

2026 Notice to Eligible Participants of the
SCHLAGE LOCK COMPANY LLC EMPLOYEE SAVINGS PLAN (the “Schlage ESP”)
401(K) SAFE HARBOR MATCHING CONTRIBUTION

And
AUTOMATIC ENROLLMENT

This Notice is provided to all employees eligible to participate in the Schlage ESP and contains important information. This information is applicable for the plan year beginning January 1, 2026 and ending December 31, 2026 (the “2026 Plan Year”). You should carefully consider this information as you decide how much of your eligible compensation you wish to contribute to the Schlage ESP for the 2026 Plan Year.

Eligible Compensation: Eligible compensation as defined by the Schlage ESP includes all base pay, overtime, shift differential, vacation & holiday pay, commissions and certain bonuses. Eligible compensation **does not** include items such as career bonuses, severance pay, sign-on bonuses, deferred compensation, tuition reimbursement, or relocation expenses.

Compensation under the Plan is limited to the applicable dollar limit in effect for the Plan Year. For the 2026 Plan Year, the maximum amount of eligible compensation is \$360,000.

Company Safe Harbor Matching Contributions: For the 2026 Plan Year, the Company will contribute to the Schlage ESP a dollar-for-dollar matching contribution on your pre-tax, Roth, after-tax, and catch-up contributions, up to 6% of your eligible compensation (subject to the maximum amount described above). Contributions exceeding 6% of eligible compensation will not be matched.

True-up Matching Contributions: A true-up matching contribution is calculated after the end of each calendar year to ensure that participants receive the maximum matching contribution (up to 6% of eligible compensation) regardless of the timing and pattern of their contributions to the Schlage ESP during the year. For 2026, the true-up matching contribution will be based upon eligible compensation paid to you by the Company and will be made to the Schlage ESP in the first quarter of 2027.

Although the true-up contribution is designed to ensure that participants do not lose out on any matching contributions, you will not receive dividends or earnings on this contribution with respect to any time period before the true-up contribution is credited to your account. In addition, participants will not be eligible to receive the true-up matching contribution for 2026 unless they are employed with the Company or a subsidiary of the Company at the end of the 2026 Plan Year. In other words, in order for you to receive the true-up matching contribution for 2026, you must be employed by the Company or a subsidiary of the Company on December 31, 2026.

During 2026, we strongly encourage you to monitor your Schlage ESP account and the spread of your contributions throughout the year to maximize the matching contribution on a payroll period basis rather than relying on the true-up contribution.

Core Contributions: If you were hired by the Company on or after December 1, 2013, this section is not applicable to you. Core Contributions are **only** available to the employees described below who were previously employed by Ingersoll-Rand Company (“IR-Company”) or an affiliate before December 1, 2013. Anyone hired or rehired by the Company on or after December 1, 2013 will not be eligible for Core Contributions.

If you were hired by the IR-Company on or after July 1, 2012 and before December 1, 2013 and you were eligible to participate in the Ingersoll-Rand Employee Savings Plan (“IR-ESP”), you are entitled to receive a core contribution equal to 2% of eligible compensation (“Core Contribution”). In addition, any employee who was eligible to participate in the IR-ESP as of June 30, 2012 and elected to waive his or her continued participation in the Ingersoll-Rand Pension Plan Number One is also eligible to receive the Core Contribution.

Access Technologies (“AT”) Core Contributions: If you became a participant in the Schlage ESP on July 5, 2022 in conjunction with Allegion’s acquisition of Stanley Access Technologies and you were eligible to receive a core account allocation under the Stanley Black & Decker Retirement Account Plan as of July 4, 2022, you are entitled to receive a core contribution in the following amounts, based on you age at the end of 2026:

Your age at the end of 2026	AT Core Contribution
Under 40	2% of eligible compensation
40 to 54	4% of eligible compensation
55 or Over	6% of eligible compensation

Union Core Contributions: If you were a member of The International Associate of Machinists and Aerospace Workers Local Union 26 as of September 1, 2024, your Union Core Contribution is 9% of eligible compensation. If you are a member of International Brotherhood of Electrical Workers Local Union 134 on or after September 1, 2023, your Union Core Contribution is 1% of eligible compensation.

Core Contributions, AT Core Contributions, and Union Core Contributions are non-elective contributions, which means they will be made to the Schlage ESP on your behalf even if you do not elect to contribute to the Schlage ESP. Your Core Contribution or Union Core Contribution will be calculated based upon your eligible compensation for each payroll period. Your AT Core Contribution will be calculated based upon your eligible compensation for each quarter.

