



– QUESTIONS FROM DWS TO HONEYWELL INTERNATIONAL INC.
SHAREHOLDERS' MEETING –

Dear Members of the Board,

As one of the largest asset managers in Europe and as shareholders of Honeywell International Inc. ahead of your 2022 Annual Shareholders' Meeting, we would like to share our questions with you. As a responsible investor in Honeywell it is part of our fiduciary duty at DWS to express our expectations on sustainability in the best interest of our clients. Our commitment to responsible environmental and social practices and sound governance and (ESG) is not only a crucial element of our responsibilities but also forms an integral part of our investment process.

We appreciate the constructive dialogue we had to date and would like to ask you questions ahead of your annual meeting of shareholders this year. Thank you for your consideration and answers in advance. Please note that we will be also sharing our questions on our website on the day of the meeting. We would highly appreciate answers in written form.

Executive pay is one of the most important aspects of good corporate governance and a central topic of our engagement with our investees.

1. Given the necessity of non-financial, and particularly sustainability-linked, KPIs in executive remuneration, when can we expect the integration of your sustainability priorities into your executive remuneration as standalone metrics? We expect these metrics to be fully disclosed and comprehensible to shareholders in proxy filings.
2. Why did you think it was appropriate to adjust the FY19-FY21 LTIP award at the end of the vesting cycle when a similar adjustment for the FY20-FY22 last year led to an absolute increase to number of vesting shares?

According to our policy, we view directors with more than 10 years to be no longer independent. We also hold an independent audit committee chair and lead independent director as very important, the latter especially when the roles of chair and CEO are combined.

3. After 16 years on the board, when are you planning to replace the current lead independent director?
4. Can we expect to see a non-executive director with financial expertise and a tenure of less than 10 years take on the role as Chair of the audit committee?
5. Will you be recruiting a new independent non-executive director to the board with financial expertise to become chair of the audit committee?

Being involved with controversial weapons may expose companies like your company to public scrutiny and reputational risks.

6. Given the recent conflict in Europe, have you placed higher scrutiny to make sure that products do not end up in the hands of unintended recipients?
7. Would you consider an independent impact assessment on human rights?



To conclude, we would like to thank all members of the Board and all the Honeywell International employees cordially on their commitment and dedication in the past year but also in these challenging times.

A special thank you in advance for your answers.