, including identifying the areas that are most important to our business. We engaged a third party to conduct a comprehensive priorities assessment, helping us understand the perspectives and expectations of our stakeholders. Through internal and external surveys, interviews and comprehensive research, we analyzed the topics related to people, planet and principles considered most relevant to Honeywell Technologies' business by regulators, investors, customers, employees and other key stakeholders. In addition, our annual Enterprise Risk Management (ERM) process specifically includes corporate responsibility topics, and input from this process was considered in identifying priority areas.

Through this engagement, research and analysis, we identified priority topics that continue to inform our strategy.



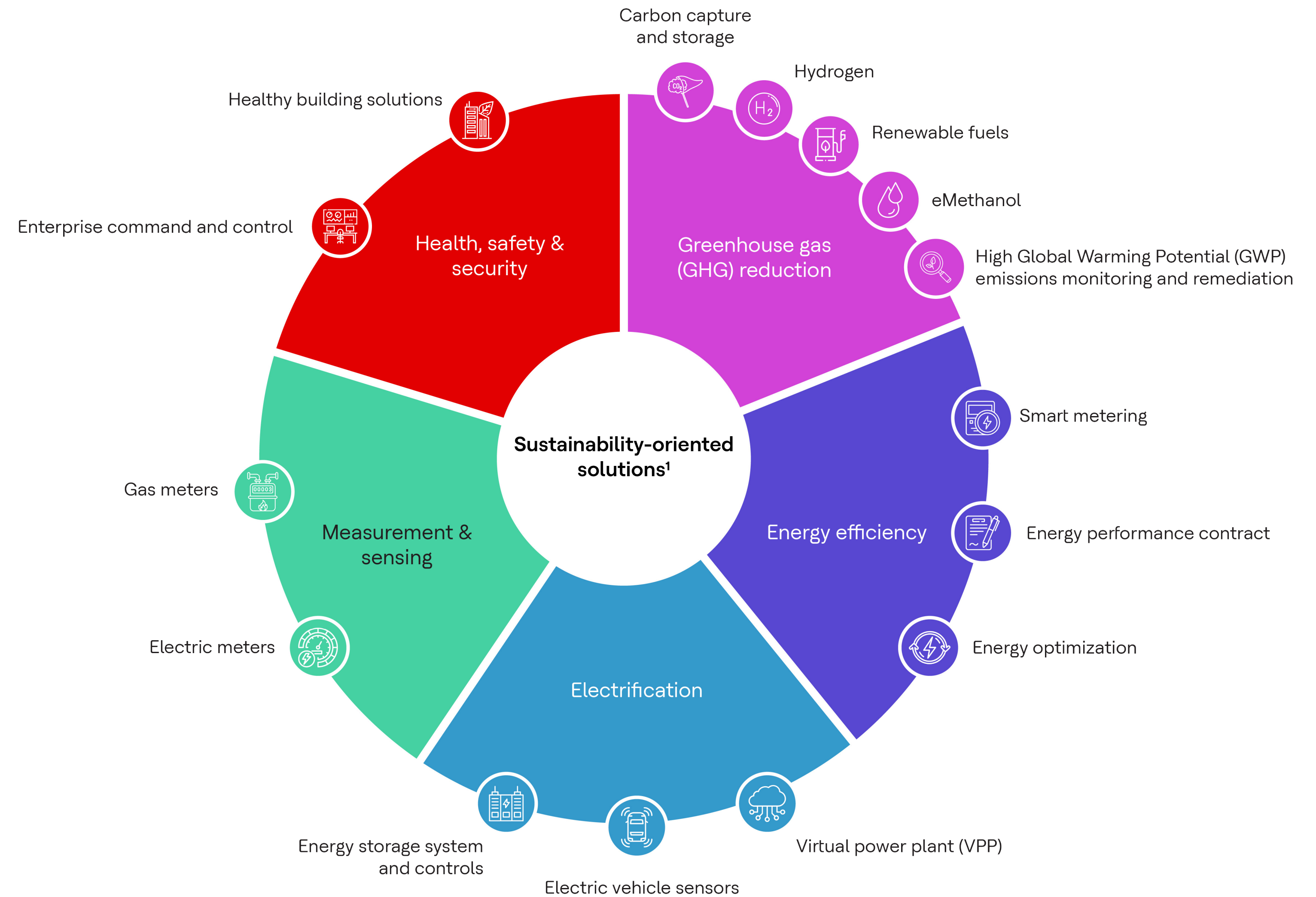
Honeywell Technologies impact highlights



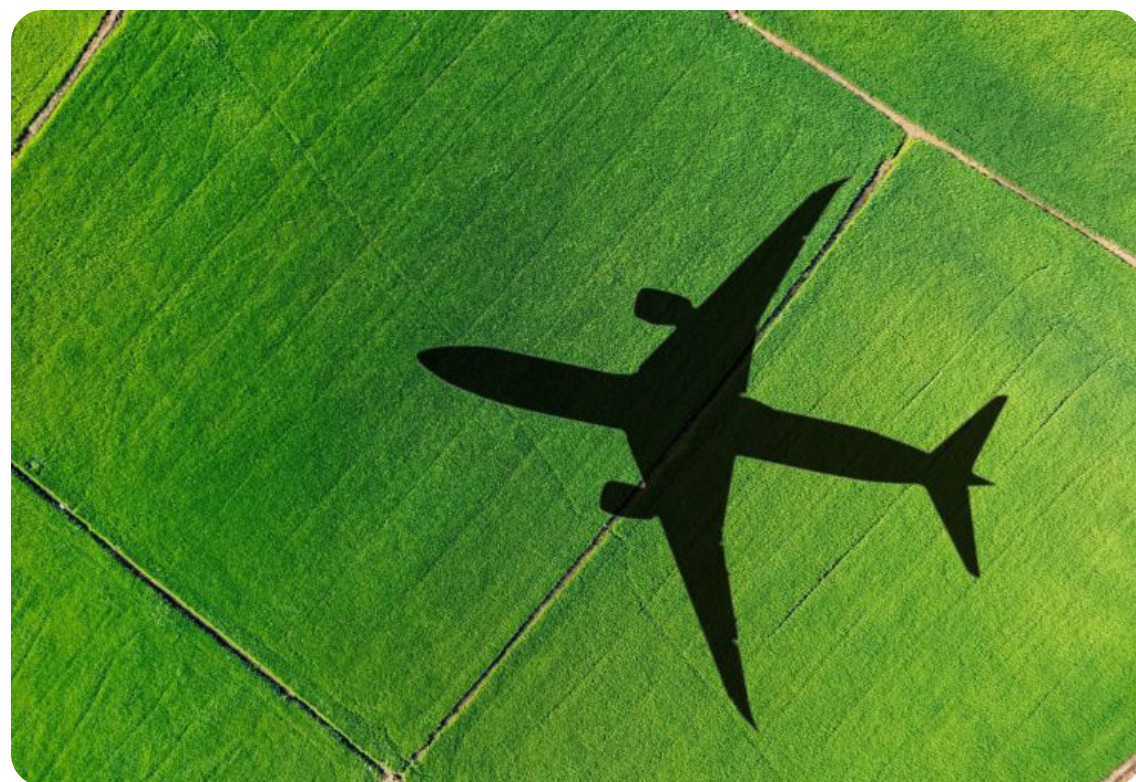
¹Sustainability-oriented offerings are solutions that help improve safety, environmental impact, health, security, resilience and accountability. Methodology for identifying sustainability-oriented offerings is available at investor.honeywell.com (see “Corporate Governance/esg/esg information/Identification of Sustainability-Oriented Offerings”). Excludes PPE, Warehouse and Workflow Solutions, Productivity Solutions and Services, which were sold in May 2025, July 2026 and August 2026, respectively, as well as Advanced Materials and Aerospace, which became standalone public companies in October 2025 and June 2026, respectively.

Innovating for impact

Honeywell Technologies delivers connected solutions that help customers improve energy and water efficiency, manage emissions, advance cleaner energy, strengthen safety and build resilience. In 2025, more than 75% of sales were from offerings that contribute to sustainability-oriented outcomes.¹ Combining energy and emissions technologies with sensors, software, controls and safeguards, the company's portfolio helps customers use resources more efficiently, modernize energy infrastructure, track performance and protect critical operations.



¹Sustainability-oriented offerings are solutions that help improve safety, environmental impact, health, security, resilience and accountability. Methodology for identifying sustainability-oriented offerings is available at investor.honeywell.com (see "Corporate Governance/esg/esg information/Identification of Sustainability-Oriented Offerings")



Greenhouse gas (GHG) reduction

Sustainable fuels

Honeywell Technologies' [sustainable fuels portfolio](#) includes Ecofining™, eFinig™, Ethanol-to-Jet (ETJ), Fischer-Tropsch and biocrude upgrading solutions. These serve as pathways for converting eligible feedstocks and intermediates — including ethanol, synthesis gas, renewable electricity-based inputs and renewable biocrudes — into alternative transportation fuels. Together, these pathways can broaden feedstock options, support the reuse of existing facilities and increase fuel supply for aviation and other hard-to-electrify transportation applications.

[Honeywell Technologies UOP eFinig™](#) converts eMethanol into low-carbon sustainable aviation fuel, known as eSAF. This technology provides the foundation for the Methanol-to-Jet (MTJ) pathway. ASTM International approved the Methanol-to-Jet pathway in 2026, establishing a [recognized fuel-qualification route](#) and advancing the pathway toward broader commercial adoption. The milestone gives refiners and project developers greater confidence to evaluate MTJ projects that can draw on locally available carbon dioxide, hydrogen, renewable power or biomass-derived synthesis gas.

ETJ converts ethanol into jet-range fuel and can create a new market for ethanol producers while helping refiners expand sustainable aviation fuel capacity. Fischer-Tropsch technology converts synthesis gas derived from sources such as biomass, waste or captured carbon into liquid fuels. Biocrude upgrading processes renewable intermediates into usable aviation, marine and road-

transportation fuels. These offerings support the transition to cleaner energy and can help reduce life cycle emissions. Results depend on factors such as feedstock, energy source, plant configuration and end use.

Combustion solutions

Honeywell Technologies also offers industrial combustion solutions that help customers improve thermal efficiency and reduce emissions from energy-intensive operations. [Callidus® Ultra Blue™](#) burner technology is designed to support lower NOx emissions while improving combustion performance across refining, petrochemical and industrial applications. By helping operators optimize fuel use and combustion efficiency, these solutions can support emissions-reduction objectives as facilities modernize operations.

Carbon capture

Honeywell Technologies offers a range of [carbon capture, utilization and storage \(CCUS\)](#) solutions, including solvent, adsorption, membrane, cryogenic and modular systems, that are designed to help power, refining, petrochemical, steel and cement producers reduce CO₂ emissions and advance net-zero goals. Examples include Advanced Solvent Carbon Capture (ASCC), DACSIV™ Direct Air Capture and UOP Separex™ membrane systems across industrial and atmospheric applications. ASCC supports solvent-based capture from flue-gas streams, DACSIV™ removes carbon dioxide from ambient air and UOP Separex™ membrane systems remove carbon dioxide and other contaminants from natural-gas and process streams.

These technologies can serve as capture components within broader systems that condition, compress, transport, use or permanently store carbon dioxide. Depending on the application, they can help customers manage process emissions, improve gas quality, develop lower-carbon products and establish carbon-management pathways for existing and new facilities.

Energy efficiency

Building management systems

Honeywell Technologies' comprehensive [building automation solutions](#) span from intelligent controllers and field devices at the building's edge to powerful cloud-based analytics and enterprise software. A Building Management System (BMS) is a centralized building automation platform that connects and controls HVAC,



lighting, metering, fire safety and other building systems to improve comfort, operational performance and visibility across a facility. By combining real-time monitoring, occupancy insights, automated equipment scheduling and AI-driven analytics, BMS helps reduce energy waste, optimize building performance and support sustainability goals while lowering operating costs.

Carbon and energy management

Carbon and energy management solutions, including [Honeywell Technologies Forge Sustainability+](#), help organizations consolidate interval energy data, utility information and emissions factors across buildings and portfolios. Dashboards, analytics and workflows can surface high-usage assets, compare performance across sites, prioritize efficiency projects and track progress against energy and emissions goals. These capabilities support energy efficiency, emissions management and more accountable sustainability data and workflows.

Industrial thermal and combustion optimization

Industrial thermal and combustion solutions, including [hybrid heating](#), help operators improve how process heat is generated, controlled and recovered. Applications can include optimizing burner performance, reducing excess air, improving furnace temperature control, integrating electric heating and supporting fuel switching as facilities evolve their energy mix. Results depend on system design, fuel and operating conditions and should be quantified using validated site data.

Measurement & sensing

[Utility metering](#) solutions provide detailed visibility into electricity, gas and water use across networks and customer endpoints. Smart meters and analytics can help utilities detect abnormal consumption, identify water losses, improve billing accuracy and target maintenance, while Honeywell Technologies Forge Performance+ for Utilities turns operational data into load forecasts, asset insights and planning information. These capabilities help utilities improve resource efficiency, optimize grid performance and support more informed planning.





Electrification

Battery storage

[Battery energy storage systems \(BESS\)](#) combine scalable storage, power conversion and energy management capabilities. They can charge when renewable generation is abundant or demand is lower, discharge during peak periods, smooth variable solar and wind output and provide backup or grid-support services during disruptions. Battery storage can support both decarbonization and energy resilience, depending on the configured use case.

Virtual power plant (VPP)

[Honeywell Technologies' Virtual Power Plant \(VPP\)](#) helps customers connect and coordinate renewable energy and energy storage assets through a single platform.

By enabling smaller energy resources to participate in electricity markets, the solution helps unlock additional value from clean energy investments while improving grid reliability. Honeywell Technologies VPP capabilities support greater utilization of renewable energy and help advance a more resilient and electrified energy system.

Electrification sensors and microgrid controls

Electrification sensors provide current, voltage, temperature and position measurements used in battery management, charging equipment, energy storage and electric vehicles. [Microgrid controls](#) coordinate renewable generation, storage, facility loads, generators and grid interaction, allowing operators to prioritize critical loads, manage demand charges, optimize dispatch and maintain operations during outages. Together, these technologies provide the visibility and control needed to improve efficiency, integrate cleaner energy and support resilience.

Health, safety and security

Gas leak and flame detection

[Gas leak and flame detection](#) technologies monitor for combustible, toxic and oxygen-deficient conditions and verify the presence of flame across industrial facilities. Fixed and portable detectors can provide alarms, location information and system signals that support evacuation, ventilation, isolation and emergency-response actions, which helps to protect workers, assets and surrounding operations. These systems support accident and injury prevention and may help customers comply with applicable safety standards.

Connected Life Safety Services and OT Cybersecurity

Connected Life Safety Services (CLSS) enables remote monitoring, diagnostics, testing documentation and

compliance support for fire and life safety systems, helping service teams identify faults and prioritize maintenance. [OT Cybersecurity solutions](#) help customers discover connected assets, monitor industrial networks, manage vulnerabilities and detect suspicious activity across operational technology environments and critical infrastructure. Together, these offerings support safer, more secure and more resilient operations.

Li-ion Tamer® battery off-gas detection

[Li-ion Tamer®](#) continuously monitors battery enclosures for gases released early in a lithium-ion cell failure. This advance warning can give operators time to investigate, isolate affected equipment, activate response procedures or shut down systems before conditions escalate toward thermal runaway. The technology supports battery safety and can strengthen resilience as energy storage deployments expand.



Planet

Driving growth responsibly	14
Our journey to carbon neutrality	15
Reducing GHG emissions	17
Improving energy efficiency	18
Managing air emissions	19
Minimizing waste	20
Water stewardship	21
Biodiversity	23
Product stewardship	24

Driving growth responsibly

Our commitment to environmental responsibility is reflected in the extensive work we do to reduce GHG emissions, increase energy efficiency, conserve water, minimize waste, manage air emissions and drive efficiency throughout our operations.

