

HONEYWELL INTERNATIONAL INC
Form DEF 14A
March 14, 2005

Section 240.14a-101 Schedule 14A.
Information required in proxy statement.
Schedule 14A Information
Proxy Statement Pursuant to Section 14(a) of the Securities
Exchange Act of 1934
(Amendment No.)

Filed by the Registrant [x]

Filed by a party other than the Registrant []

Check the appropriate box:

[] Preliminary Proxy Statement

[] Confidential, for Use of the Commission Only (as permitted by Rule 14a-6(e)(2))

[x] Definitive Proxy Statement

[] Definitive Additional Materials

[] Soliciting Material Pursuant to Section 240.14a-11(c) or Section 240.14a-12

Honeywell International Inc.

(Name of Registrant as Specified In Its Charter)

(Name of Person(s) Filing Proxy Statement, if other than the Registrant)

Payment of Filing Fee (Check the appropriate box):

[x] No fee required

[] Fee computed on table below per Exchange Act Rules 14a-6(i)(1) and 0-11

(1) Title of each class of securities to which transaction applies:

(2) Aggregate number of securities to which transaction applies:

(3) Per unit price or other underlying value of transaction computed pursuant to Exchange Act Rule 0-11 (set forth the amount on which the filing fee is calculated and state how it was determined):

(4) Proposed maximum aggregate value of transaction:

(5) Total fee paid:

[] Fee paid previously with preliminary materials.

[] Check box if any part of the fee is offset as provided by Exchange Act Rule 0-11(a)(2) and identify the filing for which the offsetting fee was paid previously. Identify the previous filing by registration statement number, or the Form or Schedule and the date of its filing.

(1) Amount Previously Paid:

(2) Form, Schedule or Registration Statement No.

(3) Filing Party:

(4) Date Filed:

March 14, 2005

To Our Shareowners:

You are cordially invited to attend the Annual Meeting of Shareowners of Honeywell, which will be held at 10:30 a.m. on Monday, April 25, 2005 at our headquarters, 101 Columbia Road, Morris Township, New Jersey.

The accompanying notice of meeting and proxy statement describe the matters to be voted on at the meeting. We will also take the opportunity to review our past business results and our outlook for the future.

Among the matters to be considered this year are management proposals to eliminate the classified Board structure and the supermajority voting provisions contained in our Restated Certificate of Incorporation and By-laws. Each of these proposals requires the approval of at least 80% of the outstanding shares of Honeywell Common Stock. Honeywell's Board of Directors unanimously recommends approval of these proposals and urges you to cast your votes "FOR" these proposals.

YOUR VOTE IS IMPORTANT. We encourage you to read the proxy statement and vote your shares as soon as possible. A return envelope for your proxy card is enclosed for convenience. Most shareowners will also have the option of voting via the Internet or by telephone. Specific instructions on how to vote via the Internet or by telephone are included on the proxy card.

A map and directions to Honeywell's headquarters appear at the end of the proxy statement.

Sincerely,

DAVID M. COTE
Chairman and Chief Executive Officer

<i>Table of Contents</i>	<i>Page</i>
<u>NOTICE OF MEETING</u>	1
<u>PROXY STATEMENT</u>	2
<u>VOTING PROCEDURES</u>	2
<u>ATTENDANCE AT THE ANNUAL MEETING</u>	3
<u>BOARD MEETINGS—COMMITTEES OF THE BOARD</u>	3
<u>DIRECTOR INDEPENDENCE</u>	5
<u>IDENTIFICATION AND EVALUATION OF DIRECTOR CANDIDATES</u>	6
<u>PROCESS FOR COMMUNICATING WITH BOARD MEMBERS</u>	7
<u>DIRECTOR ATTENDANCE AT ANNUAL MEETINGS</u>	7
<u>ELECTION OF DIRECTORS</u>	8
<u>DIRECTOR COMPENSATION</u>	13
<u>APPROVAL OF INDEPENDENT ACCOUNTANTS</u>	14
<u>AUDIT COMMITTEE REPORT</u>	15
<u>STOCK OWNERSHIP INFORMATION</u>	16
<u>EXECUTIVE COMPENSATION</u>	18
<u>MANAGEMENT PROPOSALS</u>	27
<u>SHAREOWNER PROPOSALS</u>	29
<u>OTHER INFORMATION</u>	38
<u>DIRECTIONS TO COMPANY HEADQUARTERS</u>	Back Cover

YOUR VOTE IS IMPORTANT

If you are a shareowner of record or a participant in a Honeywell savings plan, you can vote your shares via the Internet or by telephone by following the instructions on your proxy card. If you hold your shares through a bank or broker, you will be able to vote via the Internet or by telephone if your bank or broker offers these options. If voting by mail, please complete, date and sign your proxy card and return it as soon as possible in the enclosed envelope.

