

PURPOSEFUL GROWTH POSITIVE IMPACT

2025 IMPACT REPORT

Honeywell



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), including statements related to the proposed spin-off of the Company's Advanced Materials business into Solstice Advanced Materials, a standalone, publicly traded company, the proposed separation of Automation and Aerospace Technologies, and the evaluation of strategic alternatives for the Productivity Solutions and Services and Warehouse and Workflow Solutions businesses. 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. 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 U.S. Securities and Exchange Commission. 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.

A CONTINUING COMMITMENT TO OUR PLANET, PEOPLE AND PRINCIPLES



To Our Shareholders and Stakeholders,

Across Honeywell, our long-standing commitments to our Planet, People and Principles not only guide how we conduct our business today but also how we think about our growth into the future. In this Impact Report, we reflect on our progress in each of these core areas and examine how our culture of continuous improvement and our commitment to innovating for impact shaped the results we have delivered to our stakeholders across the globe.

OUR PLANET

From our efforts to increase energy efficiency and reduce greenhouse gas (GHG) emissions to our work to minimize

waste and conserve water, our commitment to environmental responsibility plays an important role in our efforts to drive growth across our operations. As a result, we are developing innovative products and solutions that help improve energy efficiency and are advancing offerings, such as sustainable aviation fuel, that help our customers reach their performance and emissions reduction goals.

As we progress toward achieving carbon neutrality within our own business, we also continue to implement new initiatives, many of which are built around Honeywell's own products and solutions, that help us drive further environmental improvements. In 2024, for example, we continued to integrate our innovative energy management and control systems across our own global manufacturing sites to improve energy efficiency. Through this implementation and more than 6,800 efficiency, emissions reduction, water and waste projects across our facilities in the last 15 years, we have successfully driven more than \$100 million in annualized savings and remain on track to achieve carbon neutrality in our operations and facilities by 2035^{1,2}.

OUR PEOPLE

We have long embraced a commitment to serving the communities where we operate and on developing the next generation of industry talent at every stage of their journey – in middle school, high school and college and with a robust internship program.

Across the globe, we brought our STEM education programs to more than 325,000 students in 2024 through new partnerships, including FIRST Robotics competitions and the Environmental Education Initiative powered by Discovery Education. In 2025, we announced a \$10 million

investment in University of North Carolina Charlotte to establish the Honeywell Innovation Hub near our headquarters. In addition to creating a state-of-the-art facility, our support spans scholarships, active learning classrooms and hands-on research opportunities for engineering and computing students.

We welcomed approximately 1,700 intern and co-op students in our 2025 university relations hiring cycle and are proud to have nearly 80% of the interns that performed well accept their offers to rejoin Honeywell as full-time employees or returning interns.

To help our Futureshapers advance their careers at Honeywell, this past year we expanded our career development offerings, resulting in more than 52,000 approved Individual Development Plans and the engagement of more than 40,000 Futureshapers in our interactive Accelerator Learning platform. Together, our Futureshapers also dedicated their time and talents to shaping the future of our local communities, driving a more than 55% increase in their total volunteer hours from 2023 to 2024.

We also remain steadfast in supporting humanitarian and disaster relief as a responsible community partner. Following the impact of Helene, Milton and other severe hurricanes that devastated the Southeast United States, Honeywell and our employees helped fund a multi-state effort to provide immediate humanitarian relief for long-term recovery. Within these communities and many others across the globe, the Honeywell Humanitarian Relief Foundation, an independent 501(c)(3) organization, delivered direct relief assistance and helped recovery efforts, including in areas across the United Arab Emirates following the devastating Dubai floods.

OUR PRINCIPLES

Our Code of Business Conduct and our Foundational Principles – integrity and ethics, workplace respect, inclusion and global mindset and safety always – shape how our Futureshapers around the world conduct business each day. Our Board of Directors and senior leadership team uphold our rigorous reporting standards and responsible operating practices. Building on these long-standing principles and in recognition of the tremendous opportunities for innovation in new technologies like AI, we also implemented a new Responsible AI Governance Framework this past year to support proper oversight and responsible, compliant deployment of this essential technology.

As we move toward the planned spin-offs of our Solstice Advanced Materials and Honeywell Aerospace businesses, we look forward to building on this progress. By acting with purpose and driving continuous improvement, we are confident in our continued ability to create a bright future for our employees and a lasting positive impact for all our stakeholders.

We appreciate your support and partnership on our journey.



Vimal Kapur
CHAIRMAN & CEO

¹Scope 1 and Scope 2.
²Commitment does not apply to entities which will be spun-off.

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Honeywell

OUR COMPANY

Honeywell is an integrated operating company serving a broad range of industries and geographies around the world. Our business is aligned with three powerful megatrends – automation, the future of aviation and energy transition – underpinned by the Honeywell Forge IoT platform and our Honeywell Accelerator operating system.

As a trusted partner, we help organizations solve the world’s toughest, most complex challenges, providing actionable solutions and innovations through our Aerospace Technologies, Building Automation, Energy and Sustainability Solutions and Industrial Automation business segments that help make the world smarter, safer, as well as more secure and sustainable.

We are currently working toward the planned separation of the business into three independent, industry-leading companies with the separations of Solstice Advanced Materials by the end of 2025 and Honeywell Aerospace in the second half of 2026. Following the separation, Honeywell will become a global automation business focused on building automation, process automation and technologies and industrial automation.



HONEYWELL OVERVIEW

NASDAQ:
HON

Locations¹:
~722

Employees¹:
~102,000

2024 Revenue:
~\$38.5B

Headquarters:
Charlotte, NC

THE FUTURE IS WHAT WE MAKE IT



AEROSPACE TECHNOLOGIES

Used in virtually every commercial and defense aircraft platform worldwide, our aerospace products and services continue to lead the future of air travel, including developments in advanced air mobility and the electrification of aircraft.

[Learn more](#)



BUILDING AUTOMATION

Buildings worldwide leverage our technologies to create and maintain spaces that are more efficient, secure and safe for the people who use them, ultimately boosting their performance.

[Learn more](#)



ENERGY & SUSTAINABILITY SOLUTIONS

Honeywell Energy & Sustainability Solutions supports the world's growing energy needs through ongoing innovation in processes and technologies that enable our customers to meet their economic, energy security and emissions reduction goals.

[Learn more](#)



INDUSTRIAL AUTOMATION

Our technologies are on the job every day in factories, refineries and other industrial settings where operators count on our products, services and software to manage complex processes and deliver consistent outcomes. Built on a vast installed base and with deep presence in high-growth verticals, our comprehensive portfolio of control technologies, connected solutions and software drives digital transformation to enable the future of industrial autonomy.

[Learn more](#)

HONEYWELL FORGE IOT PLATFORM

Our flagship Industrial Internet of Things (IIoT) software platform provides actionable insights to improve our customers' business outcomes, and is a strategic digital pillar that supports every Honeywell business segment. By uniting real-time data across assets, people and processes, Honeywell Forge enables intelligent operations, enhances productivity, reduces risk and accelerates growth. It also serves as a catalyst for new product introductions by integrating best-in-class tech partners' offerings to help drive key customer outcomes. Our software expertise boosts growth at Honeywell, and in turn, our ability to have a purposeful impact across our global customer base.

HONEYWELL ACCELERATOR

The Honeywell Accelerator operating system is the framework for how we think, run and grow our business and provides a unified approach to drive transformation and continuous improvement across our four business models. It emphasizes the design of end-to-end digitized business processes underpinned by Global Design Models (GDMs), Lean Six Sigma methodologies, ongoing learning and development and core Honeywell behaviors, all strengthened by digital operations.

¹As of December 31, 2024. "Employees" excludes Sandia National Laboratories (Sandia) and Kansas City National Security Campus (KCNSC) workforces. Sandia and KCNSC are U.S. Department of Energy facilities. Honeywell manages these facilities as a contract operator and does not establish or control their human resources policies.

OUR PURPOSEFUL APPROACH

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

PRIORITIES ASSESSMENT

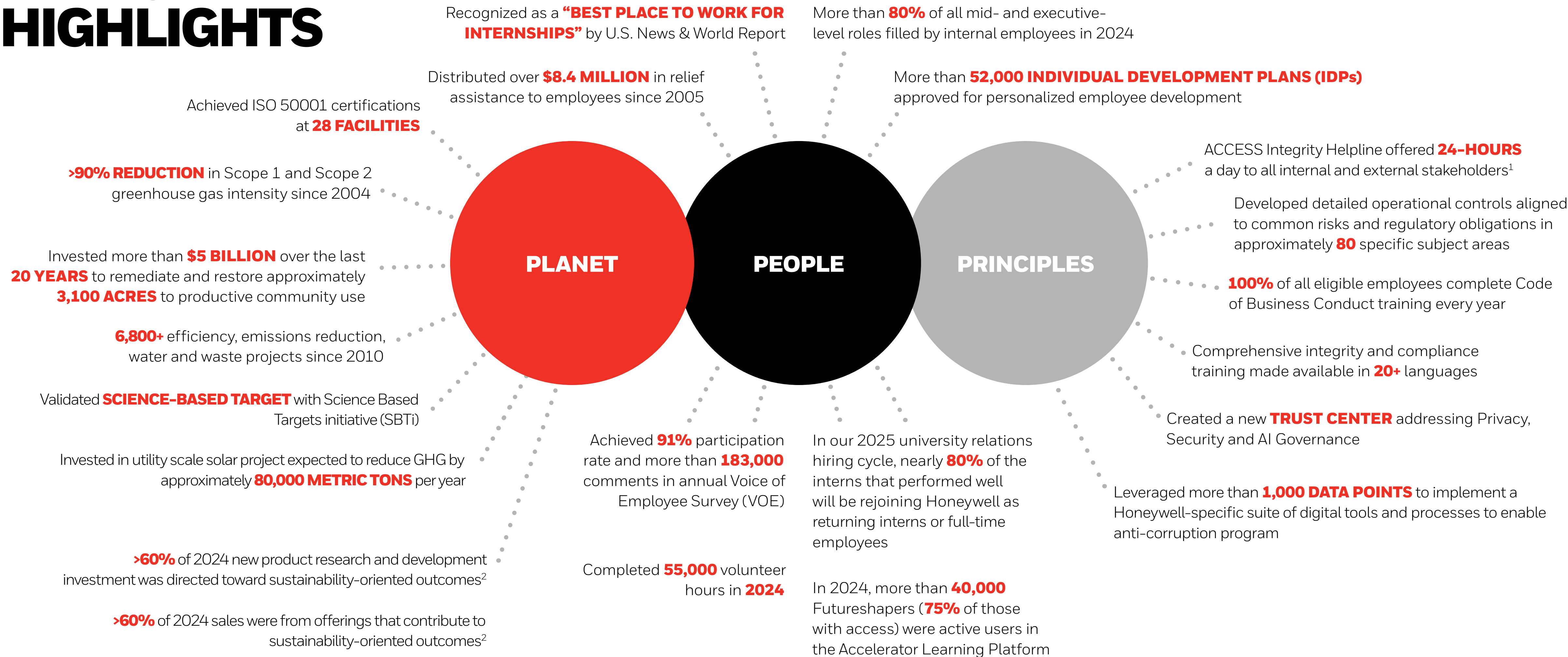
At Honeywell, we are committed to continuous evaluation and evolution of our corporate responsibility strategy, including identifying the areas that are most important to our business. We engaged a third party to conduct a comprehensive priorities assessment, helping us understand the perspectives and 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’s 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.



HONEYWELL IMPACT HIGHLIGHTS

2024-2025 SNAPSHOT

MSCI upgraded Honeywell’s rating to its **highest ‘AAA’ level**, in recognition of our **strong corporate governance** and **business ethics practices**, as well as our **industry-leading clean technology** initiatives



¹ As of December 31, 2023.
² Sustainability-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 “ESG/ESG Information/Identification of Sustainability-Oriented Offerings”).

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INNOVATING FOR IMPACT

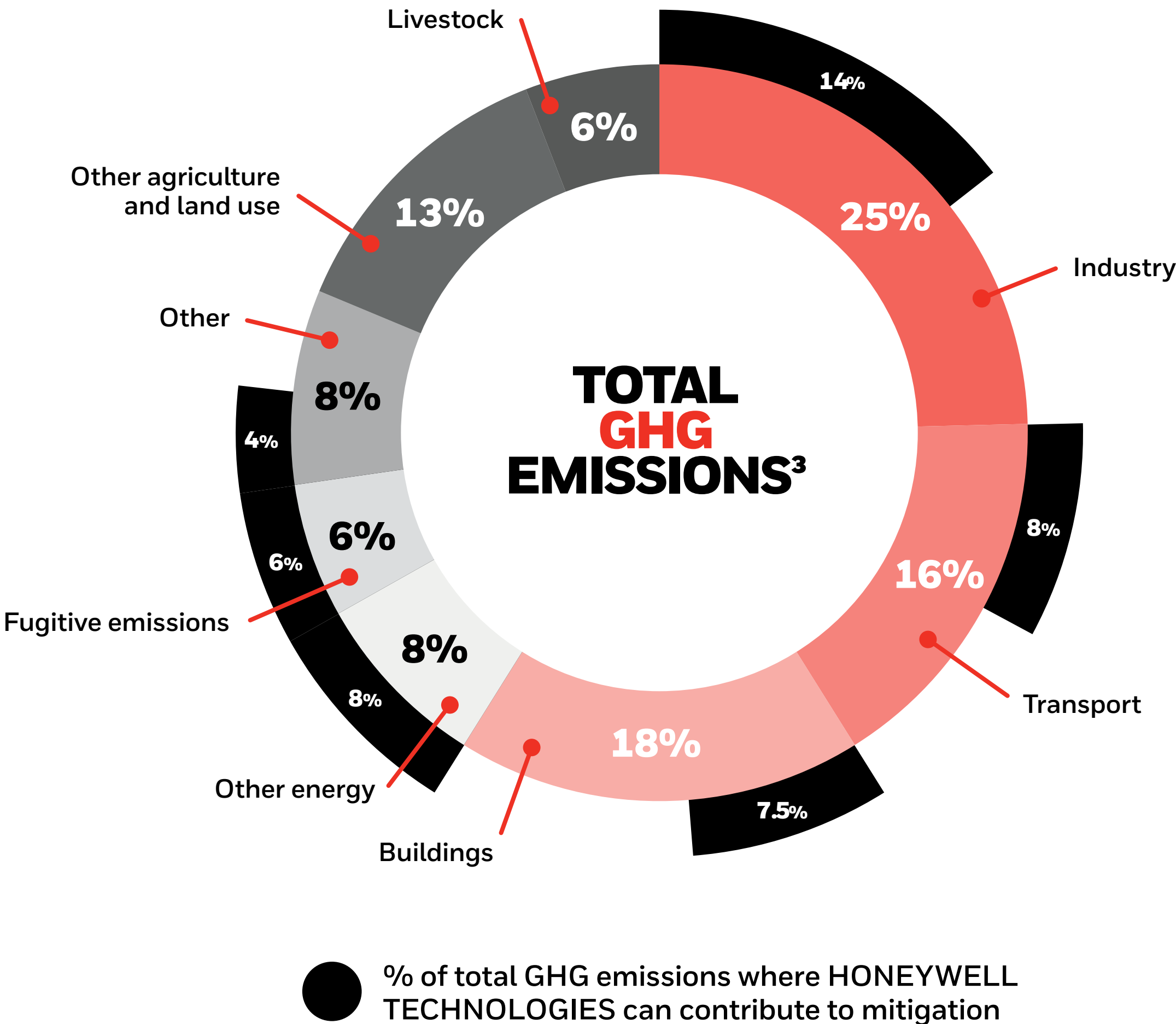
HONEYWELL DELIVERS SOLUTIONS FOR EMISSIONS MITIGATION

For over 100 years, Honeywell has been a global leader in powering innovation to transform tomorrow. From the world’s most widely used barcode to providing technology for the first U.S. manned mission to space, we have over a century of experience in transforming how people live, work, travel and connect. But it’s not only about our past innovations; it’s about our ongoing commitment to shaping a brighter future.