Honeywell Technologies’ Corporate Energy & Sustainability Team (CEST), led by our Integrated Supply Chain organization, is responsible for advancing the company’s energy and sustainability objectives. This cross-business, cross-functional team meets monthly to set targets, allocate capital for improvement initiatives, track progress through robust monitoring and measurement and promote continuous improvement through training and the exchange of best practices.

Since project tracking began in 2010, more than 7,000 efficiency, emissions reduction, water and waste projects have been implemented at our facilities. These include building automation and controls, lighting, compressed air and gas systems, water saving technologies, mechanical upgrades and renewable energy projects.

Building on the progress we’ve achieved, we remain deeply committed to driving further environmental improvements through the following goals:

- Be carbon neutral in our facilities and operations¹ by 2035
- Commitment validated by Science Based Targets initiative (SBTi) to:
 - Reduce absolute Scope 1 and 2 GHG emissions 50% by 2037 from a 2019 base year
 - Reduce absolute Scope 3 GHG emissions 23% within the same timeframe

Progress against these goals is monitored by the CEST, reported periodically to our CEO and reviewed at least annually with the Board’s Corporate Governance and Responsibility Committee. In addition, each of our strategic business groups is required to establish internal goals for year-over-year improvements in GHG emissions, energy efficiency, hazardous waste reduction intensity and non-hazardous waste diversion rates.



¹Scope 1 and Scope 2

Our journey to carbon neutrality

Honeywell Technologies, and our senior leadership, including the CEO and Board of Directors, is committed to achieving carbon neutrality across our facilities and operations by 2035. Under the direction of the company’s Sustainability Review Board (SRB), we have developed a comprehensive strategy that includes onsite capital projects, energy efficiency initiatives, investment in renewable energy and the use of credible market-based instruments.

The table on the following page details the core strategies that we will employ to meet our carbon neutrality target.¹

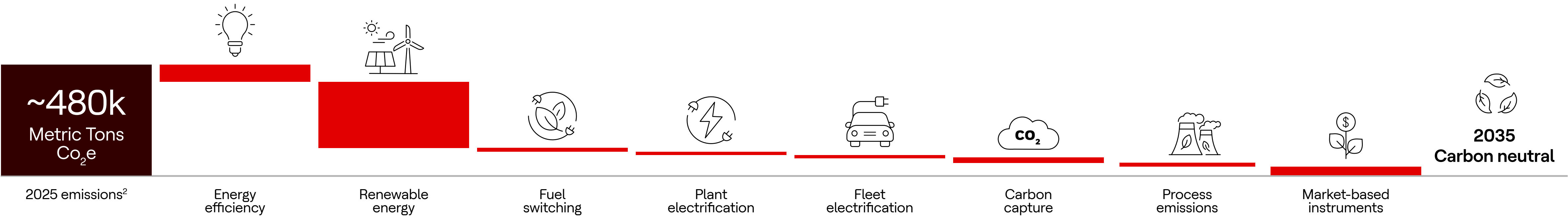
To further support the advancement of our technologies, the SRB oversees the use of our facilities as laboratories for innovation.

For example, throughout 2026, we continued to expand the use of Honeywell Technologies Forge across our global portfolio, including at our corporate headquarters in Charlotte, North Carolina. Honeywell Technologies Forge is our enterprise performance management and AI-enabled digital operations platform, designed to connect assets, systems and operational data to improve performance and enable more informed, data-driven decision-making. Deploying in our own sites provides opportunities to apply our own technology within our operations, validate capabilities in real-world environments and identify solutions that can be scaled across our facilities. Through AI-powered analytics, machine learning and real-time performance monitoring, Honeywell Technologies Forge helps teams identify inefficiencies, optimize building and HVAC performance and proactively address

operational issues. These capabilities can improve asset reliability and occupant comfort while reducing energy consumption and operating costs.

Honeywell Technologies Forge provides greater visibility into facility and energy performance, helping identify and prioritize energy-efficiency opportunities and supporting data-driven actions to reduce energy use and associated greenhouse gas emissions. As deployment continues across our portfolio, Forge supports our broader efforts to improve operational efficiency, advance decarbonization and demonstrate how our technologies can help enable more sustainable operations.

Honeywell Technologies decarbonization strategy: carbon neutral by 2035



¹Scope 1 and Scope 2. Decarbonization strategy is representative of current plans, which are subject to change.
²Excludes PPE, Warehouse and Workflow Solutions, Productivity Solutions and Services, which were sold in May 2025, July 2026 and August 2026, respectively, as well as Advanced Materials and Aerospace, which became standalone public companies in October 2025 and June 2026, respectively.

As part of Honeywell Technologies' commitment to achieving Carbon Neutrality in our facilities and operations by 2035¹, we continue to invest in projects that help reduce direct emissions, reduce energy consumption and accelerate the transition to more sustainable operations. Highlights from our project portfolio include:

- At our Johannesburg site in South Africa, the successful completion of a microgrid project provided approximately 148,000 kWh of clean energy, displacing electricity that otherwise would have been supplied by the grid. The project demonstrates the value of investing in resilient, lower-carbon energy infrastructure while supporting operational efficiency.
- The Mainz-Kastel site in Germany successfully implemented a microgrid in 2025 that combines on-site solar generation with battery energy storage, improving energy resilience, reducing peak demand and supplying more than 400,000 kWh of electricity consumption from the grid.
- At the Honeywell Technologies site in Mobile, Alabama, a major air compressor modernization initiative was commissioned, delivering a reduction of 2,500 MT CO₂e while improving the efficiency and reliability of the site's compressed air network.

Decarbonization strategy	Example
Energy efficiency	Honeywell Technologies improves energy efficiency across its operations by reducing energy demand and optimizing how energy is used. Our approach includes upgrading equipment and building systems, optimizing controls and operating practices, and using energy management tools and advanced analytics to identify opportunities and improve performance. These efforts help lower energy consumption, reduce greenhouse gas emissions and support more efficient, resilient operations.
Renewable energy	Honeywell Technologies is investing in renewable energy as a key component of its decarbonization strategy, including utility-scale solar projects, onsite renewable generation and technologies that support energy resilience and operational sustainability.
Fuel switching	As hydrogen becomes available near our large manufacturing plants, Honeywell Technologies plans to evaluate opportunities to replace natural gas with lower-carbon hydrogen for boilers and other industrial equipment.
Electrification	Honeywell Technologies currently uses natural gas-fired boilers for comfort heating and the generation of hot water and process steam at many of our manufacturing plants. We plan to replace several of these with electric boilers and/or heat pumps between now and 2035. Honeywell Technologies offers a vehicle electrification program designed to support the adoption of electric vehicles within its fleet.
Carbon capture	Honeywell Technologies is evaluating deployment of our Advanced Solvent Carbon Capture process at selected sites, designed to capture CO ₂ for utilization or long-term storage.
Process emissions	Honeywell Technologies continues to develop and deploy technologies to help reduce process emissions at its manufacturing facilities.
Market-based instruments (Credible offsets & renewable fuels)	Honeywell Technologies is utilizing renewable fuels such as sustainable aviation fuel (SAF) and will invest in renewable natural gas in the future, while also investing in certified carbon removal credits form technology-based, metered projects designed for long-term storage of captured carbon.

¹Scope 1 and Scope 2.

Reducing GHG emissions

Honeywell Technologies reports on its global greenhouse gas (GHG) emissions pursuant to Greenhouse Gas Protocol and publicly reports through CDP, a U.K.-based organization that supports companies’ and cities’ environmental disclosures, as well as various regulatory agencies.

We have received third-party limited assurance per ISO 14064-3 of our Scope 1 and Scope 2 GHG emissions annually since 2011.

Amite Solar: Advancing renewable energy and carbon reduction

Honeywell Technologies expanded its renewable energy portfolio with a new investment in the Amite Solar project in Louisiana, which became operational in 2025. Located in Tangipahoa Parish in southeastern Louisiana, the 100-megawatt project adds solar generation capacity to Louisiana’s power grid.

As one of Honeywell Technologies’ largest renewable energy initiatives, the project is expected to generate renewable electricity associated with approximately 80,000 metric tons of CO₂e in annual emissions-reduction potential. The project provides Honeywell Technologies a significant source of renewable energy

attributes that can support the company’s Scope 2 emissions-reduction strategy.

Importantly, Amite Solar represents an investment in new renewable energy generation, adding clean electricity capacity to the grid that was not previously available. By supporting the development of new renewable infrastructure, the project goes beyond sourcing renewable electricity from existing resources and helps expand the overall supply of clean energy available on the grid.

Amite Solar supports Honeywell Technologies’ broader carbon neutrality strategy by complementing ongoing investments in energy efficiency, electrification, operational optimization and other emissions-reduction initiatives. By providing renewable energy certificates, the project supports our strategy to reduce market-based Scope 2 emissions.

Beyond its emissions benefits, Amite Solar demonstrates how strategic renewable energy investments can deliver meaningful sustainability outcomes. While efficiency projects help reduce energy demand, renewable energy projects such as Amite Solar address emissions associated with the energy required to power operations. Together, these initiatives form a portfolio-based approach to decarbonization, enabling Honeywell Technologies to make measurable progress toward its commitment to achieve carbon neutrality across its facilities and operations by 2035.

Greenhouse gas data ¹					
	2021	2022	2023	2024	2025
Scope 1, Metric Tons CO ₂ e	304,368	323,215	307,350	311,731	314,504
Scope 2, Metric Tons CO ₂ e	543,583	544,001	501,628	508,588	478,357
Total	847,951	867,216	808,978	820,319	792,861
GHG Intensity, Metric Tons CO ₂ e/\$M Revenue	28.0	28.1	25.4	24.4	21.4

¹Data reflects Honeywell International Inc. as structured on December 31, 2025 and will be recalculated for Honeywell Technologies under the GHG Protocol. Scope 2 emissions in this table are market-based. Variations in data reported can occur due to timing of reporting and updates to methodologies as newer reporting protocols and emission factors are adopted.

Improving energy efficiency

Energy efficiency is a critical element of our carbon neutrality strategy. To support our carbon neutrality goals, and as part of our [Health, Safety, Environment, Product Stewardship and Sustainability \(HSEPS\) Management System](#), our largest sites are required to identify their significant energy use in line with ISO 50001, obtain an energy audit on an established cycle, train personnel on energy management and track identified projects via our standard database. This ensures a robust pipeline of both low-cost and capital projects that can be considered for execution.

Honeywell Technologies’ culture of continuous improvement has driven our success at increasing efficiency. The HSEPS team combines its deep knowledge of energy and environmental matters with our HSEPS Management System and continuous improvement tools to maintain a pipeline of projects that help us achieve our goals. We take a systems-based approach using

technology, operational excellence and employee engagement aligned with our operating system to drive continuous improvements. Additionally, we continue to focus on improving energy efficiency in our industrial and production processes.

For example, Honeywell Technologies has converted a significant portion of our facilities to LED lighting and continues to replace outdated systems with the latest LED and occupancy control technologies. All new construction projects are held to strict energy standards, ensuring the inclusion of LED and occupancy sensors to maximize energy efficiency. We also take a programmatic approach to improving facility and manufacturing efficiency by upgrading our compressed air and gas systems and installing variable frequency drives to fans and pumps.

Energy performance					
	2021	2022	2023	2024	2025
Energy, GWh	2,823	2,923	2,792	2,835	2,914
Energy efficiency, GWh/\$M Revenue	0.093	0.095	0.088	0.084	0.079

The energy data compiled here reflects Honeywell International Inc as structured on December 31, 2025. The assurance process we use for our GHG inventory includes, by default, our energy footprint.



Managing air emissions

We manage air emissions in accordance with all regulatory requirements while also seeking to minimize our environmental impact. All of our locations are required to meet the requirements of our [HSEPS Management System](#), which include:

- Identifying and detailing all air emissions on an inventory that captures both stack and fugitive emissions and covers process emissions, combustion emissions, as well as visible emissions, odors and noise.
- Developing operational controls, both physical and administrative, to comply with all regulatory and permit requirements and help minimize the impact of our operations on both the environment and our neighbors.
- Conducting emissions monitoring as required by local regulations and using this data to help identify opportunities to reduce our emissions levels beyond regulatory thresholds.
- Completing regular training on our operational controls to maintain efficiency and compliance.

A verification program and independent internal audit measures compliance with our requirements and identifies opportunities for continuous improvement of our air emissions standards.



Minimizing waste

Honeywell Technologies manages waste in accordance with all regulatory requirements while also seeking to minimize waste generation and environmental impacts. All locations and functions are required to manage waste in accordance with our HSEPS Management System, which includes:

- Detailed characterization and classification of all hazardous and non-hazardous waste streams.
- Due diligence and impact assessment for all facilities receiving hazardous waste from our operations, including a review and approval process by a global team; Honeywell Technologies’ hazardous waste streams are only permitted to be disposed of through these approved facilities.
- Annual duty of care assessments of all receiving facilities and transporters receiving Honeywell Technologies’ waste, ensuring compliance with local regulations and permitting requirements, as well as the capability to handle our waste streams, prior to any waste movement.
- On-site management of waste streams to help minimize releases and impact

- on the environment, including container management and spill prevention.
- Annual training for all employees and contractors who perform waste-related activities.
- Annual, or more frequent, audits of waste movements to confirm compliance and identify opportunities for waste reduction and diversion.

A verification program and independent internal audits measure compliance with our requirements and identify opportunities for continuous improvement of our waste management standards.

In addition to any regulatory reporting requirements, sites must comply with internal reporting requirements to maintain a global inventory of hazardous and non-hazardous data.

Each of our strategic business groups must establish annual targets for reducing hazardous waste — normalized by revenue — and for increasing non-hazardous waste diversion from landfills. Honeywell Technologies executes waste reduction projects in support of our goals and as

part of our global sustainability strategy.

Advancing zero waste at Honeywell's Istanbul office

In 2026, Honeywell Technologies’ Istanbul office in Türkiye strengthened its approach to waste management through the implementation of a comprehensive Zero Waste Management System designed to reduce waste generation, improve source segregation and increase recycling and recovery. The initiative supports a more circular approach to resource use by helping ensure materials are properly separated and directed toward appropriate recycling and recovery pathways.

As part of the project, the site established dedicated waste collection stations throughout the office, removed individual desk-side waste bins and implemented source-based segregation across the workplace. Collection infrastructure was designed around employee population, waste types and accessibility, with clearly labeled and color-coded collection points for materials including paper and cardboard, plastic, glass and metal. Dedicated storage arrangements were

also established for hazardous waste, electronics, toner cartridges and other specialized waste streams.

The program extends beyond infrastructure to include employee awareness and education, ongoing tracking of waste streams and regular reporting through Türkiye’s waste management systems. Following an official inspection by the Ministry of Environment, Urbanization and Climate Change, the site’s compliance with the requirements of Türkiye’s Zero Waste Regulation was verified and the Istanbul office successfully obtained its Zero Waste Certificate.

The Istanbul project demonstrates how thoughtful changes to workplace infrastructure, employee behaviors and waste-management processes can help keep valuable materials in circulation and reduce environmental impacts. It also provides a practical example of how Honeywell Technologies sites can integrate waste reduction and resource efficiency into day-to-day operations.

Water stewardship

Honeywell Technologies manages water in accordance with all regulatory requirements while also taking steps to protect and conserve this vital natural resource. Our locations and functions are required to manage their water use and wastewater and effluent generation in accordance with our HSEPS Management System, which includes:

- Completing a water inventory identifying all water sources, how water is used and how wastewater is discharged. This includes discharges generated through plant operations, such as compressor blow-down and condensate discharges, and water reuse. This helps identify opportunities to reduce consumption and improve the management of effluents.
- Developing comprehensive location-specific operational controls, including physical and administrative controls, to manage wastewater and effluents. These controls are designed to minimize environmental impact and prevent unwanted releases. They also include quality assurance and control plans to identify potential issues before they happen and enable rapid response.
- Restrictions on certain methods of discharge to limit potential environmental impacts.
- Good management practices to reduce contamination and impact of storm water run-off for all locations.
- Separating potable and processing water supplies to eliminate the risk of cross-contamination.
- Container management and spill prevention controls to minimize risk of unwanted release and contamination of ground and surface waters.
- Training for employees and contractors who perform critical activities related to wastewater and stormwater management.
- Collating data on water withdrawals and discharges and conducting regular water audits to identify opportunities to reduce water consumption.
- A verification program and independent internal audits measure compliance with our requirements and identify opportunities for continuous improvement of our wastewater and effluent standards.