NOTICE OF ANNUAL MEETING OF SHAREOWNERS

The Annual Meeting of Shareowners of Honeywell International Inc. will be held on Monday, April 25, 2005 at 10:30 a.m. local time, at Honeywell's headquarters, 101 Columbia Road, Morris Township, New Jersey to consider and vote on the following matters described in the accompanying proxy statement:

- Election of five directors;
- Appointment of PricewaterhouseCoopers LLP as independent accountants for 2005;
- A proposal to amend the Company's Restated Certificate of Incorporation and By-laws to eliminate the classified Board structure;
- A proposal to amend the Company's Restated Certificate of Incorporation and By-laws to eliminate the supermajority voting provisions contained therein;
- Five shareowner proposals described on pages 29 through 37 in the accompanying Proxy Statement; and to transact any other business that may properly come before the meeting.

The Board of Directors has determined that shareowners of record at the close of business on February 25, 2005 are entitled to notice of and to vote at the meeting.

By Order of the Board of Directors,

Thomas F. Larkins
Vice President and Secretary

Honeywell
101 Columbia Road
Morris Township, NJ 07962

March 14, 2005

PROXY STATEMENT

This Proxy Statement is being provided to shareowners in connection with the solicitation of proxies by the Board of Directors for use at the Annual Meeting of Shareowners to be held on Monday, April 25, 2005.

VOTING PROCEDURES

Your Vote is Very Important

Whether or not you plan to attend the meeting, please take the time to vote your shares as soon as possible. Your prompt voting via the Internet, telephone or mail may save us the expense of a second mailing.

Methods of Voting

- All shareowners may vote by mail.
- Shareowners of record, as well as participants in Honeywell stock funds within Honeywell savings plans, can vote via the Internet or by telephone.
- Shareowners who hold their shares through a bank or broker can vote via the Internet or by telephone if the bank or broker offers these options.

Please see your proxy card for specific voting instructions.

Revoking Your Proxy

Whether you vote by mail, telephone or via the Internet, you may later revoke your proxy by:

- sending a written statement to that effect to the Corporate Secretary of Honeywell;
- submitting a properly signed proxy with a later date;
- voting by telephone or via the Internet at a later time (if initially able to vote in that manner); or
- voting in person at the Annual Meeting (except for shares held in the savings plans).

Vote Required; Abstentions and Broker Non-Votes

The vote of a plurality of the shares of Common Stock present in person or represented by proxy and entitled to vote at the Annual Meeting is required for election as a director. In other words, the five director nominees receiving the most votes will be elected. An abstention, broker non-vote, or direction to withhold authority will result in a nominee receiving fewer votes, but will not be treated as a vote against the nominee.

The affirmative vote of a majority of shares present or represented and entitled to vote on each of Proposals 2, 5, 6, 7, 8 and 9 is required for approval. Abstentions will be counted toward the tabulation of votes present or represented on these proposals and will have the same effect as votes "against" these proposals. New York Stock Exchange rules prohibit brokers from voting on Proposals 5 through 9 without receiving instructions from the beneficial owner of the shares. In the absence of instructions, shares subject to such "broker non-votes" will not be counted as voted or as present or represented on those proposals.

The affirmative vote of at least 80% of the outstanding shares of the Company is required to approve Proposals 3 and 4 to amend the Certificate of Incorporation and the By-laws to eliminate the classified Board structure and the supermajority voting provisions, respectively. New York Stock Exchange rules prohibit brokers from voting on

Proposal 4 without receiving instructions from the beneficial owners of the shares. Because approval is based on a threshold of 80% of all shares outstanding, rather than just those present or represented at the meeting, abstentions, “broker non-votes” and failures to vote or return a proxy will have the same effect as votes against this proposal.

