



**Be Smart.
Live Smart.**

Employee Savings Plan Summary Plan Description

Effective January 1, 2026

*For Salaried and Non-Union Hourly Employees and
Eligible Allegion Access Technologies Employees*

This Summary Plan Description (“SPD”) provides a summary of the material features of the Schlage Lock Company LLC Employee Savings Plan (the “Plan” or the “ESP”). Please read this SPD carefully. It explains how the Plan works for you, your Spouse, and other beneficiaries.

This SPD is only a summary of the Plan’s provisions. This SPD is intended to comply with the summary plan description requirements of the Employee Retirement Income Security Act of 1974, as amended (ERISA). It is a summary description designed to inform you reasonably of your rights and obligations under the Plan in easy-to-understand language. While every attempt has been made to make the information in this SPD as accurate as possible, the actual Plan provisions are contained in a complete, official Plan document that sets forth the terms and conditions for Plan benefits. If there is any inconsistency or conflict between this SPD and the formal Plan documents, the Plan documents will control. You are entitled to review the formal Plan documents at any reasonable time at the office of the Plan Administrator. In addition, upon written request to the Schlage Employee Contact Center or the Plan Administrator, you may receive a copy of the formal Plan documents, subject to a reasonable charge for copying.

You are encouraged to learn more about the Plan so you understand the value of the benefits it provides and your rights under the Plan. If you have any questions about your benefits, please contact the Plan Administrator or the Service Center at (800) 835-5095 as described in the section “Plan Identification Information.”

To ensure compliance with requirements imposed by the IRS, we inform you that any information contained in this SPD (including any attachments) was not intended or written to be used as tax advice and cannot be used for the purpose of (i) avoiding tax-related penalties under federal, state, or local tax law, or (ii) promoting, marketing, or recommending to another party any transaction or matter addressed herein.

TABLE OF CONTENTS

Introduction	1
The ESP At-a-Glance	2
Enrolling in the ESP	3
Who Is Eligible?	3
When Participation Begins	3
How to Enroll	3
Automatic Enrollment	4
How to Contact the Service Center	4
Your PIN	4
Naming a Beneficiary	4
Contributions to the Plan	6
Your Contributions	6
Before-Tax Contributions	6
Roth Contributions	6
After-Tax Contributions	6
Eligible Compensation	6
Limits on Contributions to Your Account	7
Company Matching Contributions	8
How Matching Contributions Are Credited to Your Account	8
True-Up Matching Contributions	8
Core Contributions	10
Access Technologies (“AT”) Core Contributions	10
Voluntary Early Retirement Program Contributions	11
Take Advantage of the ESP	11
Changing or Stopping Your Plan Contributions	11
Roth In-Plan Conversion	12
Vesting	12
Rollover Contributions	12
When Contributions Stop	13
Investing Your Money	13
Investment Options	13
Investment Risks	14
Changing How Your Money Is Invested	14
Short-Term Trading Fees	15
How the Fees Work	15
Fidelity Portfolio Advisory Service at Work	15
Automatic Rebalance Service	16
Accessing Your Account	16
Loans	16
How to Apply for a Loan	17
Repaying Your Loan	17
If You Are in Default	17
If You Take a Leave of Absence, Are Laid Off, or Terminate Employment	18
Withdrawals While You Are Working	18
Discretionary Withdrawals	18
Hardship Withdrawals	19
Documentation Needed for a Hardship Withdrawal	20
Disability Withdrawals	20
Hardship and Loan Relief for Federally Declared Disaster Areas	20
Military Withdrawals	20
Tax on Early Withdrawals	21

When You Leave the Company	21
If Your Account Balance Is \$7,000 or Less	21
If You Do Not Make a Distribution Election or Rollover Election	21
If Your Account Balance is \$1,000 or Less	21
If Your Account Balance is \$7,000 or Less but More than \$1,000	21
If Your ESP Account Balance Is More Than \$7,000	22
Rollovers	22
Direct Rollovers	22
If You Do Not Elect a Direct Rollover	22
Required Minimum Distributions	22
Tax Considerations	23
Consult Your Tax Advisor	23
Transfers Among Investments	23
Loan Interest	24
Before-Tax Contributions	24
Roth Contributions	24
Investment Returns on Your After-Tax Contributions	24
Company Contributions	24
Federal Income Tax Withholding	24
Additional Tax	25
Keeping Track of Your Account	25
Daily Valuations	25
Account Statements	25
Confirmations	25
Securing your Account	26
Frequently Asked Questions	26
What if You Become Permanently Disabled?	26
What if You Die Before Retiring?	26
What if You Are Rehired?	26
Restoration of Prior Plan Forfeitures	26
What if You Take an Approved Unpaid Leave of Absence?	27
What if You Go on Military Leave?	27
What if You Transfer to a Subsidiary That Does Not Participate in the ESP?	27
What if You Transfer to a Different Employment Status?	27
Important Information About the Plan	27
How to File for Benefits	27
Claim Procedures in the Event of Disputes	28
Timing of Claim Decision	28
Notice of Claim Denial	28
Appeal of Claim Denial	29
Timing of Decision on Appeal	29
Notice of Benefit Determination on Review	30
Time Frame to Bring Legal Action	30
Plan Funding	31
Plan Expenses	31
Individual Participant Expenses	31
Plan Termination or Amendment	31
Plan Documents	31
Assignment of Benefits	31
Qualified Domestic Relations Order (QDRO)	32
No Rights to Continued Employment	32
Interpretation of the Plan	32
Effect on Social Security	32
Special Provisions for Employees in Military Service	32

Your Rights Under the Employee Retirement Income Security Act of 1974 (ERISA).....	33
Duties of the Plan Fiduciaries	33
Steps You Can Take to Enforce Your Rights	33
If You Have Questions	34
Plan Identification Information	35
Important Terms to Know.....	36
Appendix A — Participating Companies	39
Appendix B — Plan Fees.....	40

INTRODUCTION

The Schlage Lock Company LLC Employee Savings Plan (the “ESP” or “Plan”) is an important part of your retirement program. It is intended to enable you, with the help of the Company, to build savings for retirement and add to income provided by any pension plan in which you are eligible to participate, Social Security, and your personal savings.

Schlage Lock Company LLC established the Plan, effective as of December 1, 2013, as a result of the spinoff of the following accounts (including outstanding loans) from the IR-ESP in connection with the spinoff of the security business of Ingersoll-Rand plc to Allegion:

- (i) the accounts of Participants employed by the security business of Ingersoll-Rand plc whose employment with Ingersoll-Rand Company or an affiliate of Ingersoll-Rand Company terminated as a result of the spinoff of the security business; and
- (ii) the accounts of former employees of the security business of Ingersoll-Rand plc whose employment with Ingersoll-Rand plc, or a business for which Allegion is responsible for after November 30, 2013, terminated prior to November 30, 2013.

This SPD provides a detailed description of the Plan, including information on how to start building your retirement savings now, the investment options available to you in the Plan, and receiving your benefit when you retire.

The Plan is funded by employee contributions through payroll deductions and contributions from Schlage, which are invested in individual accounts. While Schlage pays certain expenses of administering the Plan, some administrative or investment expenses of the Plan may be shared with Plan Participants. Additionally, your account may be charged specific fees for certain services that become necessary for your account. See Appendix B for details.

For reference, this SPD provides an overview of the Plan, called “The ESP At-a-Glance.” More detailed information, including how to enroll and an example of how saving in the Plan can help reduce your income taxes, is provided later on in the SPD. In addition, the document provides you with guidance and contact information should you have additional questions. Throughout the SPD, you will find capitalized terms that are defined in the “Important Terms to Know” section.

THE ESP AT-A-GLANCE

<p>You are generally eligible if...</p>	<p>You are a full-time or part-time salaried or hourly employee of Schlage (or a Participating Company or operating unit) and you are not covered by a collective bargaining agreement (unless such agreement provides for participation in the Plan).</p> <p>Salaried or hourly non-union employees classified as interns, contract, temporary, or seasonal are not eligible to participate in the Plan.</p> <p>Eligibility for Core Contributions is subject to special rules, as described later in this SPD.</p>
<p>You can contribute on a before-tax, Roth, and/or after-tax basis...</p>	<p>Up to 50% of your Eligible Compensation, up to IRS limits, through convenient payroll deductions.</p>
<p>You can invest in...</p>	<p>A variety of investment options, plus a self-directed brokerage account.</p>
<p>Your vesting in your before-tax, Roth, and after-tax contributions is...</p>	<p>Immediate.</p>
<p>Except for Access Technologies employees described below, your employer contributes...</p>	<p>\$1 for every \$1 you contribute, up to 6% of your Eligible Compensation as a Matching Contribution.</p> <p>2% of your Eligible Compensation as a Core Contribution (only if you are eligible, see “Core Contributions” for an explanation of eligibility).</p>
<p>If you are an Access Technologies employee and were eligible to receive a core account allocation under the Stanley Black & Decker Retirement Account Plan as of July 4, 2022, your employer contributes...</p>	<p>\$1 for every \$1 you contribute, up to 6% of your Eligible Compensation as a Matching Contribution.</p> <p>A percentage of your Eligible Compensation as an Access Technologies (“AT”) Core Contribution, based on your age at the end of the plan year:</p> <ul style="list-style-type: none"> • Under 40: 2% • Age 40 to 54: 4% • Age 55 or over: 6%
<p>If you are an Access Technologies employee and were a member of the International Associate of Machinists and Aerospace Workers Local Union 26 as of September 1, 2024 your employer contributes...</p>	<p>9% your Eligible Compensation a Core Contribution.</p>
<p>If you are an Access Technologies employee and a member of the Local Union No. 134 of the International Brotherhood of Electrical Workers, effective September 1, 2023, your employer contributes...</p>	<p>1% of your Eligible Compensation as a Core Contribution.</p>

Your vesting in Company contributions is...	<ul style="list-style-type: none"> • Immediate for Matching Contributions. • After three years for Core and AT Core Contributions
You can borrow from your account...	By using the loan feature of the Plan. You are allowed one loan at a time, with a minimum loan amount of \$1,000.
Fund and transaction expense fees...	Are passed along to you. Fund expense fees include fees for short-term trading fees and fund management. Transaction fees include fees for loans and distributions.
You can roll over...	Before-tax, Roth, and after-tax contributions into the Plan from other qualified plans and IRAs.
When you terminate employment, distributions are paid...	Automatically as a lump sum if your account balance is \$1,000 or less; you have a choice of additional options if your account is greater than \$1,000 on the distribution date.

ENROLLING IN THE ESP

Who Is Eligible?

You are eligible to participate in the ESP if you are a non-union employee of the Company or a Participating Company. You are also eligible to participate if you are union employee of Allegion Access Technologies and were an active participant in the Stanley Black & Decker Retirement Account Plan as of July 4, 2022. You must also meet the following eligibility requirements:

- You work in the United States and are either (i) a citizen of the United States, or (ii) a permanent resident alien; or
- You are a non-resident alien authorized to work in the United States, paid on a U.S. payroll and are not participating in a retirement plan of the Company or an affiliate in your home country; or
- You are a United States citizen on an expatriate assignment overseas and employed by the Company or a Participating Company, one of whom makes a Social Security contribution on your behalf.

Salaried, leased, or hourly non-union employees classified as an intern, contract, temporary, or seasonal are not eligible to participate in the Plan. However, temporary and seasonal employees become eligible to participate after completion of 6 months of service.

Any service you earned with Ingersoll-Rand Company will also be counted in determining whether you have satisfied these requirements. If you were a Participant in the IR-ESP on November 30, 2013, and you became an employee of an affiliate of Allegion who is eligible to participate in the Plan on December 1, 2013, you are immediately eligible to participate.

Any service you earned with Yonomi LLC, J.R. Four, Ltd., DBA Technical Glass Products (“TGP”), TGP Canada Enterprises, ULC, or Stanley Access Technologies will also be counted in determining whether you have satisfied these requirements.

If you were a Participant in the IR-ESP on November 30, 2013, you were enrolled automatically using the same contribution elections you had in place under the IR-ESP.

When Participation Begins

If you are an Eligible Employee, you can enroll immediately. As a newly hired Eligible Employee or a transferred employee first becoming eligible to participate in the ESP after December 1, 2013, you will be enrolled automatically in the ESP if you do not take action to enroll or opt out within 30 days of your date of

hire, as explained below. If you are a rehired employee, you must take action to enroll. If your account balance under the IR-ESP was transferred to the ESP on December 1, 2013, you were enrolled automatically using the same contribution elections you had in place under the IR-ESP.

In general, you can contribute to the ESP as soon as you are enrolled as an eligible Participant. Once you are enrolled and start contributing, you are eligible for the Company Matching Contributions. Depending on your circumstances, you may also be eligible for Core Contributions or AT Core Contributions (described later in this SPD).

How to Enroll

You should automatically receive an enrollment package from Fidelity when you are eligible to enroll. If you do not take action to enroll in the ESP, you will be automatically enrolled, as explained below.

Automatic Enrollment

You will be automatically enrolled in the ESP approximately 30 days after you are eligible to participate in the ESP, unless you elect otherwise. If you are automatically enrolled, a Before-Tax Contribution rate equal to two percent (3%) of your Eligible Compensation will be withheld from each paycheck, generally beginning with your first paycheck following this 30-day period. Contributions are automatically invested in the age-appropriate qualified default investment alternative (QDIA) fund for the ESP.