Honeywell Technologies is committed to acting in a timely manner to address incidents or nonconformities, including those related to wastewater and effluent management. These processes include root cause analysis and preventative and corrective actions when needed. Key findings and continuous improvement opportunities for wastewater and effluent control are also evaluated and incorporated into the overall management system.





In addition, Honeywell Technologies uses its global inventory of water usage data to support the identification of conservation opportunities. Honeywell Technologies analyzes all its operations for Baseline Water Stress using the World Resources Institute’s (WRI) Water Risk Atlas tool, Aqueduct. To ensure a continuous focus on conservation at our larger company sites in water-stressed regions, and as part of our HSEPS Management System requirements, all sites in locations with High (40–80%) or Extremely High (greater than 80%) Baseline Water Stress meeting a certain threshold must:

- Complete an annual water efficiency assessment based on water best practices;
- Maintain a water balance of all significant flows in and out of the facility;
- Obtain a comprehensive water audit on an established cycle;
- Train personnel on water management; and
- Maintain a list of water conservation measures identified and completed.

Closing the loop on water at Honeywell Technologies’ Bengaluru campus

In Bengaluru, India, an area facing extremely high water stress, responsible water management is an important part of strengthening resilience and reducing pressure on limited local water resources.

Honeywell Technologies’ Bengaluru corporate office campus has operated as a zero-water-discharge site since it opened in December 2017. The site was designed to meet stringent local regulatory requirements while reducing its reliance on freshwater through the treatment and reuse of wastewater.

At the center of the campus’s approach is an onsite sewage treatment plant. Wastewater generated at the facility is treated and reused on site rather than discharged. The recovered water

supports landscape irrigation, cooling systems and flushing, reducing the amount of freshwater required for day-to-day campus operations.

This approach is particularly significant given Bengaluru’s water-stress conditions. By treating wastewater as a resource and keeping it in use on site, the Bengaluru campus helps reduce freshwater demand in a region where water availability is an ongoing challenge.

Nearly a decade after the campus opened, the Bengaluru site demonstrates how water efficiency and reuse can be integrated into corporate office operations — not just manufacturing facilities.

The site’s continued zero-discharge performance illustrates a practical approach to water stewardship: use water efficiently, treat it appropriately and reuse it wherever possible.

Bengaluru impact at a glance

- ✓ Zero water discharge since December 2017
- ✓ Onsite wastewater treatment and reuse
- ✓ Recycled water used for landscaping, cooling and flushing
- ✓ Reduced freshwater demand in an extremely high water-stress location

Biodiversity

We have conducted a biodiversity impact assessment and evaluated our global sites based on their proximity to protected areas, key biodiversity areas and IUCN Red List species and biomes. From these biodiversity-sensitive locations, we selected pilot sites to further evaluate their biodiversity impacts and opportunities. Utilizing the Exploring Natural Capital Opportunities, Risks and Exposure (ENCORE) tool, the assessment:

- Analyzed biodiversity impacts and materiality rankings by industry to help identify the potential impacts of our activities;
- Created a visual heatmap of potential biodiversity impacts and opportunities across Honeywell Technologies operations; and
- Identified common biodiversity and nature-related opportunities across our sites, to help inform future strategies.

Over the past 20 years, the company has revitalized ecosystems by remediating and restoring over 3,000 acres, including 2,800 acres of biodiverse habitats. These efforts rehabilitate former industrial sites and promote biodiversity by creating vibrant, natural habitats that support diverse wildlife and plant species.



Product stewardship

For Honeywell Technologies, making products safer for people and the planet is systematically considered as our businesses invent new products and solutions. We take deliberate, strategic steps to improve each innovation’s eco-efficiency, beginning at the design stage.

Specifically, we evaluate new products by gauging their potential to:

- Reduce the use of natural resources during manufacturing and distribution;
- Increase the energy efficiency of the product itself or because of its use;
- Reduce production waste;
- Identify opportunities for product reuse and recycling;
- Utilize recycled or renewable materials; and
- Reduce and eliminate classified toxic or hazardous materials.

Product compliance

We are committed to ensuring that our products are manufactured to comply with environmental regulations and safety in the markets we serve. Our Global Product Stewardship team is responsible for

the management of environmental compliance activities. Regulatory monitoring, combined with expertise and internal procedures, helps ensure comprehensive programs are in place throughout the company to manage and meet regulatory requirements such as:

- Registration, Evaluation, Authorization and Restriction of Chemicals (REACH);
- Restriction of Hazardous Substances (RoHS);
- Toxic Substances Control Act (TSCA) Globally Harmonized System of Classification and Labelling of Chemicals (GHS); and
- Waste Electrical and Electronic Equipment (WEEE).

To meet these requirements, we actively engage with our suppliers to obtain chemical substance information for the materials they supply as well as the sourcing of minerals used.

REACH

We maintain regulatory management systems designed to support REACH compliance for products we manufacture in or import into the European Union. Honeywell Technologies has regulatory

management systems in place to support ongoing compliance activities to monitor the Candidate List and European Chemical Agency’s recommendations for authorization.

Honeywell Technologies has submitted dossier updates when required and continues to meet communication requirements to downstream users.

Extended producer responsibility

Extended Producer Responsibility (EPR) is an environmental policy approach in which a producer’s responsibility for a product is extended to the post-consumer management of the product and its packaging. Honeywell Technologies addresses all legal requirements for EPR either directly or by working with accredited recycling partners or networks to help ensure proper end-of-life treatment of our products to minimize their environmental impact.

Our New Product Introduction requirements help ensure that EPR strategies are considered during product design and packaging.

People

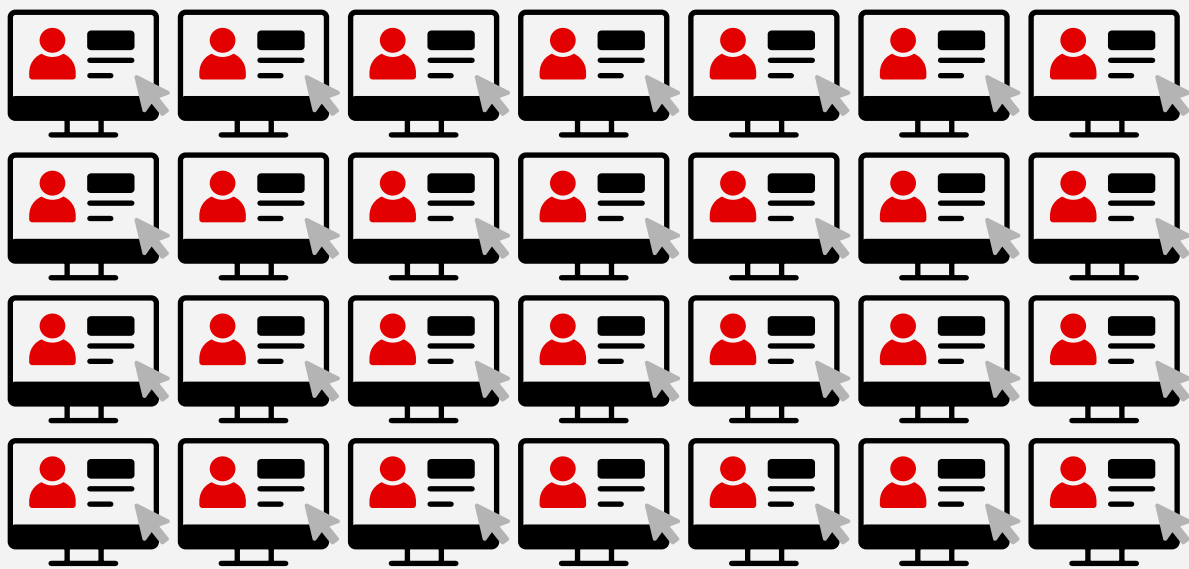
Our Futureshapers	26
Inclusion and global mindset	30
Safety always	31
Corporate social responsibility	32

Our Futureshapers

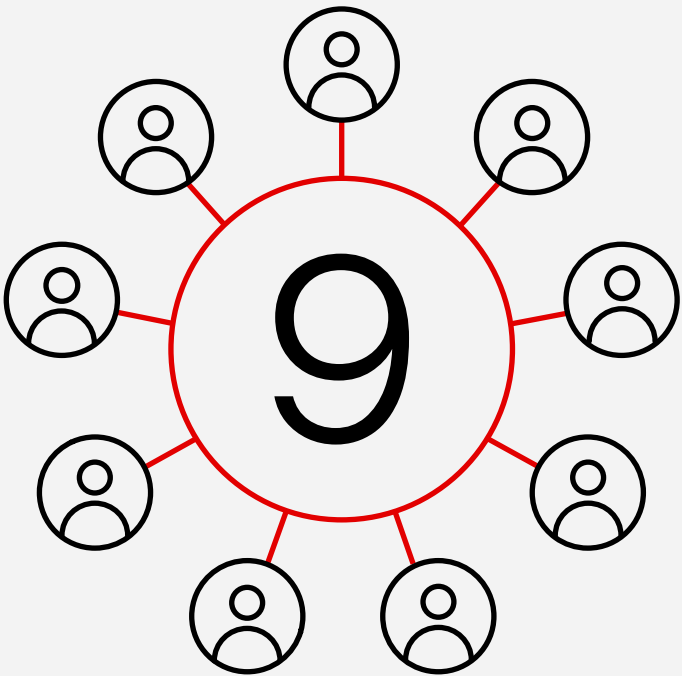
From solving global challenges to supporting local communities, our Honeywell Technologies Futureshapers help make a positive impact in the world.

Futureshapers are thinkers, dreamers and innovators. We are committed to enabling each Futureshaper to make an impact, build strong connections and do their best work, supported by opportunities for career growth, continuous learning and well-being.

We deliver on this commitment through an end-to-end talent strategy aligned with our business objectives that holistically supports the acquisition of new skilled talent while investing in the development of our current Futureshapers.

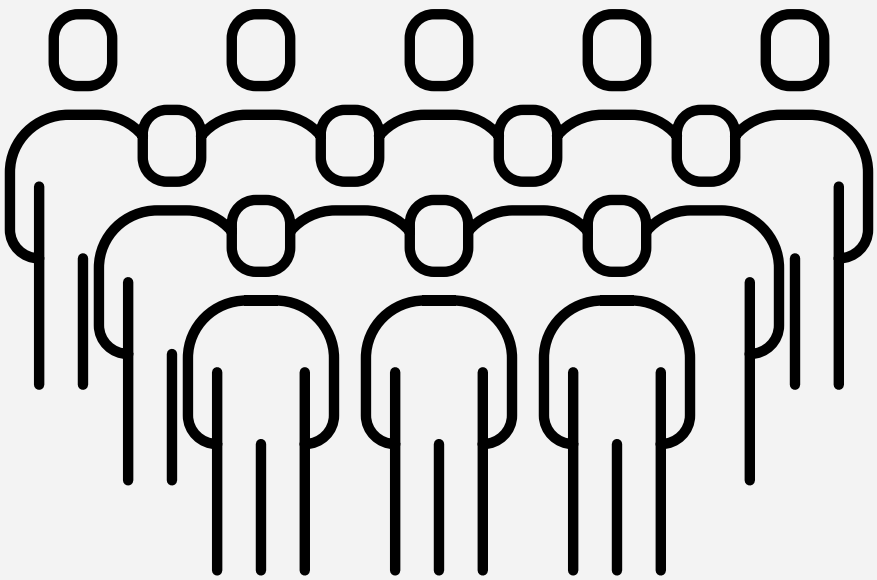


15,000 active users
within Honeywell Technologies' Accelerator Learning Program



employee
networks
open to all
employees

1,400+
interns & co-op
students welcomed



Attracting the best talent

Attracting and recruiting top talent is foundational to our success. “Building Exceptional Talent” is one of Honeywell Technologies’ six core behaviors and emphasizes the importance of developing all Futureshapers.

Honeywell Technologies honed its talent acquisition strategy with a focus on expediting the filling of critical roles, growing university hiring, supporting Mergers and Acquisitions (M&A) and building enterprise workforce development capabilities aligned to our long-term business strategy.

Workforce development

Honeywell Technologies is building an enterprise workforce development capability aligned to our long-term business strategy, focused on creating scalable, repeatable talent pipelines to anticipate and fulfill future labor demand. Within Talent Acquisition, this work is designed to connect workforce supply, demand and critical skill gaps with practical pipeline solutions across the talent ecosystem.

The workforce development strategy includes expanding partnerships across education, military and industry organizations, building apprenticeships and technical pathways, evaluating external funding and grants to accelerate programs and advancing new pipelines across skilled trades, early talent, artificial intelligence and other critical skills.

The team’s operating model is centered on workforce planning, talent gap validation, partner alignment, outreach, recruiting integration and ongoing measurement so promising partnerships can become repeatable pathways, rather than one-off hiring efforts. Current areas of focus include:

- Strengthening military and veteran engagement;
- Developing technical and field-service pipelines;
- Exploring high school awareness and attraction programs; and

- Piloting scalable approaches such as the Port Manatee SkillBridge pathway for welding talent.

Together, these efforts support Honeywell Technologies’ broader talent strategy by reducing reliance on reactive hiring and building sustainable pipelines for the roles and skills needed for future growth.

University Relations Intern Program

A strategic focus was placed on expanding our intern program and successfully converting interns into full-time hires. The University Relations (UR) intern program grew to approximately 1,400 intern and co-op students globally in the 2025 UR hiring cycle. Approximately 80% of the interns who performed well accepted offers to rejoin Honeywell Technologies as returning interns or full-time employees in 2026. Honeywell Technologies continues to leverage various STEM education organizations to identify talent for internships. In recognition of our commitment to helping shape the next generation of leaders, the company was included in “U.S. News’ Best Companies to Work For: Internships.” Of the 504 publicly traded companies that were evaluated by U.S. News, only 25% made the list.

Equitable opportunity and compensation

At Honeywell Technologies, we are committed to fostering a fair, inclusive and high-performing workplace where all employees can thrive at work and are compensated equitably for their contributions.

We regularly evaluate our compensation practices to ensure they reflect our values, adhere to standards of fairness and objectivity, and comply with all applicable pay laws wherever we operate. Specifically, since 2010, the company has engaged a third-party consultant to conduct annual pay equity analyses for our U.S. workforce. This regular review helps ensure that factors such as role, experience and performance drive pay outcomes and allows us to identify and address any unexplained compensation differences if necessary, on an annual basis.

Developing skills and growing careers

In 2025, Honeywell Technologies Talent & Learning Center of Excellence reinforced its commitment to empowering Futureshapers through continuous learning, which is core to our culture and long-term business growth strategy. Our focus has been on enhancing operational effectiveness and supporting business growth, while enabling our Futureshapers to advance their careers through a range of learning offerings.

We offer an extensive suite of mandatory and voluntary technical and functional training programs designed to build new skills while meeting global compliance requirements.

Our interactive and accessible learning platform, Accelerator Learning, serves as a centralized hub for professional development, offering nearly 1,600 modules to Futureshapers worldwide.

In addition, Honeywell Technologies’ enhanced onboarding experience helps new employees quickly integrate, build connections and accelerate their impact through a live, virtual instructor-led orientation. In 2025, the program served 3,685 new hires. To extend this experience, Honeywell Technologies launched a local-for-local dedicated onboarding program for manufacturing Futureshapers, reaching employees across three locations in its first year. In 2026, Honeywell Technologies continued expanding these experiences through an onboarding site, ensuring onboarding remains relevant, accessible and aligned to the evolving needs of the workforce.