Other Business

The Board knows of no other matters to be presented for shareowner action at the meeting. If other matters are properly brought before the meeting, the persons named as proxies in the accompanying proxy card intend to vote the shares represented by them in accordance with their best judgment.

Confidential Voting Policy

It is our policy that any proxy, ballot or other voting material that identifies the particular vote of a shareowner and contains the shareowner's request for confidential treatment will be kept confidential, except in the event of a contested proxy solicitation or as may be required by law. We may be informed whether or not a particular shareowner has voted and will have access to any comment written on a proxy, ballot or other material and to the identity of the commenting shareowner. Under the policy, the inspectors of election at any shareowner meeting will be independent parties unaffiliated with Honeywell.

Shares Outstanding

At the close of business on February 25, 2005, there were approximately 852,145,338 shares of Honeywell common stock outstanding. Each share outstanding as of the February 25, 2005 record date is entitled to one vote.

ATTENDANCE AT THE ANNUAL MEETING

If you are a shareowner of record who plans to attend the meeting, please mark the appropriate box on your proxy card or follow the instructions provided when you vote via the Internet or by telephone. If your shares are held by a bank, broker or other intermediary and you plan to attend, please send written notification to Honeywell Shareowner Services, P.O. Box 50000, Morris Township, New Jersey 07962, and enclose evidence of your ownership (such as a letter from the bank, broker or intermediary confirming your ownership or a bank or brokerage firm account statement). The names of all those planning to attend will be placed on an admission list held at the registration desk at the entrance to the meeting.

BOARD MEETINGS—COMMITTEES OF THE BOARD

The Board of Directors held seven regular meetings during 2004. The average attendance at meetings of the Board and Board Committees during 2004 was 90%. During this period, all of the directors attended or participated in more than 75% of the aggregate of the total number of meetings of the Board of Directors and the total number of meetings held by all committees of the Board of Directors on which each such director served, except for Mr. Stafford and Dr. Sheares. Mr. Stafford fell slightly below the 75% attendance threshold for the first time during his eleven-year tenure as a director. Dr. Sheares was elected to the Board in September 2004, with the understanding that he would be unable to attend meetings during December due to prior scheduling commitments that could not be changed, which accounts for his reduced percentage. Both Mr. Stafford and Dr. Sheares were briefed, both before and after meetings, on matters covered at the Board and committee meetings that they were unable to attend.

The Board currently has the following committees: Audit; Corporate Governance and Responsibility; Management Development and Compensation; and Retirement Plans. Each committee is comprised entirely of independent, non-employee directors (see "Director Independence" on page 5). Membership and principal responsibilities of the Board committees are described below. The charter of each Committee of the Board of Directors is available free of charge on our website, www.honeywell.com, under the heading "Investor Relations" (see "Corporate Governance"—"Board Committees") or by writing to Honeywell, 101 Columbia Road, Morris Township, NJ 07962, c/o Vice President and Secretary.

Audit Committee

The members of the Audit Committee are:

- Russell E. Palmer (Chair)
- Marshall N. Carter
- James J. Howard
- Eric K. Shinseki
- John R. Stafford
- Michael W. Wright

The Audit Committee met nine times in 2004. The primary functions of this Committee are to: appoint (subject to shareowner approval), and be directly responsible for the compensation, retention and oversight of, the firm that will serve as independent accountants to audit our financial statements and to perform services related to the audit (including the resolution of disagreements between management and the independent accountants regarding financial reporting); review the scope and results of the audit with the independent accountants; review with management and the independent accountants, prior to the filing thereof, the annual and interim financial results (including Management's Discussion and Analysis) to be included in Forms 10-K and 10-Q, respectively; consider the adequacy and effectiveness of our internal accounting controls and auditing procedures; review, approve and thereby establish procedures for the receipt, retention and treatment of complaints received by Honeywell regarding accounting, internal accounting controls or auditing matters and for the confidential, anonymous submission by employees of concerns regarding questionable accounting or auditing matters; and consider the accountants' independence and establish policies and procedures for pre-approval of all audit and non-audit services provided to Honeywell by the independent accountants who audit its financial statements. At each meeting, Committee members meet privately with representatives of PricewaterhouseCoopers LLP, our independent accountants, and with Honeywell's Vice President—Corporate Audit. The Board has determined that Mr. Palmer satisfies the “audit committee financial expert” criteria established by the Securities and Exchange Commission and the “accounting or related financial management expertise” criteria established by the New York Stock Exchange. See page 15 for the Audit Committee Report.