If you decide to choose a different contribution rate and/or investment option(s), or if you want to discontinue the two percent Before-Tax Contribution following automatic enrollment, you can contact the Service Center at (800) 835-5095 or Fidelity NetBenefits (www.401k.com) at any time. Any ESP contributions already deducted from your Eligible Compensation and contributed to the Plan, along with any Company Matching Contributions on your contributions and Core or AT Core Contributions, will remain in your ESP account.

This automatic enrollment feature will not apply to you if you were employed by Ingersoll-Rand Company or an affiliate of Ingersoll-Rand Company on November 30, 2013.

How to Contact the Service Center

You can contact the Service Center at (800) 835-5095 or online at Fidelity NetBenefits (www.401k.com) at any time to enroll, change or stop contributions, change your investment elections, obtain account information once you are enrolled, and change your beneficiary designation. Note: contribution changes will take one to two pay cycles to reflect on your pay.

Toll-Free Telephone	Internet
(800) 835-5095	Fidelity NetBenefits (www.401k.com)
The Voice Response System is available 24 hours a day, 7 days a week. If you have questions or need assistance, Service Center Representatives are available Monday through Friday (excluding stock market holidays), 8:30 a.m. to midnight, Eastern time.	On the website of Fidelity NetBenefits (www.401k.com), you can access information 24 hours a day, 7 days a week. You can track the progress of your account, make account changes, model and request a loan, request withdrawals, tap into educational information about investment options and retirement planning, and even get a personalized account statement. Fidelity NetBenefits (www.401k.com) is your online financial planning resource, with interactive tools and articles to help you plan for retirement and learn more about investing, getting out of debt, estate planning, funding a college education, owning a home, etc.

Your PIN

When you contact the Service Center at (800) 835-5095 or online at Fidelity NetBenefits (www.401k.com), you will be prompted to establish a Personal Identification Number ("PIN"), which you will need to use each time you access your ESP account. You must have a PIN to enroll, obtain account information, and make transactions or changes. You can set up your PIN either online or by phone. It takes just a few minutes to follow the simple step-by-step instructions.

Naming a Beneficiary

When you enroll in the ESP (either automatically or otherwise) you will have the opportunity to name one or more beneficiaries who will receive the value of your account in the ESP in the event of your death. You can name a trust, estate, or charity as well as one or more individuals to be your beneficiary(ies). Beneficiaries share your account balance equally unless you indicate a percentage for each beneficiary. The percentages must be whole percentages and must total 100 percent (100%). You can also name one or more contingent beneficiaries to receive the value of your account if your primary beneficiary(ies) predeceases you.

If you are married and you want to name someone other than, or in addition to, your Spouse as your beneficiary, your Spouse must provide written, notarized consent.

If you are married at the time of your death and you have not named a beneficiary (or if your beneficiary designation is not valid or your beneficiary dies before you), your Spouse automatically will be entitled to receive the value of your account, in accordance with federal law. If payment cannot be made to a beneficiary you have named, or to your surviving Spouse, your account balance will be paid in equal shares to your children (including adopted children), if then living; if not, then in equal shares to your parent(s) if then living; otherwise, to your estate.

If you are not married at the time of your death and you have not named a beneficiary (or if your beneficiary designation is not valid), your account balance will be paid in equal shares to your children (including adopted children), if then living; if not, then in equal shares to your parent(s) if then living; otherwise, to your estate.

If your beneficiary dies before the start of (or before the complete distribution of) your account balance the beneficiary's interest will be paid first to the beneficiary's spouse, if then living; if not, then in equal shares to the beneficiary's children (including adopted children), if then living; then in equal shares to the beneficiary's parent(s) if then living; otherwise, to the beneficiary's estate.

Please be sure to review your beneficiary designation periodically or if your family situation changes. For example, you may want to review your beneficiary designation if you have a life event such as a birth, adoption, marriage, divorce, or death of your current beneficiary or a family member. In the event of your death, ESP benefits will be paid to the beneficiary designated on your most recently filed and properly completed beneficiary designation form. If you transferred from Ingersoll-Rand Company on December 1, 2013, any beneficiary designation you had in place under the IR-ESP will remain in effect until you change it.

To name your beneficiary(ies), complete and sign the beneficiary designation form included in your ESP enrollment package. If you were automatically enrolled, you are encouraged to take action to name your beneficiary(ies). You can change your beneficiary designation at any time by completing a new beneficiary designation form or designating a beneficiary online at www.401k.com. You can obtain a beneficiary designation form from the Service Center. In order for your beneficiary designations to be valid, an original signed beneficiary designation form must be on file with the Service Center or a designation made online at www.401k.com. Keep a duplicate copy of your beneficiary designation form for your personal records.

SPECIAL NOTE: Under federal law, the Spouse of a Plan Participant has certain rights to the Participant's benefits. For example, if you are a married ESP Participant, when you die, your Spouse has the right to be your beneficiary. Although you can name someone other than your Spouse as a beneficiary, if you are married, your Spouse must provide written, notarized consent in order for this designation to be valid.

Prior to June 26, 2013, federal law required the ESP to consider Participants with a same-sex Spouse as "unmarried." Therefore, a Participant with a same-sex Spouse did not require consent to name someone other than a Spouse as a beneficiary. However, starting on June 26, 2013, same-sex couples are treated as married. This has the following significant implications for beneficiary designations:

- If you are an ESP Participant who is married to a person of your same sex but designated someone other than your current same-sex Spouse as your beneficiary, your prior beneficiary designation became invalid as of June 26, 2013.
- If you are the same-sex Spouse of a deceased ESP Participant who died on or after June 26, 2013, and someone other than you received a distribution of the deceased Participant's benefit without your consent, you should contact the Plan Administrator right away.
- If you are an ESP Participant and you marry at any time after June 26, 2013 (regardless of the gender of your Spouse), all prior beneficiary designations will automatically become invalid and your new Spouse will become your beneficiary. This applies regardless of the sex of your Spouse.

Regardless of your marital status, we recommend that all Participants review their beneficiary designations to ensure that they are current and accurate.

CONTRIBUTIONS TO THE PLAN

Your Contributions

When you enroll in the ESP (either automatically or otherwise), an individual account is set up in your name. You decide what percentage of your Eligible Compensation you want to contribute from one percent (1%) to 50 percent (50%) in increments of one percent (1%). Beginning in the year you reach age 50 and/or any year after, you may also be eligible to make Catch-up Contributions. If you are age 60, 61, 62, or 63 during the Plan Year, you may also be eligible to make additional Super Catch-up Contributions. The IRS limits how much you can contribute each year, as described under the section titled "Limits on Contributions to Your Account."

You can contribute on a before-tax basis, Roth basis, after-tax basis or a combination of the three. Contributions are made through payroll deductions and are credited to your account each pay period.

Before-Tax Contributions

When you contribute on a before-tax basis, your contributions are taken out of your paycheck before federal, and in most cases, state and local, income taxes are deducted. Income taxes are deferred on this money (including investment earnings) until you take it out of your account. With Before-Tax Contributions, you have more take-home pay than if you contribute the same amount on a Roth or an after-tax basis. However, you will need to pay taxes on money that you withdraw from your account and in some cases, you may pay an early withdrawal penalty. Please see "Tax on Early Withdrawals" and "Tax Considerations."

Before-Tax Contributions are subject to Social Security and Medicare taxes, so making Before-Tax Contributions is not expected to affect your future benefits from Social Security.

Roth Contributions

Roth Contributions allow the money you contribute to your account to grow tax free. Like After-Tax Contributions, you contribute to your account after federal, state, and local income taxes are taken.

However, unlike After-Tax Contributions, the investment earnings on your Roth Contributions are not taxable when you take them out of your account. Due to the tax advantage of this type of contribution, it combines with any Before-Tax Contributions to meet the applicable IRS limits. See the section titled “Limits on Contributions to Your Account” for more information.

After-Tax Contributions

With After-Tax Contributions, you contribute to your account after federal, state, and local income taxes are taken out of your paycheck. However, the investment earnings on your After-Tax Contributions are not taxed until you take them out of your account. While you are working, federal law permits withdrawal of After-Tax Contributions more easily than Before-Tax Contributions. Please see “Accessing Your Account” for more information on withdrawals.

Eligible Compensation

Eligible Compensation generally includes the total amount of salary, commission, performance-based bonuses, wages, overtime pay, shift differential pay, military differential pay, vacation and holiday pay, and voluntary salary reduction amounts made by the employee under Sections 401(k), 125 or 132(f)(4) of the Internal Revenue Tax Code. It does not include non-performance-based bonuses such as career, retention, safety and sign-on bonuses, severance pay, payments made after you are no longer employed by the Company, deferred compensation, tuition reimbursement, relocation expenses, and similar payments. Please see “Important Terms to Know” for the definition of Eligible Compensation.

Limits on Contributions to Your Account

- **Elective Deferral Maximum.** The IRS limits how much you can contribute to the Plan on a before-tax and Roth basis. For 2026, the maximum amount that you may contribute on a before-tax and Roth basis is \$24,500. Your before-tax and Roth contributions add together toward this limit. This limit does not take into account Catch-up Contributions or Super Catch-Up Contributions (described below). This limit may be adjusted each year by the IRS. If you make contributions (Before-Tax and/or Roth) to another employer’s qualified plan in a given calendar year, you are responsible for ensuring that your total Before-Tax and/or Roth Contributions (to the ESP and the other employer plan together) do not exceed the IRS maximum for the year. If your contributions to your account exceed the IRS limit, the excess contributions and any earnings on those contributions will be returned to you as soon as possible after the end of the Plan Year, upon your request.
- **Annual Additions Limit.** The combined amount you and the Company can contribute to the ESP each year is limited by federal law. The total amount of your Before-Tax, Roth, and After-Tax Contributions as well as Company Matching Contributions, Core Contributions, and AT Core Contributions, if applicable, is limited to 100 percent (100%) of your IRS Form W-2 compensation or \$72,000 for 2026, whichever is less. The IRS periodically adjusts this limit.

The ESP monitors your account so that the total contributions to the Plan (Before-Tax, Roth, After-Tax, Company Matching, and Core) should not exceed the Annual Additions Limit. However, if the annual additions to your account exceed the limit in any ESP Plan Year, the excess contributions and any earnings on those contributions will be returned to you as soon as possible after the end of the Plan Year. Company Matching Contributions, Core Contributions, AT Core Contributions, and any earnings attributed to these contributions will be removed from your account and returned to the Company as forfeitures to the extent necessary.

- **Annual Compensation Limit.** The IRS limits the amount of Eligible Compensation that can be used to determine the amount that you may contribute to the ESP. For 2026, the limit is \$360,000. The IRS periodically adjusts this limit.

- **Limits for Highly Compensated Employees.** The IRS has regulations that apply to After-Tax Contributions by highly compensated employees. In order to satisfy the regulations, contribution rates of highly compensated employees may be reduced. Generally, for 2026, you are considered highly compensated for that year if your gross earnings are more than \$160,000 in the prior year. The IRS periodically adjusts this limit.
- **Catch-up Contributions.** Beginning in the year in which you reach age 50 and any year thereafter, you can make additional Before-Tax and/or Roth Contributions to your ESP account. These “catch-up” contributions allow you to contribute beyond annual IRS and ESP limits. In 2026, you can contribute up to an additional \$8,000 as Catch-up Contributions. The IRS periodically adjusts this limit.

To be eligible to make Catch-up Contributions, you must be age 50 or older during the year. To the extent you do not meet the IRS limit for Before-Tax and/ or Roth Contributions during the year (\$24,500 for 2026), any Catch-up Contributions you made for the year will be characterized as Before-Tax and Roth Contributions. To start making Catch-up Contributions, you need to make a separate election by contacting the Service Center at (800) 835-5095 or online at Fidelity NetBenefits (www.401k.com).

Notwithstanding the paragraph immediately above, starting in 2026, employees age 50 or older earning more than \$150,000 (indexed annually for inflation) in FICA wages in the previous year must make any Catch-Up Contributions (i.e., Catch-Up Contributions or Super Catch-Up Contributions) permitted under the Plan as after-tax Roth contributions. To see if you are impacted you'll need to check your Form W-2 Box 3 wages from the prior year to see if you crossed the \$150,000 threshold. If you currently defer Before-Tax Catch-Up Contributions and you crossed the \$150,000 threshold in the prior year, your existing Catch-Up election will be automatically deemed as a Roth Catch-Up election. You may, at any time, change your election and stop deferring.

- **Super Catch-up Contributions.** Starting in 2026, eligible participants will have the opportunity to make additional catch-up contributions called “Super Catch-Up Contributions”. This enhanced catch-up provision is available to participants who are 60, 61, 62, or 63 years old during the plan year. For the 2026 Plan Year, the additional catch-up contribution amount is \$3,250. This means eligible participants may contribute up to \$11,250 (i.e., \$8,000 + \$3,250).
- **Spillover Election.** To ensure you receive the maximum Company Matching Contribution, you should monitor your contributions to the ESP. If you reach the IRS Elective Deferral maximum before the end of a calendar year, and you have not elected After-Tax Contributions to the ESP, your contributions will stop and you will not receive any additional Company Matching Contributions. In order to prevent this from happening and allowing your contributions to continue on an after-tax basis, you can enroll in the automatic spillover feature through Fidelity NetBenefits (www.401k.com). Company Matching Contributions (on up to 6% of your Eligible Compensation) are made only for pay periods when you are contributing to the Plan.