In 2025, the Talent Management team delivered one of the company’s most significant people transformations by successfully implementing Talent Management processes within Oracle HCM. Through extensive solution design, end-to-end testing, comprehensive change management and global enablement efforts, the team trained more than 86,000 employees worldwide, ensuring seamless adoption of the new platform for both Honeywell Technologies and Honeywell Aerospace.

Beyond the successful HCM implementation, the team laid the groundwork for Honeywell Technologies’ transition to a Skills-Based Organization, creating lasting value for employees and the business. By designing and configuring Oracle Dynamic Skills, the team established the enterprise architecture that enables employees to better understand, showcase and develop the skills needed for future career growth. This includes building a comprehensive skills framework aligned to Honeywell Technologies’ job architecture, standardizing and validating skill definitions across more than 3,000 jobs and creating the infrastructure necessary to connect skills with learning, career development, mobility and workforce planning.

To ensure the framework reflects real business needs, the team engaged more than 4,000 people leaders globally, achieving a 44% response rate to define skill importance, proficiency expectations and business criticality. This extensive collaboration produced a skills ecosystem that is both business-aligned and employee centered, providing greater transparency into career pathways and development opportunities across the enterprise. In 2025, 74% of in-scope employees created a Development Goal, demonstrating a strong continued focus on personalized employee development, actively preparing individuals for future opportunities within the company.

Honeywell Technologies’ long-term success depends on unlocking the potential of our Futureshapers. Because our people are our biggest differentiator, we continue to invest in programs, tools and processes that help employees build meaningful careers within the company. Approximately 77% of all mid- and executive-level roles were filled by internal employees in 2025, underscoring our commitment to develop talent and enable long-term career growth. The company continues to invest in our internal mobility strategy by enhancing succession planning, improving visibility into employee skills and career interests and strengthening processes for identifying candidates for critical roles. These efforts, combined with the implementation of a new Human Capital Management system, are helping create a more dynamic and connected talent ecosystem that supports employee growth while meeting evolving business needs.

Leadership programs

Effective and impactful leadership is central to delivering business results, creating transformational products and services, and engaging and retaining our best talent. Our leadership development is a robust mix of in-person coaching, mentorship, peer sharing, virtual learning modules, case studies and best practice resources. We also offer a range of executive, management and functional development programs that feed our strategic internal talent mobility and robust talent pipeline.

Across all management levels, Honeywell Technologies leadership programs continue evolving with market dynamics, business priorities and the capabilities needed to lead through transformation. These programs vary from nomination-based to volunteer-based and are available to qualified Futureshapers regardless of race or gender. Our broad portfolio of 2025 enterprise leadership development programs included:

- Leadership Edge: Required onboarding for people leaders designed to equip Futureshapers with the insights, tools, resources and connections needed to succeed while fostering inclusion, alignment and a shared One Honeywell mindset. By helping leaders quickly integrate into their roles, build confidence and establish strong networks, this program empowers them to navigate challenges, inspire their teams and lead effectively.
- Level Up: This annual leadership development experience equips executives and people leaders with the insights and capabilities needed to address critical business priorities and emerging challenges. The program strengthens leadership effectiveness while fostering continuous growth and business impact. Initiatives in 2026 are focused on customer obsession, brand strategy and change leadership, ensuring the program remains relevant to evolving business needs.
- Empower: A leadership development experience that equips people leaders with practical tools, resources and best practices to lead effectively and drive business success. Through timely, interactive

- sessions, the program fosters continuous growth, encourages collaboration across the enterprise and helps leaders build strong networks while addressing the topics that matter most to the business.
- Executive Navigator: Supports onboarding of external executive new hires through monthly virtual sessions and networking focused on how Honeywell Technologies works, matrix navigation, HR, finance and core processes.
 - Executive Development Program: Develops high potential global executives for senior leadership roles by strengthening change leadership, global mindset and transformational growth capabilities.
 - Management Development Program: Prepares high performing executives to broaden their leadership impact through change management, financial acumen, strategic execution and talent strategy.
 - Career Advancement Program: Supports global Director and Senior Director top talent with career advancement, executive communication, networking and sponsorship experiences.
 - Leadership Development Program: Develops high performing Directors and Senior Directors to grow business acumen, strengthen executive presence and prepare for expanded leadership roles.

In addition to these enterprise leadership programs, Honeywell Technologies offers functional development experiences such as:

- Chief Technology Officer Development Program; Catapult; Optimus; and ISC LEAD. These programs support functional development, business acumen, role development and functional leadership.

Regional leadership development programs

Regional leadership development programs translate enterprise leadership expectations into locally relevant development experiences, enabling the identification, acceleration and advancement of high-potential talent while strengthening leadership bench strength and succession outcomes across regions. Current programs include:

- ASPIRE: A six-month flagship non-U.S. regional leadership development program designed to accelerate the growth of diverse high-potential talent and prepare them for future leadership opportunities. Through a blend of targeted learning, leadership exposure and networking, it equips participants with the capabilities, confidence and connections needed to lead at the next level.
- Dynamic Leader Course (DLC): Accelerates the development of high-potential people leaders by building critical leadership capabilities, expanding cross-functional networks and strengthening readiness for broader leadership responsibilities through an immersive, region-wide learning experience.
- Emerging Leader Course (ELC): A leadership development program designed for high-potential individual contributors, equipping them with the strategic mindset, enterprise perspective and influencing skills needed to lead beyond their role.

In 2025, the company’s regional leadership development programs, including ASPIRE, DLC and ELC, successfully developed 194 high-potential employees and leaders globally, strengthening leadership capability and succession readiness across regions. The ASPIRE program resulted in 133 graduate leaders across five regions, achieving 95% retention and an average satisfaction score of 91/100, demonstrating strong participant engagement and program impact. India led with 100% retention, while Greater China achieved a perfect score of 100.

The DLC and ELC in India developed an additional 61 high potential leaders, delivering outstanding talent outcomes with 97% retention, 15 promotions and an exceptional average satisfaction score of 96.5. ELC participants accounted for 11 promotions, while DLC participants achieved four promotions, underscoring the programs' role in accelerating leadership readiness and career progression.



Engaging our Futureshapers

Listening to employees, strengthening our culture At Honeywell Technologies, our Futureshapers are at the heart of it all. That’s why we’ve built a comprehensive employee listening ecosystem that empowers employees around the world to share their perspectives, experiences and ideas throughout their journey with us.

From Global Wellbeing and annual Voice of the Employee (VOE) surveys to integration feedback from new team members, early career surveys and 360-degree feedback offerings, we’re listening in multiple ways and at meaningful moments.

Employee insights help strengthen how we work and lead, make informed decisions across the enterprise and respond to evolving employee, business and customer needs. Leaders use this feedback to develop action plans, measure progress and drive continuous improvement, helping foster a more inclusive and engaging culture while supporting innovation across Honeywell Technologies.

By listening, learning and acting on feedback, we empower Futureshapers to thrive, contribute their best work and help shape the future of Honeywell Technologies.

Wellbeing

Honeywell Technologies emphasizes wellbeing as a core part of the Futureshaper experience, providing numerous resources and benefits for employees to create a positive environment and enable them to achieve success inside and outside of our high-performance workplace. Our wellbeing strategy focuses on five aspects: physical, mental, financial, individual and community. Through our workplace well-being approach, we foster and enable a positive well-being culture and provide guidance on how employees communicate and collaborate in the workplace.

To foster engagement, the Accelerator Learning platform features a comprehensive Futureshaper Wellbeing Guide and discussion packets on mental health, resilience, physical health and volunteerism. Resources for leaders include a Wellbeing Guide to help promote team well-being, educational materials in leadership programs and discussion aids to encourage community and continuous learning. In addition, throughout 2025 and 2026, wellbeing campaigns were implemented globally to provide visibility for resources and available benefits across a range of topics, including mental health, managing loss and caring for children and aging parents.

Our commitment to wellbeing is demonstrated through new and enhanced benefits. In the United States, enhanced benefits include reduced employee medical and dental premiums, the increase of paid parental leave from four weeks to eight weeks, new accessible care offered through a low-cost telemedicine provider and on-site preventive care services at select sites.

In addition:

- Preventative generic medications are covered at 100%.
- We introduced free or low-cost services with Bright Horizons, a benefits provider that offers services for back-up care, childcare navigation, elder care and college admission coaching.
- We provide a \$200 Health Savings Account (HSA) seed to employees earning less than \$50K annually to promote wellbeing and encourage health care.

Outside the U.S., well-being enhancements include reduced employee medical premiums in Canada and the United Kingdom, expanded health check-ups in India and Korea to promote preventative care, enhanced medical plans for Saudi Arabia, the United Arab Emirates and Romania, and improved retirement contributions in Poland. The new and enhanced benefits promote physical, mental, financial and individual well-being for employees and their families throughout each region.

The Employee Assistance Program (EAP) is available to all employees and their family members globally and offers therapy sessions, virtual mental health options, preventative programs and navigation tools to improve access and speed of care. The program recently expanded from five to eight no-cost counseling sessions for each distinct concern, providing greater access to mental health and well-being support. We also continue to grow our live and virtual event offerings across the enterprise and at our site facilities, which featured EAP experts and Futureshaper testimonials on topics such as managing stress and building resilience, caregiving, self care, raising children and financial acumen.

Our flexible three+ days hybrid work arrangement underscores our overall wellbeing strategy and helps support Futureshapers with the flexibility they need to work from home while providing opportunities for connection and collaboration while in the office.

To support our global workforce, Honeywell Technologies also offers several country-specific benefit enhancements that cover flexible benefits, infertility services, tutoring, support for raising children, surgery support, health and wellness incentive-based challenges and information platforms.



Physical
Fostering a culture centered on safety and providing tools to support good physical health.



Mental
Access to the behavioral healthcare system and resources to manage stress and maintain a positive mindset.



Financial
Understand financial gaps, set goals and enhance financial literacy to achieve goals.



Individual
Programs and policies to support specific needs and help alleviate personal challenges.



Community
Enhance belonging and purpose through volunteerism, community engagement and a healthy workplace culture.

Inclusion and global mindset

At Honeywell Technologies, an inclusive and global mindset is fundamental to how we innovate, collaborate, engage with our communities and create value for our stakeholders. We believe that fostering an environment where employees bring varied perspectives and experiences to the table strengthens the Futureshaper experience and enhances our ability to innovate solutions to complex challenges across mission critical industries for our customers.

Throughout the past year, we continued to invest in employee engagement, develop globally minded talent, and cultivate a workplace culture grounded in respect, accessibility and opportunity. These efforts help empower Futureshapers across the globe to contribute, grow and succeed.

Honeywell Technologies’ nine employee networks are open to all employees and participation is voluntary. The networks include the Growing Experience Network, Heighten Your Professional Experience Network, AllAbilities Network, Asian Employee Network, Black Employee Network, Hispanic and Latin Employee Network, Veterans Employee Network, Women’s Employee Network and the LGBTQ+ (Pride) Employee Network. These communities foster professional development, employee well-being, networking, mentorship and engagement across the company.

In 2025, our employee networks reached 18,000 members, reflecting strong employee interest and participation since the program launched in 2020. Beyond creating opportunities for connection and development, the networks help strengthen Honeywell Technologies by supporting talent attraction and retention, encouraging innovation through varied perspectives, and helping employees build skills and leadership capabilities.

As we look ahead, our focus remains on shaping an inclusive workplace where every employee can thrive and contribute to our success.

Empowering inclusion and engagement

Inclusive leadership

Building strong teams through inclusion and respect: Developing inclusive leaders and creating a workplace that fosters respect and engagement remains a top priority for Honeywell Technologies. We continue to provide training in inclusive leadership, workplace respect and employee well-being — helping leaders model the behaviors that define our culture.

Prioritizing accessibility: Honeywell Technologies’ [Accessibility Statement](#) reflects our commitment to ensuring that everyone can access our products, technology, services and career opportunities. We empower employees with disabilities by providing accessible spaces and tools and cultivating an environment where everyone can contribute to shaping the future.

Strategic partnerships

Supporting veteran employees: American Corporate Partners is a leading non-profit that specializes in helping veterans and military spouses transition to civilian careers. Veterans receive hands-on support with resume building, interview preparation and networking. Honeywell Technologies volunteers have served as mentors, helping open doors to new opportunities that might otherwise be out of reach.

Mentoring the next generation of innovators

Mentoring is essential to developing resilient, innovative leaders equipped to address the challenges of tomorrow. Through strategic partnerships with academic institutions and professional organizations, Honeywell Technologies Futureshapers share their expertise, guidance and real-world experience with students as they begin their professional journeys. By investing in the next generation of talent, we help cultivate future innovators, expand access to career opportunities, and strengthen the pipeline of skilled professionals who will shape the industries of the future.



Safety always

The safety of our employees, contractors and partners is one of our Foundational Principles. We use our lean-based operating system approach to drive improvements in our safety record.

Strong safety performance.

Honeywell Technologies standardizes the internal reporting of occupational injuries and illnesses pursuant to U.S. OSHA requirements. Facilities outside the U.S. are also required to follow any applicable additional external reporting requirements. Our 2025 global TRIR of 0.15 was more than four times better than the weighted-average TRIR of our industries reported by the U.S. Bureau of Labor Statistics.¹

Protecting the workforce

Our operating locations and field operations follow rigorous processes to assess hazards that may pose risks to employees, contractors and visitors. These assessments form the basis for identifying, implementing and monitoring controls designed to ensure effective and ongoing worker protection. Types of assessments include pre-use chemical reviews, ergonomic assessments, personal protective equipment evaluations and inspections, procedure checks for reporting adverse effects from chemicals and routine exposure monitoring for certain chemicals known to be present in the workplace. When a risk is identified, we implement one or more risk-reduction strategies, such as eliminating the activity or chemical usage, substituting a lower-risk activity or chemical, introducing engineered controls, applying administrative controls or enhancing PPE requirements.

Training, competency and awareness

Through careful risk assessment, we identify training and development needed to ensure employees perform their jobs safely and maintain the required level of competency. These assessments take into account job responsibilities,

individual capabilities, language proficiency, literacy levels and employee feedback. Based on identified learning needs, we develop targeted training plans that address relevant health, safety and environmental (HSE) aspects, potential impacts, control measures and compliance requirements. Employees' competency is determined by evaluating education, training, qualification and/or relevant experience. All training content is developed and delivered by qualified individuals or through validated processes to ensure learning objectives are achieved. The effectiveness of both the training and the broader learning process is periodically reviewed and evaluated for continuous improvement.

At a minimum, all employees and contractors are made aware of the [Sustainable Opportunity Policy](#), significant risks and compliance obligations associated with their work and potential for implications of not complying with HSE requirements.

Emergency preparedness

Emergency Management Plans are required everywhere we operate. As part of the plan development process, emergency scenarios are evaluated to anticipate, prevent and minimize risks from potential emergencies.

Key community-related elements include:

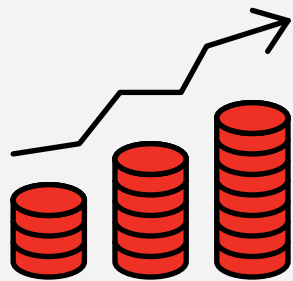
- Communicating with employees, contractors, visitors, relevant emergency response services, government authorities and the local community as appropriate.
- Annual engagement with external emergency response providers and local emergency planning committees to discuss coordination, participation and feedback on potential emergency response activities.
- A process for responding to raw material, product, process and waste material transportation incidents that could occur away from operating locations.



¹Weighted industry averages are based on 2024 BLS data for the following NAICS benchmark codes: 237, 325, 334, 541, 2382, 2389, 3339, 3364, 333922, 333994, 334514.