Corporate Governance and Responsibility Committee

The members of the Corporate Governance and Responsibility Committee are:

- Bruce Karatz (Chair)
- Gordon Bethune
- Marshall N. Carter
- Jaime Chico Pardo
- Russell E. Palmer
- Ivan G. Seidenberg
- Eric K. Shinseki

The Corporate Governance and Responsibility Committee met three times in 2004. The primary functions of this Committee are to: identify individuals qualified to become Board members, and recommend to the Board the nominees for election to the Board at the next Annual Meeting of Shareowners; review annually and recommend changes to the Corporate Governance Guidelines; lead the Board in its annual review of the performance of the Board and its committees; review policies and make recommendations to the Board concerning the size and composition of the Board, the qualifications and criteria for election to the Board, retirement from the Board, compensation and benefits of non-employee directors, the conduct of business between Honeywell and any person or entity affiliated with a director, and the structure and composition of Board committees; and review Honeywell's policies and programs relating to compliance with its Code of Business Conduct, health, safety and environmental matters, equal employment opportunity and such other matters as may be

brought to the attention of the Committee regarding Honeywell's role as a responsible corporate citizen. See "Identification and Evaluation of Director Candidates" on page 6 and "Director Compensation" on page 13.

Management Development and Compensation Committee

The members of the Management Development and Compensation Committee are:

- John R. Stafford, Chair
- Hans W. Becherer
- Gordon M. Bethune
- Clive R. Hollick
- Bruce Karatz
- Ivan G. Seidenberg
- Bradley T. Sheares

The Management Development and Compensation Committee met five times in 2004. The primary functions of this Committee are to: evaluate and approve executive compensation plans, policies and programs, including review of relevant corporate and individual goals and objectives; evaluate the CEO's performance relative to established goals and objectives and, together with the other independent directors, determine and approve the CEO's compensation level based on this evaluation; review and set the annual salary and other remuneration of all other officers; review the management development program, including executive succession plans; recommend individuals for election as officers; and review or take such other action as may be required in connection with the bonus, stock and other benefit plans of Honeywell and its subsidiaries. See pages 18-20 for the Report of the Management Development and Compensation Committee.

Retirement Plans Committee

The members of the Retirement Plans Committee are:

- Michael W. Wright (Chair)
- Hans W. Becherer
- Jaime Chico Pardo
- Clive R. Hollick
- James J. Howard
- Bradley T. Sheares

The Retirement Plans Committee met three times in 2004. The primary responsibilities of this Committee are to: appoint the trustees for funds of the employee pension benefit plans of Honeywell and certain subsidiaries; review funding strategies; set investment policy for fund assets; and oversee and appoint plan fiduciaries and members of the committees that invest pension fund assets.

DIRECTOR INDEPENDENCE

The Corporate Governance and Responsibility Committee conducts an annual review of the independence of the members of the Board and its committees and reports its findings to the full Board. Thirteen of Honeywell's fourteen directors (including four of the five nominees presently standing for election) are non-employee directors. The Corporate Governance and Responsibility Committee reviewed the commercial relationships (i.e., the purchase and/or sale of products and services) between Honeywell and companies with or by whom the non-employee directors are affiliated or employed. Although the Board has not adopted categorical standards of materiality, none of these relationships was deemed to be material as, in each case, within any of the last three years, the aggregate amount of such purchases and sales was less than one percent of the consolidated gross revenues of any such company in any of the last three completed fiscal years. Responses to

questionnaires completed by the directors did not indicate any other material relationships (e.g., industrial, banking, consulting, legal, accounting, charitable or familial) which would impair the independence of any of the non-employee directors.

Based on the report and recommendation of the Corporate Governance and Responsibility Committee, the Board has determined that each of its non-employee members satisfies the independence criteria (including the enhanced criteria with respect to members of the Audit Committee) set forth in the current listing standards and rules of the New York Stock Exchange and Securities and Exchange Commission.

The Board holds executive sessions of its non-employee directors on at least a quarterly basis. Members serve as the chairperson, or presiding director, for these executive sessions on a rotating basis (meeting-by-meeting) in accordance with years of service on the Board.