Processing of all contribution changes, including the spillover election, will be made as soon as administratively feasible, generally within one or two pay cycles.

Company Matching Contributions

The Company will match your contributions to the Plan \$1 for every \$1 you contribute either on a before-tax, Roth, after-tax, or catch-up basis, up to 6% of Eligible Compensation. Company Matching Contributions are credited to your account each pay period as explained below. The Company does not match your contributions above 6% of Eligible Compensation. Company Matching Contributions and their earnings are not taxable until they are distributed from the ESP.

How Matching Contributions Are Credited to Your Account

The Company Matching Contributions to your ESP account are made in cash and allocated to the current investment options you have elected for your contributions. Company Matching Contributions are 100% vested at all times.

To maximize your Matching Contributions, you will need to elect to contribute at least 6% of your Eligible Compensation to the ESP. An example will help illustrate this.

Let us assume that Claire earns \$50,000 a year. The following shows how Schlage will contribute to the ESP on Claire's behalf:

	Claire Contributes Nothing	Claire contributes 1% of her Eligible Compensation	Claire contributes 3% of her Eligible Compensation	Claire contributes 6% of her Eligible Compensation	Claire contributes 10% of her Eligible Compensation
Claire's annual pay	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000
Claire's ESP contributions	\$0	\$500	\$1,500	\$3,000	\$5,000
Schlage's Matching Contribution	\$0	\$500	\$1,500	\$3,000	\$3,000

True-Up Matching Contributions

The true-up matching contribution is calculated at the end of each calendar year. It is intended to enable Participants to receive the maximum Company Matching Contribution (up to 6 percent (6%) of Eligible Compensation) regardless of the timing and pattern of their contributions during the year. This usually affects only a small number of Plan Participants.

The true-up matching contribution is generally made to the ESP during the first quarter of the year following the year you contributed to the ESP. Although the true-up matching contribution is designed to ensure employees do not lose out on the Company Matching Contribution, you will not receive dividends or earnings on this contribution with respect to any time period before the time it is credited to your account. It is important to understand this limitation. You will not be eligible to receive the true-up matching contribution unless you are employed on December 31st of the Plan Year for which the true-up calculation is being applied.

If at the time you elected your Before-Tax or Roth Contributions, you did not also elect to contribute on an after-tax basis, your contributions to the ESP and, as a result, Company Matching Contributions will cease after you have reached the applicable IRS limit. As an alternative, you may make a Spillover Election that will continue your Before-Tax and/or Roth Contributions on an after-tax basis at the same percentage you were contributing prior to reaching the IRS limit. Doing so will allow you to continue contributing via After-Tax Contributions, and also receive the Company Matching Contributions.

The following table is an example of how the true-up matching contribution will result in the maximum Company Match being credited to your account.

Assume a Participant earns \$8,800 per month and is contributing 25% before-tax (6% matched and 19% un-matched).

Month	Monthly Eligible Compensation	6% Basic Before-tax	19% Suppl. Before-tax	Total Before-tax Contributions	Company Matching Contributions (6%)
Jan	\$ 8,800	\$ 528 +	\$ 1,672 =	\$ 2,200	\$ 528
Feb	\$ 8,800	\$ 528 +	\$ 1,672 =	\$ 2,200	\$ 528
Mar	\$ 8,800	\$ 528 +	\$ 1,672 =	\$ 2,200	\$ 528
Apr	\$ 8,800	\$ 528 +	\$ 1,672 =	\$ 2,200	\$ 528
May	\$ 8,800	\$ 528 +	\$ 1,672 =	\$ 2,200	\$ 528
Jun	\$ 8,800	\$ 528 +	\$ 1,672 =	\$ 2,200	\$ 528
Jul	\$ 8,800	\$ 528 +	\$ 1,672 =	\$ 2,200	\$ 528
Aug	\$ 8,800	\$ 528 +	\$ 1,672 =	\$ 2,200	\$ 528
Sep	\$ 8,800	\$ 528 +	\$ 1,672 =	\$ 2,200	\$ 528
Oct	\$ 8,800	\$ 528 +	\$ 1,672 =	\$ 2,200	\$ 528
Nov	\$ 8,800	\$ 528 +	\$ 1,672 =	\$ 2,200	\$ 528
Dec	\$ 8,800	\$ 300 +	\$ 0 =	\$ 300	\$ 300
	\$ 105,600	\$ 6,108	\$ 18,392	\$ 24,500	\$ 6,108

The true-up matching contribution calculates what 6% of your Company Matching Contributions would have been ($\$105,600 \times 6\% = \$6,336$). The difference between the Company Matching Contributions made during the year (\$6,108) and the 6% calculation (\$6,336) results in a true-up matching contribution of \$228. You must be employed on December 31 in order to be eligible for the true-up matching contribution. Please note that this example references 2026 contribution limits. These amounts are adjusted periodically by the IRS, but the same principles will apply to any adjusted contribution limits.

You can use the deferral maximization calculator available on Fidelity NetBenefits (www.401k.com) to help you calculate the optimal rate of your contributions to receive the maximum Company Matching Contribution during the year.

Core Contributions

IMPORTANT: If you were hired by the Company on or after December 1, 2013, you are not eligible for Core Contributions. If you are eligible for Core Contributions, terminate employment after December 1, 2013, and are subsequently rehired, you will no longer be eligible for Core Contributions.

In addition to the Matching Contribution, some Participants who were previously employed by Ingersoll-Rand Company will receive a Core Contribution equal to 2% of their Eligible Compensation. The Core Contribution will be made by the Company to such Participants' ESP account regardless of their own ESP contribution level.

If you were employed by Ingersoll-Rand Company on November 30, 2013, and transferred employment to Schlage on December 1, 2013, you can determine whether you are eligible to receive a Core Contribution by determining which of the following groups you belong to:

(1) If you were employed by the Ingersoll-Rand Company or a participating employer in the IR-ESP on June 30, 2012, **and** you made a one-time, irrevocable election to waive participation in the Ingersoll-Rand Company Pension Plan Number One on or before November 9, 2012, (and effective as of January 1, 2013), then you are eligible for the Core Contribution.

(2) If you were employed by the Ingersoll-Rand Company or a participating employer in the IR-ESP on June 30, 2012, **and you did not make** a one-time, irrevocable election to waive participation in Ingersoll-Rand Company Pension Plan Number One effective as of January 1, 2013, then you will be eligible for the Core Contribution beginning on January 1, 2023, (assuming you are continually employed until that time).

(3) If you were hired or rehired by the Ingersoll-Rand Company starting on or after July 1, 2013, you are eligible for the Core Contribution.

NOTE: Even if (1), (2), or (3) above applies to you, if you terminate employment, you will **not** be eligible for Core Contributions if you are rehired by the Company.

Core Contributions will be made in the form of cash and invested according to your investment elections; if you are not contributing to the ESP, the Core Contribution will be invested in the age-appropriate QDIA fund for the ESP.

The Core Contribution vests after three years of service or when you reach the age of 65, die, or incur a Disability while employed by the Company.

Access Technologies (“AT”) Core Contributions

In addition to the Matching Contribution, some Participants who were previously employed by Stanley Access Technologies will receive AT Core Contributions. If you became a Participant on July 5, 2022 in conjunction with Allegion's acquisition of Stanley Access Technologies and were eligible to receive a core account allocation under the Stanley Black & Decker Retirement Account Plan as of July 4, 2022, you will receive AT Core Contributions in the following amounts, based on your age and Eligible Compensation:

Your Age At The End of The Plan Year	AT Core Contribution
Under 40	2%
40 to 54	4%
55 or over	6%

AT Core Contributions will be made by the Company to such Participants' ESP account on a quarterly basis, regardless of their own ESP contribution level.

AT Core Contributions will be made in the form of cash and invested according to your investment elections; if you are not contributing to the ESP, the AT Core Contribution will be invested in the age-appropriate QDIA fund for the ESP.

The AT Core Contribution vests after three years of service or when you reach the age of 55, die, or incur a Disability while employed by the Company.

If you are eligible for AT Core Contributions, terminate employment after July 5, 2022, and are subsequently rehired, you will no longer be eligible for AT Core Contributions.

Voluntary Early Retirement Program Contributions

If you are eligible to participate in the Voluntary Early Retirement Program established by the Company, and sign a Voluntary Early Retirement Program agreement (the “VERP Agreement”), the Company will make a nonelective contribution on your behalf. To receive the contribution, you cannot revoke the VERP Agreement and you must comply with its terms. The contribution will be made as soon as possible after the expiration of the revocation period defined in the VERP Agreement. Any contributions made pursuant to a VERP Agreement shall be treated as Company Core Contributions for purposes of calculating withdrawals.

Take Advantage of the ESP

The ESP is intended to assist you in saving for your future retirement on a tax-advantaged basis. By participating in the ESP:

- You don't pay current taxes on your Before-Tax Contributions, Company Matching Contributions, Core or AT Core Contributions (if applicable). You *do* pay current taxes on Roth and After-Tax Contributions.
- You don't pay current taxes on earnings on all contributions: Before-Tax, Roth, After-Tax, the Company Matching Contributions, or (if applicable) the Core Contribution or AT Core Contribution. You do not pay any taxes on these earnings until you take the money out of your account.
- **Note:** You do not owe taxes on these earnings at the time of withdrawal for Roth Contributions

Be aware that participating in the ESP does involve risk, though, as your investment may lose money.

You may be able to further defer taxes on all or part of your distributions by rolling over your account balance to another employer's tax-qualified plan or an IRA. Please see “Rollovers” for details.

Changing or Stopping Your Plan Contributions

You can change the percentage of Eligible Compensation you contribute to the ESP on a before-tax, Roth, and/or after-tax basis at any time by contacting the Service Center at (800) 835-5095 or by logging on to Fidelity NetBenefits (www.401k.com). You will need your Personal Identification Number (PIN) to access your account. Contributions will be adjusted with the first paycheck following the date that the Company Payroll Center receives notification from the Service Center that your ESP contribution rate has changed, generally within one or two payroll cycles.

Keep in mind that since your contributions are based on a percentage of your Eligible Compensation, the dollar amount of your contributions will change whenever the amount of your Eligible Compensation changes. Processing of all contribution changes will be made as soon as administratively feasible.

Roth In-Plan Conversion

You may irrevocably elect to convert all or a portion of your vested account balance to Roth. The converted amounts will be included in your income in the year of the conversion, so you should consult with your personal tax advisor prior to taking action. To initiate a Roth In-Plan conversion, or if you have any questions regarding them, please call the Service Center at (800) 835-5095.

Vesting

Vesting refers to your right to receive your ESP account balance when you terminate employment. You are always 100% vested in your own contributions (Before-Tax, Roth, After-Tax, and Catch-up) and earnings

on those contributions. You are also immediately vested in the Company Matching Contributions made to your ESP account, and any earnings on the Company Matching Contributions. If you were employed by Ingersoll-Rand Company and transferred to Schlage on December 1, 2013, you may have other accounts from prior plans under the IR-ESP. You may also have other accounts if you participated in the J.R. Four, Ltd. 401(k) Profit Sharing Plan (the "TGP Plan"). These accounts are also 100% vested at all times in the ESP.

You are vested in the 2% Core Contribution (if applicable) after completion of three years of service with the Company or an affiliate (including service with Ingersoll-Rand Company or an affiliate of Ingersoll-Rand Company prior to December 1, 2013), attainment of age 65 while employed, or upon your death or Disability (as defined in the ESP) while employed. This means that if your employment terminates before you have completed three years of employment, retire at age 65 or die, the Core Contributions in your account will be forfeited.

You are vested in the AT Core Contribution (if applicable) after completion of three years of service with the Company or an affiliate (including service with Stanley Black & Decker prior to July 5, 2022), attainment of age 55 while employed, or upon your death or Disability (as defined in the ESP) while employed. This means that if your employment terminates before you have completed three years of employment, retire at age 55 or die, the AT Core Contributions in your account will be forfeited.

Additionally, the amounts in your ESP account can be affected by investment performance, as explained later in this SPD.

Rollover Contributions

If you participated in the qualified retirement plan of another employer or you have an IRA, you may be able to roll over all or part of your previous account to the ESP. You can also roll over contributions from governmental 457(b) plans and 403(b) plans (e.g., school or hospital plans). You can invest the money from the rollover in any of the investment options offered through the ESP.

A rollover contribution will allow you to continue to defer taxes on the distribution from another qualified retirement plan. You can make a rollover contribution even if you are not currently making contributions to the ESP, provided you are still employed by the Company or a Participating Company.

You will receive a rollover form and instructions in the enrollment packet you receive from the Service Center when you are first eligible for the ESP. Additional copies of the rollover form and instructions are available from the Service Center at (800) 835-5095.

