

resideo

MODERN SLAVERY REPORT

2025

Ademco III LTD.
20 Meteor Drive, Toronto M9W 1A4,
Canada



The statement below is made in accordance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (also known as the "Modern Slavery Act" or the "Act"), effective as of January 1, 2024. It covers the reporting period January 1, 2025, to December 31, 2025.

The statement below covers Resideo Technologies, Inc. (Resideo) and its subsidiaries.

Organization, Activities and Supply Chain Structure

Resideo is committed to integrity and compliance in everything we do. We are a global manufacturer, developer, and distributor of technology-driven sensing and control products and solutions that help homeowners and businesses stay connected and in control of their comfort, security, energy use, and smart living. Our ADI Global Distribution segment is a leading, global specialty distributor of professionally installed low-voltage products, including security and audio-visual ("AV") solutions, serving commercial and residential markets through an omnichannel go-to-market platform.

Resideo is headquartered in the United States in Scottsdale, Arizona and as of December 31, 2025, we employed approximately 14,800 employees globally.

In Canada, the company is present through the ADI Global Distribution segment and has approximately 200 employees. In our distribution segment we work with many suppliers both in and outside of Canada. The relationships with our suppliers are critical to the success of our company and therefore the performance of the initial evaluation and due diligence is an important part of the process.

The verification of supply chain is performed through various methods and may include supplier facility visits, discussions, tracking sanctions lists or other means. We emphasize to our suppliers the importance of complying with applicable laws and regulations.

In 2022, ADI initiated the implementation of the EcoVadis solution to oversee the ESG initiatives integrated throughout our supply chain, and we continued this progress in 2025. Building on our initial rollout in 2022, which covered 90% of our top vendors, we extended invites to EcoVadis Sustainability Assessments in 2025 to a wider group of suppliers, increasing coverage across our broader footprint. This milestone achievement now covers 80% of Resideo's total supply chain spend, doubling our coverage from 40% in just two years and significantly enhancing transparency across our network.

Policies on Modern Slavery and Human Trafficking

Resideo has a zero-tolerance policy for forced labor and human trafficking. We strive to operate responsibly and ethically in all aspects of our business. Resideo's Code of Business Conduct, the Supplier Code of Conduct, and the Combatting Human Trafficking Policy set forth our expectations of our employees, agents, suppliers, and vendors regarding modern slavery and human trafficking.

Our global Combatting Human Trafficking Policy states, among other things, that Resideo employees, agents and suppliers shall not:

- Engage in forced labor, human trafficking or child labour
- Use forced or child labour
- Destroy, conceal, confiscate, or otherwise deny an employee access to their identity or immigration documents
- Misrepresent important information during the recruiting process, such as the key terms and conditions of employment like wages and fringe benefits, the location of work or any significant cost to be charged to the employee
- Use recruiters who do not comply with local labor laws of the country in which the recruiting takes place
- Charge employees with recruitment fees

- Fail to provide or pay for the cost of legally-required return transportation for employees upon the end of employment
- Provide or arrange employee housing that falls below host country housing and safety standards
- Fail to provide an employment contract, recruitment agreement, or any other required work document in writing, if required by law

Resideo's Supplier Code of Conduct requires suppliers to, among other things, commit to no involuntary labour, human trafficking, or child labour, as well as to fair treatment and payment of at least minimum wage and legally required benefits. Our Supplier Code also requires suppliers to treat subcontractors at their facilities in line with our Supplier Code, and to have policies in place to avoid the use of conflict minerals. We expect our suppliers to abide by and meet the requirements set forth in our Supplier Code. Resideo will not continue to do business with any supplier who breaches our Supplier Code. Complete copies of these policies are available on our website at www.resideo.com, under the Investor Relations section.

Whistleblowing Helpline

Resideo also requires its employees to follow Resideo's Code of Business Conduct and Combatting Human Trafficking Policy, which set forth clear expectations regarding employee behaviours and compliance with laws in those countries where we operate. We provide multiple avenues for employees, customers, suppliers, vendors, etc. to report any concerns they have, including modern slavery. An Integrity Helpline is available twenty-four hours per day, seven days per week, 365 days of the year to raise a concern, and callers have the option of reporting anonymously if they choose. We promote these many reporting avenues via our external and internal policies, communications, and trainings. Resideo also has a policy of strictly prohibiting retaliation for raising concerns.

Due Diligence Processes

By implementing the EcoVadis solution we carry out key steps of due diligence processes, namely identifying/assessing risks in the supply chain, prevention, and mitigation of the impact through capacity building and improvement actions, and monitoring and reporting through our reporting dashboard capabilities. Preventive and mitigative actions are facilitated through the Corrective Action Plan, EcoVadis Academy, and buyer trainings with dedicated courses on forced labour and/or child labour for capacity building. Dashboards and customized KPIs ultimately enable performance tracking while facilitating reporting.

Forced Labour and Child Labour Risks

We are aware of the heightened risk of forced labour and trafficking in certain regions and industries where we conduct business or source materials/services through our supply chain. To assist with mitigation of potential breaches of the relevant legislation, we expect our suppliers to comply with our Supplier Code of Conduct which addresses forced labour/human trafficking/child labour/fair wage and treatment.

Remediation Measures

At Resideo, we assess our activities and supply chains and as of the date of this Report we believe that our activities and supply chain carry a low risk of forced labour or child labour being used. In the event of any non-compliance, we will develop and implement a corrective plan that will remedy the situation.

As of the date of this Report, Resideo has not identified any non-compliance in its own supply chain, nor has it undertaken measures to remediate the loss of income or specific activities for families vulnerable to slavery and human trafficking in the supply chain generally.

Trainings

Resideo provides employees with training on the Code of Business Conduct and other policies, including a segment focused on human rights. On an annual basis, employees in managerial, professional and decision-making roles are required to read and acknowledge their understanding of the Code of Business Conduct and report any concerns regarding potential violations.

Assessing Effectiveness

The key measures Resideo uses to assess the effectiveness of the approach include:

- regularly review and update internal policies and procedures
- annually test the Integrity Helpline
- screen suppliers on labour rights and modern slavery issues
- assess suppliers using a common assessment tool
- raise internal awareness of modern slavery through various avenues

Report Approval and Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Signatures:



Kevin Gorman (Jul 29, 2026 14:38:11 CDT)

Full name: Kevin Gorman

Title: Director

Date: July 29, 2026

I have the authority to bind Ademco III LTD.

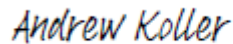


Full name: Ian Schlegel

Title: Director

Date: July 29, 2026

I have the authority to bind Ademco III LTD.



Andrew Koller (Jul 29, 2026 14:33:25 CDT)

Full name: Andrew Koller

Title: Director

Date: July 29, 2026

I have the authority to bind Ademco III LTD.