Core Contributions, AT Core Contributions, and Union Core Contributions will be made during the 2026 Plan Year. They will be invested in the same investment options as your own contributions, or, if you are not contributing to the Schlage ESP and have not otherwise elected investment options for your contributions, in the age appropriate Vanguard Target Retirement Fund selected as the Schlage ESP’s Qualified Default Investment Alternative (“QDIA”). See the separately provided QDIA Notice for more information on the QDIA funds.

Employee Contributions: You may elect to contribute from 1% to 50% of your eligible compensation in 1% increments to the Schlage ESP on a pre-tax or Roth basis. The pre-tax and Roth contribution limit for the 2026 Plan Year is \$24,500. After-tax contributions are not subject to the \$24,500 contribution limit, but, when added to your pre-tax and/or Roth contributions, may not exceed 50% of your eligible compensation. You may change the amount of your elective deferrals or discontinue elective deferrals at any time through any of the methods described under Administrative Procedures.

Catch-Up Contributions: If you are age 50 or older or will reach age 50 during 2026, you may be eligible to make additional contributions to the Schlage ESP. “Catch-up” contributions allow participants to save beyond annual IRS and Schlage ESP limits. For the 2026 Plan Year, you can contribute up to \$8,000.

To start making catch-up contributions, you will need to make a separate election by contacting the Service Center either by telephone or online. To the extent that you do not meet the IRS limit for pre-tax contributions and Roth contributions (\$24,500 for Plan Year 2026), any catch-up contributions you made during the year will be categorized as pre-tax contributions. You will not see this reclassification reflected on your Schlage ESP statements from Fidelity.

Example of Catch-Up Contributions: Assume John has eligible compensation of \$70,000 for the 2026 Plan Year. The pre-tax contribution limit for 2026 is \$24,500. Assume John makes pre-tax contributions of \$19,000 and catch-up contributions of \$7,000 into the Schlage ESP (i.e., he made a total of \$26,000 in contributions). \$5,500 of John’s catch-up contributions will be reclassified as pre-tax contributions leaving him with a pre-tax contribution of \$24,500 and a catch-up contribution of \$1,500.

Starting in 2026, employees turning 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 permitted under a 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). Please note, starting in 2026, all catch-up contributions (including Super Catch-Up Contributions) for individuals earning more than \$150,000 (indexed annually for inflation) must be made as Roth (after-tax) contributions.

Eligibility for Company Matching Contributions: You are eligible to receive Company matching contributions as described above when you make contributions to the Schlage ESP. The Company will contribute one dollar to the Schlage ESP for every dollar you elect to contribute, up to 6% of your eligible compensation. For this purpose, it does not matter whether your contribution is in the form of a pre-tax contribution, a Roth contribution, an after-tax contribution, or a catch-up contribution. Matching contributions will be made entirely in cash and invested in the same investment options as your own contributions. You may also be eligible for a true-up matching contribution as described above.

***Example of Company Matching Contributions:** Assume Mary has eligible compensation of \$40,000 for the 2026 Plan Year. She elects to contribute 10% (\$4,000) of her eligible compensation into the Schlage ESP. The Company will provide her with matching contributions of \$2,400 (\$1 for each \$1 contributed up to 6% of her eligible compensation). Mary is immediately vested in the \$2,400 matching contributions.*

Vesting Provisions: You are immediately 100% vested in the pre-tax contributions, Roth contributions, catch-up contributions and after-tax contributions you make to the Schlage ESP. You are immediately 100% vested in the Company matching contributions made to the Schlage ESP on your behalf.

You are vested in the Core Contribution, AT Core Contribution, or Union Core Contribution (if applicable) after completion of three years of service with the Company or an affiliate, attainment of age 65 while employed (age 55 for AT Core Contribution and Union Core Contribution), or upon your death or disability (as defined in the Schlage ESP) while employed. Service prior to December 1, 2013 with the IR-Company is counted as vesting service under the Schlage ESP.