When Contributions Stop

Your contributions and Company Matching Contributions to the ESP will stop if any of the following occur:

- You elect to stop making contributions (but Core and AT Core Contributions will continue);
- You take an unpaid leave of absence or are otherwise receiving no Eligible Compensation;
- You are receiving benefits under the Schlage Lock Company LLC Long-term Disability Income Plan or the long-term disability plan of a Participating Company;
- You take a withdrawal that requires a suspension of your contributions (but Core and AT Core Contributions will continue);
- You are no longer part of an eligible class of employees;
- You are laid off;
- You terminate employment; or
- You have reached the maximum contribution limits for the year (See "Limits on Contributions to Your Account").

INVESTING YOUR MONEY

Investment Options

The ESP offers you a broad choice of investment options designed to help meet different types of investment needs and approaches. You can allocate your money among the options in increments of one percent (1%). If you are enrolled in the ESP through automatic enrollment and do not select investment options for your contributions, your contributions are automatically invested in the age-appropriate Vanguard Target Retirement Fund option. However, you can prospectively change your investment election or reallocate money among the options at any time.

As a Plan Participant, you have the right and responsibility to decide how to invest your account by choosing among the investment options available under the ESP. The Schlage Lock Company LLC Employee Savings Plan Booklet describing the Plan's investment options was prepared by and provided to you by Fidelity Institutional Services Company when you became eligible to participate in the ESP. Please note that each investment option is subject to different degrees of risk. Also note that the Company does not select or monitor the investment options offered under the Fidelity self-directed brokerage link (i.e., FIDELITY BROKERAGELINK). **While the Company carefully selects and routinely monitors the other investment options offered in the ESP, the Company and the Participating Companies do not guarantee the future investment performance of any investment option and you could lose money if an investment option you have selected performs poorly.** You are responsible for monitoring and maintaining your investments. Before investing in a fund, you should refer to the fund prospectus for complete information regarding investment management fees, brokerage commissions, transfer taxes, redemption fees, and other expenses that might affect your rate of return, and other special risks and investment considerations.

Schlage intends that the ESP meet the requirements and regulations of Section 404(c) of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. The Plan lets you direct the investment of your account balance in a manner that is intended to comply with federal regulations under 404(c). Since you have the right to control and direct how your account is invested among available investment funds, the Company, Participating Companies and Plan fiduciaries will not be liable for losses, if any, which occur as a direct result of your investment instructions or lack thereof.

The ESP investment options fall into three broad groups:

- One Step Approach – Vanguard Target Retirement Options
- Participant Selection of Investment Mix
- Participant Investment – FIDELITY BROKERAGELINK®

For descriptions of each investment option, please see the separate notice from the Company describing the investment options and historic returns or visit Fidelity NetBenefits (www.401k.com). The descriptions include the fund code, ticker symbol, type of investment (e.g., value equity mutual fund, international growth mutual fund), how it is invested, and who may want to invest in that option. Historic returns for each of the funds other than the funds in the FIDELITY BROKERAGELINK are also included in the separate investment disclosure. For additional information regarding the ESP investment options, you can also contact the Service Center at (800) 835-5095.

Also note that if you do not make an investment election, your account will be invested in the QDIA fund (the age-appropriate Vanguard Target Retirement Fund) until you decide to change it.

Historical note on Employer Stock Funds: The Plan previously provided for investments in stock of Allegion plc and Ingersoll-Rand plc. The Ingersoll-Rand plc stock fund was removed as an investment option

effective December 1, 2014, and Allegion plc stock fund was removed as an investment option effective November 19, 2015. The Plan no longer contains any form of employer stock fund.

Investment Risks

Each investment option offers a different growth potential and degree of risk. Some investments carry little risk, but usually offer less return. Other investments may offer the potential for greater returns, but carry greater risks. Each person feels differently about how much risk he is willing to take. You need to choose the investments that best meet your individual needs at different times in your working career.

The information in this SPD is not intended as investment advice. Its purpose is to describe the investment options available in the ESP. Your investment in any investment option(s) could either increase or decrease in value. You are responsible for deciding where to invest the contributions and for monitoring and maintaining your investments. Neither the Company nor any Participating Company can advise you about how to invest.

You may want to consult your own financial or investment advisor to assess risks associated with each investment option and to help you decide which of the options are better for you. It is important to diversify your investment options to reduce your overall risk of investment losses. A well-diversified portfolio can reduce the risk of investment losses. Keep in mind, however, that diversification does not ensure a profit or guarantee against loss.

Changing How Your Money Is Invested

You can change your investment elections for future contributions and for your existing account balance. Investment elections for future contributions apply to the amounts that are deducted from your Eligible Compensation and any future rollover contributions when they are contributed to the ESP. Your existing account balance is the money that is already invested in the ESP. You can exchange all or part of your account balance among the investment options in the ESP at any time. This is also referred to as a “rebalance” of your money from one investment option to another.

To change your investment elections for your future contributions and/or for your existing account balance, contact the Service Center at (800) 835-5095 or online at Fidelity NetBenefits (www.401k.com). You will need your Personal Identification Number (PIN) to access your account.

Short-Term Trading Fees

Some investment options in the ESP have short-term trading fees, also called “redemption fees.” These fees are imposed to discourage “short-term trading” — exchanging in and out of a fund within a short period of time. Short-term trading can increase the transaction costs, which can ultimately result in lower investment returns of the fund. The fee is intended to offset the transaction costs associated with short-term trading. You should refer to the fund’s prospectus for a description of the fees associated with that fund.

How the Fees Work

The short-term trading fee is charged only if you place an exchange out of one of the funds that has a short-term trading fee before the stated holding period — and the fee is only charged on the shares you exchange out. For example, assume you have a balance of \$2,000 in a fund that charges a short-term trading fee, the short-term trading fee is 0.75% and the entire balance is less than 30 days old. You decide to exchange \$1,000 out of that fund into another investment option within the 30-day window. This exchange of \$1,000 will be subject to the 0.75% fee (\$7.50). This fee is deducted from the amount of money that would be transferred into the investment option receiving the monies (now \$992.50). Again, this fee is charged by the fund, not by the Company.

Keep in mind that the fee also applies to loans, in-service withdrawals, and full distributions that are processed before the stated holding period. When you place an exchange out of one of these funds, shares held longer than the stated holding period will be applied first to avoid the redemption fee. Moreover, if a fee is assessed, the representative (or system) will tell you approximately how much the fee is and how many days you must wait to avoid the fee before placing the exchange. This information is also available in the separate investment fund disclosure provided by the Company or online at Fidelity NetBenefits (www.401k.com).

Other fees and costs may also apply to some funds. You should also consult the periodic fee disclosure notices that you will receive. These provide detailed explanations of the fees and costs of each investment alternative. These disclosures are provided to you when you first become eligible to direct your investment and are provided at least once each year thereafter. You will generally also receive quarterly statements which will show you the effect fees have on your account.

FIDELITY PORTFOLIO ADVISORY SERVICE AT WORK

Fidelity Portfolio Advisory Service *at Work* (the "PAS-W Service") is a managed account service that invests your workplace savings plan account in one of several model portfolios created from a mix of your Plan's eligible investment options. The PAS-W Service is managed by Strategic Advisers, Inc., a registered investment adviser and a Fidelity Investments company. The investment options selected are spread among broadly diversified investment types designed to help enhance growth and manage risk. When you enroll in the PAS-W Service, you are assigned to a model portfolio based on either your investment time horizon, or on your financial situation, risk tolerance, and investment time horizon, depending upon what you choose during enrollment. Once enrolled, your current workplace savings account balance will be reallocated to align with the investment allocation of your assigned model portfolio; future contributions will also be invested according to this model portfolio.

While enrolled in the PAS-W Service, you are delegating the ongoing management of your account to the PAS-W Service. In return for ongoing management, your account will incur an advisory fee for the PAS-W Service as described in the Pricing Supplement. This fee will be paid from your account. You will not be able to make any exchanges among investment options or otherwise direct or restrict the management of your account. The PAS-W Service will allocate and, when appropriate, reallocate the assets in your account to ensure that it stays in balance with the model portfolio's current mix of investments. Whenever your account is reallocated or rebalanced to fit your model portfolio, you will receive a confirmation detailing the transactions. You will also receive prospectuses for any investment option you did not previously own. For more information regarding Fidelity Portfolio Advisory Service at Work, or to enroll, log onto NetBenefits at <https://netbenefits.fidelity.com/pas> or call a Fidelity Representative at 866-811-6041.

Automatic Rebalance Service

The Automatic Rebalance Service helps you maintain the combination of investment types you want in the ESP. After you have made investment elections, one or more of the investment options you chose will likely perform better or worse than the other options you chose. As a result, the proportion of your account invested in each investment option may not match your investment elections. Once enrolled in the Automatic Rebalance Service, your account will periodically be rebalanced to stay consistent with the investment elections you have made. For more information regarding the Automatic Rebalance Service, contact the Service Center at (800) 835-5095 or online at Fidelity NetBenefits (www.401k.com).

ACCESSING YOUR ACCOUNT

The ESP is intended to help you save for your future retirement. However, there may be circumstances when you need to access your account balance before your retirement. For this reason, access to your account balance is limited to certain situations while you are employed. The ESP permits loans and, under specific, limited circumstances, withdrawals while you are employed.

Loans

The ESP's loan feature allows you to borrow from your ESP account without taking a taxable distribution. You repay the money you borrowed plus interest to your ESP account.

There is a loan set-up fee and an annual fee for loans (charged proportionately to your account on a quarterly basis). For the loan fees charged currently, please refer to Appendix B and to the other fee disclosure notices periodically provided by the Company.

While you are an active employee, you can borrow from your ESP account in accordance with the following rules:

- You can have only one loan outstanding at any time. (However, participant loans in plans that are merged into this Plan shall continue in effect under the terms applicable under the prior plan even if you have more than one of such loans outstanding. You cannot take a new loan until you have paid off all outstanding loans.)
- If you had a loan outstanding under the IR-ESP, you will not be able to take a loan under the ESP until that loan is paid off in full.
- The minimum loan amount is \$1,000 and loans are granted in increments of whole dollars.
- Loans are pre-approved provided you have the funds available and there is no Qualified Domestic Relations Order in place against your account preventing the transaction.
- The maximum amount you can borrow cannot exceed the lesser of:
 - \$50,000 reduced by your highest outstanding loan balance in the prior 12-month period ending on the day before the date the loan is made, or
 - 50% of your vested account balance in the ESP, excluding any amounts in the following subaccounts (to the extent applicable): Company Retirement Contribution Account, Profit Sharing Contribution Account, Core Contribution Account, AT Core Contribution Account, Trane Employer Contribution Account, Trane ESOP Basic Account, or Trane ESOP Account reduced by the balance of any outstanding loan(s).

Example: On January 1, you have a vested balance of \$100,000 (not including any excluded account balances) and borrow \$6,000. You repay the loan in full by June 1. On November 1, the maximum available loan is computed as follows: \$50,000 (maximum loan amount based on either \$50,000 or 50% of your vested interest in ESP) less \$6,000 (the highest outstanding balance in the previous 12 months). Therefore, the maximum loan available now is \$44,000 on November 1 (\$50,000 less \$6,000).

- You cannot borrow from your Company Matching Contributions or Roth Contributions, but such contributions **are** counted when determining the amount you can borrow from other accounts.
- You cannot borrow from your Core Contributions or AT Core Contributions and they are **not** counted when determining the amount you can borrow from other accounts.
- The term of the loan must be at least six months and cannot be longer than five years, except that loans for the purchase of a principal place of residence can be for a term of up to 15 years.
- Loans will be made in cash.
- You repay the loan plus interest back into your account through after-tax payroll deductions.
- The amount that you borrow will be deducted proportionately from each investment option in which your account is invested taken in the following order: (1) Before-Tax Contributions account, (2) Rollover Contributions account, (3) prior plan benefit account, (4) After-Tax Contributions account.
- The interest rate charged on new loans is determined by the Plan Administrator and is currently based on the prime rate (as published by the Wall Street Journal on the first of every month) plus 1 percent (1%). The interest rate on your loan remains the same throughout the term of the loan. Special rules apply for a qualified military leave.

How to Apply for a Loan

To apply for a loan, contact the Service Center at (800) 835-5095 or online at Fidelity NetBenefits (www.401k.com). You will be able to model and review various loan scenarios based on your desired loan amount, repayment amount, and number of payments. A loan that is confirmed before the close of the New York Stock Exchange (NYSE) — generally 4:00 p.m. Eastern Time — generally will be processed that evening using that day's closing prices. If you call after the NYSE closes, your loan generally will be processed at the next business day's closing prices. There will be a 21-calendar-day waiting period before a Participant can request a new loan after repaying an existing loan, and you may only have one outstanding loan at a time.

Repaying Your Loan

You are responsible for repaying both principal and interest on your outstanding loan according to ESP rules and the terms of the loan. While you are employed, loans are repaid through after-tax payroll deductions. Your loan will be in default if:

- The amount of the payments you have missed is equal to or greater than the equivalent of 90 days of repayments;
- You have not fully repaid your loan within five years (15 years for a loan for a principal residence); or
- You die.