IDENTIFICATION AND EVALUATION OF DIRECTOR CANDIDATES

The Board has determined that its Corporate Governance and Responsibility Committee (the Committee) shall, among other responsibilities, serve as the nominating committee. The Committee is comprised entirely of independent directors under applicable SEC rules and New York Stock Exchange listing standards. The Committee operates under a written charter adopted by the Board of Directors. A copy of the charter is available at the Company's website www.honeywell.com, under the heading "Investor Relations" (see "Corporate Governance"—"Board Committees"), or by writing to Honeywell, 101 Columbia Road, Morris Township, New Jersey 07962 c/o Vice President and Corporate Secretary. The Committee is charged with actively seeking individuals qualified to become directors and recommending candidates for all directorships to the full Board of Directors. The Committee continuously considers director candidates in anticipation of upcoming director elections and other potential or expected Board vacancies.

The Committee considers director candidates suggested by members of the Committee, other directors, senior management and shareowners. The Committee has retained, at the expense of the Company, a search firm to identify potential director candidates, and is also authorized to retain other external advisors, including for purposes of performing background reviews of potential candidates. The search firm retained by the Committee has been provided guidance as to the particular experience, skills or other characteristics that the Board is seeking. The Committee has delegated responsibility for day-to-day management and oversight of the search firm engagement to the Chairman of the Board and/or the Company's Senior VP-Human Resources and Communications.

Preliminary interviews of director candidates may be conducted by the Chairman of the Committee or, at his request, any other member of the Committee, the Chairman of the Board and/or a representative of a search firm retained by the Committee. Background material pertaining to director candidates is distributed to the members of the Committee for their review. Director candidates who the Committee determines merit further consideration are interviewed by the Chairman of the Committee and such other Committee members, directors and key senior management personnel as determined by the Chairman of the Committee. The results of these interviews are considered by the Committee in its deliberations.

Director candidates are reviewed by the Committee against the following qualities and skills that are considered desirable for Board membership: their exemplification of the highest standards of personal and professional integrity; their independence from management under applicable securities law, listing standards, and the Company's corporate governance guidelines; their experience and industry background; their potential contribution to the composition, diversity and culture of the Board; their age, educational background and relative skills and characteristics; their ability and willingness to constructively challenge management through active participation in Board and committee meetings and to otherwise devote sufficient time to Board duties; and the needs of the Board and the Company's various constituencies.

In evaluating the needs of the Board, the Committee considers the qualifications of sitting directors and consults with other members of the Board (including as part of the Board's annual self-evaluation), the CEO and other members of senior management. At a minimum, all recommended candidates must

possess the requisite personal and professional integrity, meet any required independence standards, and be willing and able to constructively participate in, and contribute to, Board and committee meetings. Additionally, the Committee conducts regular reviews of current directors whose terms are nearing expiration, but who may be proposed for re-election, in light of the considerations described above and their past contributions to the Board.

Shareowners wishing to recommend a director candidate to the Committee for its consideration should write to the Committee, in care of Vice President and Corporate Secretary, Honeywell, 101 Columbia Road, Morris Township, New Jersey 07962. To receive meaningful consideration, a recommendation should include the candidate's name, biographical data, and a description of his or her qualifications in light of the above criteria. Shareowners wishing to nominate a director should follow the procedures set out under "Director Nominations" on page 38 of this proxy statement.

This year, one director is proposed for nomination to the Board of Directors who has not previously stood for election to the Board by the shareowners, Bradley T. Sheares. Dr. Sheares was identified by a third-party search firm and was elected to the Board, effective September 24, 2004.

The Company did not receive in a timely manner, in accordance with SEC requirements, any recommendation of a director candidate from a shareowner, or group of shareowners, that beneficially owned more than 5% of the Company's Common Stock for at least one year as of the date of recommendation.

PROCESS FOR COMMUNICATING WITH BOARD MEMBERS

Interested parties may communicate directly with the presiding director for an upcoming meeting or the non-employee directors as a group by writing to Honeywell, 101 Columbia Road, Morris Township, New Jersey 07962, c/o Vice President and Corporate Secretary. Communications may also be sent to individual directors at the above address.

DIRECTOR ATTENDANCE AT ANNUAL MEETINGS

The Company has no specific policy regarding director attendance at its Annual Meeting of Shareowners. Generally, however, Board and Committee meetings are held immediately preceding and following the Annual Meeting of Shareowners, with directors attending the Annual Meeting. All of the directors attended last year's Annual Meeting of Shareowners.

