



SHARE OWNERSHIP REQUIREMENTS AMENDED AND RESTATED

Effective April 9, 2025

To further encourage the alignment of management and shareowner interests, the Carrier Global Corporation (“Company”) Board of Directors (“Board”) has adopted the following share ownership requirements for the non-employee directors, Executive Leadership Team (“ELT”)¹, and Chief Accounting Officer. **Individuals must demonstrate ownership of Company stock equal in value to the multiplier for their position within five years of joining the Board or obtaining their position.**

Position	Multiplier
Chief Executive Officer (“CEO”)	6x then applicable base salary
Non-employee Directors	5x then applicable base annual cash retainer
<ul style="list-style-type: none">• Chief Financial Officer (“CFO”)• Segment Presidents	4x then applicable base salary
<ul style="list-style-type: none">• Chief Human Resources Officer (“CHRO”)• Chief Legal Officer (“CLO”)• Chief Strategy Officer (“CSO”)• SVP, Global Services & Chief Business Development Officer	3x then applicable base salary
All other ELT members ²	2x then applicable base salary
Chief Accounting Officer	1x then applicable base salary

¹ ELT means the Company’s CEO, and the executives serving as segment and functional leaders that directly report to the Company’s CEO.

² The President Residential & Light Commercial HVAC EMEA is included as part of “All other ELT members”.



The share ownership requirements may be satisfied by ownership of Company Common Stock – including Deferred Stock Units (“DSUs”) and Restricted Stock Units (“RSUs”), but excluding stock options, unvested/unexercised Stock Appreciation Rights (“SARs”), and unvested Performance Share Units (“PSUs”). Individuals who do not meet the foregoing share ownership requirements within the applicable five-year period will not be permitted to sell shares of Company Common Stock until satisfying these requirements.

Company policy also prohibits directors and executive officers as well as other employees from pledging, hedging, or engaging in short-swing trading or short sales of the Company’s stock.