If You Are in Default

If you are in default, you will be notified of the entire outstanding balance that you must repay, the date payment is due, and where to send the payment. If you do not repay the outstanding loan balance by the due date, the remaining balance of your loan will default and be reported to the Internal Revenue Service (IRS) as a distribution subject to income taxes. If you are under age 59½, you may have to pay a 10 percent penalty (10%) on the taxable portion in addition to income taxes. Defaulting on your loan (or having an unpaid loan considered an ESP distribution) may affect your eligibility to request new loans.

If You Take a Leave of Absence, Are Laid Off, or Terminate Employment

If you are on an approved military leave, your repayment will be suspended until you return to work.

If you take an unpaid leave of absence, are laid off, or terminate employment or, for some other reason, do not have sufficient Eligible Compensation to make loan repayments, you can repay the loan by using electronic payments from your bank account or a coupon repayment booklet that will be automatically mailed to you by the Service Center.

If you have an outstanding loan when you terminate employment with the Company, you can repay the loan in full within 45 days or continue to repay the loan using electronic payments or a coupon repayment booklet, which will be automatically mailed to you. Any loan balance that is outstanding at the time your employment terminates will be treated as a taxable distribution unless you repay the loan in full, or continue making payments using electronic payment or a coupon repayment booklet. You can also roll over your entire account balance in the ESP, plus the cash value of the outstanding loan(s) if it is repaid, to an IRA or another employer's qualified retirement plan to avoid the outstanding balance being treated as a taxable distribution.

Withdrawals While You Are Working

Although the ESP is designed to help you build retirement income, the Plan allows two types of withdrawals while you are working at the Company — discretionary withdrawals and hardship withdrawals. These are

also referred to as early withdrawals. Each type of withdrawal has its own requirements and may affect how you participate in the ESP.

To request an early withdrawal, contact the Service Center at (800) 835-5095. All withdrawals from the ESP will be made in cash.

Discretionary Withdrawals

A discretionary withdrawal is a withdrawal from your eligible After-Tax Contributions, Rollover Contributions or eligible Company Matching Contributions (meaning contributions attributable to the LESOP matching subaccount and matching contributions made under the IR-ESP before 2003, if applicable), and certain other employer contributions.

If you are at least age 59½, you can also withdraw your Before-Tax Contributions and Company Matching Contributions, as well as amounts in other accounts, as described below. Discretionary withdrawals are taken from your accounts in the following order:

- After-Tax Employee Contributions
- Rollover Contribution Account
- Company Matching Contributions
- Trane Pre-2010 Company Match Account (if at least age 59½)
- Prior Plan Benefit Account
- TGP Profit Sharing account
- Roth Employee Contributions
- Before-Tax Employee Contributions (if at least age 59½)
- Catch-up Contributions (if at least age 59½)
- Qualified Non-elective Contribution account (if at least age 59½)

Note: You may not withdraw money from your Core Contribution or AT Core Contribution account for this purpose.

Some discretionary withdrawals may be subject to 20% federal income tax withholding. The Service Center will provide general information about how the withdrawal you want to take will be treated for tax purposes.

There is a fee for each distribution of a discretionary withdrawal. See Appendix B for the current distribution fee.

Neither the Service Center nor the Company will provide you with tax advice. You should consult with a tax advisor before making a withdrawal from the ESP.

Hardship Withdrawals

Unless you are age 59½ or older, distributions of Before-Tax Contributions (or from your qualified nonelective contributions) while you are working are limited to hardship withdrawals as defined by the IRS. A hardship withdrawal is available if you have an immediate and heavy financial need, the distribution is necessary to satisfy the financial need, and the financial need cannot be met by any other means. Note that the ESP does not permit you to take a hardship withdrawal from your Core Contributions or Roth Contributions.

If you have an immediate and heavy financial need, you can request a hardship withdrawal provided the amount of the withdrawal does not exceed the amount of the financial need created by the hardship situation. If you are age 59½ or older, you do not need a financial hardship to withdraw Before-Tax Contributions. Contact Fidelity to understand considerations on withdrawing your Roth Contributions if you have not yet contributed via Roth for 5 years.

Hardship withdrawals are permitted only to:

- Pay certain unreimbursed medical expenses incurred by you, your Spouse or dependents,
- Purchase your primary residence (excluding mortgage payments),
- Pay for the repair of your primary residence in the event of a catastrophe that would qualify for a casualty loss tax deduction,
- Pay tuition for post-secondary education for you, your Spouse, your children or dependents,
- Prevent eviction from or foreclosure on a mortgage of your primary residence, or
- Pay funeral expenses for your Spouse, child, parent or dependent.

You cannot use the hardship withdrawal for any purpose other than the purpose for which you submitted the hardship request. If you must withdraw Before-Tax Contributions in order to satisfy the hardship, you must have received all discretionary withdrawals under the ESP or any other plan before being eligible to take the hardship withdrawal. Your withdrawal may include any amounts reasonably anticipated to be necessary to pay any federal, state, or local income taxes or penalties resulting from the hardship distribution.

Hardship withdrawals are not considered eligible rollover distributions and are not subject to 20% federal income tax withholding. They are taxed as ordinary income and may be subject to a 10% early withdrawal penalty when you file your income taxes. Because of the complicated rules and considerable taxes associated with hardship withdrawals, you should consult with a tax advisor before making such a withdrawal from the ESP.

Hardship withdrawals are taken from your ESP account in the following order:

- After-Tax Contributions
- Rollover Contribution Account
- Some Company Matching Contributions (those made before 2003 or made to the LESOP)
- Qualified Non-Elective Contributions Account
- Prior plan benefit account
- Before-Tax Contributions other than Catch-up Contributions (generally excluding earnings on contributions made after 1988)

Note: You may not withdraw money from your Roth Contribution account nor your Core Contribution or AT Core Contribution account for this purpose.

Documentation Needed for a Hardship Withdrawal

When you apply for a hardship withdrawal, you will need to provide documentation of the amount necessary to satisfy the hardship. Examples of documentation that you may be required to provide include:

- Invoices
- Receipts
- Explanations from your health insurance plan that certain services are not covered
- Eviction or foreclosure notices
- A home purchase contract
- A signed affidavit stating that you have no other reasonably available resources

Disability Withdrawals

If you incur a Disability, you may receive a distribution from the Plan not to exceed the amounts described below at your discretion. Disability Withdrawals may be taken from the following accounts and shall be taken in the following order:

- Company Matching Contribution Account
- Profit Sharing Contribution Account
- Roth Contribution Account
- Qualified Nonelective Contribution Account
- Before-Tax Contribution Account

For purposes of these Disability withdrawals, “Disability” means that you are unable to engage in any substantial activity by reason of any medically determinable physical or mental impairment that can be expected to result in death or which has lasted or can be expected to last for a continuous period of not less than 12 months.

Hardship and Loan Relief for Federally Declared Disaster Areas

In addition, if you are affected by a federally declared disaster, you may be eligible for special hardship distribution and plan loan rules. Contact Fidelity at (800) 835-5095 if you are affected by a federally declared disaster and wish to obtain a hardship distribution or a plan loan.

Military Withdrawals

You may be eligible to receive a distribution of your account if you are called to active duty military service for a period of more than 30 days. However, if you elect to receive such a distribution, your contributions to the Plan may be automatically suspended for six months.

If you are a member of the reserves and you are called to active duty for an indefinite period, or for a period of more than 179 days, you may also receive a distribution of your Before-Tax Contribution Account and Roth Contribution Account. If you elect to receive the distribution described in this paragraph, your contributions generally will not be automatically suspended.

Tax on Early Withdrawals

Generally, you pay income tax on any withdrawals from your Before-Tax Contributions, rollover contributions, Company Matching Contributions, Core Contributions, AT Core Contributions, and any investment earnings. You typically will not pay income taxes on your Roth or After-Tax Contributions when they are withdrawn from the ESP because you paid income taxes at the time they were contributed to the ESP (or prior plan) account. However, any investment earnings attributable to your After-Tax Contributions will generally be taxed.

For details on the tax treatment of early withdrawals, please see “Tax Considerations.”

WHEN YOU LEAVE THE COMPANY

If you leave the Company for any reason, including retirement, resignation or dismissal, your account balance may be distributed. Since there are tax consequences that may be associated with certain distributions, you are urged to consult a personal tax advisor on how to handle your distributions from the ESP before you make any decisions.

If Your Account Balance Is \$7,000 or Less

As further described below, if your vested ESP account balance (excluding rollovers) is \$7,000 or less, you can elect to have your account balance paid directly to you or as a direct rollover as described below. To defer taxes and avoid any applicable penalties, you can roll over your account balance to another eligible retirement plan (such as an individual retirement account (“IRA”) or another employer’s qualified retirement plan that will accept the rollover). If you elect to have your account balance paid directly to you, federal and state (if any) income tax will be withheld from the payment and penalties may apply. You must make your

direct rollover election within 60 days after the date you receive notice of your rollover rights. If you do not make this election, your account balance will be distributed as described below.

If You Do Not Make a Distribution Election or Rollover Election

If Your Account Balance is \$1,000 or Less

If your vested ESP account balance (including rollovers) is \$1,000 or less, it will automatically be distributed to you in a cash lump sum as soon as practicable following the end of the 60-day election period described above. Federal and state (if any) income tax will be withheld from the payment and penalties may apply.

If Your Account Balance is \$7,000 or Less but More than \$1,000

If your ESP vested account balance (including rollovers) is more than \$1,000 but not more than \$7,000 (excluding rollovers), you will be notified that your entire vested account balance will be transferred to a Fidelity IRA in your name, following the end of the 60-day election period described above.

The Fidelity IRA for automatic rollovers is designed to be low-risk and provide a reasonable rate of return as well as liquidity. Fidelity will charge all fees and expenses associated with the IRA to your account.

If an automatic rollover IRA is established for you, you are encouraged to review the available investment options with Fidelity. You can roll over this IRA to another IRA or to another employer's qualified retirement plan that will accept it.

If you have questions about the automatic rollover rules, the automatic IRA administrator (Fidelity), the fees charged, or investments options available in the IRA account, please contact Fidelity at 1-800-544-6666.

If Your ESP Account Balance Is More Than \$7,000

If your ESP account balance (excluding rollovers) is more than \$7,000, you can leave your money in the ESP or take a full or partial distribution of your account at any time, subject to the required minimum distribution rules described below. You choose how to receive your money:

- Full lump sum distribution at any time. You will be charged a one-time fee. (See Appendix B for current fees.)
- Partial distributions at various times in various amounts. The minimum amount you can request is \$500. You will be charged a fee for each partial distribution.
- Regular, fixed installments of an amount and frequency you determine. Fidelity can set up monthly, quarterly, semi-annual, or annual installments to be paid to you by check or Electronic Funds Transfer (EFT). There is a one-time fee to set up the installment distribution schedule.
- Roll over your ESP account balance to an IRA or to another employer's qualified plan that accepts rollovers, and no fee will apply.

Rollovers

If you receive a taxable distribution from the Plan, by law federal income tax is withheld, generally at a rate of 20 percent (20%) (Please see "Tax Considerations"). To avoid this withholding, you can elect a direct rollover of your money to an IRA, including a Roth IRA, or to another employer's qualified plan that accepts rollovers as described above. You can also receive the distribution yourself and roll it over into to an IRA, including a Roth IRA, or to another employer's qualified plan within 60 days.

Spouses of deceased Participants can roll over a lump sum distribution only to an IRA, including a Roth IRA. Non-spouse beneficiaries are also permitted to roll over a lump sum distribution. **NOTE:** The rollover rights for Spouses and non-Spouses are different. If you are the same-sex spouse of a deceased Participant

and on or after June 26, 2013, you were treated as a non-spouse beneficiary with regard to rollover options, contact the Plan Administrator to discuss your options.

Required minimum distributions and hardship withdrawals, as described elsewhere in the SPD, are not eligible for rollover.

Direct Rollovers

You can roll over your money directly into an IRA, including a Roth IRA, or to another employer's qualified plan and no tax will be withheld from your rollover distribution, provided you give direct rollover instructions at the time you request your distribution. The check for the taxable portion of your distribution must be made payable to another qualified plan or IRA, including a Roth IRA, in order for the withholding to be waived.

If You Do Not Elect a Direct Rollover

If you do not elect a direct rollover by the Plan, you have the option to roll over your distribution on your own to another qualified plan or IRA, including a Roth IRA, within 60 days. However, if you elect this rollover option rather than the direct rollover, your lump sum from the distribution will be reduced by the required 20 percent (20%) federal income tax withholding. If you want to roll over your total lump sum, you must make up the 20 percent (20%) from other funds and contribute this amount to your IRA, including a Roth IRA, or other plan. The taxes withheld from your lump sum do not represent the actual amount of taxes that you owe on the distribution. Your income taxes will be based on your overall tax situation.

Required Minimum Distributions

When you reach a certain age (your "RMD Age") and you have an account balance in the ESP but you are no longer working for the Company, federal law requires that a portion of your account balance be automatically distributed to you in a series of annual payments over your life expectancy. Legislation changes over the past few years created different RMD Ages depending on when you were born. Refer to the table below for your RMD Age. However, if you reach the RMD Age and you are still working, the automatic distribution will not begin until after you leave the Company. The amount of the required minimum distribution is determined by IRS rules, though you can always withdraw more than the minimum.