Corporate social responsibility

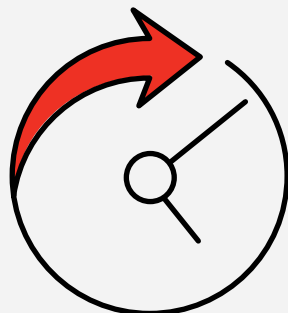
Honeywell Technologies’ global corporate social responsibility initiatives help inspire the next generation of innovators by expanding access to science, technology, engineering and mathematics (STEM) education. Through global partnerships and locally tailored programs, Honeywell Technologies gives students early exposure to STEM and invests in experiences that prepare students for the careers of the future. In addition, Honeywell Technologies empowers employees to give back through volunteer service and humanitarian relief.



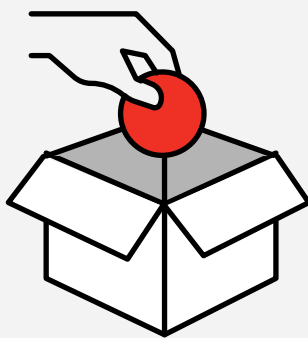
\$13.5M
annual investment
in Corporate Giving



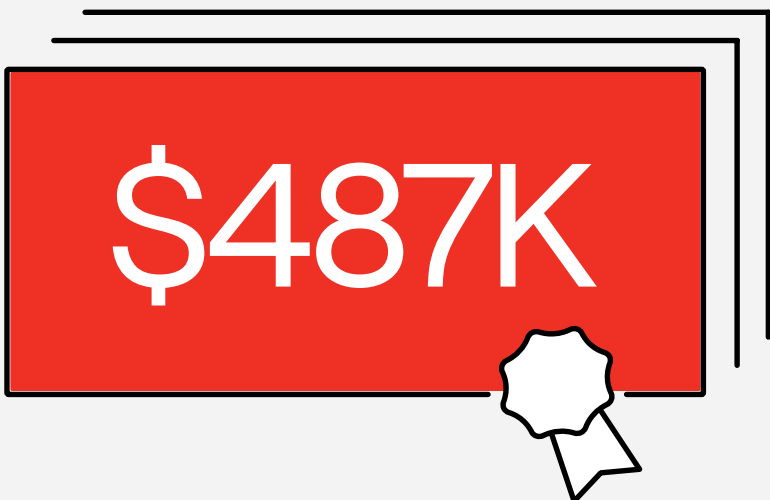
\$243K
employee giving to support
employee hardship relief
and STEM programs



52,000
annual volunteer hours



\$3.7M
Matching charitable donations
through HONPAC



employee grants distributed by the
Honeywell Humanitarian Relief Foundation

Igniting curiosity, expanding opportunity

Honeywell Technologies’ investment in education is creating lasting impact for students, communities and the future of industry. These programs help spark curiosity and put learning into action to inspire young people to pursue studies and careers in STEM disciplines.

- As a founding member of Discovery Education’s Environmental Education Initiative (EEI), Honeywell Technologies is addressing the growing science education gap in K-12 classrooms. With careers in STEM and sustainability on the rise, this coalition provides the resources and teacher training to empower students to think critically about energy security and careers in environmental science. By 2030, the EEI seeks to reach 10 million students, preparing “generation innovation” to shape a sustainable future for all.
- The Leadership Challenge Academy infuses STEM curriculum and leadership development into a week-long camp for high school students. Hosted at the U.S. Space and Rocket Center in Huntsville, Alabama, students from around the world work in teams to build and launch model rockets, successfully complete simulated space missions, intercept cyber security challenges, and learn new skills that apply on earth and in space. Since starting the program in 2010, the company has sponsored more than 3,500 students to attend the unique leadership experience.
- The Carolina Youth Coalition partners with employers, including Honeywell Technologies, to offer academic and college-access support for underresourced high school students. STEM enrichment is woven directly into after-school to help first-generation scholars excel in advanced academic subjects. Honeywell Technologies’ support extends to programming focused on career exposure, mentoring, student “wrap-around” care and AI-skill building.

From classroom learning to career readiness

Honeywell Technologies is connecting education and workforce development for students of all ages and providing real-time, hands-on opportunities to build skills for the future.

- In partnership with Bharatcares, the Future Skills EDGE Program strengthened employability and digital readiness among youth through hands-on training in AI, cybersecurity and emerging technologies. The initiative reached 28,850 students in India across Maharashtra, Delhi, and

- Haryana, helping build a future-ready workforce.
- The company partnered with Arizona’s largest public school system to launch the Graduation-Plus Initiative: a community STEM and career-readiness program. Students build professional portfolios, work with industry mentors and transition into technical careers or higher education. Through a dedicated STEM Advisory Committee, the initiative aligns local education standards directly with workforce needs in the aerospace sector.
- For more than a decade in Romania, Honeywell Technologies has been shaping the country’s future STEM workforce through one of the company’s most comprehensive and long-standing education partnerships. What began as a single collaboration with Politehnica University of Bucharest has grown into a national ecosystem: 11 technology labs across Romania help students build the technical skills and knowledge required to join and succeed in the global industrial automation sector. In 2025, the company marked another milestone with the inauguration of the refurbished Inorganic Chemistry Laboratory at the University of Bucharest.

Volunteering for impact, caring for our own

Honeywell Technologies encourages employees to put their time and talents to work through volunteer service. We believe volunteerism creates meaningful connections among employees while contributing to and improving the communities where we live and work.

During 2025, Futureshapers and their friends, families and business partners totaled 52,000 hours working to mentor students, clean up greenways, collect clothing and supplies, pack thousands of pounds of food to feed hungry families, and more.

Honeywell Technologies’ Global Pro Bono Program leverages the expertise of our legal professionals to serve communities in North America, LATAM, APAC, India, and EMEA. We partner with nonprofits, law firms and customers to expand access to legal services and create positive change in the communities where we live and work. In recognition of this work, Honeywell Technologies was a recipient of the 2026 CPBO Pro Bono Partner Award from the Pro Bono Institute. This award recognizes pro bono partnerships making a meaningful contribution through innovative solutions, strong collaboration and an understanding of community needs.

In addition, when a natural disaster strikes, the Honeywell Humanitarian Relief

Foundation (HHRF) acts quickly, delivering direct assistance to employees and communities in need. Since the HHRF began in 2005, nearly \$9 million in relief assistance has been donated by thousands of employees and provided to 3,000 employees to help rebuild homes and communities.

FIRST Futures: Advancing robotics education and workforce readiness

Through the “FIRST Futures” program, Honeywell Technologies supports F.I.R.S.T., the world’s largest robotics competition for high school students. Our investment includes team scholarships, employee volunteer engagement, and collaborative programming that helps students connect robotics, automation, and engineering concepts to future careers and meaningful community needs.

The impact of F.I.R.S.T. extends well beyond the competition field. Skill-building and leadership programs now reach students across 114 countries, helping develop the next generation of innovators, problem-solvers and technical leaders. F.I.R.S.T. reports that 83% of alumni pursue STEM majors in college, and 96% of participating students say the experience helped them build the skills needed to succeed in today’s workforce — underscoring the program’s role in strengthening the STEM talent pipeline and preparing students for careers of the future.

Creating space for what’s next: Honeywell Technologies Innovation Hub strengthens student opportunity

In our headquarters city, Honeywell Technologies and The University of North Carolina at Charlotte are coming together to reimagine student success, pairing cutting-edge facilities with the support students need to thrive.

The Honeywell Technologies Innovation Hub, currently under construction, will bring research, hands-on learning and industry expertise under one roof, giving students a place to test ideas and grow their skills.

Beyond the space itself, the partnership expands scholarships and mentorship opportunities that help students focus on their goals instead of juggling extra jobs. These resources open the door to leadership experiences, research projects and internships that strengthen career readiness and set students up for careers of impact.

This collaboration reflects a shared belief: when students have access to the right tools and support, they turn potential into purpose.

Principles

Principles	35
Integrity and compliance	36
Data protection and cybersecurity	39
AI governance	41
HSE governance	42
Board of Directors	43
Maintaining expertise in supply chain management	44
A firm foundation of product safety and integrity	46
Responsible and transparent political engagement	47

Principles

At Honeywell Technologies, we are dedicated to conducting business with integrity and ethics, guided by our Code of Business Conduct.

These principles are the cornerstones of how we operate our company. We have high standards, and we're proud of our Futureshapers who uphold them in every decision, every day. Our senior leadership team collaborates closely with our Board of Directors to ensure the company upholds responsible reporting and operating practices and complies with international regulations and policies. Our efforts in these areas contribute to Honeywell Technologies' reputation for high standards and the success of our Futureshapers.



Integrity and compliance

Our [Code of Business Conduct](#) defines a baseline set of requirements articulating how we treat employees, customers, suppliers, shareowners and communities around the world. It also empowers employees to recognize and report integrity and compliance issues, and to contribute toward upholding a work environment where everyone is treated ethically and with respect.

Through close collaboration with risk area owners and subject matter experts, Honeywell Technologies reviews the Code of Business Conduct every year to ensure it remains up to date. Our Code is offered in 28 languages.

The Code affirms our commitment to:

- Workplace respect, engagement and inclusion;
- A work environment in which employees can communicate openly and voice concerns without fear of retaliation, intimidation or harassment;
- A safe and healthy workplace;
- Honest and fair business practices, avoiding conflicts of interests and prohibiting improper payments;
- Maintaining accurate books and records; and
- Robust data privacy, sound cybersecurity practices and responsible AI.

Organization and leadership

Honeywell Technologies’ Integrity and Compliance Program is a Corporate Center of Excellence that provides a strong second line of defense to support our daily business operations. The company has a dedicated Integrity and Compliance organization that is led by the Vice President and Chief Compliance & Ethics Officer who has direct access to the Board of Directors.

The Chief Compliance Officer chairs the Corporate Integrity and Compliance Council, which includes integrity and compliance representatives from each

strategic business group and region, as well as representatives from key compliance functions such as Cybersecurity, Data Privacy, Health and Safety, and Procurement. The Council monitors compliance with company policies and applicable laws and regulations, evaluates and monitors trends arising from misconduct investigations, promotes awareness of integrity and compliance topics throughout the organization, shares insights from employee ethical culture surveys, drives best practices, provides feedback on global integrity and compliance program enhancements and assists in development and implementation of integrity and compliance initiatives.

The integrity and compliance representatives from the strategic business groups and regions are responsible for effective implementation and continuing effectiveness of integrity and compliance initiatives in the areas they represent. Their responsibilities include monitoring trends and concerns arising from misconduct investigations, providing feedback on the program and sharing lessons learned for continuous improvement.

Board oversight

The Board of Directors has overall oversight responsibility for integrity and compliance at Honeywell Technologies, and the Corporate Governance and Responsibility Committee (CGRC), the Audit Committee and the Management Development and Compensation Committee (MDCC) each play a role in providing oversight over Honeywell Technologies’ Integrity and Compliance program.

The CGRC receives reports from the Chief Compliance and Ethics Officer. Topics reported by the Chief Compliance and Ethics Officer include the company’s integrity and ethics program, whistleblower and investigations program, ethics assessment results and critical regulatory compliance programs.

The Audit Committee receives annual reports regarding the company’s compliance risk management program and quarterly reports detailing significant accounting and controls investigations, along with disciplinary and other corrective actions taken in response to substantiated allegations.

The MDCC receives quarterly summaries detailing any significant, substantiated

human resources investigations (including those involving discrimination, harassment, workplace respect and workplace violence) and disciplinary actions taken in response.

Key elements of our integrity and compliance program

- The ACCESS Integrity Helpline is a 24-hour, multilingual service operated by an independent third-party provider that is open to all internal and external stakeholders.
- Integrity and Compliance councils operate at the corporate, business unit and regional levels.
- Mandatory company-wide training for all employees in health, safety and environmental responsibility, harassment, conflicts of interest, anti-corruption, cybersecurity, data privacy and trade controls.
- Robust and frequent communications to engage all levels of the company on the criticality of integrity and compliance.
- Comprehensive training on key compliance topics in over 20 languages.
- Code of Conduct training and certification completed by 100% of eligible employees as permitted by law.
- Essential compliance tools that offer near real-time visibility into business transactions.
- Global compliance teams in regions at elevated risk for compliance concerns.
- Frequent self-assessments, independent internal and third-party reviews and audits of compliance risk areas.
- External and internal risk assessments evaluate the strength of our ethics and compliance program against standards informed by government authorities and industry best practices.
- Robust integration processes ensure newly acquired companies understand and comply with Honeywell principles, policies and procedures.
- The Internal Audit organization conducts independent audits of various compliance program elements to help ensure policies and procedures are operating as designed.

Anti-corruption program

Honeywell Technologies has a well-established, global anti-corruption program designed to detect, investigate and remediate any issues related to potential anti-corruption and anti-bribery concerns using modern, digital tools and experienced, globally-dispersed personnel located in high-risk regions to execute the elements of the program.

The foundation of this program is our company-wide [anti-corruption policy](#). This policy applies to all employees, directors, sales intermediaries, suppliers and vendors, and prohibits offering, making or accepting a bribe; making any facilitation payments or retaining a third party when there is a reason to suspect an improper payment.

Honeywell Technologies’ anti-corruption organization is led by our General Counsel for Anti-Corruption and Fraud, who supervises a team of professionals with diverse backgrounds in law, auditing and analytics. The team is dispersed globally with on-the-ground presence in key geographies. Honeywell Technologies also has a third-party due diligence and analytics center of excellence responsible for maintaining compliance processes, conducting due diligence on customer and supplier third parties, and using data analytics to identify indicators of risk.

Honeywell Technologies has implemented a suite of digital tools and processes to enable the anti-corruption program, including a company-unique risk map based upon over 1,000 data elements.

Honeywell Technologies uses a risk assessment to allocate resources and implement standard risk mitigation actions based upon the anti-corruption risk profile of our business that includes tailored in-person and online annual anti-corruption training. Honeywell Technologies requires all payments to commissioned sales agents to be processed through its sales intermediary end-to-end tool, a homegrown digital process that engages in automated screening for risk, enables mandatory advanced approval of commissioned sales agents and blocks payments until verification that a proper basis for payment has been logged into the approval system. Honeywell Technologies also conducts continuous monitoring of suppliers through its supplier due diligence program.

Global trade controls program

Honeywell Technologies has a mature trade program designed to implement effective trade controls practices in critical areas related to export, trade sanctions and import compliance under the laws and regulations of the jurisdictions where we develop technology, locate operations and ship products and services. This program

relies on access to sophisticated data related to trade transactions, using modern tools to classify critical technology for global trade, and a geographically dispersed global team to reside close to our business to provide timely and informed advice to our business partners.

Honeywell Technologies’ statement of its trade principles can be found in its Export, Import and Sanctions global policies. The Chief Compliance and Ethics Officer leads the export, trade sanctions and import compliance programs area. As a result of these key organizations, Honeywell Technologies is well-positioned to manage the fast-changing risk profile of the global trade upon which much of its business relies daily to meet customer needs.

Due to the dynamic nature of global trade, Honeywell Technologies has invested in efforts to identify and mitigate the risk of the diversion of its products to unauthorized users. It has implemented enhanced due diligence and data analytics related to detection of potential trade diversion and unauthorized end use or unapproved end users of Honeywell Technologies’ controlled products. These efforts protect the company’s brand and reputation and ensure its products are used as intended by authorized users, an expectation of its shareowners and regulators globally.

Integrity and ethics certification, training and communication

To hold our workforce to Honeywell Technologies’ integrity and ethics standards, all officers and employees, where permitted by law, are required to complete annual Code of Business Conduct training, and the company requires all officers and employees to annually certify their compliance with its tenets.

Honeywell Technologies is committed to obtaining annual Code of Business Conduct certification from all eligible employees at all levels of the organization, including production employees, part-time employees and interns. The completion status of this training and certification requirement is reported to the CGRC each year. Honeywell Technologies also requires individual contractors and subcontractors to complete Code of Conduct training as part of their onboarding process.