Distribution Provisions: The contributions held in your Schlage ESP account (and attributable earnings) are subject to certain provisions regarding when you can withdraw some or all of those amounts. The following is a general description of those provisions:

- Amounts held in your pre-tax contribution account, Roth contribution account, matching contribution account (to the extent matching contributions were made on or after January 1, 2003) and matching contributions made under the Trane Savings Plan (if any) may be withdrawn only upon your termination from employment, death, disability, or attainment of age 59½. However, to the extent applicable, you may be able to receive a distribution of matching contributions made to your (i) IR-ESP (or predecessor plan) account prior to 2003 (and earnings thereon), or (ii) LESOP account in I-R/Clark Leveraged Employee Stock Ownership Plan prior to 2004 (and earnings thereon) that were spun-off and merged into the Ingersoll-Rand Company Matching Contribution Plan that was merged into the IR-ESP, while still an employee and before age 59½.
- Amounts held in your rollover contribution account can be withdrawn at any time.
- Amounts held in your after-tax contribution account may generally be withdrawn at any time.
- Amounts held in your core contribution account (and certain other amounts) may be withdrawn only upon your termination from employment or death.

The Schlage ESP allows you to withdraw some of the amounts held in your account upon demonstrating a financial hardship. You may also be able to obtain a loan from the Schlage ESP.

Modification of Company Contributions: The Company reserves the right to modify or cease making any contributions, including Company matching contributions. If this occurs, we will notify you at least 30 days before the effective date of the change.

Note about Diversification: To help achieve long-term retirement security, you should carefully consider the benefits of a well-balanced and diversified investment portfolio. Spreading your assets among different types of investments can help you achieve a favorable rate of return, while minimizing your overall risk of losing money. Market or other economic conditions that cause one category of assets, or one particular security, to perform very well often cause

another asset category, or another particular security, to perform poorly. If you invest more than 20% of your retirement savings in any one company or industry, your savings may not be properly diversified. Although diversification is not a guarantee against loss, it is an effective strategy to help you manage investment risk.

In deciding how to invest your retirement savings, you should take into account all of your assets, including any retirement savings outside of the Schlage ESP. No single approach is right for everyone because, among other factors, individuals have different financial goals, different time horizons, and different risk tolerances. Therefore, you should carefully consider the rights described in this notice and how these rights affect your investments under the Schlage ESP. It is also important to periodically review your investment portfolio, your investment objectives, and the investment options under the Schlage ESP to help ensure that your retirement savings will meet your retirement goals. Please note that this Notice should not be construed as investment advice, and you should consult your investment adviser regarding your particular situation.

For additional sources of information on individual investing and diversification, go to the Department of Labor's website at <https://www.dol.gov/agencies/ebsa/laws-and-regulations/laws/pension-protection-act/investing-and-diversification>. Fidelity also offers a range of resources with information on the benefits of diversification. Visit Fidelity NetBenefits® at <http://www.401k.com/> to access a suite of tools under the "Tools and Learning" section.

Administrative Procedures: You can commence, increase, decrease or suspend your contribution election virtually 24 hours a day, 7 days a week through Fidelity NetBenefits (www.401k.com) or the Voice Response System at the Schlage Company 401(k) Service Center (1-800-835-5095). If you have questions or need assistance, Service Center Representatives are also available Monday through Friday (excluding New York Stock Exchange holidays), 8:30 a.m. to midnight, Eastern Time. The new contribution amount generally will take effect with the next available paycheck following the date your election is processed, but there may be an administrative delay. You may also make changes with regard to the investment of your account balance through the aforementioned procedures.

Automatic Enrollment and Default Elections: If you are hired by the Company on or after December 1, 2013, approximately 30 days from the date you are first eligible to join the Schlage ESP, if you have not made any election to contribute to the Schlage ESP, you will be automatically enrolled in the Schlage ESP at a pre-tax contribution rate of 3% of your eligible compensation. Your contributions will be automatically invested in the age-appropriate Vanguard Target Retirement Fund selected as the Schlage ESP's QDIA. See the separately provided QDIA Notice for more information on the QDIA funds. If you do not wish to contribute to the Schlage ESP at that time, you must change your contribution rate to 0% within the first 30 days after your eligibility date by contacting Fidelity through any of the methods described above under Administrative Procedures. In addition to changing your contribution rate to 0%, you may elect to increase or decrease your contribution rate or change your investment option election at any time during this 30-day period or any time thereafter.

This notice contains a brief summary of just some of the terms of the Schlage ESP. Please refer to the Schlage Lock Company LLC Employee Savings Plan Summary Plan Description (SPD) for additional information on Company contributions, withdrawal restrictions, and other Schlage ESP features. You also may contact the Schlage 401(k) Service Center for more information. In the event of a conflict between this notice, the Schlage ESP plan document and the SPD, the terms of the Schlage ESP plan document will control.

The information contained herein has been provided by Schlage Lock Company LLC and is solely the responsibility of Schlage Lock Company LLC.