If You Were Born...	Your RMD Age is:
Before July 1, 1949	70.5
On or after July 1, 1949, but before January 1, 1951	72
On or after January 1, 1951, but before January 1, 1960	73
On or after January 1, 1960	75

These required minimum distributions are valued as of the end of the year preceding the year for which the distribution is made. If you elected to take a distribution and roll over your distribution to an IRA or another employer's qualified retirement plan, the rollover amount will not count toward meeting the minimum required distribution for that year. However, any amount not rolled over will count.

If the total amount of all distributions you take from the ESP during a year satisfies your minimum required distribution amount, you will not receive a minimum required distribution that year. If the total amount of all of the distributions you take from the ESP during a year does not satisfy your minimum required distribution amount, you will automatically receive the remaining amount of your minimum required distribution in December of that year.

If you die, but still have an account balance in the ESP when you would have reached your RMD Age, required minimum distributions must still be paid to your named beneficiary. Whether and whom you name as a beneficiary will affect the rate of distribution of your account. In general, if your designated beneficiary is an Eligible Designated Beneficiary, the account balance may be distributed to the beneficiary over their remaining life expectancy, though minor children must take any remaining distributions within 10 years of reaching age 18. If your designated beneficiary is not an Eligible Designated Beneficiary, your entire ESP account balance must be distributed to them by the 10th calendar year following the year of your death. If you do not designate a beneficiary, your heirs must withdraw the entire account balance within 5 years of your death.

Tax Considerations

The following is intended to be a general description of current federal income tax law and corresponding regulations. Keep in mind that tax rules change and IRS interpretation of existing rules may also change. Because state and local laws vary, it is impossible to describe them all here.

Consult Your Tax Advisor

This section does not recommend any particular course of action and is not intended as tax advice. For specific tax advice about your own personal situation, it is recommended that you consult your personal tax advisor.

Transfers Among Investments

If you transfer or exchange some or all of your assets from one ESP investment option to another, the transfer or exchange does not result in taxable income to you while you are a Plan Participant.

Loan Interest

The interest you pay on a loan from the Plan is not deductible on your federal income tax return.

Before-Tax Contributions

You do not pay taxes on your Before-Tax Contributions when they go into your account. However, when you receive a distribution, your Before-Tax Contributions and any investment earnings on them are, in most cases, subject to federal income tax in the year you receive them.

Roth Contributions

Your Roth Contributions are not subject to federal income tax when distributed to you; and as long as you meet the 5-year rule, the earnings on your Roth distribution(s) will be tax-free as well.

Investment Returns on Your After-Tax Contributions

Your After-Tax Contributions are not subject to federal income tax when distributed to you; however, any earnings on your after-tax distributions are subject to income tax.

Company Contributions

You do not pay federal income taxes on Company Matching Contributions, Core Contributions, AT Core Contributions (or other Company contributions) when they are placed in your account. When these contributions are distributed, in most cases they will be subject to federal income tax in the year you receive them unless they are rolled over.

Federal Income Tax Withholding

Distributions you or your beneficiary receives from the Plan are subject to income tax withholding. Generally, federal income tax will be withheld at a rate of 20 percent (20%) (please see "Tax Considerations"). However, there are exceptions as described below.

- **Direct Rollover.** You can roll over all or part of a distribution directly to an IRA or to another employer's qualified plan and no taxes will be withheld, as described above under "Rollovers."
- **Required Minimum Distributions.** If you reach your RMD Age, described above under "Required Minimum Distributions," you can choose whether to have federal income tax withheld at a rate of 10 percent (10%).
- **Installment Distributions.** If you elect to take installment distributions of over a period of five (5) years or less, the taxable portion of each distribution will be subject to 20 percent (20%) withholding. For installment distributions of more than five years, you can elect to have withholding apply or not.
- **Hardship Withdrawals.** If you take a hardship withdrawal, you can decide whether to have federal income tax withheld on the portion of the withdrawal that is attributable to Before-Tax Contributions. If you want tax withheld, you can have it withheld at any rate. If you choose to have tax withheld and do not indicate the rate, it will automatically be withheld at a rate of 10 percent (10%). The portion of a discretionary or hardship withdrawal that consists of taxable income other than your Before-Tax Contributions (e.g., rollover contributions, Company Matching Contributions and any earnings), will automatically be subject to 20 percent (20%) withholding.

Additional Tax

If you receive an early distribution from the Plan, such as a hardship withdrawal, you may be subject to an additional tax equal to 10 percent (10%) of the taxable portion of your distribution. This additional tax will not apply to:

- Distributions made after separation from service after age 55,
- Distributions while you are working after you reach age 59½,
- Distributions that are used to pay medical expenses, to the extent that the expenses are deductible (they exceed 10% of your adjusted gross income and are determined without regard to whether you itemize deductions),
- Distributions made after your death,
- Payments made to or on behalf of an alternate payee pursuant to a qualified domestic relations order, or
- Distributions made after you are determined to be disabled.

KEEPING TRACK OF YOUR ACCOUNT

Daily Valuations

The ESP is a daily-valued 401(k) plan. This means that most transactions you perform on a business day before 4:00 p.m. Eastern Time, will be processed that same day. Your account balance, contribution rates and investment options will reflect the changes you make the following business day. Transactions performed after 4:00 p.m., Eastern Time will be processed on the next business day.

Account Statements

You can access a personalized account statement at any time online at Fidelity NetBenefits (www.401k.com) or by calling the Service Center at (800) 835-5095.

You will receive a statement showing the value of your ESP account at the end of every calendar quarter (March 31, June 30, September 30, and December 31). The statements are mailed approximately three

weeks after the close of each calendar quarter to your last known address on record with the Company's payroll office.

However, you can elect to view your statements online at Fidelity NetBenefits (www.401k.com) instead of receiving them in the mail. If you elect to receive online statements, you will receive a statement by mail once each year, approximately three weeks after December 31. You can make this election or elect to change back to receiving paper statements by going online to Fidelity NetBenefits (www.401k.com) or calling the Service Center at (800) 835-5095.

Confirmations

You will receive a confirmation if you initiate any of the following transactions or events:

- Change the percentage of your payroll deduction;
- Change how your future contributions are invested;
- Change your PIN;
- Change how your current assets are invested;
- Change your mailing/residential address;
- Request a loan; or
- Request a withdrawal.

If you initiate the transaction through the phone, a confirmation will be mailed to your address on file within three to five business days of your transaction. If you initiate a transaction online, you will have the option of printing an online confirmation or having one mailed to you.

Securing your Account

Cybersecurity is a growing threat to financial accounts, including company 401(k) plans. The Department of Labor has shared tips for increasing your online security. Their tips may be found at <https://www.dol.gov/sites/dolgov/files/ebsa/key-topics/retirement-benefits/cybersecurity/online-security-tips.pdf>

FREQUENTLY ASKED QUESTIONS

What if You Become Permanently Disabled?

If you become Permanently Disabled, you will become fully vested in all Core Contributions in your account. If you terminate employment on account of disability, you can take a distribution from the ESP.

What if You Die Before Retiring?

In the event of your death, your beneficiary is entitled to receive the entire balance of your ESP account.

If you are married at the time of your death, your surviving Spouse is your beneficiary unless he or she has provided written, notarized consent to another person being named beneficiary. If at the time of your death you are not married and no designated beneficiary is living, or if a beneficiary has not been properly named, your account will be paid in equal shares to your children (including adopted children), if then living; if not, then in equal shares to your parent(s) if then living; otherwise, to your estate.

What if You Are Rehired?

If you leave the Company or an affiliate of the Company and you are later rehired, you will be eligible to contribute to the ESP in accordance with the ESP's eligibility rules in effect at the time of your re-

employment. If you wish to participate in the ESP, you will need to enroll again — you will not be automatically enrolled when you are rehired. And, the elections in effect during your prior employment will not be automatically applied to your ESP account when you re-enroll.

Fidelity will send you an ESP enrollment package when you are rehired. You can also contact the Service Center at (800) 835-5095 or online at Fidelity NetBenefits (www.401k.com) to elect a contribution rate and your investment options. You should also complete a beneficiary designation form.

Restoration of Prior Plan Forfeitures

If you left the Company before you were fully vested in your Core Contributions or AT Core Contributions and you forfeited the value of the accounts that were not vested, you may be entitled to a restoration of forfeited amounts.

If you are rehired by the Company and you are eligible to participate in the ESP before the six-year anniversary of the date you left the Company, the amount originally forfeited will be restored at the same value it had at the time of the forfeiture. Restored amounts will be invested according to your future investment elections at the time the contributions are restored.

What if You Take an Approved Unpaid Leave of Absence?

If you take an unpaid leave of absence, your contributions and Company Matching Contributions will be suspended during the leave. Your account will remain invested in the investment options you have selected. You can still make exchanges to diversify investments in your account among available investment options and you may be eligible to make withdrawals. You will not be able to make up any contributions for the period of your unpaid leave (unless your leave is for qualified military service as described below). When you return to work, your contributions and Company Matching Contributions will resume automatically based on your most recent elections.

You will not be able to take a loan from the ESP during your unpaid leave of absence. If you have a loan, you will receive a loan coupon book that will allow you to continue to make repayments on your loan while on your leave of absence.

What if You Go on Military Leave?

If you take a leave of absence to perform qualified military service (e.g., you become a member of the U.S. Armed Forces), you will be able to make contributions and receive matching contributions on any differential pay you receive from the Company while on leave. In addition, when you meet certain requirements when you return to work, you may be eligible to make up contributions that you were not able to make while you were on leave. In addition, you may be eligible to receive Company Matching Contributions on your makeup contributions for the time you were on leave for active duty. Also, you will not be required to make loan payments during your time on a qualified leave to perform military service, and your loan will not default. Upon your return to active Company Service, your loan will be extended and re-amortized to change your principal and interest payments.

If you want to elect make-up contributions and receive the Company Matching Contributions for the time you were on leave for active duty, you should contact the Service Center at (800) 835-5095 upon your return to active Company Service.

What if You Transfer to a Subsidiary That Does Not Participate in the ESP?

If you transfer to a subsidiary or affiliate of the Company that does not participate in the ESP, your contributions to the Plan will stop. You will not be able to take a distribution from your account until you separate from employment with the Company and all its related subsidiaries and affiliates. You will still be able to make investment changes and receive discretionary or hardship withdrawals. You will not be able

to take a new loan; however, you will be able to continue to pay existing loans. You will continue to receive credit for vesting purposes under the Plan while employed by such subsidiary or affiliate.

What if You Transfer to a Different Employment Status?

If you transfer from a non-union hourly or salary position to a union position, your participation in the Plan will stop. Your account will be maintained under the Plan and you will continue to be able to manage your account. You will not be able to take a distribution from your Plan account until you separate from employment with the Company and all its related subsidiaries and affiliates.

IMPORTANT INFORMATION ABOUT THE PLAN

How to File for Benefits

When you decide that you want to take a distribution from the ESP, contact the Service Center at (800) 835-5095. A representative will provide you with information on your ESP distribution options.

Claim Procedures in the Event of Disputes

The Plan Administrator or its delegate handles ESP claims. ESP Participants, their beneficiaries, if applicable, or any individual duly authorized by them, have the right under the ESP and the Employee Retirement Income Security Act of 1974, as amended (ERISA), to file a written claim for benefits from the Plan in the event of a dispute over your entitlement to ESP benefits. All claims must be submitted to the Plan Administrator or its designee in writing and within one year of:

- In the case of any lump sum payment, the date on which the payment was made or allegedly should have been made;
- In the case of an installment payment, the date of the first installment payment or the date it allegedly should have been paid;
- In the case of any disability determination with respect to vesting, the date that the employee was first notified that he is not vested in any benefit under the plan; and
- For all other claims, the date on which the action complained of occurred.

Timing of Claim Decision

The Plan Administrator, or its delegate, will consider your claim for benefits. If your claim is denied, in whole or in part, the Plan Administrator will give you (or your representative) a written (or electronic) notice of the decision within 90 days after your claim is received by the Plan Administrator or within 180 days if special circumstances require an extension of time to process your claim. If your claim for benefits relates to Permanent Disability retirement benefits, you (or your representative) will be given a written (or electronic) notice within 45 days after your claim is received by the Plan Administrator unless special circumstances require an extension of time. This period may be extended twice for up to 30 days for each extension. You (or your representative) will be notified if any extensions are required. If any additional information is needed to process your Permanent Disability benefit claim, you will have at least 45 days to provide the needed information. Failure to provide additional requested information may result in the denial of a claim. An extension notice under this paragraph will provide an explanation of the special circumstances necessitating the extension(s) and the date by which a determination is anticipated. An extension notice for a disability claim will also provide the specific standard on which entitlement to a benefit is based, the unresolved issues that prevent a decision on the claim, and the additional information needed to resolve those issues.