We continue to introduce cutting-edge offerings for a vast number of global markets and industries, with a portfolio of products and solutions that spans the industries and sectors that most directly contribute to promoting a comprehensive energy transition at scale — including energy efficiency, electrification, health, safety and security, circularity and measurement and reporting.

These solutions work together to help reduce CO₂e emissions across some of the most difficult industries to abate, making significant contributions to sustainability-oriented goals worldwide. **We estimate that Honeywell technologies will have a cumulative impact of mitigating 2.0 billion metric tons of CO₂e between 2023 and 2030¹.** This is 175 times Honeywell’s own projected Scope 1 and 2 greenhouse gas (GHG) emissions over the same time period.

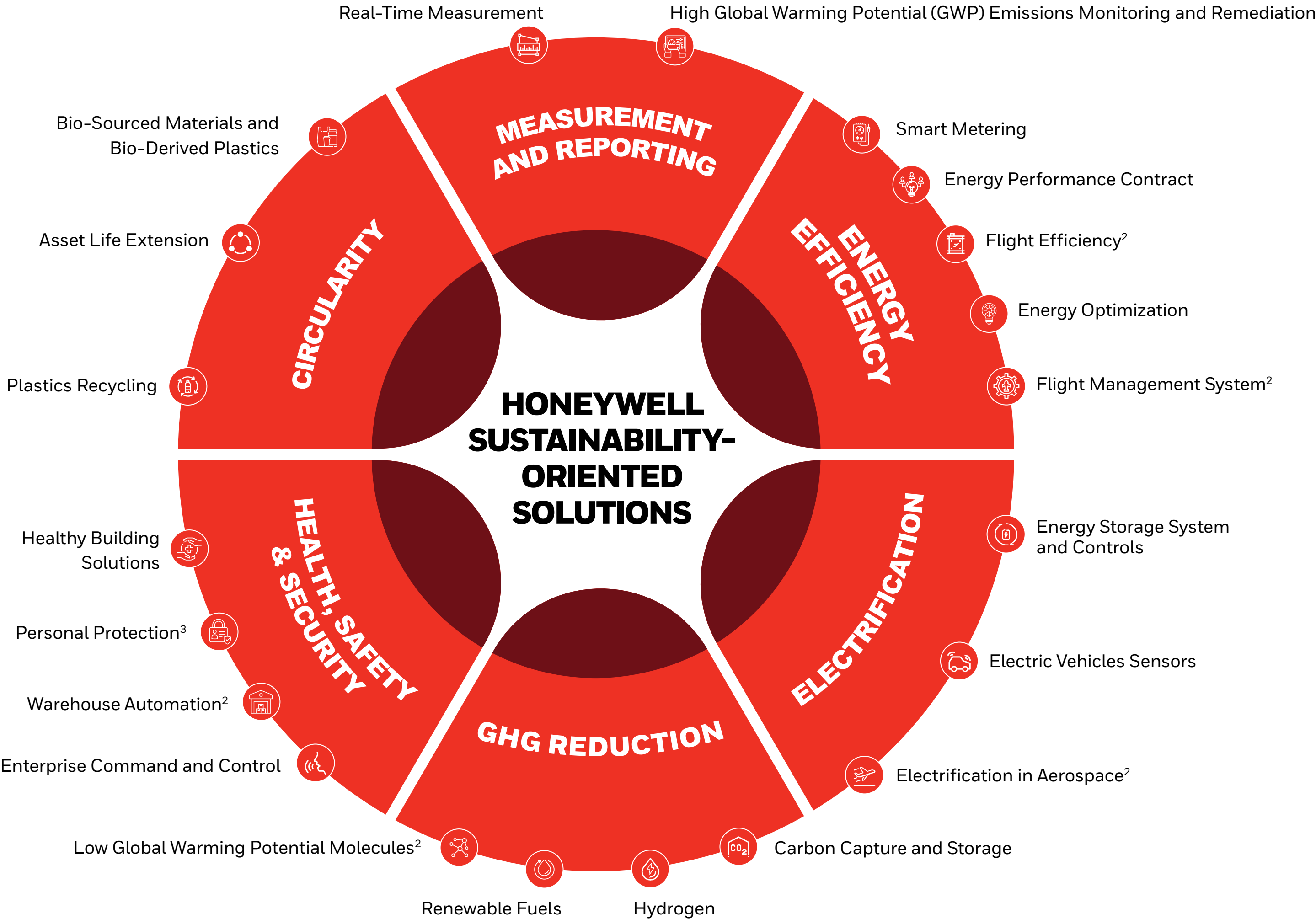
Honeywell solutions can contribute to the mitigation of roughly 50% of anthropogenic GHG emissions²



¹ Methodology for estimating GHG emission impact is available at investor.honeywell.com (see “ESG/ESG Information/GHG Mitigation Impact of Honeywell Technologies”). ²Extent of contribution depends on the sector and technology deployed. More information is available at investor.honeywell.com (see “ESG/ESG Information/GHG Mitigation Impact of Honeywell Technologies”). ³IPCC 2022: Climate Change 2022: Mitigation of Climate Change. Contribution of Working Group III to the Sixth Assessment Report of the Intergovernmental Panel on Climate Change [P.R. Shukla, J. Skea, R. Slade, A. Al Khourdajie, R. van Diemen, D. McCollum, M. Pathak, S. Some, P. Vyas, R. Fradera, M. Belkacemi, A. Hasija, G. Lisboa, S. Luz, J. Malley, (eds.)]. Cambridge University Press, Cambridge, UK and New York, NY, USA.

SUSTAINABILITY-ORIENTED¹ SOLUTIONS

As Honeywell progresses toward carbon neutrality, we will continue to innovate to improve our operations while helping our customers face their most complex health, safety, security, environmental and resilience challenges.



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 “ESG/ESG Information/Identification of Sustainability-Oriented Offerings”).

²These product lines are included in the proposed spin-off of the Company's Advanced Materials business into Solstice Advanced Materials, a standalone, publicly traded company, the proposed separation of Automation and Aerospace Technologies, and the evaluation of strategic alternatives for the Productivity Solutions and Services and Warehouse and Workflow Solutions businesses.

³Sale of the Personal Protective Equipment business closed May 2025.

Honeywell’s technologies and solutions will have a role in the mitigation of GHG emissions between 2023 and 2030.¹ This includes the reduction of up to:



140 million metric tons of CO₂e from our [Methane Emissions Detection and Flare Monitoring](#)

270 million metric tons of CO₂e from our [Aviation Technologies](#)²

420 million metric tons of CO₂e from our [Sustainable Buildings Technologies](#)

320 million metric tons of CO₂e from our [Carbon Capture and Utilization or Sequestration \(CCUS\)](#)

200 million metric tons of CO₂e from our [Industrial Automation Technologies](#)

600 million metric tons of CO₂e from substitution of high-global-warming-potential (high-GWP) fluorinated gases (F-gases) with lower GWP alternatives such as [Honeywell HFO Technologies](#)²

50 million metric tons of CO₂e from our [Hydrogen Combustion Systems](#)

¹ Methodology for estimating GHG mitigation impact is available at investor.honeywell.com (see “ESG/ESG Information/GHG Mitigation Impact of Honeywell Technologies”).
² These product lines are included in the proposed spin-off of the Company’s Advanced Materials business into Solstice Advanced Materials, a standalone, publicly traded company, the proposed separation of Automation and Aerospace Technologies, and the evaluation of strategic alternatives for the Productivity Solutions and Services and Warehouse and Workflow Solutions businesses

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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's 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 6,800 efficiency, emissions reduction, water and waste projects have been implemented at our facilities and have resulted in more than \$100M in annualized savings. These include building automation and controls, lighting, compressed air and gas systems, low-flow fixtures, composting, 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 regularly 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, 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.

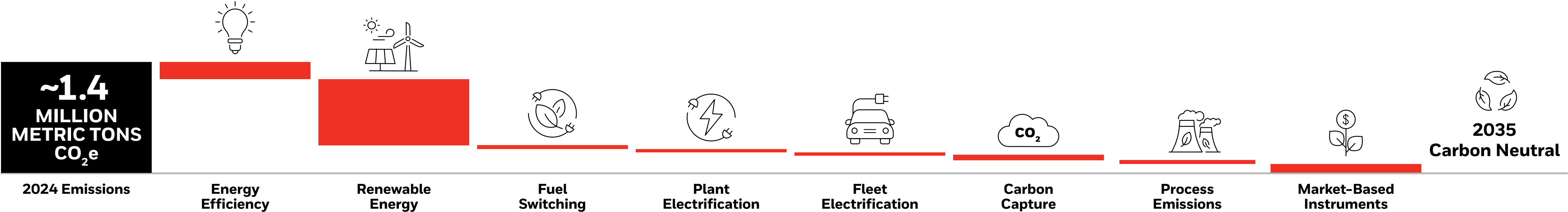
The table on the following page details the core strategies that we will employ to meet our carbon neutrality target.

To further support the advancement of our technologies, the SRB oversees the use of our facilities as laboratories for innovation. For example, we installed a microgrid at one of our

facilities in Lugoj, Romania. The system generates renewable energy to lower the site’s carbon footprint while using Honeywell battery energy storage technology to improve resilience. The project will serve as a blueprint for future projects at other Honeywell and customer facilities.



Honeywell decarbonization strategy: Carbon neutral by 2035



OUR JOURNEY TO CARBON NEUTRALITY

Decarbonization Strategy	Example
Energy Efficiency	Honeywell looks for opportunities to upgrade and make existing equipment more energy efficient through the replacement of assets such as dryers, compressors and pumps with newer, more efficient designs. We also take advantage of opportunities to capture waste energy through the installation of boiler economizers and upgraded heat exchangers.
Renewable Energy	Honeywell invested in a utility scale solar project in Louisiana that is expected to reduce its Scope 2 footprint by approximately 80,000 metric tons per year. This project went live in the spring of 2025. In addition, Honeywell is closing several waste beds in Syracuse, New York using solar panels that will generate renewable energy for the local community.
Fuel Switching	As hydrogen becomes available near our large manufacturing plants, Honeywell will pursue opportunities to replace natural gas with hydrogen for boilers and other industrial equipment.
Electrification	Honeywell 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 has also deployed a program to electrify its vehicle fleet by 2035.
Carbon Capture	Honeywell is working to deploy our Advanced Solvent Carbon Capture process at sites worldwide, capturing CO ₂ from flue gas and redirecting it for use or safe storage instead of allowing it to enter the environment.
Process Emissions	Honeywell continues to develop and deploy technologies to help reduce process emissions at its manufacturing facilities. For example, the Honeywell Forge Sustainability+ platform can visualize methane leaks in near real time across an enterprise to show production loss.
Market-Based Instruments (Credible Offsets & Renewable Fuels)	Honeywell is utilizing renewable fuels such as sustainable aviation fuel (SAF) and will invest in renewable natural gas in the future, while also investing in credible carbon offsets coming from projects that are technology-based, metered and permanently store captured carbon.



¹Decarbonization strategy is representative of current plans, which are subject to change.

REDUCING GHG EMISSIONS

Honeywell reports on its global GHG emissions pursuant to Greenhouse Gas Protocol and 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.

Greenhouse Gas Data ¹					
	2020	2021	2022	2023	2024
Scope 1, Metric Tons CO ₂ e	1,540,485	1,464,009	1,146,263	711,239	750,530
Scope 2, Metric Tons CO ₂ e	860,579	693,288	697,090	662,573	666,603
Total	2,401,064	2,157,297	1,843,353	1,373,812	1,417,133
GHG Intensity, Metric Tons CO ₂ e/\$M Revenue	73.6	62.7	52.0	37.5	36.8

The GHG intensity metrics are the sum of our Scope 1 and location-based Scope 2 emissions in metric tons of carbon dioxide equivalent divided by revenue in million U.S. dollars. Variations in data reported can occur due to timing of reporting and updates to methodologies as newer reporting protocols and emission factors are adopted.

As a part of our commitment to reducing GHG emissions, Honeywell is implementing solar projects to decrease reliance on conventional power sources. Recent and ongoing initiatives include:

- A utility scale solar facility in Louisiana that is expected to reduce our GHG footprint by approximately 80,000 metric tons per year.
- The innovative closure of a waste bed using solar panels capable of generating up to 15MW of electricity instead of the standard impermeable cap.
- A rooftop solar system at our factory in Trieste, Italy generating approximately 500,000 kilowatt hours of clean energy per year.