Honeywell Technologies’ mandatory annual Code of Business Conduct training and certification process ensures that all eligible employees receive training on high-priority integrity and compliance topics on a timely and regular basis. Topics that have been addressed include workplace harassment, conflicts of interests, anti-corruption, accurate books and records, antitrust, health and safety, cybersecurity and data privacy.

New employees must complete Code of Business Conduct training within 30 days

of hire. We also assign other comprehensive and mandatory compliance learning within 60 days of hire depending on the new employee’s role and location, including training related to handling conflicts of interests, anti-corruption, antitrust, records management, data privacy and cybersecurity.

Honeywell Technologies empowers and expects our people managers to communicate openly with their team members regarding the importance of conducting themselves with integrity. That includes fostering an environment that encourages candid discussion of integrity and compliance topics and how to raise and report any instances of ethical misconduct. The Integrity and Compliance team works with the Communications Department to establish an annual communications plan based on misconduct violation trends, enterprise risk management results and audit findings. The communications plan includes initiatives to drive integrity awareness communications across Honeywell Technologies, including through town halls, newsletters and monthly integrity awareness manager toolkits that provide people managers with ready-to-use materials to support discussion of integrity and compliance topics with their teams. Monthly integrity awareness communications have covered topics such as workplace respect, engagement and inclusion, conflicts of interest, anti-corruption and the importance of accurate books and records.



Whistleblower program

Honeywell Technologies ensures all allegations of suspected violations of the Code of Business Conduct, company policies and applicable laws or regulations are investigated promptly, thoroughly, competently and confidentially.

Honeywell Technologies provides various mechanisms for employees to report concerns, such as phone, email and online through Honeywell Technologies’ ACCESS Integrity helpline.

The ACCESS Integrity helpline is a 24-hour, multilingual service operated by an independent third-party provider that enables any internal or external party to report known or suspected violations. Anyone who reports a concern has the option to do so anonymously, where permitted by applicable law.

All concerns reported through any of these mechanisms are investigated promptly, thoroughly and competently in accordance with applicable Honeywell Technologies policy and/or law. Honeywell Technologies provides feedback on the report to the person reporting the issue (if that person is known) within a reasonable timeframe.

While Honeywell Technologies works hard to identify, incentivize and reward those who do the right thing, it also takes swift and decisive action, including notifying government authorities and imposing serious employment action up to and including termination, in compliance with all local requirements against employees found to have engaged in conduct that is a violation of our Code of Business Conduct, company policy or applicable laws.

Honeywell Technologies will not tolerate any form of retaliation for good faith reporting of actual or potential misconduct and communicates this policy to all employees, including through training required as part of the annual Code of Business Conduct certification process that applies to all employees where legally permissible. Our no-retaliation policy requires employees who report a compliance concern or suspected violation in good faith will not be subject to any disciplinary action or reduction in force without the advance approval of the Law Department. Honeywell Technologies investigates and responds to all allegations of retaliation in any form, including but not limited to threats, harassment, reprimands, suspension of payment of compensation or benefits, transfers or demotions.

For more information, please see our [Whistleblower Program Statement](#).

Honeywell Technologies investigates and responds to 100% of the allegations reported through ACCESS Integrity.

Human rights

Honeywell Technologies’ Code of Business Conduct, Supplier Code of Business Conduct and our [Human Rights Policy](#) address a broad range of human and workplace rights in our global operations and supply chain designed to promote fairness, ethical behavior, dignity and respect, and compliance with applicable laws.

Our Human Rights Policy applies to all Honeywell Technologies workers worldwide, including contingent workers, agents and candidates for hire. Honeywell Technologies also requires suppliers to uphold human rights principles as described in Honeywell Technologies’ Supplier Code of Conduct. These expectations are endorsed by Honeywell Technologies’ CEO and are reinforced through various internal and external communication channels.

Key elements of our Human Rights Policy include inclusion and engagement, workplace respect, freedom of association, a safe and healthy workplace, workplace security, work hours and wages, forced labor and human trafficking, child labor and rights of local communities and those who live and work there.

Honeywell Technologies conducts global human rights impact assessments as well as supplier risk assessments and audits, to better understand Honeywell Technologies’ potential human rights impacts. Comprised of interviews with internal stakeholders, industry information, country risk information and review of documentation, the assessments have informed improvement areas that have been considered and actioned to improve our policies, processes, training and other compliance controls in place to continue to fulfill our human rights commitments.



Data protection and cybersecurity

Honeywell Technologies is committed to protecting the personal data of employees, customers, suppliers and others who entrust their data to us as well as the technology resources we provide to our employees and others. As such, the company has in place appropriate data privacy and cybersecurity organizational structures, policies and procedures to respect individual privacy rights and promote data protection and information security.

Data privacy governance

Honeywell Technologies’ Global Data Privacy Program led by our Vice President and General Counsel of Data Privacy, Cyber and Trust, Digital Data, and AI Governance and Chief Privacy Officer includes a dedicated in-house data privacy team within the Law Department which monitors developments in data privacy regulation globally. The Data Privacy Function is responsible for developing and operationalizing our data protection strategy to ensure compliance with applicable data protection regulations worldwide. A Data Privacy Governance Council, led by the Chief Privacy Officer and comprised of cross-functional senior leadership, meets regularly for strategic alignment and policy decision-making. A Digital Marketing Governance Council, led by the Chief Privacy Officer and senior Sales and Marketing leadership, promotes collaboration on data privacy issues in digital marketing and online advertising.

Data privacy principles

Honeywell Technologies’ data privacy policies and practices have been established across the company’s products and business operations and promote adherence to data privacy principles commonly recognized around the world, including:

- We fairly and lawfully process personal data for legitimate business purposes.
- We strive to use the minimum amount of personal data needed to accomplish our objectives and avoid processing personal data when possible.
- We do not share personal data with anyone, inside or outside our company, who does not have a business need to know it.
- We make our privacy practices transparent and clear to individuals.
- We provide mechanisms for individuals to exercise applicable legal rights.
- We have measures in place to comply with applicable law regarding cross-

border data sharing.

- We securely delete personal data when it is no longer needed and in accordance with our Records Management Policy.
- We secure personal data in accordance with global standards.

Training and awareness

At Honeywell Technologies, we ensure our employees understand data protection is everyone’s responsibility. Toward that end, Honeywell Technologies deploys mandatory all-employee training on data privacy and cybersecurity issues during onboarding and as part of annual Code of Business Conduct certification and training. Honeywell Technologies also requires job-specific data privacy training for certain roles. We conduct phishing scenario learning experiences and cybersecurity knowledge campaigns to maintain awareness of these ongoing threats.

Data privacy and security by design

Honeywell Technologies applies data privacy and security-by-design principles from the beginning stages of the development of products, processes, systems and services involving personal data, leveraging a robust Privacy Impact Assessment program and data lifecycle design practices. Our processes incorporate data privacy and cybersecurity starting at the beginning of any new product development process, in-depth security testing throughout the development process and review before those products or services are released, updated or offered for sale to Honeywell Technologies customers. Our approach to product cybersecurity also includes vulnerability management, incident response and security bulletins. With Honeywell Technologies’ strong data privacy and security-by-design program, customers know they can rely on our company to supply products and services that respect data privacy and security principles while helping them comply with applicable law.

Cybersecurity

Honeywell Technologies’ cybersecurity framework is overseen by our Chief Security Officer and safeguards the confidentiality, integrity and availability of information assets and ensures that all regulatory, operational and contractual requirements

are fulfilled. Our policies and practices include regular internal and external audits; vulnerability assessments and penetration testing of the company’s systems, products and practices; and robust measures to monitor and respond to data breach and cybersecurity incidents. The framework is aligned to industry standards including: NIST SP 800-171, International Organization for Standardizations (ISO) 27001, 27002 and 22301, Payment Card Industry Data Security Standard (PCI DSS), Sarbanes Oxley (SOX), the Cloud Security Alliance (CSA) program, and NIS2. In addition, the company has received Cyber Essential Scheme (CES+) certification, Cybersecurity Maturity Model Certification (CMMC) L2, System and Organization Controls (SOC) 2, and ISO 27001 certification for certain businesses and/or sites and complies with the IASME standard. Further, we have completed the Cybersecurity Compliance Certificate (CCC+), CyberVadis and Cyber GRX Tier 3 assessments and maintain a cybersecurity insurance policy.

Honeywell Technologies leverages a defensive in-depth model for cybersecurity, enabling multiple levels of protection against threats. We have adopted a zero-trust architecture, further reducing our attack surface and enhancing our security posture. Our integration of protective and detective controls helps us prevent, defend and rapidly respond to security risks for both our internal systems and customer-facing products and services. Our program is built on industry standards and constantly evolves to meet the ever-changing threat landscape.

Product security

Honeywell Technologies’ engineering teams focus on building security into all hardware, software and online services. All products meet a rigorous set of security requirements that encompass industry best practices for secure development spanning architecture, engineering, vulnerability analysis and penetration testing. Honeywell Technologies has embraced ISA/IEC 62443 certification at both the process and product level underscoring our commitment to following best practices and standards in developing secure, cyber-resilient products. We are committed to continuous improvement and continue to raise the security bar for all of our products to address ever-evolving security needs.

Audit

Honeywell Technologies’ Corporate Audit department provides independent assurance in accordance with Institute of Internal Auditors standards (IIA). Corporate Audit is directly responsible to Honeywell Technologies’ Audit Committee on behalf of the Board of Directors and is not constrained by management in the performance of its duties. Corporate Audit periodically evaluates the company’s governance and operations related to cybersecurity and privacy to determine that risks are appropriately identified and managed. This ensures compliance with the company’s policies and procedures and adherence with all applicable laws and regulations.

Supplier risk management

Honeywell Technologies’ Supplier Risk Management standard establishes requirements for engaging and managing suppliers who process, store, produce, communicate with or otherwise access company information, assets or services. Our Supplier Code of Business Conduct and contracts require suppliers comply with privacy and cybersecurity requirements, and suppliers that process personal data on behalf of Honeywell Technologies or our customers are required to comply with stringent data processing standards.

Incident response

Honeywell Technologies maintains robust data privacy and cybersecurity incident response policies and procedures that allow us to respond responsibly and promptly to potential data security incidents. Our incident response standards, processes and procedures include incident identification, response management, root cause analysis and reporting, including appropriate disclosures to regulators, law enforcement, affected individuals, customers and other stakeholders in accordance with law, contract and relevant standards.



AI governance

Responsible use of AI

As an innovative industrial leader, new technologies like AI provide a tremendous opportunity as we design and develop pioneering solutions that address the world's most critical needs. In 2024, the company implemented a Responsible AI Governance Framework to support our deployment of AI responsibly and in compliance with applicable law and company policy. With oversight from the Corporate Governance and Responsibility Committee of the Honeywell Technologies Board of Directors and under the direction of Honeywell Technologies' Data & AI Steering Committee comprised of Honeywell Technologies senior leaders, Honeywell Technologies' Responsible AI Governance Framework provides appropriate oversight, record keeping and monitoring of AI uses at the company. At the core of the company's Responsible AI Governance Framework is a Responsible AI Policy based on a set of principles that inform decision making across the company's AI uses. The following are Honeywell Technologies' Responsible AI Principles:

- **Accountable:** We strive to hold ourselves accountable through robust AI governance, clear lines of responsibility and monitoring to help ensure continuous improvement. We expect our partners to do the same.
- **Safe and Secure:** We seek to protect against unintended applications, access or harm associated with our use or provision of AI.
- **Valid and Reliable:** We aim to employ technology that produces appropriately consistent and accurate results and incorporates controls designed to help minimize disruptions.
- **Fair and Equitable:** We strive to treat people fairly and equitably from the design to implementation of AI, including seeking to identify and mitigate algorithmic bias.
- **Privacy and Intellectual Property:** We strive to safeguard individual confidentiality, autonomy and control over the use and disclosure of Personal Data as feasible, appropriate and legally required and to protect Honeywell Technologies and third-party intellectual property and data rights.
- **Transparent and Explainable:** We promote transparency in our design, function, description and use of AI and endeavor to maximize explainability of AI decision-making when feasible and appropriate.
- **Sustainable:** We are committed to reducing our environmental footprint, including supporting environmentally and socially conscious use of AI.

To strengthen the confidence our customers place in us, in 2024 we created a new [Trust Center](#) available on our internet site to demonstrate our strong commitment to privacy, security and responsible AI governance.



HSE governance

Our commitment to health, safety and the environment is outlined in our [Sustainable Opportunity Policy](#). This policy is incorporated into our company-wide operating system and serves as a blueprint for continuous operational improvement throughout our Health, Safety, Environment, Product Stewardship and Sustainability ([HSEPS](#)) [Management System](#). Endorsed by our CEO and senior leadership, the policy is posted in every facility and communicated to all employees and contractors annually.

All Honeywell Technologies locations are subject to governance via our comprehensive management system based on recognized third-party standards including ISO 14001 and ISO 45001, as well as industry best practices. HSE-related incidents, such as injuries and environmental events, are reported via a comprehensive management system software solution.

The Honeywell Technologies HSEPS Management System encompasses 18 interconnected core elements and is applied everywhere we operate. Implementation of the management system requires identification and assurance of compliance to all HSEPS legal and regulatory requirements. It sets clear, constructive objectives for improvement and maintains the programs designed to achieve those objectives. In addition, we have developed detailed operational controls aligned to common risks and regulatory obligations in approximately 80 specific subject areas that prescribe requirements related to, among other things, safety, industrial hygiene, loss prevention, environment, health, product stewardship, transportation safety, process safety management, construction safety and remediation. All Honeywell Technologies operations are required to comply with these operational controls, as well as any applicable legal requirements.

Compliance with legal, regulatory and company requirements is monitored through a comprehensive three-phase governance process. The phases include ongoing self-assessment, annual verification of the self-assessment and internal corporate audit. All Honeywell Technologies locations are subject to independent internal corporate audit.

For internal corporate audits, a team of independent HSEPS internal and external subject matter experts conduct the audits and focus on verification of requirements and continuous improvement. When the requirements are not met, we document

the nonconformities, determine a root cause and take corrective action to prevent recurrence. Action plan implementation is monitored through our centralized management system tool and verification of resolution of significant or repeat nonconformities is conducted after completion.

Voluntary protection program

The U.S. Occupational Safety and Health Administration (OSHA) Voluntary Protection Program (VPP) promotes effective site-based safety and health protocols and sets performance-based criteria for health and safety management systems. To participate, employers must apply to OSHA and undergo a rigorous on-site evaluation by a team of safety and health professionals. Currently, five of our U.S. manufacturing facilities hold the prestigious VPP STAR recognition, which is the highest level given under the program.

Environmental stewardship and community engagement

Honeywell Technologies' Health, Safety and Environment program includes identifying and addressing the environmental and social impact of our operations on the surrounding communities and ensuring compliance with regulatory standards. Our program calls for safe and responsible environmental stewardship, compliance with applicable laws and building trust through early and consistent community engagement.

Protecting the environment and meaningfully engaging the surrounding community have been long-standing hallmarks of our commitments. We have established procedures to implement these commitments in a multi-step, integrated process that is overseen by management for both Honeywell Technologies' current operations and legacy sites. Our commitment to community engagement applies to impacted fence-line communities, including those that could be categorized as environmental justice communities based on current federal and state regulatory screening tools. More details about how these actions consider fence-line and environmental justice communities can be found in our [Due Diligence Processes to Identify and Address Environmental and Social Risk](#).



Board of Directors

The Board of Directors’ Corporate Governance and Responsibility Committee (CGRC) places an emphasis on ensuring Board members demonstrate the right leadership traits, personality, work ethic and independence to align with Honeywell Technologies’ performance culture and long-term strategic vision.

This is to ensure we continue to enhance both the variety of experiences on the Board and the perspectives and values that inform Board and committee discussions.

The Board uses a skills and experience matrix to facilitate the review of our directors’ skills versus those deemed important to oversee the company’s current strategy. The skills included in the matrix are evaluated against the company’s articulated strategy each year so the matrix can serve as an up-to-date tool for identifying director nominees who collectively possess the complementary experience, qualifications, skills and attributes to guide the company.