Proposal No. 1—ELECTION OF DIRECTORS

Honeywell's Board of Directors is divided into three classes that serve staggered three-year terms and are as nearly equal in number as possible. The Board has nominated five candidates for election as directors for a term ending at the 2008 Annual Meeting. **However, if Proposal 3 to amend the Company's Restated Certificate of Incorporation and By-laws to eliminate the classified Board structure (see page 27) is approved by the requisite vote of shareowners, then the terms of all directors, including those elected at the 2005 Annual Meeting, will end at the 2006 Annual Meeting of Shareowners. Thereafter, all directors will be elected for one-year terms.**

All nominees are currently serving as directors. If prior to the Annual Meeting any nominee should become unavailable to serve, the shares represented by a properly signed and returned proxy card or voted by telephone or Internet will be voted for the election of such other person as may be designated by the Board of Directors, or the Board may determine to leave the vacancy temporarily unfilled or reduce the authorized number of directors in accordance with the By-laws.

Directors may serve until the Annual Meeting of Shareowners immediately following their 70th birthday. In accordance with this policy, Mr. Becherer (a member of the class of directors with a term expiring in 2006) will retire at the 2005 Annual Meeting. The Board of Directors, upon the recommendation of the Corporate Governance and Responsibility Committee, has determined to extend the retirement age for Mr. Palmer to 72 to allow for the identification of, and orderly transition to, his successor as "Audit Committee Financial Expert."

Certain information regarding each nominee and each director currently in office is set forth below.

NOMINEES FOR ELECTION FOR TERM EXPIRING IN 2008

MARSHALL N. CARTER, Senior Fellow at the Center for Public Leadership, John F. Kennedy School of Government, Harvard University
Mr. Carter assumed his current position in January 2001 upon his retirement from State Street Corporation, a worldwide provider of services to institutional investors. He joined State Street Corporation and its principal subsidiary, State Street Bank and Trust Company, as President and Chief Operating Officer in 1991. He became Chief Executive Officer in 1992 and Chairman of the Board in 1993. Prior to joining State Street, Mr. Carter was with Chase Manhattan Bank for 15 years, and before that he served as an officer in the U.S. Marine Corps. Mr. Carter is also a director of the New York Stock Exchange.
Director since 1999 Age 64

DAVID M. COTE, Chairman and Chief Executive Officer of Honeywell International Inc.
Mr. Cote has been Chairman and Chief Executive Officer since July 2002. He joined Honeywell as President and Chief Executive Officer in February 2002. Prior to joining Honeywell, he served as Chairman, President and Chief Executive Officer of TRW Inc., a provider of products and services for the aerospace, information systems and automotive markets, from August 2001 to February 2002. From February 2001 to July 2001, he served as President and Chief Executive Officer and from November 1999 to January 2001 he served as President and Chief Operating Officer of TRW. Mr. Cote was Senior Vice President of General Electric Company and President and Chief Executive Officer of GE Appliances from June 1996 to November 1999.
Director since 2002 Age 52

BRADLEY T. SHEARES, President of U.S. Human Health, Merck & Co., Inc. Dr. Sheares assumed his current position with Merck & Co. in March of 2001. Prior to that time, he served as Vice President, Hospital Marketing and Sales for Merck's U.S. Human Health business. Dr. Sheares joined Merck in 1987 as a research fellow in the Merck Research Laboratories and held a wide range of positions within Merck, in business development, sales, and marketing, before becoming Vice President in 1996. He is also a director of The Progressive Corporation.

Director since 2004

Age 48

JOHN R. STAFFORD, Retired Chairman of the Board of Wyeth
Mr. Stafford served as Chairman of the Board of Wyeth, a manufacturer of pharmaceutical, health care and animal health products, from 1986 until his retirement at the end of 2002. He also served as Chief Executive Officer from 1986 to 2001. Mr. Stafford joined Wyeth in 1970 and held a variety of positions before becoming President in 1981. He is also a director of J.P. Morgan Chase & Co. and Verizon Communications Inc.

Director since 1993

Age 67

MICHAEL W. WRIGHT, Retired Chairman, President and Chief Executive Officer of SUPERVALU INC.