¹Reflects update to Global Warming Potential values from Intergovernmental Panel on Climate Change (IPCC) Assessment Report 6 (AR6)

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.

Energy Performance					
	2020	2021	2022	2023	2024
Energy, billion BTU	15,348	15,247	15,603	15,353	15,827
Energy Efficiency, billion BTU/\$M	0.470	0.443	0.440	0.420	0.411

The assurance process we use for our GHG inventory includes, by default, our energy footprint. The energy data compiled here represents our global footprint for all our sites. Estimates are used for some of our smaller sites but are typically in the range of 5% of our overall inventory.

Honeywell’s 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 such as tiered accountability, self-assessments and kaizens (short-duration projects led by facilitator specific improvement objectives) 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, Honeywell continues to focus on improving energy efficiency in our industrial and production processes.

For example, Honeywell 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.

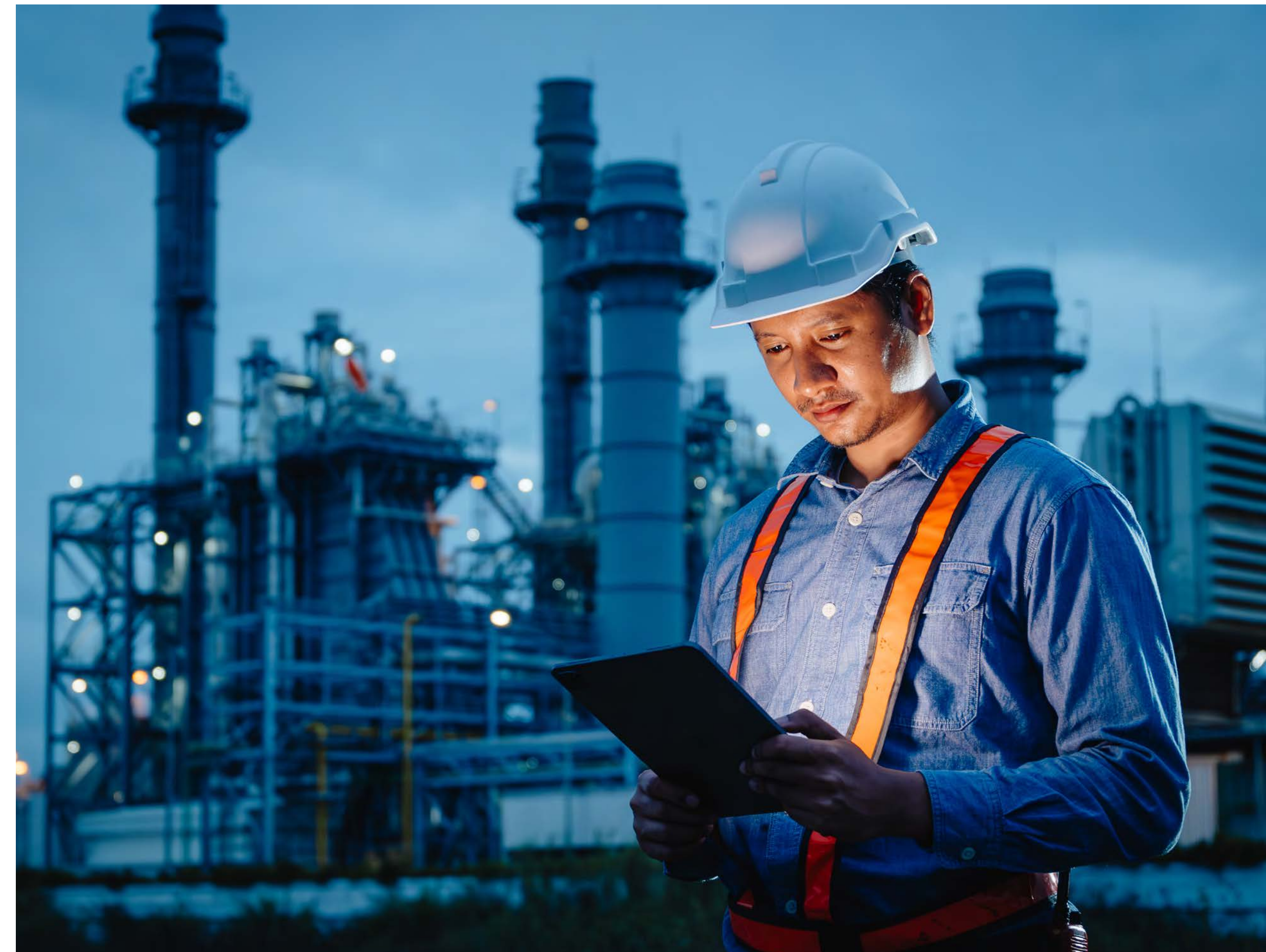


MANAGING AIR EMISSIONS

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 manages waste in accordance with all regulatory requirements while also seeking to minimize waste generation and environmental impacts. All of our 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's 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's 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.

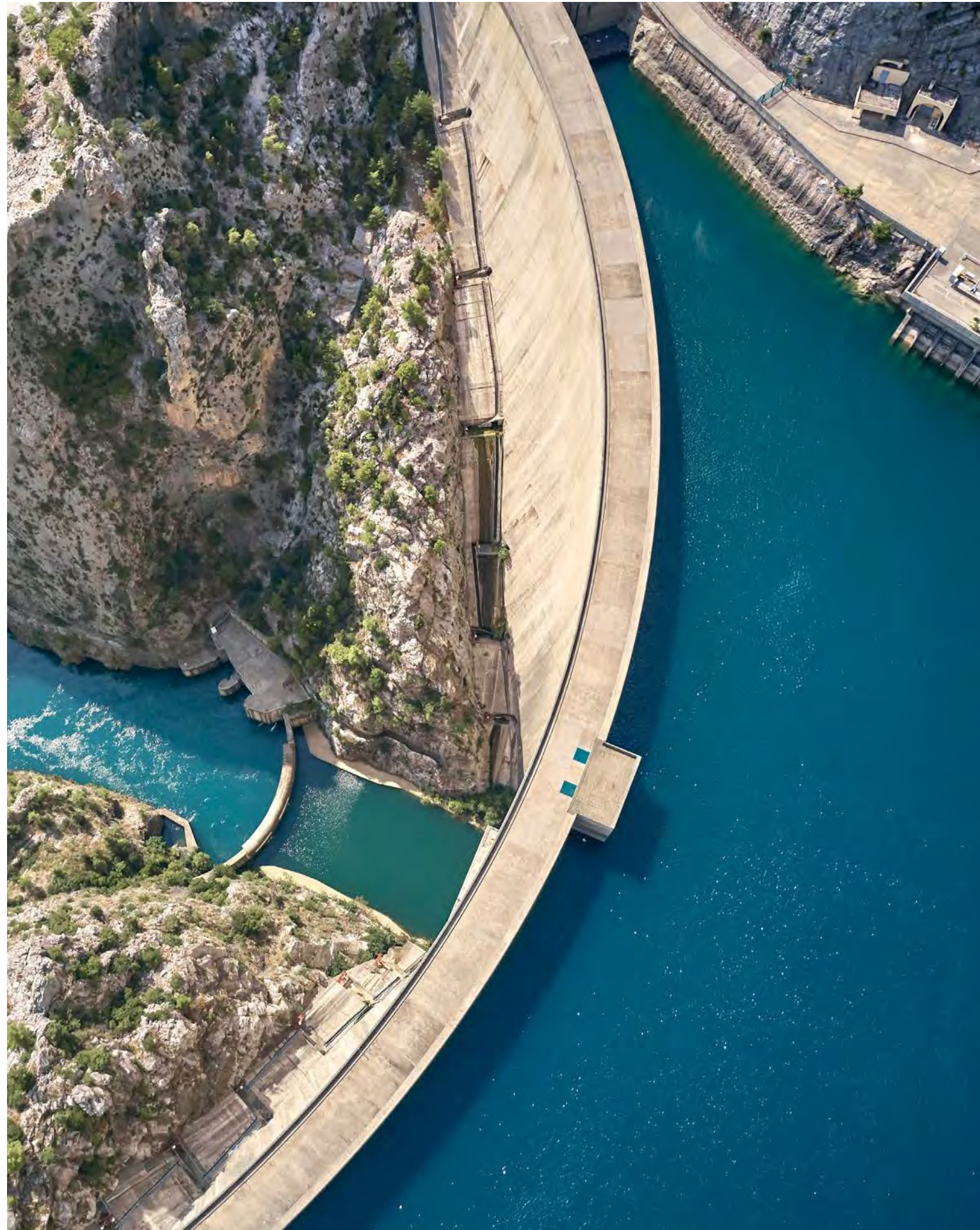
Honeywell executes waste reduction projects in support of our goals and as part of our global sustainability strategy. Many of these initiatives are identified via a kaizen process, and are tracked in our project database from initial conception through full implementation.

Project examples:

- **Southend, United Kingdom:** The site worked with their hazardous waste contractor to enhance the degreasing process by adding filters to the degreasing tanks and extending the solvent cycle to 12 weeks, reducing hazardous waste by 540 liters of hazardous waste per year. Additionally, the team optimized its plastic wrapping processes for finished parts and retail packaging, resulting in the elimination of over a ton of plastic wrap per year.
- **Hlubocky, Czech Republic:** The site installed an ultrafiltration system to reduce hazardous waste generated during production. This filtration technology will also improve efficiency of wastewater treatment, enabling treated water to be used for a longer period of time and reduce the consumption of activated carbon required for production. This project reduced hazardous waste and has resulted in annual operational savings of approximately \$73,000.
- **Houston, Texas:** The site implemented an employee-led composting program that will reduce the amount of waste sent to a landfill by up to 10,000 pounds. Employees and their families were offered a day-long orientation session to kick off the project.



WASTEWATER AND EFFLUENT MANAGEMENT



Honeywell 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 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.

WATER STEWARDSHIP

Honeywell's global inventory of water usage data supports the identification of conservation opportunities. Honeywell analyzes all its operations for Baseline Water Stress using the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct.

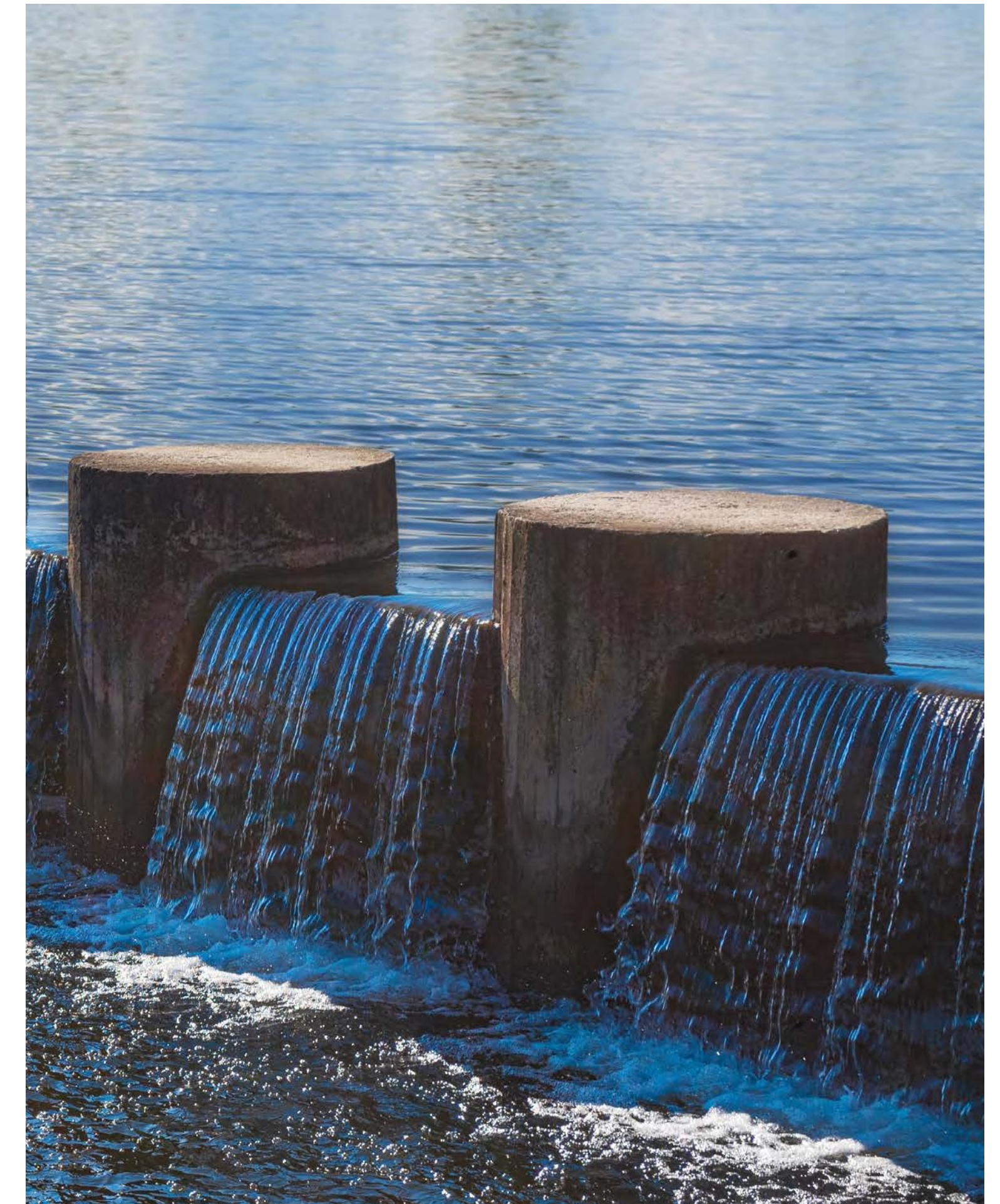
To ensure a continuous focus on conservation at our larger company sites in water-stressed regions, and as part of our HSEPS Management System requirements, all sites in locations with High (40–80%) or Extremely High (greater than 80%) Baseline Water Stress meeting a certain threshold must:

- 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

- Maintain a list of water conservation measures identified and completed

Project Examples:

- **Glendale, Arizona:** The site upgraded its irrigation system, replacing time-based controllers with a water-sensing controlled system, eliminating unnecessary watering during rainfall. This project results in as much as 1.5 million gallons of water savings annually. In addition, the site has been converting traditional landscaping to xeriscaping, replacing approximately 9,000 square feet of landscaping to date, resulting in an additional savings of 140,000 gallons of water.
- **Torrance, California:** The site updated the water treatment system on its cooling towers to increase the cycles of concentration by 12.5%. This reduced the amount of blowdown/makeup water required, saving an estimated 538,000 gallons per year.