Notice of Claim Denial

If you are denied a claim for benefits, the Plan Administrator will provide you with a written or electronic notice setting forth in clear, understandable language:

- The specific reason(s) for the denial;
- Specific reference(s) to pertinent Plan provision(s) upon which the denial is based;
- A description of any additional material or information necessary for you to perfect the claim and an explanation of why such material or information is necessary;
- A description of the Plan's claims review procedure and the time limits applicable to such procedures, including a statement of your right to bring a civil action under Section 502(a) of ERISA following the exhaustion of the Plan's administrative process; and
- A statement that you have the right to appeal the decision.

If the Plan Administrator partially or wholly denies your disability claim, the written notice you receive will be written in a culturally and linguistically appropriate manner and will also include:

- A discussion of the Plan Administrator's decision, including an explanation of why the Plan Administrator disagreed with (1) the views of a health care professional who evaluated you, (2) the views of medical experts whose advice was obtained in connection with the denial (even if the Administrative Committee did not rely on the advice), and (3) a disability determination made by the Social Security Administration;
- If the denial is based on a medical necessity, either an explanation of the scientific or clinical judgment for the denial, applying the terms of the Plan to your medical circumstances, or a statement that such explanation will be provided to you free of charge upon request;
- Either the specific internal guidelines or similar criteria relied upon in making the denial, or a statement that such guidelines or criteria do not exist; and
- A statement that you are entitled to receive upon request and free of charge access to and copies of all documents and information relevant to your claim.

Appeal of Claim Denial

You (or your representative) may request a review of a denial of a claim to the Plan Administrator by filing a written application for review within 60 days (or, for disability claims, 180 days) after your receipt of the written notice of the denial of your claim. The filing of an appeal is mandatory if you later determine that you want to initiate a lawsuit under ERISA Section 502(a). In the case of denial of disability claims, the Plan Administrator will conduct a full and fair review of your claim denial. The review shall:

- Not afford deference to the initial adverse benefit determination,
- Provide for the identification of medical or vocational experts whose advice was obtained on behalf of the Plan in connection with the appeal,
- Be conducted by someone that did not take part in the adverse determination under appeal and is not a subordinate of someone who did.

You will have the opportunity to submit written comments, documents, records, and other information relating to your claim without regard to whether such information was submitted or considered in the initial benefit determination. The Plan Administrator will re-examine your claim, along with all comments, documents, records, and other information that you submit relating to the claim, regardless of whether or not it was submitted or considered in the initial determination. In deciding an appeal that is based in whole or in part on a medical judgment, the decision maker shall consult with a health care professional who has appropriate experience in the field of medicine involved in the medical judgment and who was not consulted in connection with the initial adverse determination and is not the subordinate of someone who was. You will be provided, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim for benefits.

As soon as possible and sufficiently in advance of the date on which you receive notice of a denial of an appeal, you will be given, free of charge any new or additional evidence or rationale considered by any person deciding your appeal.

Before you receive a denial notice of a disability appeal, you will be provided, free of charge, with any new or additional rationale or evidence considered or relied upon in making the determination on appeal. The new or additional rationale or evidence will be provided to you as soon as possible and sufficiently in advance of the date on which you receive the denial notice.

Send a written request for review of any denied ESP claim directly to the Plan Administrator.

Timing of Decision on Appeal

The Plan Administrator or its delegate will notify you of the determination on review within 60 days (or, for disability claims, 45 days) after receipt of your request for review, unless the Plan Administrator determines that special circumstances require an extension. The extension may not be longer than 60 days (or, for disability claims, 45 days). You will be notified if any extension is required before the end of the initial 60-day (or, for Disability claims, 45-day) period. An extension notice under this paragraph will provide an explanation of the special circumstances necessitating the extension(s) and the date by which a determination is anticipated.

Notice of Benefit Determination on Review

The Plan Administrator or its delegate will provide you with a written or electronic notice of the determination on review and, if your claim on review is denied, the notice will set forth in clear, understandable language:

- The specific reason or reasons for the denial,
- The specific Plan provision(s) on which the decision is based,
- A statement that you are entitled to receive upon request and free of charge reasonable access to, and copies of, all documents, records, and other information relevant to your claim for benefits, and
- A statement that you have a right to bring a civil action under Section 502(a) of ERISA.

If the Plan Administrator partially or wholly denies your disability claim, the written notice you receive will be written in a culturally and linguistically appropriate manner and will also include:

- A description of any contractual limitations on your ability to bring a civil action under Section 502(a) of ERISA following denial on review, including the calendar date on which the contractual limitations period expires;
- A discussion of the Plan Administrator's decision, including an explanation of why the Plan Administrator disagreed with (1) the views of a health care professional(s) who evaluated you, (2) the views of medical experts whose advice was obtained in connection with the denial (even if the Administrative Committee did not rely on the advice), and (3) a disability determination made by the Social Security Administration;
- If the denial is based on a medical necessity, either an explanation of the scientific or clinical judgment for the denial, applying the terms of the Plan to your medical circumstances, or a statement that such explanation will be provided to you free of charge upon request; and
- Either the specific internal guidelines or similar criteria relied upon in making the denial, or a statement that such guidelines or criteria do not exist.

The Plan Administrator or its delegate shall serve as the final review committee under the ESP and shall have sole and complete discretionary authority to determine conclusively for all parties, and, in accordance with the terms of the documents or instruments governing the ESP, any and all questions arising from administration of the ESP and interpretation of all ESP provisions, determination of all questions relating to participation of Eligible Employees and eligibility for benefits, determination of all relevant facts, the amount and type of benefits payable to any Participant, lawful Spouse, beneficiary or alternate payee, and construction of all terms of the ESP. All disability claims and appeals will be decided in a manner designed to ensure the independence and impartiality of the persons involved in making the decision. All decisions of the Plan Administrator shall be conclusive and binding on all parties and shall be entitled the full deference permitted by law.

In any case, as a Participant, beneficiary, or alternate payee in the ESP, you may have further rights under ERISA. Please see “Your Rights Under the Employee Retirement Income Security Act of 1974 (ERISA).”

Please note that the ESP provisions (and ERISA) require that you pursue your entire claim and appeal rights described above before you seek any other legal recourse regarding claims for benefits.

Time Frame to Bring Legal Action

Legal action to recover under the Plan must be commenced no later than 12 months from the date of the Plan Administrator’s decision on your appeal (or if no decision on your appeal is furnished within 120 days after receipt by the Plan Administrator of your appeal, then 12 months from the 120th day after the Plan Administrator received your appeal).

Plan Funding

The ESP’s Trustee holds funds in the underlying trust exclusively for ESP Participants and their beneficiaries. The Trustee pays all benefits under the ESP from the available funds in the trust. Contributions to the ESP go into a trust fund managed by the Trustee under the terms of a trust agreement. As a defined contribution plan, the ESP is always fully funded. Because of this, the ESP is not insured by the Pension Benefit Guaranty Corporation (the “PBGC”).

Plan Expenses

The Company and ESP Participants share the cost of administering the ESP. The costs include Trustee fees and certain investment manager and some administration fees. These ESP fees and expenses are identified in this SPD or in the investment fund information distributed to you as an ESP Participant, such as the fee disclosure notice you will receive both when you are initially eligible to direct your investments under the ESP and each year thereafter.

Individual Participant Expenses

If certain services become necessary to administer your account and/or pay your benefits, your account may be charged a fee for these services. These fees will be charged to your account only if the need arises. Please see Appendix B for an explanation of these expenses.

Plan Termination or Amendment

The Board of Directors of Allegion, or its delegate, reserves the rights to change, modify, discontinue, or terminate the Plan, in whole or in part, at any time and for any reason. The Board of Directors has delegated its right to amend the Plan to the Benefits Design Committee. The Company does not guarantee the continuation of any benefit under the Plan, nor does it guarantee any specific level of benefits or contributions. The Board of Directors or its delegate, may modify the rate of allowable Participant contributions, Company Matching Contributions or Core Contributions. No action can be taken that would reduce any Participant’s or beneficiary’s accrued benefit in the ESP as it exists at the time of such action. You will be notified of any material amendments via either a summary of material modifications (an “SMM”) or an update to this SPD within the time frame required under federal law.

Plan Documents

This SPD describes the highlights of the Plan and does not attempt to cover all the details.

Additional details may be provided in the Plan documents and/or service contracts that legally govern the Plan. The documents can be seen in the Plan Administrator’s office during normal working hours. These documents include any documents filed with the IRS and the annual financial reports, and may include

contracts and other documents used by the Plan record-keeper. You may obtain copies of these documents by sending a written request to the Plan Administrator. There will be a charge to cover copying costs. In the event of any discrepancy between this SPD and the formal Plan documents, the formal Plan documents will always govern.

Assignment of Benefits

The Plan is designed to provide benefits exclusively for you or your beneficiary. Therefore, you may not sell, transfer, assign, or otherwise encumber your interest in the Plan except as provided by law. All or some of your benefits may be assigned to a former spouse or a dependent child under a Qualified Domestic Relations Order (QDRO). Subject to review by the Plan Administrator, a named beneficiary may waive their rights under the Plan pursuant to completion of a Qualified Disclaimer as defined in Section 2518 of the Internal Revenue Code.

Qualified Domestic Relations Order (QDRO)

In general, a Qualified Domestic Relations Order or "QDRO" is a domestic relations order issued by a court that assigns all or a portion of a Participant's benefits under a qualified retirement plan to the Participant's former spouse, child or other dependent. For a domestic relations order to be "qualified," it must meet certain legal requirements.

The Plan Administrator, or its delegate, follows the Plan's QDRO procedures when determining if a domestic relations order is qualified. You can obtain a copy of the Plan's procedures governing Qualified Domestic Relations Orders free of charge by contacting the Plan Administrator. In the event a domestic relations order is received by the Plan Administrator, the account of the affected Participant will not be eligible for distributions during the period that the Plan Administrator is determining whether the domestic relations order meets the requirements of a QDRO.

Note: Under applicable law, prior to June 26, 2013, the Plan would have rejected any domestic relations order relating to a same-sex former spouse. Domestic relations orders will now be processed for same-sex spouses pursuant to the Plan's QDRO procedures.

Any payment made as the result of a QDRO will not violate the rule that benefits may not be transferred or assigned. You, or your representative, should directly notify Fidelity, the Company's QDRO administrator.

QDRO processing fees will be the responsibility of the Participant. See Appendix B or your most recent Participant fee disclosure for details.

No Rights to Continued Employment

No provision of the Plan or this SPD (a) gives you the right to remain employed by the Company, (b) prohibits changes in the terms of your employment, or (c) prohibits the termination of your employment.

Interpretation of the Plan

The Benefits Administration Committee has the exclusive power and discretionary authority to interpret and construe the terms of the Plan based on the Plan documents, existing laws and regulations. This right includes, for example, discretion to interpret the Plan to resolve questions with respect to an employee's eligibility for benefits, service, and retirement, or to interpret any other provisions of the Plan document. The Plan Administrator's interpretations and determinations are conclusive and binding on all Plan Participants, employees, former employees, and their beneficiaries.

The Benefits Investment Committee, which is the named fiduciary for investment decisions under the Plan, has the exclusive power and discretionary authority with respect to its duties and responsibilities under the Plan.

Effect on Social Security

You pay Social Security taxes on your total earnings (up to the Social Security Wage Base) whether or not you make contributions to the Plan. This means your future Social Security benefit will generally not be affected by your participation in the Plan.

Special Provisions for Employees in Military Service

If you leave the Company to perform uniformed service for a period generally not to exceed five years, some special provisions may apply to you if you return to employment with the Company. You must give advance notice to the Company of your military leave and satisfy certain other requirements, including timely return to employment with the Company when your military leave ends. Upon return, you will be given an opportunity to make the Before-Tax, Roth (subsequent to May 16, 2018), or After-Tax Contributions you could have made if you had not been on military leave. The Company will also contribute Company Matching Contributions on those amounts as well as any missed Core or AT Core Contributions. Your time on military leave shall count as Service for purposes of satisfying any vesting requirements under the Plan.

In addition, you will be entitled to any other rights that the Plan is required to provide by law.

Your Rights Under the Employee Retirement Income Security Act of 1974 (ERISA)

As a Participant in the Plan, you are entitled to certain rights and protections under federal law through the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that you are entitled to:

- Receive information about your Plan and benefits.
- Examine, without charge, at the Plan Administrator's office and at other specified locations, such as work sites, all documents governing the Plan, including insurance contracts and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.
- Obtain copies of all documents governing the operation of the ESP, including insurance contracts and collective bargaining agreements and copies of the latest annual report (Form 5500 Series) and updated summary plan descriptions, upon written request to the Plan Administrator. The Plan Administrator may charge a reasonable fee for the copies.
- Receive a summary of the Plan's annual financial reports. The Plan Administrator is required by law to furnish each Participant with copies of these summary annual reports.

Duties of the Plan Fiduciaries

In addition to creating rights for Plan Participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate the ESP, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan Participants and beneficiaries. No one may fire you or otherwise discriminate against you in any way for the purpose of preventing you from obtaining a benefit from the Plan or exercising your rights under ERISA.

Steps You Can Take to Enforce Your Rights

ERISA specifically provides for circumstances under which you can take legal action as a Plan Participant. If your claim for a benefit is denied or ignored, in whole or in part, you have a right to know why the claim

was denied, to obtain copies of documents relating to the decision free of charge, and to appeal any denial, all within certain time frames.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of the Plan documents or the latest annual report and do not receive them within 30 days, you may file suit in a federal court. In such case, the court may require the Plan Administrator to provide the materials and pay you up to \$110 each day until you receive the materials, unless there is a reasonable cause why the materials were not sent timely by the Plan Administrator.