Mr. Wright was elected President and Chief Operating Officer of SUPERVALU INC., a food distributor and retailer, in 1978, Chief Executive Officer in 1981, and Chairman of the Board in 1982. He retired as President and CEO in June 2001, and as Chairman in May 2002. He joined SUPERVALU INC. as Senior Vice President of Administration and as a member of the board of directors in 1977. Prior to 1977, Mr. Wright was a partner in the law firm of Dorsey & Whitney. Mr. Wright is also a director of Canadian Pacific Railway Company and Wells Fargo & Company. He was a director of Honeywell Inc. from April 1987 to December 1999.

Director since 1999

Age 66

The Board of Directors recommends that the shareowners vote FOR the election of the five nominees named above.

INCUMBENT DIRECTORS CONTINUING IN OFFICE FOR TERM EXPIRING IN 2006

HANS W. BECHERER, Former Chairman and Chief Executive Officer of Deere & Company

Mr. Becherer began his business career with Deere & Company, a manufacturer of mobile power machinery and a supplier of financial services, in 1962. After serving in a variety of managerial and executive positions, he became a director of Deere in 1986 and was elected President and Chief Operating Officer in 1987, President and Chief Executive Officer in 1989 and Chairman and Chief Executive Officer in 1990 until his retirement in 2000. He is also a director of J.P. Morgan Chase & Co. and Schering-Plough Corporation.

Director since 1991 (Retiring)

Age 69

GORDON M. BETHUNE, Former Chairman of the Board and Chief Executive Officer of Continental Airlines, Inc.

Mr. Bethune joined Continental Airlines, an international commercial airline company, in February 1994 as President and Chief Operating Officer. He was elected President and Chief Executive Officer in November 1994 and Chairman of the Board and Chief Executive Officer in 1996, in which positions he served until his retirement in December of 2004. Prior to joining Continental, Mr. Bethune held senior management positions with the Boeing Company, Piedmont Airlines, Western Airlines, Inc. and Braniff Airlines. Mr. Bethune is also a director of Prudential Financial Inc., Sprint Corporation and Willis Group. He was a director of Honeywell Inc. from April 1999 to December 1999.

Director since 1999

Age 63

JAIME CHICO PARDO, Vice Chairman and Chief Executive Officer of Telefonos de Mexico, S.A. de C.V. (TELMEX)

Mr. Chico Pardo joined TELMEX, a telecommunications company based in Mexico City, as its Chief Executive Officer in 1995. Prior to joining TELMEX, Mr. Chico Pardo served as President and Chief Executive Officer of Grupo Condumex, S.A. de C.V., a manufacturer of products for the construction, automobile and telecommunications industries, and Euzkadi/General Tire de Mexico, a manufacturer of automotive and truck tires. Mr. Chico Pardo is also Chairman of Carso Global Telecom and a director of America Movil, America Telecom and Grupo Carso, all of which are affiliates of Mr. Pardo's company, Telmex. He was a director of Honeywell Inc. from September 1998 to December 1999.

Director since 1999

Age 55

CLIVE R. HOLLICK, Chief Executive, United Business Media plc
Since 1996, Lord Hollick has been Chief Executive of United Business Media, a London-based, international information and publishing group whose operations include periodicals, magazines, newspapers, electronic news distribution, exhibitions and financial information and market research. Prior to that time, and since 1974, he held various leadership positions with United Business Media and its predecessor companies. Lord Hollick is also a director of United Business Media plc and Diageo plc. Lord Hollick has announced his intention to retire as Chief Executive of United Business Media in April of 2005, at which time he will become a Managing Director of Kohlberg, Kravis and Roberts, a private equity firm, focusing on investments in the media and financial services sectors.
Director since 2003 Age 59

INCUMBENT DIRECTORS CONTINUING IN OFFICE FOR TERM EXPIRING IN 2007

JAMES J. HOWARD, Chairman Emeritus of Xcel Energy Inc. (formerly known as Northern States Power Company)
Mr. Howard was Chairman of the Board of Xcel Energy Inc., an energy company, from August 2000 until August 2001. He was Chairman and Chief Executive Officer of Northern States Power since 1988, and President since 1994. Prior to 1987, Mr. Howard was President and Chief Operating Officer of Ameritech Corporation. Mr. Howard is also a director of Ecolab, Inc. and Walgreen Company. He was a director of Honeywell Inc. from July 1990 to December 1999.
Director since June 1999 Age 69