REVITALIZATION FOR A BETTER FUTURE: ENVIRONMENTAL REMEDIATION

Honeywell's manufacturing operations date back more than 100 years. Like other companies with long, successful histories, many of our former operations were closed or sold years ago and are now considered brownfields. Many of the sites had multiple owners over the years, most of which no longer exist. These historic operations largely predate modern regulations — including the Clean Water Act, the Clean Air Act, Superfund, the Resource Conservation and Recovery Act and the establishment of the U.S. Environmental Protection Agency — and are not reflective of Honeywell's current operations and processes.

Once revitalized, these idle properties can become beneficial community and company assets. Through this, we help galvanize civic pride and catalyze further community development. Honeywell has invested more than \$5 billion over the last 20 years to remediate and restore approximately 3,100 acres to productive community use. We work closely with local governments and other stakeholders, leveraging our design and engineering expertise to develop solutions that help protect human health, preserve natural resources and improve the environment.

Honeywell's Remediation and Redevelopment Group (RRG), led by the Global Remediation Vice President, oversees all remediation projects. In the United States, environmental remediation is governed by a robust regulatory framework that requires extensive community engagement and assessment of potential community risks. Honeywell's responsibilities often extend beyond the completion of a remedy, as we continue to comply with all requirements for remediation, including long-term monitoring of sites to ensure effectiveness.

Examples of remediation and redevelopment projects can be found in our [Report on Due Diligence Processes to Identify and Address Environmental and Social Risks](#).

ENVIRONMENTAL REMEDIATION PROMOTING SOLAR

RRG incorporates strategies to maximize the net environmental benefits of cleanup actions, a practice the U.S. Environmental Protection Agency refers to as "green remediation." This includes the use of solar arrays to reduce impacts on the electrical grid, minimize GHG emissions and support long-term treatment systems.

Project examples:

- **Ironton, Ohio:** A one-megawatt (MWdc) ground-mounted solar array covering 2.3 acres at the former Allied Tar & Coke site. The system is designed to supply 100% of the approximately 1.2 million kilowatt hours of electricity consumed each year by the community's groundwater treatment plant. The project earned the strong support of both the federal and Ohio environmental protection agencies, as well as local stakeholders, and is recognized as an example of green remediation.
- **Syracuse, New York:** A 680-kilowatt (kWdc) rooftop solar array supplies 100% of electricity consumed by the onsite groundwater treatment plant and nearby pump stations via virtual net metering.



BIODIVERSITY

At Honeywell, we recognize the critical importance of biodiversity in maintaining the health of our planet and supporting sustainable development. Biodiversity is essential for ecosystem resilience, and is crucial for human well-being, economic prosperity and environmental health. As a global leader in industrial technology, Honeywell is integrating biodiversity conservation into our business operations and sustainability strategies.

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 operations
- Identified common biodiversity and nature-related opportunities across our sites, to help inform future strategies

As part of our RRG activities, Honeywell actively revitalizes ecosystems. Over the past 20 years, Honeywell has remediated and restored 3,100 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.

Standout projects include:

- **Onondaga Lake, NY:** Once considered the most polluted lake in North America, Honeywell's efforts transformed it into a thriving ecosystem with approximately 290 wildlife species and 140 unique bird species.
- **Buffalo River, NY:** Honeywell served as the private sector lead to restore the Buffalo River through a unique public-private partnership. The river has now become an environmental, economic and community resource, which includes nine acres of habitat restoration with more than 143,000 native plantings. The success of the remediation and revitalization of the Buffalo River alongside Buffalo Color Park was recognized at the 2023 Brownfields Conference hosted by the Environmental Protection Agency and the International City/County Management Association where the project was awarded both the Regional and National Phoenix Awards as the top brownfield redevelopment project of the year in 2023.
- **Syracuse, NY:** Honeywell is remediating a non-hazardous landfill with an innovative approach known as agri-photovoltaic ("Agri-PV"). The Agri-PV system consists of solar panels acting in concert with a stormwater management system and native vegetation, reducing surface water infiltration. Eighty acres is currently under construction to develop 15 megawatts ("MW") of community solar projects slated for operation in late 2025. Once completed, this unique remediation approach will provide renewable electricity to community members, as well as, a habitat for wildlife and various pollinator species such as bees and butterflies.



PRODUCT STEWARDSHIP

For Honeywell, making products safer for people and the planet is systematically considered as Honeywell 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
- 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 Honeywell 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)
- 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 are committed to ensuring all our products manufactured in or imported into the European Union comply with REACH requirements. Honeywell 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 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 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

ATTRACTING THE BEST TALENT

DEVELOPING SKILLS AND GROWING CAREERS

LEADERSHIP PROGRAMS

ENGAGING OUR FUTURESHAPERS

INCLUSION AND GLOBAL MINDSET

EMPOWERING INCLUSION AND ENGAGEMENT

SAFETY ALWAYS

INDUSTRY-LEADING SAFETY PERFORMANCE

PROTECTING THE WORKFORCE

TRAINING, COMPETENCY AND AWARENESS

EMERGENCY PREPAREDNESS

CORPORATE SOCIAL RESPONSIBILITY

SHAPING THE NEXT GENERATION OF INNOVATORS

INVESTING IN THE STEM WORKFORCE OF TOMORROW

STEM AND SPORTS: INSPIRING YOUTH TO LOVE SCIENCE AND MATH

VOLUNTEERING FOR IMPACT

HUMANITARIAN RELIEF PROVIDED

SPOTLIGHT ON 10 YEARS OF BUILDING STRONG COMMUNITIES IN INDIA

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OUR FUTURESHPERS

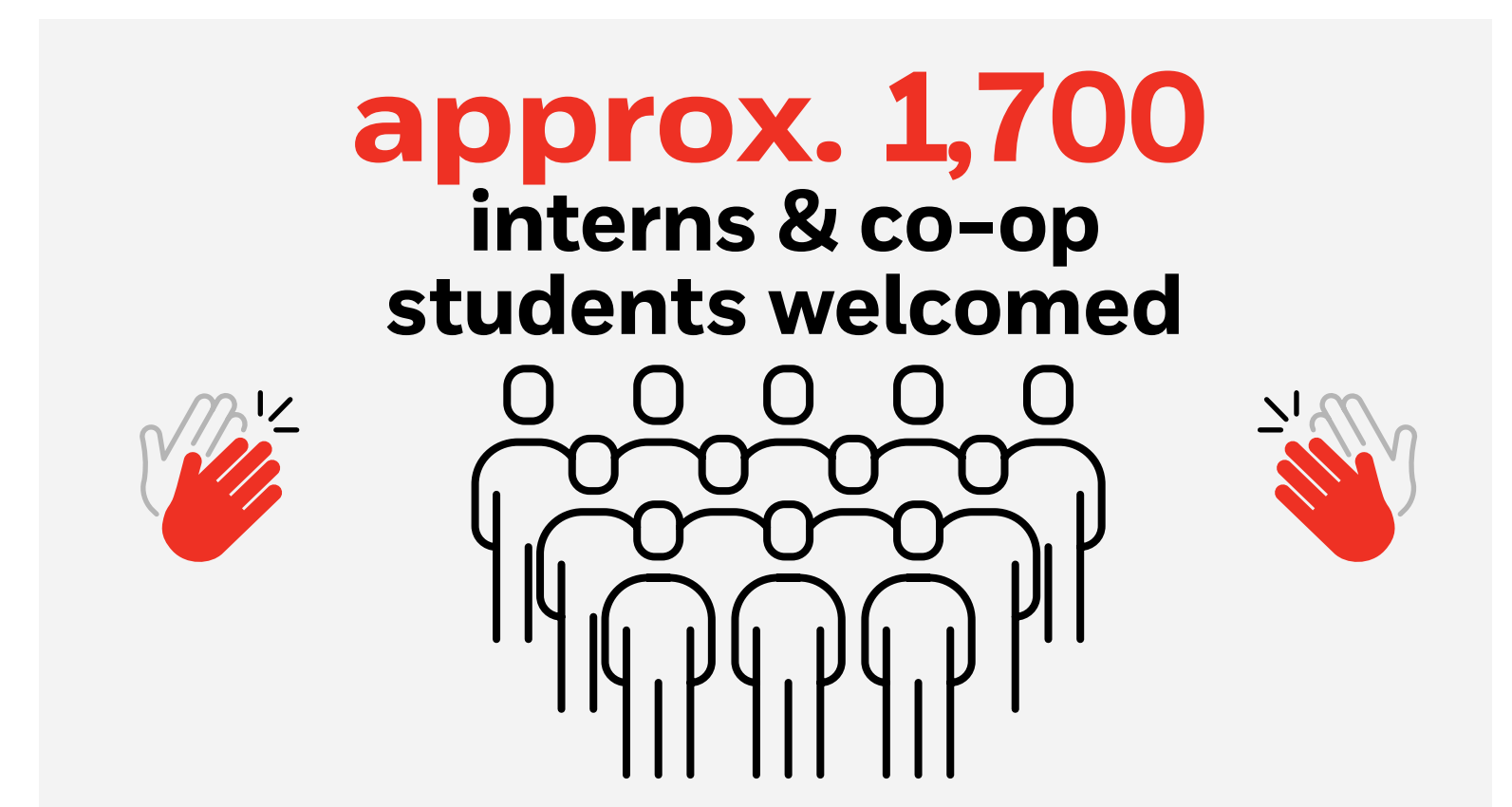
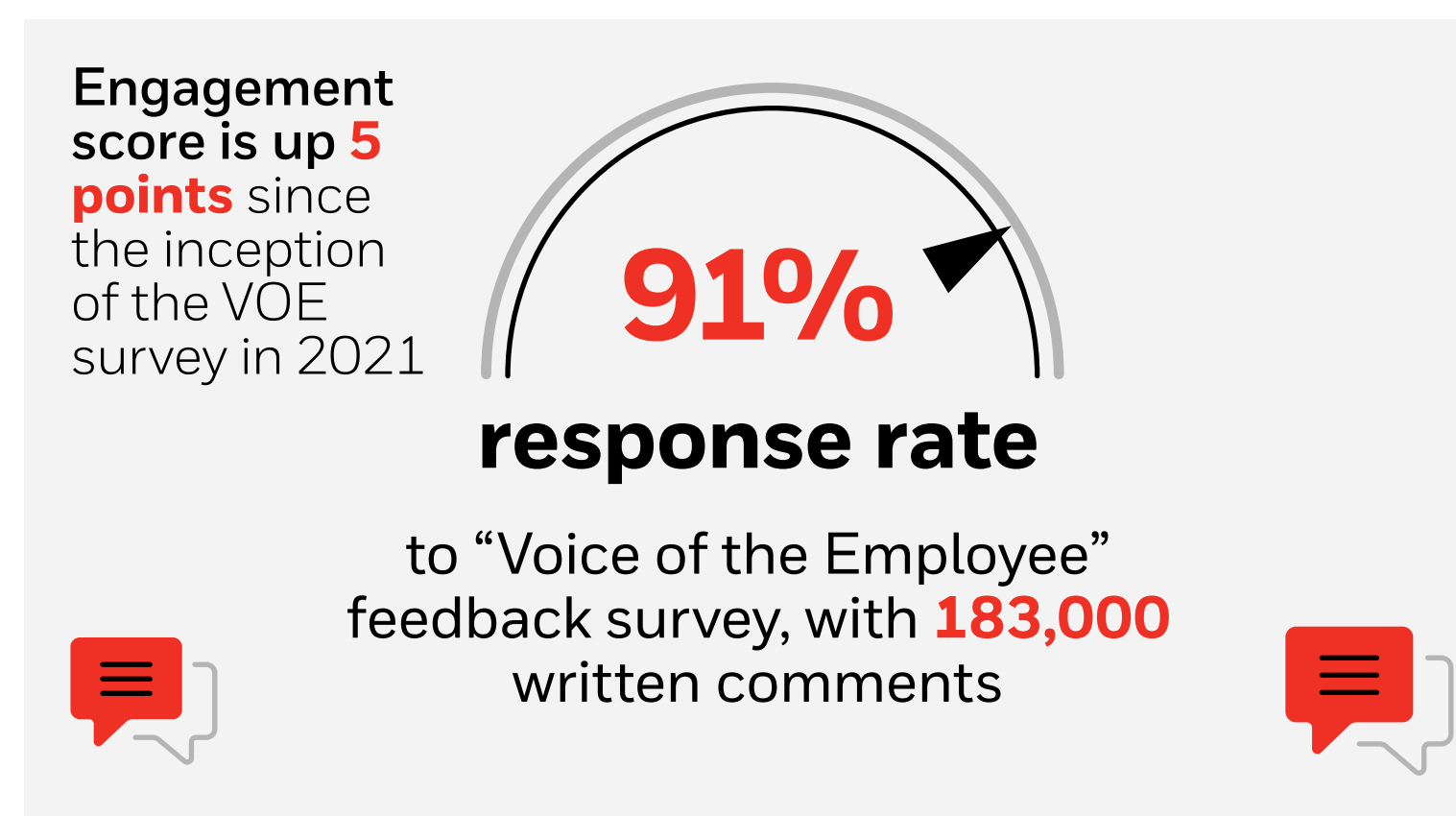
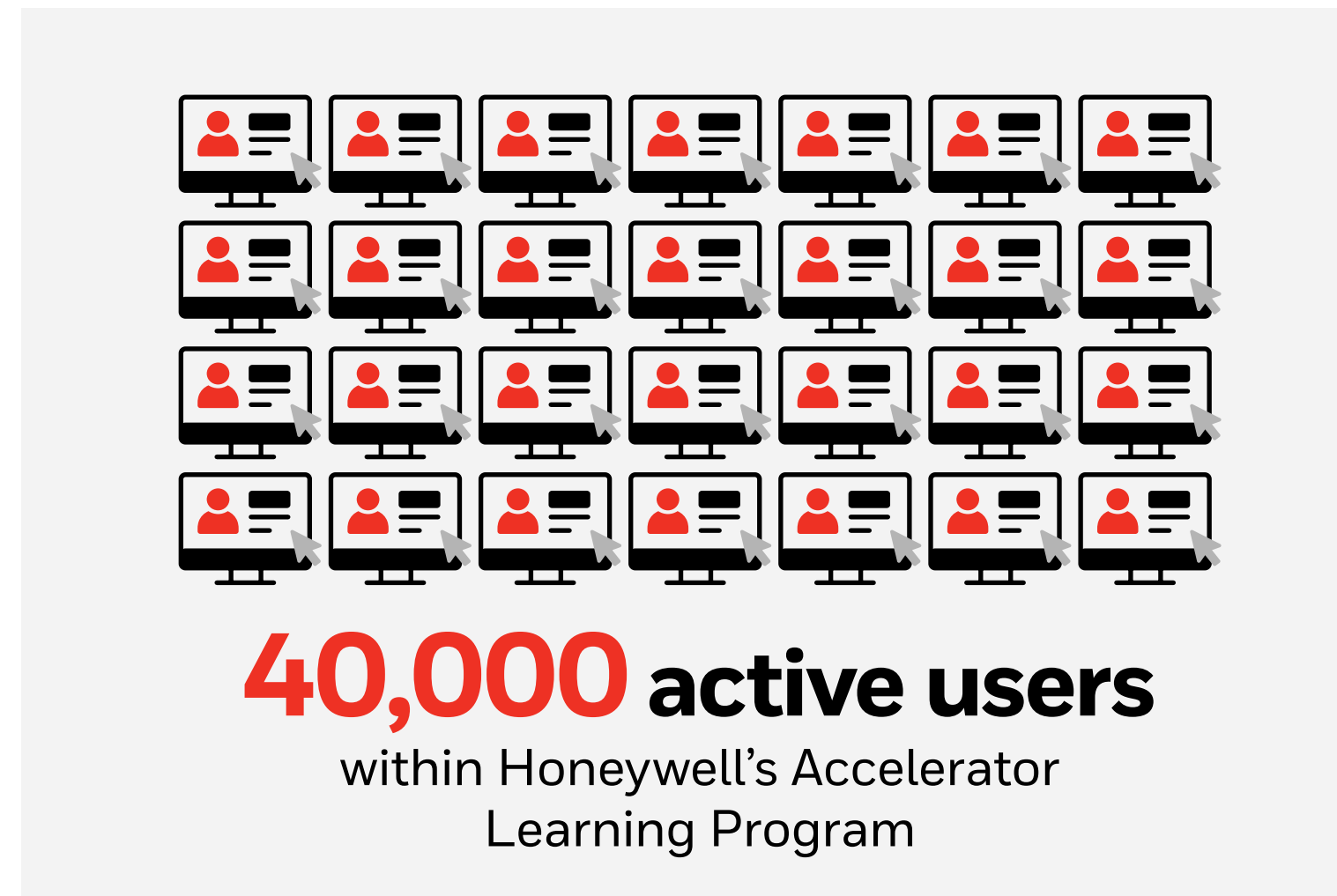
From solving global challenges to supporting local communities, our Honeywell Futureshapers help make a positive impact on the world.