If you have a claim for benefits that is denied or ignored by the Plan Administrator, in whole or in part, you can file suit in a state or federal court. In addition, if you disagree with the Plan's decision, or lack thereof, concerning the qualified status of a domestic relations order, you may file suit in a federal court.

If the Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you (or your beneficiary) may seek assistance from the U.S. Department of Labor or file suit in a federal court. The court will decide who should pay court costs and legal fees. If you (or your beneficiary) are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

If You Have Questions

If you have any questions about the Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration (EBSA), U.S. Department of Labor, listed in your telephone directory, or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, NW, Washington, DC 20210. You can also obtain certain publications concerning your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

PLAN IDENTIFICATION INFORMATION

Employer	Schlage Lock Company LLC and other Participating Companies identified in Appendix A
Official Plan Name	Schlage Lock Company LLC Employee Savings Plan
Plan Sponsor	Schlage Lock Company LLC 11819 N. Pennsylvania Avenue Carmel, Indiana 46032
Plan Administrator	Benefits Administration Committee 11819 N. Pennsylvania Avenue Carmel, Indiana 46032 The Plan Administrator has the sole authority to: <ul style="list-style-type: none"> • Interpret Plan provisions • Exercise discretion in the interpretation and administration of the Plan • Make the final determination of a benefit claims appeal • Make rules necessary for the day-to-day operation of the ESP
Type of Administration	Company Administration
Agent for Service of Legal Process	Schlage Lock Company LLC c/o Senior Vice President and General Counsel 11819 N. Pennsylvania Avenue Carmel, Indiana 46032 Service of legal process may also be made on the Plan Trustee or Plan Administrator.
Record-keeper	Fidelity Investments Institutional Operations Company, Inc. 245 Summer Street Boston, MA 02210
Employer Identification Number	54-2139412
Plan Number	002
Plan Type	Defined Contribution Retirement Plan
Plan Year	January 1 – December 31
Plan Funding	Participant contributions and Company contributions fund the Plan. Assets of the Plan are maintained in a trust for the benefit of Participants and their Beneficiaries.
Plan Trustee	Fidelity Management Trust Company 245 Summer Street Boston, MA 02210

IMPORTANT TERMS TO KNOW

Allegion means Allegion plc, the parent company of Schlage.

After-Tax Contributions are amounts of Eligible Compensation that you contribute to the ESP after federal, state and local taxes are taken out of your paycheck.

Before-Tax Contributions are contributions that you make to the ESP before federal, and in some cases state, taxes are taken out of your paycheck.

Catch-up Contributions are contributions that you make to the ESP either on a before-tax or Roth basis (unless you are impacted by the Roth Catch-up Requirement discussed above). Catch-up Contributions are in excess of the maximum amount of Before-Tax and/or Roth Contributions that you can make to the ESP in a Plan Year. You can make Catch-up Contributions if you will be age 50 or older at any time during the year. In 2026 you can save up to \$8,000 per year in Catch-up Contributions.

Company and Employer refer to Schlage Lock Company LLC and any Participating Company that has adopted the Plan.

Core Contributions are amounts that the Company contributes to the ESP account equal to 2% of an eligible Participant's Eligible Compensation. Not all Participants are eligible for Core Contributions. Please refer to "Contributions to the Plan" for details regarding your eligibility for Core Contributions. Core Contributions are made regardless of whether you elect to make Before-Tax, Roth, or After-Tax Contributions to the ESP.

Access Technology ("AT") Core Contributions are amounts that the Company contributes to the ESP account equal to an age-based percentage of an eligible Participant's Eligible Compensation. Only certain Access Technologies Participants are eligible for AT Core Contributions. Please refer to "Contributions to the Plan" for details regarding your eligibility for AT Core Contributions. AT Core Contributions are made regardless of whether you elect to make Before-Tax, Roth, or After-Tax Contributions to the ESP.

Eligible Compensation generally includes the total amount of salary, commission, performance-based bonuses or incentives (including, but not limited to, the Annual Incentive Matrix Program and sales incentive and wages, including in each case overtime pay, shift differential, vacation and holiday pay, and voluntary salary reduction amounts made by the employee under Sections 401(k), 125 or 132(f)(4) of the Tax Code). Eligible Compensation does not include wages paid to an employee for unused vacation, nonperformance-based bonuses, such as career, retention, safety and sign-on bonuses, severance pay, amounts deferred under or paid from a deferred compensation plan, tuition reimbursement and relocation expenses, awards, grants and payments under incentive stock compensation plans, deferred bonus payments under the Management Incentive Unit Plan, fees paid to employees for services as a director of Schlage or any subsidiary of Schlage. **Note:** For clarification, your Eligible Compensation does **not** include any amounts paid to you after the payment date for the pay period in which you terminate employment.

Eligible Designated Beneficiary means a beneficiary designated by a Participant that, at the time of the Participant's death, is (a) the Participant's surviving spouse, (b) the Participant's minor child, (c) a disabled person, (d) a chronically ill person, or (e) a person not more than 10 years younger than the Participant.

Eligible Employee means any person employed by the Company as a regular full-time or part-time employee, including any U.S. citizen sent by the Company to a foreign country to work for a Participating Company to whom the Company makes a Social Security contribution and any non-resident alien who is authorized to work in the U.S., paid on the U.S. payroll of a Participating Company, and not participating in a retirement plan maintained by the Company or its affiliate outside the U.S. Such Non-Resident Alien shall continue to be an ESP Eligible Employee if he or she is temporarily transferred outside of the U.S. for less than three years with the intention of returning to the U.S. Eligible Employee, however, *excludes*: (i) persons covered by a collective bargaining agreement (unless the agreement specifies inclusion in the Plan), (ii)

leased employees, (iii) persons classified as interns, contract, seasonal, or temporary employees, (iv) persons who are non-resident aliens who don't meet the conditions described in the first sentence, (v) persons employed with an agreement to work for less than 6 months, and (vi) persons who are employed by the Company or a Participating Company as a result of an acquisition of a subsidiary, division or operating unit prior to the date participation is extended to such group. Seasonal or temporary employees become Eligible Employees after completion of 6 months of service, provided they are not excluded for any of the other reasons listed above.

ESP or Plan means the Schlage Lock Company LLC Employee Savings Plan, as amended from time to time.

ERISA means the Employee Retirement Income Security Act of 1974, 29 U.S.C. § 1101 *et seq.*, as amended, and its attendant regulations.

Fidelity NetBenefits (www.401k.com) is the Fidelity online website.

IR-ESP means the Ingersoll-Rand Company Employee Savings Plan, as in effect on November 30, 2013.

IRS means the Internal Revenue Service, the tax collection division of the United States Department of Treasury.

Participant means an Eligible Employee or a former Eligible Employee, alternate payee, or a beneficiary with an account balance.

Participating Company means the companies or divisions listed in Appendix A in this SPD that have adopted the ESP for the benefit of their Eligible Employees.

Permanently Disabled means you are disabled as defined by any long-term disability income program provided by the Company or an affiliated company in which you participate. If you do not participate in any long-term disability income plan, determination of whether you are considered to be permanently disabled is made under the terms of the ESP. In general, disability under the ESP means a bodily injury or disease that is totally incapacitating and prevents you from working for pay or profit. The duration of this disability must be at least six consecutive months. A qualified physician must consider your disability to be permanent and continuous for the remainder of your life. Disability will not include incapacity contracted while the individual was engaged in a criminal enterprise, which resulted from habitual drunkenness, addiction to narcotics or a self-inflicted injury, or service in the armed forces.

Plan Administrator means the Benefits Administration Committee.

Plan Year means the calendar year. Notwithstanding the foregoing, the initial Plan Year shall be December 1, 2013, through December 31, 2013.

QDIA means the qualified default investment alternative selected by the Benefits Investment Committee. Generally, if you do not make an investment election, your account will be invested in this fund.

Roth Contributions are contributions that you make to the ESP after federal, state, and local taxes are taken out of your paycheck, but, for which related earnings are tax-free in distribution as long as specific requirements are met.

Schlage means Schlage Lock Company LLC.

Service is used for vesting and for determining eligibility to participate for employees classified as seasonal or temporary. Generally, Service is measured from your date of hire with the Company or an affiliate of the Company until your Termination Date. Service also includes periods of service credited under the IR-ESP

before December 1, 2013. It also includes any periods of absence of less than 12 months. Special rules apply if you have multiple periods of absence over a greater than 12-month period.

Service also includes any period of military leave as provided under Company policy or as required under USERRA.

Service Center refers to the Schlage 401(k) Service Center at Fidelity. You can contact the Service Center toll-free by calling (800) 835-5095 or by logging on to Fidelity NetBenefits (www.401k.com).

Spouse means the person, if any, to whom you are lawfully married at the time of your death prior to retirement or at the time your benefits are to commence. A former Spouse will be treated as the Spouse to the extent provided by a Qualified Domestic Relations Order (QDRO).

Super Catch-Up Contributions are contributions that you make to the ESP either on a before-tax or Roth basis (unless you are impacted by the Roth Catch-up Requirement discussed above). Super Catch-up Contributions are in excess of the maximum amount of Before-Tax, Roth, and regular Catch-Up Contributions that you can make to the ESP in a Plan Year. You can make Super Catch-up Contributions if you will be age 60, 61, 62, or 63 during the Plan Year. For the 2026 Plan Year, the additional Super catch-up contribution amount is \$3,250. This means eligible participants may contribute up to \$11,250 (i.e., \$8,000 + \$3,250), in Catch-Up and Super Catch-Up Contributions, respectively.

Termination Date is the first to occur of the following:

- The date you terminate employment with the Company and all affiliates of the Company (including due to retirement or Permanent Disability) or die. For this purpose, you are deemed to have terminated employment if you: (i) are absent from work for seven or more successive working days without reasonable cause, or (ii) fail, without reasonable cause, to return to work after an approved leave of absence or temporary layoff within seven (7) days after notice to return has been sent to you
- The first anniversary of the date on which you begin a layoff, become Permanently Disabled or started an approved leave of absence
- The second anniversary of the date you remain absent for any other reason (excluding resignation, retirement, discharge or death), such as illness, maternity or paternity leave

Changing status from an employee to a leased employee is not treated as a Termination Date.

Trustee means Fidelity Management Trust Company.

APPENDIX A — PARTICIPATING COMPANIES

Schlage Lock Company LLC

J.R. Four, Ltd., DBA Technical Glass Products

Yonomi LLC, effective for periods on or after December 28, 2020

Stanley Access Technologies LLC, for periods between July 5, 2022 and August 31, 2022

Allegion Access Technologies LLC, effective for periods on or after September 1, 2022

Metal-Tite Products, Inc., DBA Krieger Specialty Products, effective for periods on or after June 3, 2024

Unicel Architectural Inc., effective for periods on or after June 10, 2024

Next Door, effective for periods on or after February 3, 2025

Trimco Hardware, effective for periods on or after April 1, 2025

Gatewise Incorporated, effective for periods on or after July 3, 2025

Waitwhile Inc., effective for periods on or after July 7, 2025

NterNow, effective for periods on or after December 2, 2025

Elatec, effective for periods on or after January 1, 2026

APPENDIX B — PLAN FEES

The fees are effective as of January 1, 2026, however, they may change from time to time. You will be provided between 30- and 90-days' notice prior to the effective date of any change in these fees. Contact the Plan Administrator or consult your most recent Participant fee disclosure for details.

Fee Type	Fee Amount
QDRO Fee: If an order awarding payment of any or all of your account to an alternate payee (such as a former spouse) is submitted to the Plan Administrator, your account will be charged a fee to review and process the order.	\$300–\$1,800*
Beneficiary Distribution Dispute: If a dispute arises concerning the division of your account following your death and litigation (such as interpleader) becomes necessary, your account will be charged for the cost of the litigation.	Actual costs of litigation
Loan Fees for loans originated on or after January 1, 2026: If you apply for a loan, your account will be charged an origination fee. This is a one-time fee per loan. If you have an outstanding loan, a quarterly fee will be charged to your account. This fee will recur each quarter until your loan is paid off.	Origination: \$50 Quarterly: \$6.25 per quarter (\$25 annually)
Minimum Required Distribution: If you receive a minimum required distribution, this fee will be charged to your account.	\$25 per distribution
In-Service Withdrawal: If you receive an in-service withdrawal, this fee will be charged to your account.	\$25 per withdrawal
Overnight Mailing Fee: This fee will be charged to your account each time you request an overnight mailing or if an overnight mailing is required.	\$25
Administrative Fee: This fee covers recordkeeping, legal, accounting, trustee, and other administrative fees and expenses associated with maintaining the Plan. This fee will be charged to your account quarterly.	Quarterly: \$13.00 per quarter (\$52 annually)

*\$300 per standard Fidelity web-generated order; \$1,200 per modified web-generated or custom order; \$1,800 per order covering more than one plan. For web generated orders please visit: www.qdro.fidelity.com.