Board oversight of ESG

The Board and the CGRC proactively oversee the company’s overall environmental, social and governance (ESG) performance. The CGRC has responsibility for reviewing Honeywell Technologies’ ESG performance, strategies, goals and objectives, monitoring ESG impacts, risks and opportunities and overseeing ESG disclosure. Each Board committee then has oversight responsibility over discrete ESG risk and opportunity areas as delegated by the Board, supported by regular engagement with the senior leaders accountable for the respective areas. The Board leverages our Enterprise Risk Management program and strategic planning process to identify and prioritize ESG impacts, risks and opportunities, assess the company’s performance and monitor risk mitigation efforts.

Enterprise risk management

The Board uses an Enterprise Risk Management (ERM) program as a key tool for understanding the range of risks facing Honeywell Technologies, as well as assessing the design and effectiveness of management’s processes, procedures and practices for mitigating those risks. The ERM assessment deployed by management

is robust, based on both an enterprise-wide “top down” and “bottom up” view of commercial, strategic, legal, compliance, human capital, cyber and reputational risks, and the strategies in place to mitigate those risks.

The ERM framework also incorporates ESG impacts, risks and opportunities, enabling a thorough assessment of the company’s performance across the ESG landscape. As part of the ERM program, there are several distinct touchpoints with Strategic Business Group leaders and other strategic functional leaders throughout the year to discuss results of risk assessments performed and the emerging risks they identify. The Senior Vice President and Chief Financial Officer and staff of the Corporate Audit Department facilitate the ERM program and are primarily responsible for the annual assessment. The Senior Vice President and Chief Financial Officer review ERM results with the full Board, the CGRC and the Audit Committee each year. As part of continuous improvement for the ERM program, the Corporate Audit Department benchmarks with other relevant industry peers and consulting and risk management firms to identify best practices and deploy risk management programs or risk framework improvements.

Shareowner engagement

Honeywell Technologies maintains a robust shareowner engagement program that features year-round opportunities for its Board and senior management, including our independent Lead Director, the chairs of our CGRC and Management, Development and Compensation Committee (MDCC), and executive officers, to engage in dialogue with key stakeholders. Based on this dialogue, we have implemented actions over the last several years to increase shareowner rights, enhance the Board’s structure, increase transparency on [political engagement](#), disclose human capital metrics, and augment our commitment to sustainability and corporate responsibility.

Our shareowner engagement program has covered topics such as our business strategy, comprehensive portfolio review, corporate governance practices, executive compensation programs, CEO succession, political lobbying disclosures, climate change, inclusion and global mindset, human capital management, human rights, sustainability, social responsibility and humanitarian relief initiatives.



Maintaining expertise in supply chain management

We believe responsible supply chain management is critical to upholding our commitment to integrity and compliance, mitigating financial risk and acting as a good corporate citizen.

Honeywell Technologies’ Integrated Supply Chain (ISC) activities are managed by a global team of seasoned professionals who manage tens of thousands of suppliers around the globe. Our professionals have expertise in procurement, supply management, operations management, logistics, supplier resiliency and supply chain performance optimization.

Our management structure ensures we have the necessary expertise to support the breadth and complexity of our supply chain operations.

The Chief Procurement Officer has overall responsibility for procurement, supplier risk monitoring and mitigation, supplier social responsibility and supplier adherence to the [Supplier Code of Business Conduct](#).

The General Counsel, Supply Chain has overall responsibility for legal compliance of suppliers, including setting standardized contract language to ensure compliance with legal and Honeywell Technologies requirements.

Supplier Code of Business Conduct

[Honeywell Technologies’ Supplier Code of Business Conduct](#) sets forth our commitment to integrity and compliance within our global supply chain. We require all our suppliers to adhere to the Supplier Code of Business Conduct and ensure these requirements are also met within their supply chain.

Supplier adherence to Honeywell Technologies’ Supplier Code of Business Conduct is a key consideration when we make sourcing decisions.

Honeywell Technologies’ Supplier Code of Business Conduct requires its suppliers to:

- Provide their employees with a safe working environment;
- Treat their workers with dignity and respect;
- Engage in environmentally sound and sustainable manufacturing processes;

- Comply with the law in all countries where they conduct business; and
- Foster a culture in which employees and managers can communicate openly and raise concerns without fear of retaliation, intimidation or harassment.

Key elements of our Supplier Code of Business Conduct include:

- **Labor and Human Rights:** Including fair treatment of employees, no child or involuntary labor, fair wages and benefits, subcontractor compliance and acceptable living conditions.
- **Health and Safety:** Including occupational safety, emergency preparedness and sanitation.
- **Environmental:** Including environmental permits, waste and pollution management, labeling and warning requirements, hazardous substance management and reporting, and appropriate programs to understand and mitigate GHG emissions in their operations, facilities and supply chain.
- **Integrity and Compliance:** Including books and recordkeeping, business integrity, protection of intellectual property, substance abuse, responsible sourcing of minerals, adherence to applicable trade controls and quality.
- **Management Systems:** Including management accountability, risk management, training, standards, audits, third-party diligence and assessments.

Supply chain due diligence

Screening of new suppliers

Honeywell Technologies has an ongoing policy of screening and vetting new suppliers. As part of the screening process, Honeywell Technologies considers vetted reliable sources that identify supplier compliance risks, including labor and human rights, fraud, illegal activities, corruption, trade risks and other Supplier Code of Business Conduct considerations. Identified compliance risks are reviewed and vetted by subject matter experts.

Ongoing monitoring of existing suppliers

In addition, Honeywell Technologies has implemented a continuous monitoring diligence program that applies to existing suppliers. The monitoring program considers vetted reliable sources and monitors for a variety of compliance risks,

including labor and other human rights, fraud, illegal activities, corruption, trade risks, sanctions and other Supplier Code of Business Conduct considerations. The program considers and applies different levels of screening for each supplier, depending upon a variety of risk factors that includes geography and industry. Review and clearance by an appropriate subject matter expert is required when a supplier generates a finding against any of the compliance or Supplier Code of Business Conduct elements.

Supplier assessments and on-site audits

Each year, we work with qualified third parties to conduct supplier assessments and on-site audits of certain higher-risk suppliers using a standardized supplier risk assessment that incorporates the requirements of our Supplier Code of Business Conduct. We prioritize higher-risk suppliers when selecting suppliers for further assessments and on-site audits, based on an analysis that takes into account global high-risk geographies, spend, industry and other elements as prescribed by the integrity and compliance function and the law department.

Risk factors assessed in the audits include, but are not limited to, child labor, wages and benefits, air emissions, protection of intellectual property, environmental impact, reasonable work hours and forced labor.

Corrective action and remediation

Honeywell Technologies implements corrective action plans to remediate risks or findings identified through supplier screening, monitoring or audit programs, up to and including suspension or termination of the supplier.

Examples of significant findings might include:

- **Labor and Human Rights:** Excessive overtime, unpaid hours, involuntary labor or unfair treatment, including discrimination and harassment.
- **Health and Safety:** No health permits or health audits; blocked, unmarked or unlighted emergency exits; and improper or no personal protective equipment.
- **Environmental:** Missing or expired permits, hazardous waste discharge and improper chemical storage.

Employee training

Honeywell Technologies is committed to properly training our procurement employees to better enable them to uphold our standards when sourcing materials. We have developed robust curricula tailored to specific types of jobs.

In addition to deploying training on standard procurement practices, employees are also educated on supplier risk management, conflicts of interest, code of conduct, forced labor prevention and all applicable Honeywell Technologies procurement policies.

Critical materials

As a manufacturer of electronic equipment, many of our products require the use of critical materials, such as fluorspar, precious metals, minor metals and rare earth materials. We recognize there is inherent risk associated with such materials, including potential supply issues, lack of available substitutes, increased global demand driving heightened competition and impacts from geopolitical uncertainty. We take a multifaceted approach to risk mitigation to ensure product availability, manage price increases and manage supply risk, including:

- Pricing actions;
- Longer-term planning for constrained materials;
- Material supply tracking tools;
- Direct engagement with key suppliers; and
- Development of new or redesigned products.

Conflict minerals

Honeywell Technologies is committed to the responsible sourcing of tin (cassiterite), tungsten (wolframite), tantalum (columbite-tantalite or coltan), gold or their derivatives (collectively known as “3TG”) throughout our global supply chain in a manner that complies with applicable laws.

These rules require certain Honeywell Technologies direct or indirect subsidiaries to undertake reasonable due diligence steps to determine the origin of the 3TG used in its products and disclose the results of such diligence, including filing a public report with the U.S. Securities and Exchange Commission.

Honeywell Technologies’ 3TG compliance program is designed to conform to the Organisation for Economic Co-operation and Development’s “Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected Areas and High-Risk Areas.”



A firm foundation of product safety and integrity

Honeywell Technologies integrates product and service safety throughout the product lifecycle, from design and development through manufacturing, delivery, field use and ongoing support. Each strategic business group drives safety processes through:

- An extensive safety policy with objectives, accountability and responsibilities assigned;
- Safety risk management, which includes hazard identification and risk assessment and control;
- Safety assurance to monitor and assess performance; and
- Safety promotion by engaging in formal training programs and communication.

The Engineering, Quality, Technology and Research & Development teams within Honeywell Technologies use development phase gates to assess new offerings' safety and quality, and work closely with the company's Regulatory, Product Stewardship and Legal functions to properly address relevant regulatory, labeling and marketing requirements.

Due to the diversified product offerings across the enterprise, quality and safety programs are tailored to specific regulatory guidelines and jurisdictional rules. Risk assessments are conducted throughout Honeywell Technologies' operations as products are developed, introduced and produced.

To ensure Honeywell Technologies' products and services meet the highest standards, employees receive regular training, products and services are monitored for safety, and emergency response procedures are regularly tested.



Responsible and transparent political engagement

Engagement in the political process is critical to Honeywell Technologies' success. The company's future growth depends on forward-thinking public policy that makes society safer, more energy efficient and improves critical infrastructure. Honeywell Technologies is committed to engaging responsibly in the political process, and to ensuring that participation is consistent with all applicable laws and regulations, principles of good governance and high standards of ethical conduct.

Under a longstanding company policy, Honeywell Technologies generally does not make direct or in-kind political contributions using corporate funds to candidates, parties or PACs (including Super PACs), even where permitted by law. To the extent any such corporate political contributions are made, where permitted by law, they must be approved by the Senior Vice President and General Counsel, and will be disclosed on the [Political Contributions](#) page.

Honeywell Technologies maintains a political action committee (PAC), the Honeywell International Inc. Technologies Public Affairs Council (HONPAC), that is registered with the Federal Election Commission (FEC) and certain states. HONPAC makes federal and state political contributions on a bipartisan basis to political parties, political committees and candidates. The contributions made by HONPAC are not funded by corporate funds but rather are fully funded by voluntary contributions made by U.S.-based eligible employees of Honeywell Technologies. Information concerning HONPAC's bipartisan approach and governance processes, along with contributions made by HONPAC, are disclosed on the [Political Contributions](#) page.

Honeywell Technologies also provides disclosure of its lobbying activities, including identifying the company's top legislative and regulatory priorities. Honeywell Technologies makes every effort to be accurate and comprehensive while considering the perspective of the company's shareowners. Specifically, the company's disclosures address:

- The company's policy regarding the use of corporate funds for political contributions, as described above. Details regarding HONPAC, including its governance structure, criteria used in making contributions, and its disbursements.
- Streamlined and direct access to federal, state and local lobbying reports

where Honeywell is required to file them.

- Identification of trade associations receiving membership dues of \$50,000 or more from Honeywell Technologies annually and the corresponding nondeductible portion of the dues.
- Annually, Honeywell Technologies conducts an evaluation of our lobbying activities and the public statements of trade associations that receive membership dues of \$50,000 or more from Honeywell Technologies to assess alignment with our corporate priorities.
- HONPAC is governed by its Executive Committee, which consists of, among others, at least one representative from each of the strategic business groups of the company, and contributions are subject to the approval process under HONPAC's Bylaws.
- The Law Department oversees the company's lobbying activities. Honeywell Technologies' Senior Vice President and General Counsel and its Senior Vice President of Global Government Relations meet regularly with the CEO to review legislative, regulatory and political developments.

Honeywell Technologies' public policy efforts, including all lobbying activities, political contributions and payments to trade associations, are the responsibility of the Board's Corporate Governance and Responsibility Committee (CGRC), which consists entirely of independent, non-employee directors. Each year, the CGRC receives an annual report on the company's policies and practices regarding political contributions. The Senior Vice President of Global Government Relations reports to the CGRC each year on HONPAC and trade association memberships and to the full Board on the global lobbying and government relations program. The CGRC's oversight of the company's political and lobbying activities includes review of those activities against applicable law and with its policies, strategic priorities, Code of Business Conduct and values.

In 2020, the company established a bipartisan Advisory Board of leaders representing a cross-section of Honeywell Technologies who meet regularly to review proposed HONPAC and corporate political disbursements, if any, to assess

alignment with Honeywell Technologies' Foundational Principles. The Advisory Board also reviews memberships in third-party organizations (above \$50,000 in dues) and alignment of proposed disbursements with company principles. The Advisory Board meets at the start of each Congress, and at least quarterly thereafter, to determine whether proposed recipients of funding are in alignment with the company's foundational principles of workplace respect, integrity and ethics, inclusion and global mindset and safety always. Advisory Board decisions are documented and reported quarterly to the HONPAC Executive Committee and to the Honeywell Technologies' Senior Vice President and General Counsel. Honeywell Technologies' Senior Vice President, Global Government Relations, also includes notable Advisory Board decisions in the annual report to the CGRC.



Supplemental information

SASB Report for 2025

The following disclosures are aligned to the Sustainability Accounting Standards Board (SASB) framework for the Resource Transformation—Electrical and Electronic Equipment (EE) industry. As a diversified industrial manufacturer, the nature of Honeywell's business does not fit squarely within one industry, so Honeywell has included metrics aligned to other industries we believe would be of interest to our investors. Honeywell will continue to evaluate the disclosure of additional topics relevant to our industries, taking into account materiality, availability of reliable data, and competitive sensitivities.

Topic	Accounting Metric	SASB Code	Honeywell Metric ¹ /Disclosure Location
Energy Management	1) Total energy consumed, 2) percentage grid electricity, 3) percentage renewable	RT-EE-130a.1	1) 10,488,310 GJ
			2) 45% grid electricity
			3) 5% renewable energy
Materials Sourcing	Description of the management of risks associated with the use of critical materials	RT-EE-440a.1	Critical Materials
		RT-AE-440a.1	
Business Ethics	Description of policies and practices for prevention of: 1) corruption and bribery and 2) anti-competitive behavior	RT-EE-510a.1	Integrity and Compliance Anti-Corruption Policy Highlights Code of Business Conduct : Avoiding Conflicts of Interest, Seeking Business Openly and Honestly, Compliance with International Competition Laws
Activity	Number of employees	RT-EE-000.B	101,000 ²
		RT-AE-000.B	

¹Represents 2025 data for Honeywell International Inc. structure as of December 31, 2025.
²Excludes Sandia National Laboratories (Sandia) and Kansas City National Security Campus (KCNSC) workforces. Sandia and KCNSC are U.S. Department of Energy facilities. Prior to Honeywell Aerospace becoming a standalone public company on June 29, 2026, Honeywell managed these facilities as a contract operator and did not establish or control their human resources policies. The executives category represents executive-band employees.

Climate-related risks and opportunities for 2025

The following table maps Honeywell’s publicly available climate-related disclosures against the pillars originally established by the Task Force on Climate-Related Financial Disclosures (TCFD). Following the TCFD’s disbandment in 2024, the IFRS Foundation’s International Sustainability Standards Board (ISSB) assumed responsibility for monitoring climate-related disclosure progress. Our disclosures remain structured around the four TCFD pillars, which serve as the foundation for IFRS S2, and we will continue to evaluate alignment with the ISSB standards as adoption progresses across the jurisdictions in which we operate.