Futureshapers are thinkers, dreamers and innovators. We are committed to enabling each Futureshaper to make an impact, make real connections and be their best by fostering a culture that enables career growth, continuous learning and support for 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.



A summary of top highlights of how we support our people:



ATTRACTING THE BEST TALENT

Attracting and recruiting top talent is foundational to our success. “Building Exceptional Talent” is one of Honeywell’s Six Behaviors and emphasizes the importance of developing all Futureshapers, while continuing to attract top talent to the organization.

Throughout 2024, Honeywell 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 bolstering internal hiring. To support hiring in critical skills like offering management and artificial intelligence (AI), we created a new focused hiring process to leverage case studies and assessments to better hire the right talent. A significant effort was made to infuse new sales talent into the organization, with over 1,300 sales roles filled this year across all global regions.

We proactively assessed our talent pools and quickly integrated newly acquired businesses into our existing processes. For example, we successfully took over all staffing efforts for the acquisition from Carrier, and we provided the newly acquired Liquefied Natural Gas (LNG) business critical support to hire needed welders.

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 1,700 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 as returning interns or full-time employees. Honeywell continued to leverage various STEM education organizations to identify talent for internships. In recognition of our commitment to helping shape the next generation of leaders, Honeywell was included on “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.

DEVELOPING SKILLS AND GROWING CAREERS

Learning and development

In 2024, Honeywell’s 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 1,000 modules to Futureshapers worldwide. In 2024, over 40,000 Futureshapers, representing 75% of those with access, actively engaged with the platform.

In addition, we launched an improved onboarding program to help employees quickly get up to speed, which includes a live virtual instructor-led orientation session. In 2025, we are extending this experience to our manufacturing Futureshapers, who typically do not have access to the learning platform.

Our training is designed to promote a workplace culture of mutual respect, which is critical to maintaining a supportive environment and retaining talent.

Career growth

Highlighting Honeywell’s dedication to employee career growth, the use of Stay Interviews increased by an impressive 1500% in 2024 — demonstrating greater engagement between employees and managers around career satisfaction and development. Additionally, the approval of over 52,000 Individual Development Plans (IDPs) demonstrates a strong

focus on personalized employee development, actively preparing individuals for future opportunities within the company.

To complement employee development, Honeywell has strengthened our succession planning processes by implementing improved tools for managing and tracking talent. At the senior management level, four strategic talent reviews were completed in 2024, ensuring succession plans are aligned with Honeywell’s overall business strategies and reflect insights from top leadership.

Honeywell remains committed to promoting talent from within. Over 80% of all mid- and executive-level roles were filled by internal employees in 2024. Honeywell further improved its recruiting processes to better identify and source internal talent, and more improvements are expected in 2025 with the launch of a new Human Capital Management system.



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's leadership programs continue evolving with market dynamics and business priorities. These programs vary from nomination-based to volunteer-based, and are available to qualified Futureshapers regardless of race or gender. They are designed to help participants develop essential knowledge and skills to excel as people-leading Futureshapers. Our broad portfolio of leadership development programs in 2024 included:

- **Honeywell Leadership Edge:** Sponsored by Honeywell's CEO, this is required onboarding for people leaders and equips them with the expectations, best practices and key tools and resources needed to be a successful leader at Honeywell.
- **Level Up:** A continuous annual training for executives and people leaders that keeps them updated on top-of-mind topics critical to the business that year. Level Up encourages continuous professional development to build and retain talent. Initiatives in 2024 included emerging topics like Generative AI and transformational leadership, ensuring the programs remain relevant to current needs.
- **Empower:** A program dedicated to supporting people leaders as they seek to better galvanize their teams, drive business success and create a culture of engagement across Honeywell.

- **Executive Development Program:** A senior development program that gives strong leaders skills to prepare for senior executive leadership.
- **Manager Development Program:** Develops high-performing leaders into transformational executives prepared to take the next big step.
- **Leadership Development Program:** Develops skills, experience and resilience to successfully lead today and shape the future in expanded leadership roles.

Functional programs include Finance as a Competitive Tool, Chief Technology Officer Program and Catapult, an annual top talent program designed to develop, retain and enhance critical skillsets for future general manager roles across Honeywell.



ENGAGING OUR FUTURESHPERS

Voice of the Employee

Each year, Futureshapers across the globe participate in our Voice of the Employee (VOE) feedback survey. The survey results empower leaders at all levels with valuable data, insights and resources to create actionable plans that enhance employee experience, boost performance and distinguish Honeywell as a leading company in employee engagement.

Our most recent survey saw improved results for all 22 of the engagement drivers measured year-over-year, including Belonging, Respect, Career Prospects and Transparency. The survey achieved over 90% participation and generated more than 183,000 comments, sparking meaningful conversations about continuous improvement across the enterprise.

This dialogue, and analysis of survey data, helps Honeywell foster a culture that attracts and retains top talent, encourages open feedback, inspires growth and creates innovative products and solutions for our customers.

Well-being

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

To foster engagement, the Accelerator Learning platform features a comprehensive Futureshaper Well-being Guide and discussion packets on mental health, resilience, physical health and volunteerism. Resources for leaders include a Well-being

Guide to help promote team well-being, educational materials in leadership programs and discussion aids to encourage community and continuous learning. In addition, throughout 2024, well-being 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 your children and elders.

Our commitment to well-being is demonstrated through new and enhanced benefits. In the United States, enhanced benefits include 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. Additionally, 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; and we provide a \$200 Health Savings Account (HSA) seed to employees earning less than \$50K annually to promote well-being and encourage health care.

Outside the U.S., well-being enhancements included reduced employee medical premiums in Canada and United Kingdom, expanded health check-ups in India and Korea to promote preventative care, an enhanced base medical plan in 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. This year, our free EAP visits expanded from five sessions to eight per issue per year. We also increased our live and virtual event

offerings in 2024 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, selfcare, raising children and financial awareness.

Our flexible three+ days hybrid work arrangement underscores our overall well-being 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 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

A FOUNDATIONAL PRINCIPLE

At Honeywell, our global mindset is foundational to the way we innovate, collaborate, participate in our communities and do business. We believe our core principles of inclusion and global mindset have enhanced the Futureshaper experience and have been instrumental to our success to innovate and drive long-term value for our stakeholders. In the past year, we have committed to talent engagement, cultivated a globally-minded talent pipeline and promoted a culture that is respectful and accessible, empowering every Futureshaper across the globe.

Our Employee Networks are voluntary groups that are open to all Honeywell employees. Employee Networks support professional development and employee engagement for Futureshapers all over the world. Since the launch of the Employee Networks in 2020, membership has grown to 17,624 in 2024. They have become a hub for professional development and new ideas from Futureshapers. In 2024, networks including Heighten Your Professional Experience (HYPE), the Honeywell Asian Employee Network (HASEN) and the Honeywell Growing Experience Employee Network (HGEN) all introduced mentorship programs, enabling them to nurture talent throughout the enterprise. Other networks including Honeywell Black Employee Network (HBEN), the LGBTQ+ Employee Network, Honeywell AllAbilities Network, Honeywell Hispanic and Latin Employee Network (HHLEN), Honeywell Veterans Employee Network (HVEN) and Honeywell Women's Employee Network (HWEN) played a pivotal role in strengthening the business through recruiting and retaining talent, spurring innovation and developing our employees.

As we look ahead, our focus remains on shaping an inclusive workplace. We're not just imagining a future where every employee can leverage their unique experiences and perspectives to propel Honeywell's success – we're making it happen. Our mission is to make our products, solutions and sites more accessible, support local engagement efforts and deepen Futureshapers' understanding of inclusion and global mindset to create an exceptional workplace experience.



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. 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's [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 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 volunteers have served as mentors, helping open doors to new opportunities that might otherwise be out of reach.

Mentoring the Next Generation of Leaders

Mentoring is essential to developing resilient, innovative organizations that are ready to meet the challenges of the future. Our program leverages digital resources, AI and human connection to help young professionals bridge the gap between graduation and the start of their careers.

Over 60 Honeywell Futureshapers signed up as mentors during the program's kickoff. These relationships not only accelerate the professional development of an emerging workforce, they also encourage the cross-pollination of ideas. By investing in mentorship, we develop more engaged employees, strengthen retention and build future leaders, while nurturing talent and unlocking potential – directly contributing to organizational agility and long-term success on a global stage.



SAFETY ALWAYS

A FOUNDATIONAL PRINCIPLE

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.

INDUSTRY-LEADING SAFETY PERFORMANCE

Honeywell 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. Based on this data, our global Total Recordable Incident Rate (TRIR), the number of occupational injuries and illnesses per 100 employees, was 0.17 at the end of 2024. **Utilizing U.S. Bureau of Labor Statistics, Honeywell's safety record is more than four times better than the weighted average TRIR of the industries in which we operate.**

PROTECTING THE WORKFORCE

Our operating locations 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 the training and development needed to ensure employees can 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 persons doing work under the control of Honeywell are made aware of the [Sustainable Opportunity Policy](#), significant risks and compliance obligations associated with their work and potential for implications of not conforming to 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

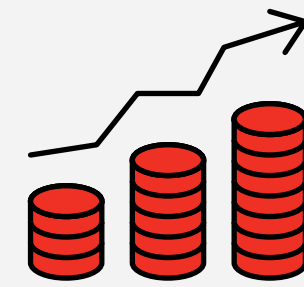
emergency response activities

- A process for responding to raw material, product, process and waste material transportation incidents that could occur away from operating locations
- Forums for open dialogue between the community and business representatives to discuss health and safety considerations affecting the community



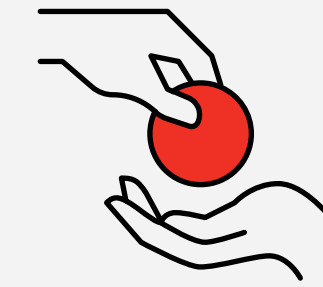
CORPORATE SOCIAL RESPONSIBILITY

Honeywell's global Corporate Social Responsibility initiatives promote volunteerism, support humanitarian relief and ignite students' passion for science, technology, engineering and mathematics (STEM). We are creating the next generation of Futureshapers through innovative partnerships and programs focused on access to quality education and upskilling students for jobs of the future. In addition, Honeywell gives locally to support humanitarian relief efforts and encourages employee volunteerism.



