"Does your organization have any special awards, recognitions, or incentive programs to celebrate and acknowledge the contributions of women in STEM employees? If so, please provide details.

Upload relevant supporting documents
Yes or No
Note: provide the Name & Number of Awards/Recognitions/Incentives in 500 words.

Answer: Yes

- ✓ **BRAVOS:** The Bravo Award at Honeywell is part of the company's employee recognition program aimed at appreciating and recognizing the outstanding contributions of employees to the organization. The level of Bravo rolled out (Bronze/Silver/Gold) increases with the impact & contribution made by the individual

- ✓ **Retention Bonus Plans:** Financial incentive designed to encourage targeted top talent/critical skills/ contributions employees to remain with a company for a specified period of time

- ✓ **Awards and Recognition Programs for Patent holders/WIDS Applicants/ Innovation Idea Generators:** Through internal awards celebrate individuals or teams who have made significant contributions through patents or innovative projects.

- ✓ **Publication and Announcements:** Recognizing inventors and patent holders occur through internal newsletters, TV Displays and company-wide communications.

- ✓ **Showcasing Achievements at Company Events:** Special events such as innovation days where employees present their patents and innovations, receive feedback, and network with peers.

- ✓ **Shout out Recognition in Townhalls/ Annual Event- Employee Day**

- ✓ **Engineers' Week:** Honeywell India hosts grand celebrations across the country to celebrate our engineers during Engineers Week. This week comprises of multiple events and initiatives to showcase the work and accomplishments of our engineers and nurture their growth in the company.

- ✓ **HTS DNA Stalls:** This competitive event showcases the remarkable success stories across the various business unites of Honeywell India.

- ✓ **LeadHERs In Tech:** Honeywell India hosted its first-ever women in tech flagship event - **LeadHERs in Tech**, held at our Bengaluru campus. This landmark event brought together over 200 inspiring women professionals from across the technology industry, alongside industry leaders, innovators, and changemakers, to celebrate the power of women-led breakthroughs in technology.

- ✓ **Society for Women Engineers(SWE):** Recognitions of achievements and participation of women STEM employees in the annual SWE program which transcends organizations across the country, targeted to recognize and celebrate Women in STEM.

- ✓ **CEO's Agile Awards:** The Agile Awards series provides profound recognition to employees across the global organization whose work has had tremendous positive impact. The CEO, Vimal Kapur, recognizes and celebrates these winners every month on the company's Viva Engage page.

a. Bravo Awards System

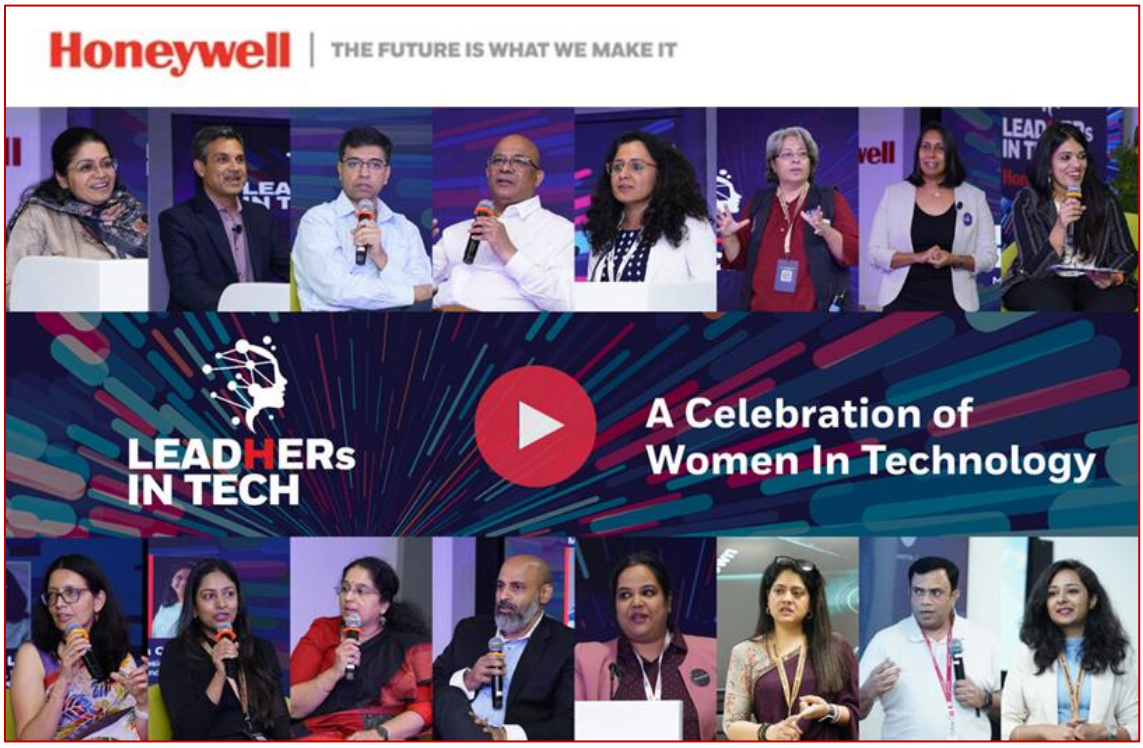
How is the program structured?

A variety of award levels are offered to recognize different levels of contribution, depending on the scope and impact of the contribution.

How are award amounts determined globally?

A proprietary Standard of Living Index (SOLI) automatically adjusts award amounts based on an employee's country so that awards have consistent value across the globe.

b. LeadHERs in Tech



c. Engineers Week

TechXperience



TECHXPRIENCE - EXPLORE & SHAPE THE FUTURE OF INNOVATION!

As we continue to celebrate the Engineers week all around, we are excited to invite you to **TechXperience**, an innovation and technology showcase happening live at Bangalore Campus 2 on **Tuesday, Feb 18, from 12:00 PM to 1:30 PM.**

This event brings together cutting-edge Proof-of-Concepts (PoCs) from across all SBGs, giving you a unique opportunity to:

- Explore emerging technologies and innovations in their early stages
- Engage with teams behind these ideas and understand their potential impact
- Collaborate by sharing your insights, suggestions, and feedback to help refine these solutions

Fellows Forum



Meet the Fellows on the panel:



Anand Narayan
Fellow, HTS IA



Yogesha Aralakuppe
Fellow, V&V



Manu Taranath
Sr. Fellow, HCE



Dinesh Ramalingam
Fellow, HTS BA



Rajesh Chaubey
Fellow, HTS AT

Moderated by



Soundari Arunachalam
Director, R&D, HTS IA

Why Attend?

- Learn what it takes to become a **Fellow**
- Gain insights from top technical leaders
- Discover key lessons on innovation, leadership, and impact