Governance		
Disclose the organization’s governance around climate-related risks and opportunities.		
Summary response	Recommended disclosure	Disclosure location
<p>Honeywell Technologies is committed to strong corporate governance policies, practices and procedures designed to ensure our Board effectively exercises its oversight role. Our Board is responsible for, among other things, reviewing and monitoring implementation of Honeywell’s strategic plans, reviewing risk assessments and monitoring mitigation activities with respect to significant risks and issues facing the company, including climate-related risks and opportunities. The Board’s Corporate Governance and Responsibility Committee (CGRC) has primary responsibility for managing climate-related risks and opportunities. Roles for assessing and managing climate-related risks and opportunities are integrated into a number of functions and committees throughout the company. Honeywell Technologies’ VP and General Counsel, Health, Safety, and Environment is responsible for implementing our HSEPS Management System. Environmental goals are established annually with each of our strategic businesses. Honeywell’s Corporate Energy & Sustainability Team (CEST) drives our company’s goals and is led by our Integrated Supply Chain and Global Real Estate organizations. The cross-business, cross-function team meets monthly and is responsible for driving improvements through a rigorous process of goal setting, monitoring and measurement, training and best practice sharing. Progress on these goals is reported quarterly to the Company’s Sustainability Review Board and periodically to the CEO, and is reviewed with the CGRC at least annually.</p>	a) Describe the board’s oversight of climate-related risks and opportunities.	CDP Climate Change Report 2026 Proxy: Corporate Governance
	b) Describe management’s role in assessing and managing climate-related risks and opportunities.	CDP Climate Change Report

Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning where such information is material.

Summary response	Recommended disclosure	Disclosure location
<p>Honeywell Technologies’ diverse portfolio of products, solutions, end-markets and business models – along with our decentralized operational footprint and our rigorous risk identification, assessment and planning processes – help mitigate the impact of climate-related risks. We do not believe climate-related risks are reasonably likely to have a material effect in the foreseeable future on the company’s business or the markets it serves, nor on our results of operations, capital expenditures or financial position. Honeywell is uniquely positioned to help shape a safer future with less environmental impact. We continue to invent and develop technologies that provide our customers with adaptable and efficient solutions to address their safety, energy and environmental needs.</p>	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long-term.	CDP Climate Change Report Table A & Table B
	b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.	CDP Climate Change Report Table A & Table B
	c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	CDP Climate Change Report

Risk management

Disclose how the organization identifies, assesses and manages climate-related risks.

Summary response	Recommended disclosure	Disclosure location
<p>Honeywell Technologies regularly assesses risks and opportunities at both a company-wide and asset-specific level to determine both probability of occurrence and potential impact to the business. This assessment is incorporated into our standard business planning, and opportunity and risk management processes. While risk and opportunity management are part of our standard business operations, the Board has responsibility for risk oversight and regularly reviews top-level, strategic, operational, reporting and compliance risks.</p>	a) Describe the organization’s processes for identifying and assessing climate-related risks.	CDP Climate Change Report
	b) Describe the organization’s processes for managing climate-related risks.	CDP Climate Change Report
	c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management.	CDP Climate Change Report

Metrics and targets

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

Summary response	Recommended disclosure	Disclosure location
Honeywell Technologies has committed to be carbon neutral in facilities and operations ¹ by 2035. The company also has a science-based target approved by the Science Based Targets initiative (SBTi) in 2023 that includes Scope 3 emissions.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	CDP Climate Change Report
	b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Environmental Metrics CDP Climate Change Report
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	CDP Climate Change Report

Table A: Examples of climate-related risks with mitigation strategies

Time horizon					
Risk type	Potential financial impact (-)	Short	Medium	Long	Mitigation strategy ¹
Transition: policy and legal	Increased pricing of greenhouse gas emissions due to regulations			X	Honeywell Technologies has a comprehensive energy efficiency program and 7,000 efficiency, emissions reduction water and waste projects have been implemented since 2010. Honeywell has committed to be carbon neutral in facilities and operations ² by 2035 and has a science-based target approved by the Science Based Targets initiative (SBTi) that includes Scope 3 emissions. Additionally, we evaluate the potential impact from changes in climate related regulations and litigation on a quarterly basis.
	Reduced demand for goods and services due to shift in consumer preferences or changes in purchasing power			X	Honeywell Technologies continuously innovates to expand sustainable opportunities with our products and services. A significant portion of our new product research and development investment is directed toward sustainability-oriented outcomes including offerings related to reducing GHG emissions. In addition, each of our new products is subject to an eco-efficiency assessment considering opportunities to improve energy efficiency, and each quarter we assess whether changes in our product mixes may impact GHG emissions.
Physical: acute	Reduced revenue from business disruption			X	Climate change data is incorporated into the emergency response plans for every one of our facilities, which specify programs to mitigate the potential risks of physical damage. In addition, we evaluate on a quarterly basis the potential for impact to our supply chain from physical damage due to climate-related events. Our Business Continuity Management Program also creates plans to help ensure the company can continue critical operations in the event of a disaster and promptly recover essential systems and technology.
	Increased costs from repairing or restoring damaged locations			X	Climate change data is incorporated into the emergency response plans for every one of our facilities, which specify programs to mitigate the potential risks of physical damage. In addition, we evaluate on a regular basis the potential for impact to our supply chain from physical damage due to climate-related events. Our Business Continuity Management Program also creates plans to help ensure the company can continue critical operations in the event of a disaster and promptly recover essential systems and technology.
Physical: chronic	Increased cost related to relocation due to sea level rise			X	Honeywell Technologies’ Global Real Estate group incorporates physical risk considerations as part of due diligence for any new locations.
	Increased cost related to increased need for cooling and heating due to changing temperatures			X	Honeywell Technologies’ Global Real Estate group incorporates energy efficiency and energy procurement as part of due diligence for any new location to help manage costs related to energy use, heating and cooling. In addition, Honeywell has a comprehensive program to audit, identify, execute and track completion of energy efficiency projects in all our facilities. Since project tracking began in 2010, 7,000 efficiency, emissions reduction, water and waste projects have been implemented in our facilities. These include building automation and controls, lighting, compressed air and gas systems, water saving technologies, mechanical upgrades and renewable energy projects.

¹2025 metrics represent Honeywell International Inc. structure as of December 31, 2025.
²Scope 1 and Scope 2.

Table B: Examples of climate-related opportunities with strategies to realize the opportunity

Time horizon					
Risk type	Potential financial impact (-)	Short	Medium	Long	Mitigation strategy ¹
Resource efficiency	Reduced operating costs through efficiency gains and cost reductions by moving to more efficient buildings	X			Through the Global Real Estate group, Honeywell Technologies consistently seeks energy-efficient alternatives and initiatives to implement throughout our facilities for new construction, project upgrades and retrofits. In addition, Honeywell Technologies has a comprehensive energy efficiency program with periodic audits, goals and project review to completion. There have been 7,000 efficiency, emissions reduction, water and waste projects implemented in our facilities since project tracking began in 2010.
	Products and services		X		Honeywell Technologies continuously innovates to expand our portfolio of products and services designed to help customers improve energy efficiency and reduce emissions. Honeywell Technologies continues to introduce offerings for a vast number of global markets and industries, with a portfolio of products and solutions including energy efficiency, electrification, GHG reduction technologies, and measurement and reporting. Climate-related scenario modeling is part of our annual business planning process. We use socioeconomic climate models with different scenario assumptions to inform product strategy and customer impact for products that address greenhouse gas emissions, energy efficiency and changes in fuel use such as decarbonization, renewable fuels and power.
	Better competitive position to reflect shifting consumer preferences, resulting in increased revenues		X		Our Government Relations team identifies and assesses emerging trends and advocates for favorable policies, legislation and regulation globally to promote clean energy and energy efficiency. Changes in regulations, increases in the demand for advanced building controls and energy efficient products, and the transition to a lower-carbon economy support demand for our sustainable products.

¹2025 metrics represent Honeywell International Inc. structure as of December 31, 2025.

Environmental Metrics			
Category	Metric	2024	2025
Greenhouse Gas (GHG) Emissions ¹	Scope 1 GHG emissions, metric tons CO ₂ e	311,731	314,504
	Scope 2 GHG emissions, market-based, metric tons CO ₂ e	508,588	478,357
	Total Scope 1 & 2 emissions, market-based	820,319	792,861
	GHG intensity, Scope 1 & 2 market-based, metric tons CO ₂ e/\$M revenue	24.4	21.4
	Scope 2 GHG emissions, location-based, metric tons CO ₂ e	480,231	491,714
	Scope 3 GHG emissions ² , select categories, metric tons CO ₂ e		
	Purchased goods and services	7,055,911	7,926,543
	Capital goods	298,404	288,335
	Fuel and energy-related activities	174,990	188,627
	Upstream transportation and distribution	134,322	106,098
	Waste generated in operations	51,184	53,175
	Business travel	210,764	191,272
	Employee commuting	172,328	173,875
	Upstream leased assets	444	392
	Use of sold products	117,860,737	123,266,985
	End-of-life treatment of sold products	156,661	122,205
	Downstream leased assets	5,133	3,842
	Investments	—	158,991
	Carbon neutrality pledge	Scope 1 by 2035 and Scope 2 by 2035	
	Science-based targets ³	SBTi Validated Targets	

Environmental Metrics			
Category	Metric	2024	2025
Energy Management ¹	Total energy consumed, gigajoules	10,207,665	10,488,310
	% grid electricity	45%	45%
	% renewable energy	1%	5%
	% renewable electricity	3%	9%
	Energy intensity, gigawatt-hours/\$M revenue	0.084	0.079
Hazardous Waste ¹	Total hazardous waste generated, metric tons	4,367	4,770
Water Management ¹	Total water withdrawal, thousand cubic meters	10,207	9,419
	Municipal	6,418	6,032
	Groundwater	3,320	3,035
	Surface	469	350
	% water withdrawal in water-stressed locations, as defined by SASB	41%	42%
Projects ⁴	Projects completed in water-stressed locations since 2013	199	200
	Water saved from projects in water-stressed regions since 2013, thousand cubic meters	651.1	669.0
	Number of efficiency, emissions reduction, water and waste projects implemented at our facilities since 2010	6,800	7,000
Workforce Health and Safety ⁴	Total recordable incident rate (TRIR) for direct employees	0.17	0.15
	Total recordable incident rate (TRIR) weighted industry average	1.60	1.55
	Total lost workday case incident rate (LWCIR)	0.05	0.05
	LWCIR weighted industry average	0.56	0.49
	Fatality rate for direct employees ⁵	0.002	0.000
Certification ⁴	% sites with ISO 9001 / AS 9001	89%	89%
	% sites with ISO 14001 / RC 14001	37%	40%
	% sites with ISO 45001 / OHSAS 18001 / VPP	37%	33%
	Number of sites with ISO 50001	26	24

Human Capital Metrics ⁶			
Category	Metric	2024	2025
Human Capital	Number of employees (global)	102,000	101,000
	Number of employees (U.S.)	38,000	36,000
	Women, % of total workforce (global)	29.6%	29.6%
	Men, % of total workforce (global)	70.3%	69.8%
	Undisclosed, % of total workforce (global)	0.2%	0.6%
	Women, % of executives (global)	28.9%	29.7%
	Men, % of executives (global)	71.1%	70.3%
	Undisclosed, % of executives (global)	—	—
	Women, % of other managers (global)	21.9%	22.4%
	Men, % of other managers (global)	78.1%	77.0%
	Undisclosed, % of other managers (global)	—	0.6%
	White, % of total workforce (U.S.)	60.4%	57.4%
	Black or African American, % of total workforce (U.S.)	10.4%	9.0%
	Hispanic, % of total workforce (U.S.)	12.1%	13.2%
	Native Hawaiian or Pacific Islander, % of total workforce (U.S.)	0.3%	0.3%
	Asian, % of total workforce (U.S.)	15.2%	15.8%
	American Indian or Alaskan Native, % of total workforce (U.S.)	0.6%	0.6%
	Two or more races, % of total workforce (U.S.)	1.0%	1.1%
	Undisclosed, % of total workforce (U.S)	0.3%	2.4%

Human Capital Metrics ⁶				
Category		Metric	2024	2025
Human Capital	Executives	White, % of executives (U.S.)	71.6%	70.8%
		Black or African American, % of executives (U.S.)	4.2%	3.4%
		Hispanic, % of executives (U.S.)	5.9%	6.0%
		Native Hawaiian or Pacific Islander, % of executives (U.S.)	—	—
		Asian, % of executives (U.S.)	17.1%	17.2%
		American Indian or Alaskan Native, % of executives (U.S.)	0.2%	0.3%
		Two or more races, % of executives (U.S.)	0.9%	1.0%
		Undisclosed, % of executives (U.S)	—	1.3%
	Other managers	White, % of other managers (U.S.)	69.1%	67.0%
		Black or African American, % of other managers (U.S.)	5.6%	4.5%
		Hispanic, % of other managers (U.S.)	8.7%	9.4%
		Native Hawaiian or Pacific Islander, % of other managers (U.S.)	0.2%	0.2%
		Asian, % of other managers (U.S.)	15.3%	15.6%
		American Indian or Alaskan Native, % of other managers (U.S.)	0.2%	0.3%
		Two or more races, % of other managers (U.S.)	0.8%	0.8%
		Undisclosed, % of other managers (U.S)	0.3%	2.1%

Human Capital Metrics ⁶		
Category	Metric	2025
Human Capital	Women, % of hiring (global)	29.8%
	Men, % of hiring (global)	68.7%
	Undisclosed, % of hiring (global)	1.5%
	White, % of hiring (U.S.)	41.8%
	Black or African American, % of hiring (U.S.)	13.4%
	Hispanic, % of hiring (U.S.)	14.9%
	Native Hawaiian or Pacific Islander, % of hiring (U.S.)	0.2%
	Asian, % of hiring (U.S.)	13.1%
	American Indian or Alaskan Native, % of hiring (U.S.)	0.7%
	Two or more races, % of hiring (U.S.)	2.3%
	Undisclosed, % of hiring (U.S.)	13.7%
	Women, % of retention (global)	89.7%
	Men, % of retention (global)	90.4%
	White, % of retention (U.S.)	88.4%
	Black or African American, % of retention (U.S.)	86.0%
	Hispanic, % of retention (U.S.)	87.0%
	Native Hawaiian or Pacific Islander, % of retention (U.S.)	91.2%
	Asian, % of retention (U.S.)	89.4%
	American Indian or Alaskan Native, % of retention (U.S.)	87.4%
	Two or more races, % of retention (U.S.)	82.6%

Board of Directors		
Category	Metric	2026
Board of Directors ⁷	Number of directors	8
	Number of independent directors	7
	Number of women	2
	Number of men	6
	Asian	2
	Black	0
	Hispanic	1

Notes to data tables

¹2024 and 2025 metrics represent Honeywell International Inc. structure as of December 31, 2025.

²Represents estimated Scope 3 GHG emissions for the select categories disclosed in our CDP Climate Report.

³Validated in April 2023.

⁴2024 metrics represent Honeywell International Inc. structure as of December 31, 2024. 2025 metrics represent Honeywell International Inc. structure as of December 31, 2025.

⁵Metrics calculated in accordance with SASB definitions.

⁶2025 human capital metrics are as of December 31, 2025 and represent Honeywell International Inc. structure as of December 31, 2025. Percentages may not equal 100% due to rounding. Excludes Sandia National Laboratories (Sandia) and Kansas City National Security Campus (KCNSC) workforces. Sandia and KCNSC are U.S. Department of Energy facilities. Prior to Honeywell Aerospace becoming a standalone public company on June 29, 2026, Honeywell managed these facilities as a contract operator and did not establish or control their human resources policies. The executives category represents executive-band employees.

⁷As of September 30, 2026.