\$11M

**annual investment
in Corporate Giving**

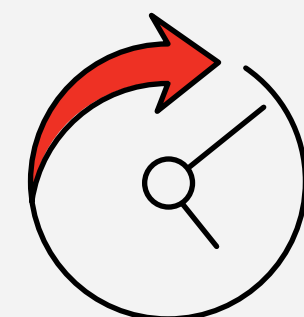


\$3.7M

**matching donations
through the Honeywell
International Political
Action Committee**



**employee grants
distributed through
Honeywell**



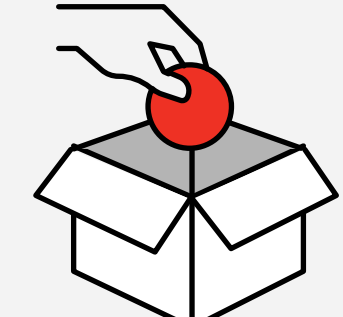
55,000

**annual volunteer hours
in 2024, with a goal
of reaching 100,000
volunteer hours in 2025**



\$353K

**employee giving
to Honeywell causes
and other charities**



\$125K

**annual in-kind
product donations**

SHAPING THE NEXT GENERATION OF INNOVATORS

Honeywell's global Corporate Social Responsibility initiatives promote volunteerism, support humanitarian relief and ignite students' passion for science, technology, engineering and mathematics (STEM). These programs put learning into action to inspire young people to pursue studies and careers in STEM and sustainability-related disciplines.

- The Honeywell 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 form teams to build and launch model rockets, successfully complete simulated space missions and learn new skills that apply on earth and in space. Since starting the program in 2010, Honeywell has sponsored more than 3,000 students to attend the unique space camp experience.
- Honeywell partnered with Discovery Education to create the Environmental Education Initiative (EEI) to address a growing sustainability 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 conservation and security. By 2030, the EEI seeks to reach 10 million students, preparing "generation innovation" to shape a sustainable future for all.

- A new partnership with FIRST, the leading, not-for-profit STEM engagement program for kids worldwide, encourages students to participate in the growing sport of Robotics competition. Through programmatic and team support, Honeywell and FIRST are going beyond building robots to building innovative, passionate leaders ready for the careers of the future.



INVESTING IN THE STEM WORKFORCE OF TOMORROW

By integrating workforce development into the classroom setting, Honeywell is augmenting the educational experience for students of all ages and providing real-time, hands-on opportunities to develop skills for the future.

- **In South Africa**, Honeywell has partnered with the Gauteng Department of Education to provide STEM labs in area schools to boost digital acumen, upskill local students and match them with STEM-focused jobs.
- **In Brazil, Argentina and Mexico**, Honeywell partnered with Junior Achievement to co-create an Innovation Camp for university students interested in STEM careers. In addition to working in a "hack-a-thon" environment to create rapid solutions for real-world challenges, students are introduced to a variety of Honeywell careers and are now part of our workforce development initiatives.
- **In Arizona**, Honeywell has developed a partnership with Arizona's largest school system to ignite enthusiasm for science and math among students K-12. The Graduation-Plus Initiative, aimed at high school students, helps students build robust portfolios,

including support on capstone projects and internships, ensuring they are college, career and community ready.

- **In Romania**, Honeywell is forging strong partnerships with universities to shape a top pool of talent. In all, nine Futureshaper Labs located in universities across the country help students build the technical skills and knowledge required to join, compete and succeed in the global industrial automation sector. The Labs focus on skills ranging from electrical and civil engineering, automation, computer science and other STEM subjects.



STEM AND SPORTS

Inspiring Youth to Love Science and Math

Honeywell featured STEM-focused, interactive displays during Arizona Cardinal home games. These displays gave fans an opportunity to learn about our cutting-edge technologies, from engines and 3D printing to additive manufacturing and other innovations which support aerospace flight safety.

In addition to these in-stadium experiences, we host an annual STEM Combine, where local students spend a day exploring the connection between flight and football through hands-on learning.

Throughout the regular season, for every Cardinals first down, Honeywell and the Cardinals also contribute to the “First Downs for Flight” fund—up to \$90,000.

“Our partnership with the Arizona Cardinals is a perfect opportunity to celebrate STEM education and nurture the next generation of innovators in our community,” said Jim Currier, president and CEO, Honeywell Aerospace Technologies. “STEM education is crucial for cultivating a skilled workforce to tackle complex challenges in aviation. Now we can expand on that work and reach students from all over the state through this partnership.”

“The Cardinals are proud to partner with Honeywell to inspire and develop the next generation of STEM leaders,” said Cardinals Owner Michael Bidwill. “Honeywell is not only a global innovator in aviation and technology, but also a company that shares our commitment to strengthening communities and empowering Arizona’s youth.”



VOLUNTEERING FOR IMPACT

Honeywell encourages our entire workforce to put their time and talents to work through volunteer hours. We believe volunteerism demonstrates how powerful collective action can be in shaping the future.

During 2024, Honeywell Futureshapers and their friends, families and business partners worked to mentor students, clean up greenways, collect clothing for donations, pack thousands of pounds of food to feed hungry families, provide pro bono services, and more. With hundreds of activities occurring around the globe year-round, Honeywell employees increased the previous years' investment in local communities, totaling 55,000 volunteer hours.

HUMANITARIAN RELIEF PROVIDED

In 2024, Hurricanes Helene and Milton devastated the Southeast United States. We found ourselves at a crucial moment to support our friends, family and neighbors — as well as our employees. These historic hurricanes left a trail of destruction, affecting countless lives and communities. More than 260 employees' homes were impacted, community infrastructure was in disarray and businesses were struggling to recover. Honeywell donated \$1 million to the multi-state recovery effort, working with long-time humanitarian relief partners to provide immediate relief and evaluate the long-term needs of the region. Beyond these storms, Honeywell supported humanitarian relief efforts around the world following floods, fires and other natural disasters.

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, more than \$8.4 million in relief assistance has been donated by thousands of employees and provided to 2,850 employees. Generous employee donations have helped the HHRF rebuild 1,039 homes, four schools, nine medical clinics and one elder-care center, with more projects in process.

SPOTLIGHT ON 10 YEARS OF BUILDING STRONG COMMUNITIES IN INDIA

Honeywell is celebrating a decade of social impact in India. The Honeywell Hometown Solutions India Foundation (HHSIF) has reached over 11 million people across 22 states. Through 16,000+ volunteer hours, Honeywell employees have supported STEM education, mentoring, reforestation, health and hygiene awareness and strengthening building infrastructure.

HHSIF has promoted access to education for children, provided transformational digital upskilling, funded STEM start-ups and improved the livelihoods and healthcare of people in the community. The "Plant The Future" campaign has enabled plantation of half a million trees, aiming to reach 1 million trees by 2032.

Through a humanitarian relief program, HHSIF aided flood-affected families and addressed the COVID-19 crisis with essential supplies and medical facilities.

Collaborating with like-minded non-profit and academic institutes, HHSIF remains committed to enhancing community resilience and fostering sustainable development.





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PRINCIPLES

At Honeywell, 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's 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, shareholders 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 revises 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
- Robust data privacy, sound cybersecurity practices and responsible AI

ORGANIZATION AND LEADERSHIP

Honeywell's 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 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 Honeywell 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, 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's Integrity and Compliance program.

The CGRC receives reports from the Chief Compliance Officer. Topics reported by the Chief Compliance 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.
- 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 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.

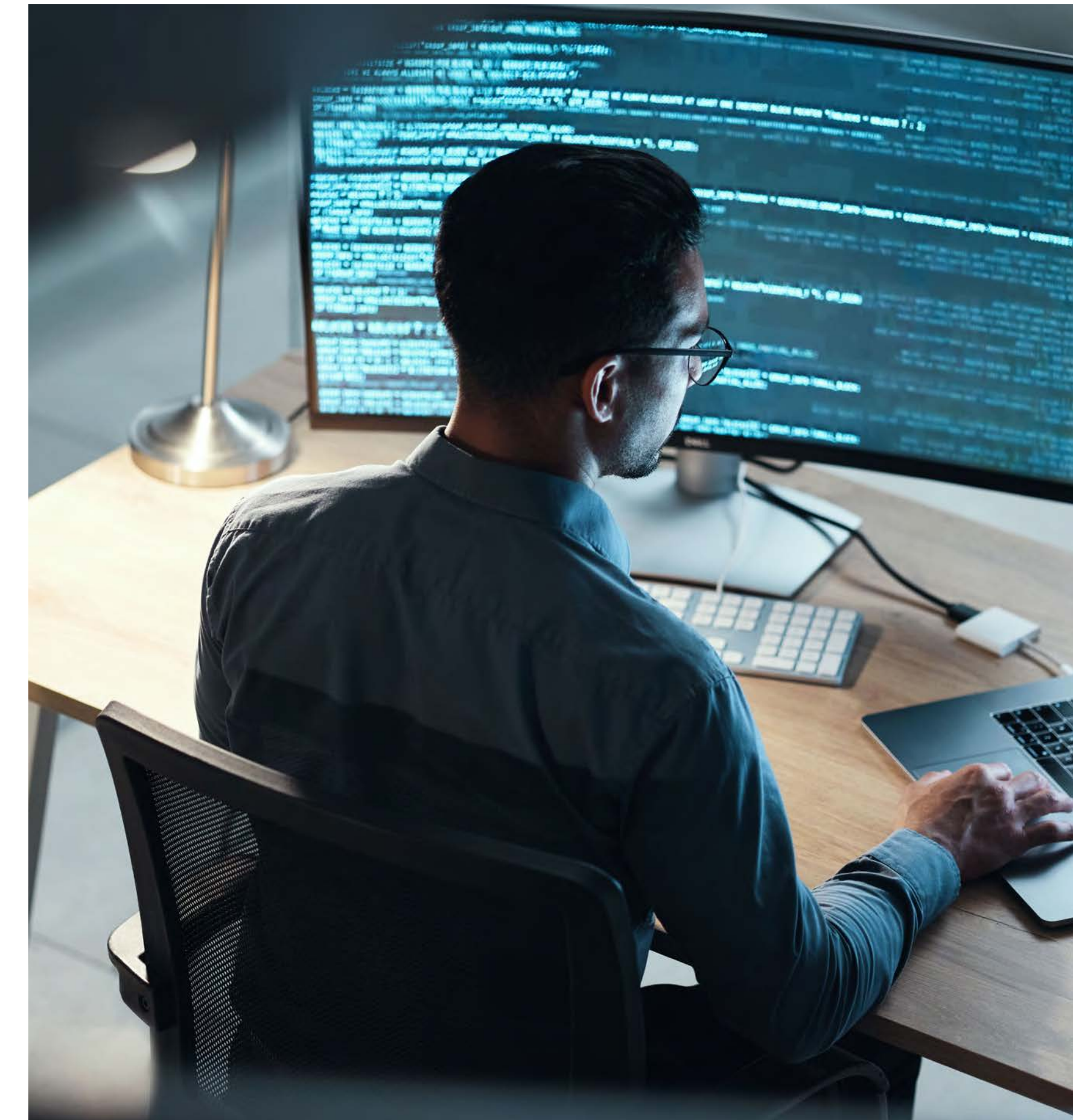
The foundation of this program is our company-wide [anti-corruption policy](#). This policy applies to all employees, directors, sales intermediaries, suppliers and vendors, and prohibits offering, making or accepting a bribe; making any facilitation payments or retaining a third party when there is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

Honeywell's anti-corruption organization is led by our Vice President and General Counsel for Anti-Corruption, 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 also has a 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 has implemented a suite of digital tools and processes to enable the anti-corruption program including a Honeywell-unique risk map based upon over 1,000 data elements.

Honeywell 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 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 also conducts continuous monitoring of suppliers through its supplier due diligence program.



GLOBAL TRADE CONTROLS PROGRAM

Honeywell 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's statement of its trade principles can be found in its Global Trade Policy and Global Import Policy. The Vice President and General Counsel for Global Trade leads the export and trade sanctions programs, and the Vice President for Import Compliance leads the customs and import area. As a result of these key organizations, Honeywell 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 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's controlled products. These efforts protect Honeywell's brand and reputation and ensure its products are used as intended by authorized users, an expectation of its shareholders and regulators globally.

INTEGRITY AND ETHICS CERTIFICATION, TRAINING AND COMMUNICATION

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

Honeywell 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 also requires individual contractors and subcontractors to complete Code of Conduct training as part of their onboarding process.

Honeywell's 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, 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 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, 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 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 provides various mechanisms for employees to report concerns, such as phone, email and online through [Honeywell's ACCESS Integrity helpline](#).

Honeywell's 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 policy and/or law. Honeywell provides feedback on the report to the person reporting the issue (if that person is known) within a reasonable timeframe.

While Honeywell 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 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 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 investigates and responds to 100% of the allegations reported through ACCESS integrity.

HUMAN RIGHTS

Honeywell's 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 to ensure fairness, ethical behavior, dignity, and respect and compliance with all applicable laws of the jurisdictions where we operate.

Our Human Rights Policy applies to all Honeywell workers worldwide, including contingent workers, agents and candidates for hire. Honeywell also requires suppliers to uphold human rights principles as described in Honeywell's Supplier Code of Conduct. These expectations are endorsed by Honeywell's Chief Executive Officer 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 conducts periodic global human rights impact assessments as well as supplier risk assessments, to better understand Honeywell's 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 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, Honeywell 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's Global Data Privacy Program led by our Vice President and GC 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

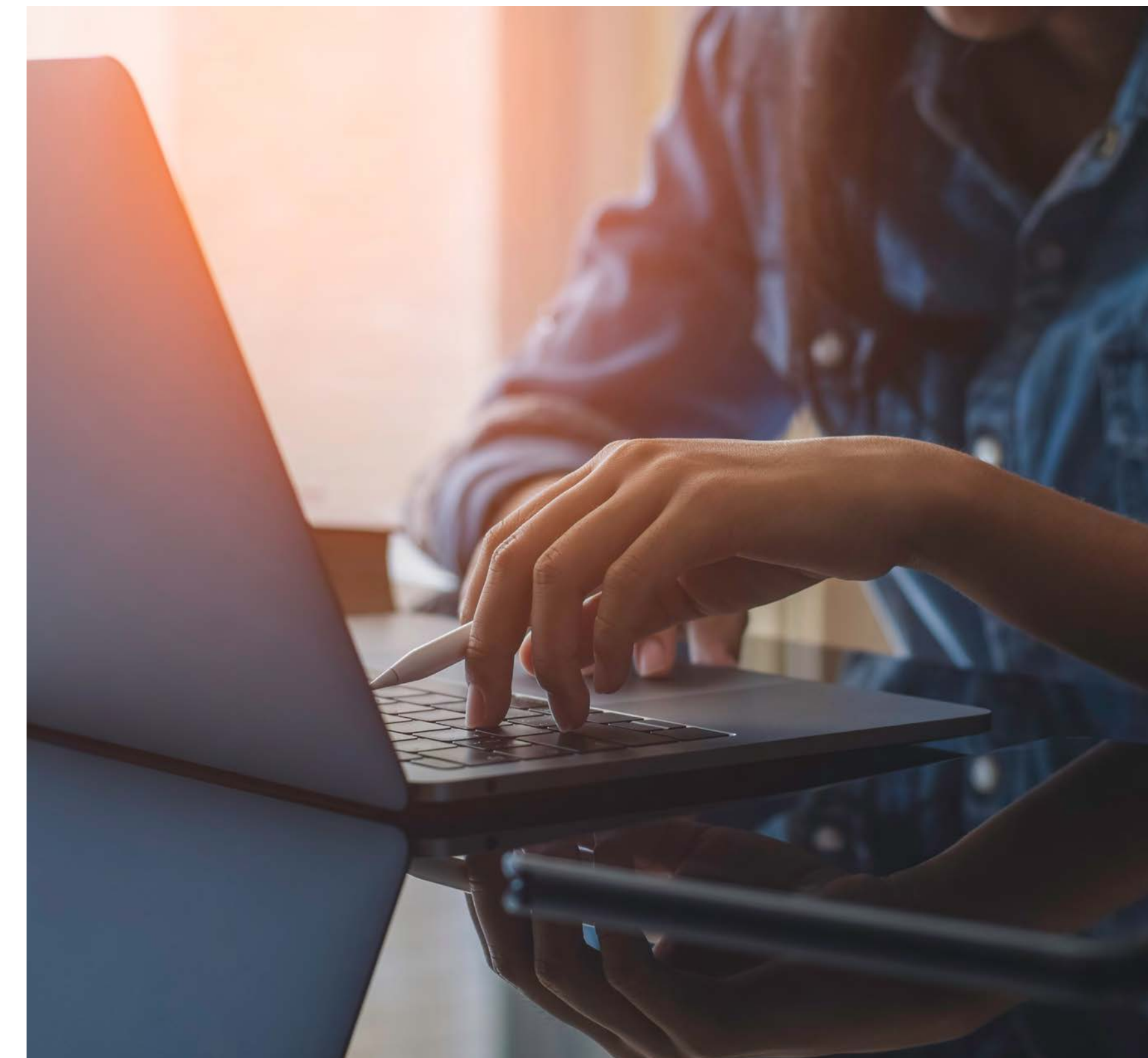
Honeywell's data privacy policies and practices have been established across Honeywell's products and business operations and promote adherence to data privacy principles commonly recognized around the world, including:

- 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, we ensure our employees understand data protection is everyone's responsibility. Toward that end, Honeywell 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 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 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 customers. Our approach to product cybersecurity also includes vulnerability management, incident response and security bulletins. With Honeywell's strong data privacy and security-by-design program, customers know they can rely on Honeywell to supply products and services that respect data privacy and security principles while helping them comply with applicable law.

CYBERSECURITY

Honeywell's cybersecurity framework 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) and the Cloud Security Alliance (CSA) program. In addition, the company has received Cyber Essential Scheme (CES+) certification and ISO 27001 certification for certain businesses and complies with the IASME standard. Further, we have completed the Saudi Aramco CyberSecurity Compliance Certificate (CCC), CyberVadis and Cyber GRX Tier 3 assessments and maintain a cybersecurity insurance policy.

Honeywell 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's engineering teams focus on building security into all of our 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 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

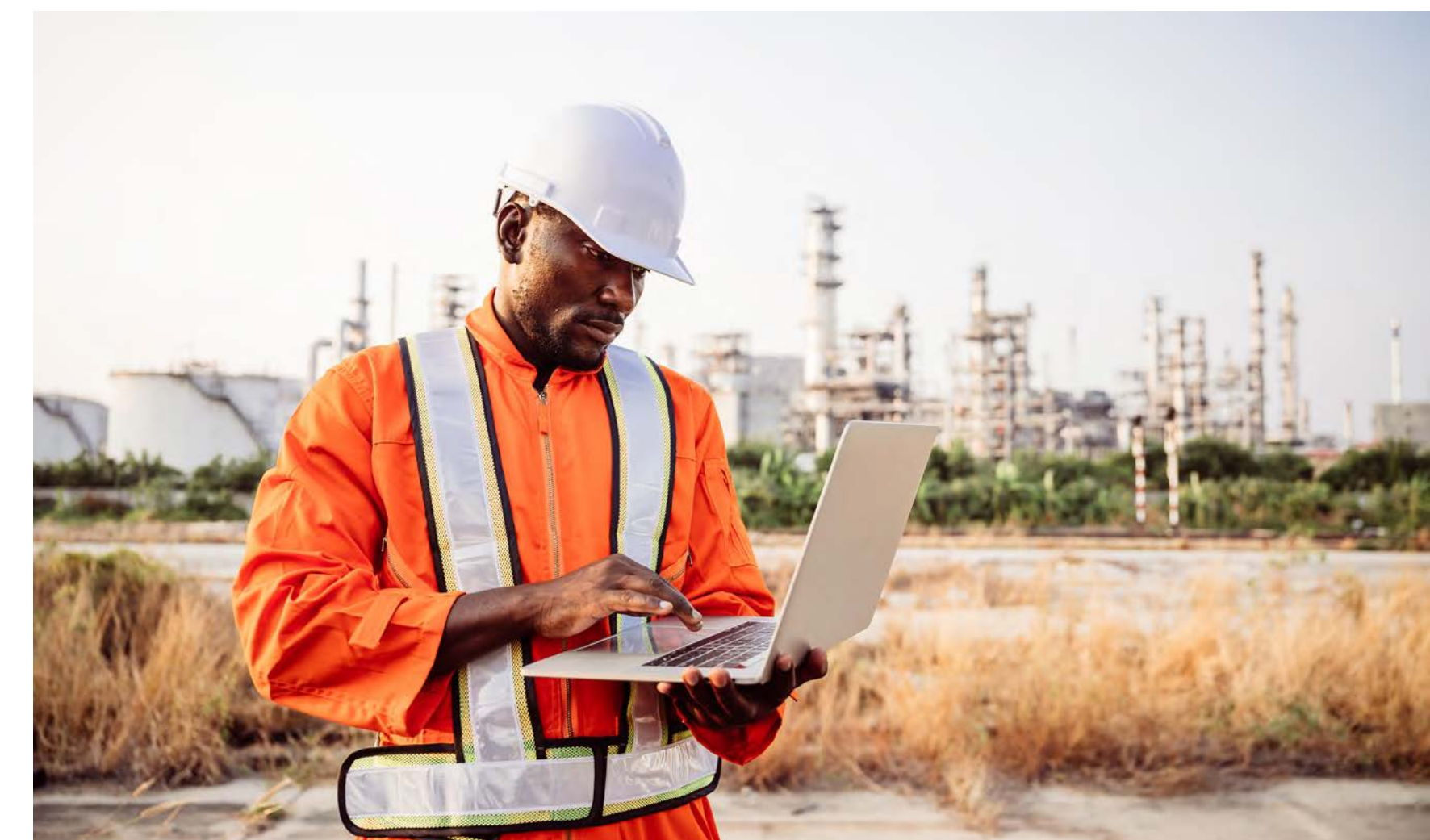
Honeywell's Corporate Audit department provides independent assurance in accordance with Institute of Internal Auditors standards (IIA). Corporate Audit is directly responsible to Honeywell's Audit Committee on behalf of the Board of Directors and is not constrained by management in the performance of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

SUPPLIER RISK MANAGEMENT

Honeywell's Supplier Risk Management standard establishes requirements for engaging and managing suppliers who process, store, produce, communicate with or otherwise access Honeywell 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 or our customers are required to comply with stringent data processing standards.

INCIDENT RESPONSE

Honeywell 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 Honeywell tremendous opportunity as we design and develop pioneering solutions that address the world's most critical needs. In 2024, Honeywell implemented a Responsible AI Governance Framework to support our deployment of AI responsibly and in compliance with applicable law and Company policy. Under the direction of Honeywell's Data & AI Steering Committee comprised of Honeywell senior leaders, Honeywell's 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's 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 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 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 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 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 operations are required to comply with these operational controls, as well as any applicable legal requirements.

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

For internal corporate audit, 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, nonconformities are identified and corrective action plans are developed, implemented and monitored through our centralized management system tool.

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, 18 of our U.S. manufacturing facilities hold the prestigious VPP STAR recognition, which is the highest level given under the program.

RESPONSIBLE CARE® PROGRAM

Honeywell's Energy and Sustainability Solutions business participates in the Responsible Care® program of the American Chemistry Council (ACC). Responsible Care is a global, voluntary initiative developed by the chemicals industry to drive continuous improvement in health, safety and environmental performance and is practiced today in nearly 70 countries around the world. As a Responsible Care signatory company, we are committed to improving the industry's performance in the fields of environmental protection, occupational safety and health protection, plant security, process safety, product stewardship, operational energy efficiency and logistics.

Honeywell's Energy and Sustainability Solutions headquarters has been certified [RC14001](#) by an external ISO registrar since 2005. [Learn more about the Responsible Care® Program](#)



ENVIRONMENTAL STEWARDSHIP AND COMMUNITY ENGAGEMENT

Honeywell's 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's 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's 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's 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, 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 each Strategic Business Group Leadership Team 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 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 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 Corporate Governance and Responsibility Committee (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, including our [EEO-1 report](#), 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 diversity, 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's 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 requirements.

SUPPLIER CODE OF BUSINESS CONDUCT

[Honeywell's 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's Supplier Code of Business Conduct is a key consideration when we make sourcing decisions.

Honeywell's 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
- 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 has an ongoing policy of screening and vetting new suppliers. As part of the screening process, Honeywell considers vetted reliable sources that identify supplier compliance risks, including labor and human rights, fraud, illegal activities, corruption, environmental crimes, 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 has implemented a real-time 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, environmental crimes, 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 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 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 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
- Development of new or redesigned products

CONFLICT MINERALS

Honeywell 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 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 US Securities and Exchange Commission.

Honeywell’s 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 maintains extensive product and service safety programs across the enterprise, focusing on quality and safety throughout the product lifecycle, from design, to manufacture, to the marketplace. Each strategic business unit 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
- Safety promotion by engaging in formal training programs and communication

The Engineering, Quality, Technology and Research & Development teams within Honeywell's strategic business units 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's operations as products are developed, introduced and produced.

To ensure Honeywell's 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.

For example:

- Honeywell Aerospace's safety and integrity initiatives are administered by the Product Integrity, Product Assurance and Chief Engineering function.
 - This function is run in parallel to, but independently from, the strategic business unit's other businesses to avoid apparent conflict of interests, while safeguarding its commitment to safety and integrity.
- Honeywell Aerospace's Safety Management System is used in the Design and Certification Process, Production Systems and Continued Airworthiness Management, and governs processes, procedures, personal, equipment and facilities standards.
 - As part of the Safety Management System, Honeywell identifies the customer and regulatory requirements, including AS9100 standards, and the approved product design requirements.
- Honeywell Energy and Sustainability Solutions (ESS) safety programs provide a comprehensive framework to drive continuous improvement in product safety and stewardship.
 - Among other things, ESS integrates health and safety considerations into all aspects of its business, with a focus on driving compliance with all applicable regulations.
- In dealing with product and service safety risk assessments, product/service objectives or targets, and regular external product/service safety audits, Honeywell Building Automation

(BA) drives success by focusing on quality and safety through the product lifecycle.

- BA aligns the Engineering, Quality and Safety teams with the design and manufacturing teams to provide pre-product-launch approvals.
- Key metrics such as First Pass Yield, which monitors the robustness of the manufacturing processes; customer field-performance metrics, and the business unit's Product Safety Global Procedure QP-PSC-01, which addresses potential safety issues as they arise in pre/post launch testing, help ensure a rigorous and scientific approach to quality and safety.
- Honeywell Industrial Automation (IA) offers a broad suite of products, services and solutions with a focus on automation, productivity and safety. IA cross-functional teams of engineers, scientists and product stewardship professionals use a phase-gate approach to bring new offerings to market, and IA legal and regulatory teams are integrated in product development to bring a continued focus on compliance with applicable regulations.
 - Product assurance and safety is a key part of Honeywell Connected Enterprise's software release management process. Product Compliance, Engineering and Product Management teams conduct a software assurance review using standardized checklists and methodology to evaluate all software products. Software goes through a testing and quality management process before release and is consistently updated through its lifecycle.

RESPONSIBLE AND TRANSPARENT POLITICAL ENGAGEMENT

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

Honeywell is committed to providing transparent disclosure of political contributions and lobbying activities. Based on feedback from stakeholders, Honeywell has continued to enhance its political engagement disclosures. Disclosures are available on the [Political Contributions](#) page.

Honeywell makes every effort to be accurate and comprehensive while considering the perspective of the company's largest shareowners. Disclosures include explanations of the company's rationale for engaging in the political process on a non-partisan basis, identifying top legislative and regulatory priorities and defining governance processes. The company's disclosures also address:

- The use of corporate funds for political contributions and contributions to tax-exempt organizations that may use funds for political purposes.
- Details regarding Honeywell's exclusively employee-funded political action committee, the Honeywell International Political Action Committee (HIPAC), including its disbursements.

- Streamlined and direct access to federal, state and local lobbying reports.
- Identification of trade associations receiving membership dues of \$50,000 or more from Honeywell annually and the corresponding nondeductible portion of the dues.

Annually, Honeywell 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 to assess alignment with our corporate priorities.

The Law Department oversees the company's lobbying activities. Honeywell's Senior Vice President of Global Government Relations reports directly to the Senior Vice President and General Counsel whose organization ensures compliance with all applicable laws with our political spending policy. Honeywell's Senior Vice President and General Counsel, and its Senior Vice President of Global Government Relations, meet regularly with the Chief Executive Officer to review legislative, regulatory and political developments.

Honeywell's public policy efforts, including all lobbying activities, political contributions and payments to trade associations and other tax-exempt organizations, 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 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 activities ensures compliance with applicable law and alignment with the company's policies, strategic priorities and Code of Business Conduct.

In 2020, the company established a bipartisan Advisory Board of leaders representing a cross-section of Honeywell who meet regularly to review proposed HIPAC and corporate disbursements to assess alignment with Honeywell's Foundational Principles. The Advisory Board also reviews memberships in third-party organizations (including trade associations) and alignment of proposed disbursements with Honeywell's principles. The Advisory Board meets at the start of each Congress, and at least quarterly thereafter, to determine whether proposed recipients of funding are eligible in alignment with Honeywell's foundational principles of workplace respect, integrity and ethics, inclusion and engagement and safety always.

Advisory Board decisions are documented and reported quarterly to the HIPAC Board of Directors and to Honeywell's Chief Executive Officer. Honeywell's Senior Vice President, Global Government Relations, also includes notable Advisory Board decisions in the annual report to the CGRC.

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SUPPLEMENTAL
INFORMATION

SASB

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
Driving Growth Responsibly	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CH-110a.1	750,530 metric tons CO ₂ e ²
			2.0% under emissions-limiting regulations
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RT-CH-110a.2	Driving Growth Responsibly (p.14)
Energy Management	(1) total energy consumed, (2) percentage grid electricity, (3) percentage renewable	RT-EE-130a.1	(1) 16,698,711 GJ
			(2) 38% grid electricity
			(3) 1% renewable energy
Water Management	1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CH-140a.1	22,429 ³ thousand cubic meters
			20% in water-stressed regions
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	Wastewater and Effluent Management and Water Stewardship (pp. 21-22)
Hazardous Waste Management	Amount of hazardous waste generated	RT-CH-150a.1	13,632 ³ metric tons generated
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	RT-CH-320a.1	0.17 ⁴
	Description of efforts to assess, monitor and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	Protecting the Workforce (p. 33)

Topic	Accounting Metric	SASB Code	Honeywell Metric ¹ /Disclosure Location
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	RT-CH-210a.1	Report on Honeywell Due Diligence Process to Identify and Address Environmental and Social Risk
Materials Sourcing	Description of the management of risks associated with the use of critical materials	RT-EE-440a.1	Critical Materials (pg. 50)
		RT-AE-440a.1	
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	RT-CH-530a.1	Political Contributions
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
	Discussion of processes to manage business ethics risks throughout the value chain	RT-CH-150a.1	Integrity and Compliance Code of Business Conduct : One Honeywell How We Treat Our Customers, One Honeywell How We Treat Our Suppliers
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption (and/or illicit international trade)	RT-CH-320a.1	SEC Filings: Information on legal proceedings is disclosed in our Annual Report on Form 10-K and in our Quarterly Reports on Form 10-Q
	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	RT-CH-320a.2	SEC Filings: Information on legal proceedings is disclosed in our Annual Report on Form 10-K and in our Quarterly Reports on Form 10-Q
Activity	Number of employees	RT-EE-000.B	102,000 ⁵
		RT-AE-000.B	

¹ Represents 2024 data.

² Reported pursuant to The Greenhouse Gas Protocol.

³ Water withdrawal and Hazardous waste data reported does not include units currently under remediation.

⁴ TRIR for employees and directly supervised contractors and calculated based on OSHA guidelines.

⁵ Excludes Sandia National Laboratories (Sandia) and Kansas City National Security Campus (KCNSC) workforces. Sandia and KCNSC are U.S. Department of Energy facilities. Honeywell manages these facilities as a contract operator and does not establish or control their human resources policies.

TCFD DISCLOSURE

The following table maps Honeywell’s climate-related disclosures against the framework developed by the Task Force on Climate-Related Financial Disclosures. For detailed discussion, please see the referenced documents.

Governance		
Disclose the organization’s governance around climate-related risks and opportunities.		
Summary response	Recommended disclosure	Disclosure location
<p>Honeywell 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’s Vice President, 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 2025 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’s 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 TCFD Information 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 TCFD Information 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 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 has committed to be carbon neutral in facilities and operations ¹ by 2035. Honeywell also has a science-based target approved by the Science Based Targets initiative (SBTi) 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.	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
Transition: Policy and Legal	Increased pricing of greenhouse gas emissions due to regulations			X	Honeywell has a comprehensive energy efficiency program and has implemented more than 6,800 efficiency, emissions reduction, water and waste projects since 2010 with an estimated annualized savings of more than \$100 million. Honeywell has committed to be carbon neutral in facilities and operations ¹ 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 continuously innovates to expand environmentally conscious opportunities with our products and services. More than 60% of our new product research and development investment is directed toward sustainability-oriented outcomes ¹ 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’s 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’s 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, more than 6,800 efficiency, emissions reduction, water and waste projects have been implemented at our facilities and have resulted in more than \$100M in annualized savings. These include building automation and controls, lighting, compressed air and gas systems, mechanical upgrades and renewable energy projects.

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
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 consistently seeks energy-efficient alternatives and initiatives to implement throughout our facilities for new construction, project upgrades and retrofits. In addition, Honeywell has a comprehensive energy efficiency program with periodic audits, goals and project reviews to completion. There have been more than 6,800 sustainability-oriented projects implemented since 2010 with an estimated annualized savings of more than \$100 million.
	Increase revenue through demand for sustainability-oriented products		X		Honeywell continuously innovates to expand our portfolio of sustainability-oriented products and services. More than 60% of our new product research and development investment is directed toward sustainability-oriented outcomes ² including offerings related to reducing GHG emissions. In 2023, Honeywell announced the simplification of its operating structure to focus on three powerful megatrends: automation, the future of aviation and energy transition. We continue to introduce cutting-edge offerings for a vast number of global markets and industries, with a portfolio of products and solutions including energy efficiency, electrification, net zero enablers, health, safety and security, circularity, 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 determine 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 products in this field. We estimate that Honeywell technologies will have a cumulative impact of mitigating 2.0 billion metric tons of CO ₂ e between 2023 and 2030. ³

¹Scope 1 and Scope 2
²Sustainability-oriented offerings are solutions that help improve safety, environmental impact, health, safety, security, resilience and accountability. Methodology for identifying sustainability-oriented offerings is available at investor.honeywell.com (see “ESG/ESG Information/Identification of Sustainability-Oriented Offerings”).
³Methodology for estimating GHG mitigation impact is available at investor.honeywell.com (see “ESG/ESG Information/GHG Mitigation Impact of Honeywell Technologies”).

DATA TABLES

Category	Metric	2023	2024
Greenhouse Gas (GHG) Emissions ¹	Scope 1 GHG emissions, metric tons CO2e	711,239	750,530
	Scope 2 GHG emissions, location-based, metric tons CO2e	662,573	666,603
	Total Scope 1 & 2 emissions, location-based	1,373,812	1,417,133
	GHG intensity, Scope 1 & 2 location-based, metric tons CO2e/\$M revenue	37.5	36.8
	Scope 2 GHG emissions, market-based, metric tons CO2e	709,714	743,471
	Scope 3 GHG emissions ² , select categories, metric tons CO2e		
	Purchased goods and services	11,389,635	9,097,005
	Capital goods	436,943	420,250
	Fuel and energy-related activities	273,145	277,847
	Upstream transportation and distribution	250,764	199,011
	Waste generated in operations	69,957	98,969
	Business travel	239,095	218,029
	Employee commuting	242,867	185,722
	Upstream leased assets	858	738
	Processing of sold products	—	518,410
	Use of sold products	—	223,682,341
	End-of-life treatment of sold products	—	836,940
	Downstream leased assets	5,737	13,403
	Carbon neutrality pledge ³	Scope 1 and Scope 2 by 2035	
	Science-based targets ⁴	SBTi Committed	

Category	Metric	2023	2024
Energy Management	Total energy consumed, gigajoules	16,227,007	16,698,711
	% grid electricity	36%	38%
	% renewable	1%	1%
	Energy intensity, billion British thermal units/\$M revenue	0.420	0.411
Hazardous Waste	Total hazardous waste generated, metric tons	13,595	13,632
Water Management	Total water withdrawal, thousand cubic meters	21,401	22,429
	% water withdrawal in water-stressed locations, as defined by SASB	20%	20%
	Projects completed in water-stressed locations since 2013	196	199
	Water saved from projects in water-stressed regions since 2013, thousand cubic meters ⁵	650.7	651.1
Sustainability Projects ⁶	Number of sustainability projects completed since 2010	6,500	6,800
Workforce Health and Safety ⁷	Total recordable incident rate (TRIR) for direct employees	0.18	0.17
	Total recordable incident rate (TRIR) weighted industry average	1.81	1.60
	Total lost workday case incident rate (LWCIR)	0.07	0.05
	LWCIR weighted industry average	0.67	0.56
	Fatality rate for direct employees ⁸	0.001	0.002
Sustainability-Oriented Solutions ⁹	% revenue	>60%	>60%
	% new product research and development	~60%	>60%
Certification	% sites with ISO 9001 / AS 9001	92%	89%
	% sites with ISO 14001 / RC 14001	37%	37%
	% sites with ISO 45001 / OHSAS 18001 / VPP	39%	37%
	Number of sites with ISO 50001	28	26

Category	Metric	2023	2024
Board of Directors ¹⁰	Number of directors	12	11
	Number of independent directors	10	10
	Number of women	4	4
	Number of men	8	7
	Asian	2	2
	Black	2	2
	Hispanic	1	1
Human Capital ¹¹	Number of employees (global)	95,000	102,000
	Number of employees (U.S.)	33,000	38,000
	Women, % of total workforce (global)	29.6%	29.6%
	Men, % of total workforce (global)	70.4%	70.3%
	Undisclosed, % of total workforce (global)	0.1%	0.2%
	Women, % of executives (global)	28.4%	28.9%
	Men, % of executives (global)	71.6%	71.1%
	Undisclosed, % of executives (global)	—	—
	Women, % of other managers (global)	21.9%	21.9%
	Men, % of other managers (global)	78.0%	78.1%
	Undisclosed, % of other managers (global)	—	—

Category	Metric	2023	2024
Human Capital ¹¹	White, % of total workforce (U.S.)	63.4%	60.4%
	Black or African American, % of total workforce (U.S.)	10.7%	10.4%
	Hispanic, % of total workforce (U.S.)	10.2%	12.1%
	Native Hawaiian or Pacific Islander, % of total workforce (U.S.)	0.3%	0.3%
	Asian, % of total workforce (U.S.)	13.2%	15.2%
	American Indian or Alaskan Native, % of total workforce (U.S.)	0.6%	0.6%
	Two or more races, % of total workforce (U.S.)	1.5%	1.0%
	White, % of executives (U.S.)	72.5%	71.6%
	Black or African American, % of executives (U.S.)	3.3%	4.2%
	Hispanic, % of executives (U.S.)	4.5%	5.9%
	Native Hawaiian or Pacific Islander, % of executives (U.S.)	-	-
	Asian, % of executives (U.S.)	16.9%	17.1%
	American Indian or Alaskan Native, % of executives (U.S.)	0.2%	0.2%
	Two or more races, % of executives (U.S.)	2.6%	0.9%
	White, % of other managers (U.S.)	70.0%	69.1%
	Black or African American, % of other managers (U.S.)	5.8%	5.6%
	Hispanic, % of other managers (U.S.)	6.7%	8.7%
	Native Hawaiian or Pacific Islander, % of other managers (U.S.)	0.2%	0.2%
	Asian, % of other managers (U.S.)	15.0%	15.3%
	American Indian or Alaskan Native, % of other managers (U.S.)	0.2%	0.2%
	Two or more races, % of other managers (U.S.)	2.1%	0.8%

Category	Metric	2024
Human Capital ¹¹	Women, % of hiring (global)	31.2%
	Men, % of hiring (global)	68.8%
	White, % of hiring (U.S.)	53.9%
	Black or African American, % of hiring (U.S.)	13.8%
	Hispanic, % of hiring (U.S.)	14.8%
	Native Hawaiian or Pacific Islander, % of hiring (U.S.)	0.3%
	Asian, % of hiring (U.S.)	12.9%
	American Indian or Alaskan Native, % of hiring (U.S.)	0.9%
	Two or more races, % of hiring (U.S.)	3.3%
	Women, retention % (global)	87.0%
	Men, retention % (global)	89.0%
	White, retention % (U.S.)	87.6%
	Black or African American, retention % (U.S.)	83.8%
	Hispanic, retention % (U.S.)	93.5%
	Native Hawaiian or Pacific Islander, retention % (U.S.)	87.5%
	Asian, retention % (U.S.)	92.5%
	American Indian or Alaskan Native, retention % (U.S.)	92.2%
	Two or more races, retention % (U.S.)	83.3%

Category	Metric	2023	2024
Reporting	CDP Climate Report	Yes	Yes
	TCFD Report	Yes	Yes
	SASB Report	Yes	Yes
	EEO-1 Report	Yes	Yes

NOTES TO DATA TABLES

¹ Reflects update to Global Warming Potential values from Intergovernmental Panel on Climate Change (IPCC) Assessment Report 6 (AR6)

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

³ Announced April 2021.

⁴ Commitment letter submitted to the Science Based Targets initiative (SBTi) in February 2022 and validated in April 2023.

⁵ Restated for 2023.

⁶ Internal Honeywell efficiency, emissions reduction, water and waste projects.

⁷ Weighted industry averages are based on the following NAICS benchmark codes: 237, 325, 326, 334, 541, 2382, 2389, 3162, 3339, 3364.

⁸ Metrics calculated in accordance with SASB definitions.

⁹ Sustainability-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 “ESG/ESG Information/Identification of Sustainability-Oriented Offerings”).

¹⁰ Data presented as of December 31 of the applicable year.

¹¹ As of December 31, 2024, unless otherwise indicated. 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. Honeywell manages these facilities as a contract operator and does not establish or control their human resources policies. The executives category represents executive-band employees.