BRUCE KARATZ, Chairman of the Board and Chief Executive Officer of KB Home
Mr. Karatz was elected Chief Executive Officer of KB Home, an international residential and commercial builder, in 1986, and Chairman of the Board in 1993. Mr. Karatz is also a director of Edison International and Avery Dennison Corporation. He was a director of Honeywell Inc. from July 1992 to December 1999.
Director since 1999 Age 59

RUSSELL E. PALMER, Chairman and Chief Executive Officer of the Palmer Group

Mr. Palmer established The Palmer Group, a private investment firm, in 1990, after serving seven years as Dean of The Wharton School of the University of Pennsylvania. He previously served as Managing Director and Chief Executive Officer of Touche Ross International and Managing Partner and Chief Executive Officer of Touche Ross & Co. (USA) (now Deloitte and Touche). He is also a director of The May Department Stores Company.

Director since 1987

Age 70

IVAN G. SEIDENBERG, Chairman and Chief Executive Officer of Verizon Communications Inc.

Mr. Seidenberg assumed his current position with Verizon Communications, a telecommunications and information services provider, in January 2004. Mr. Seidenberg served as President and Chief Executive Officer of Verizon from April 2002 until December 2003. Mr. Seidenberg was President and Co-Chief Executive Officer from June 2000, when Bell Atlantic Corporation and GTE Corporation merged and Verizon Communications Inc. was created. He served as Chairman and Chief Executive Officer of Bell Atlantic from 1999 to June 2000, Vice Chairman, President and Chief Executive Officer from June 1998 to 1999, and Vice Chairman, President and Chief Operating Officer following the merger of NYNEX Corporation and Bell Atlantic in 1997. He is also a director of Wyeth.

Director since 1995

Age 58

ERIC K. SHINSEKI, General United States Army (Ret.)

General Shinseki served in the United States Army for 38 years, most recently as Chief of Staff from June 1999 until June, 2003. Prior to that he held a number of key command positions, including Commander of U.S. Army, Europe and Commander of the NATO-led Peace Stabilization Force in Bosnia-Herzegovina. General Shinseki is the highest-ranking Asian-American in U.S. military history, a West Point graduate, and the recipient of numerous U.S. and foreign military decorations. He is also a director of BancWest Corporation.

Director since 2003

Age 62

DIRECTOR COMPENSATION

The Corporate Governance and Responsibility Committee reviews and makes recommendations to the Board regarding the form and amount of compensation for non-employee directors. Directors who are employees of Honeywell receive no compensation for service on the Board. Honeywell's director compensation program is designed to enable continued attraction and retention of highly qualified directors by ensuring that director compensation is in line with peer companies competing for director talent, and is designed to address the time, effort, expertise and accountability required of active Board membership. In general, the Corporate Governance and Responsibility Committee and the Board believe that annual compensation for non-employee directors should consist of both a cash component, designed to compensate members for their service on the Board and its Committees, and an equity component, designed to align the interests of directors and shareowners and, by vesting over time, to create an incentive for continued service on the Board.

Each non-employee director receives an annual Board cash retainer of \$60,000. Each also receives a fee of \$2,500 for each Board meeting attended (seven during 2004), an annual retainer of \$10,000 for each Board Committee served (\$15,000 for Audit Committee), and an additional Committee Chair retainer of \$15,000 for the Audit Committee and \$10,000 for all other Board Committees. While no fees are generally paid for attending Committee meetings, a \$1,000 fee is paid for attendance at a Committee meeting, or other extraordinary meeting related to Board business, which occurs apart from a regularly scheduled Board meeting. Non-employee directors are also provided with \$350,000 in business travel accident insurance, and are eligible to elect \$100,000 in term life insurance and medical and dental coverage for themselves and their eligible dependents.

At the commencement of each year, \$60,000 in common stock equivalents is automatically credited to each director's account in the Deferred Compensation Plan for Non-Employee Directors, which amounts are only payable after termination of Board service, and may be paid as either a lump sum or in equal annual installments. Directors may also elect to defer, until a specified calendar year or retirement from the Board, all or any portion of their annual cash retainers and fees that are not automatically deferred, and to have such compensation credited to their account in the Deferred Compensation Plan. Amounts credited either accrue interest (8 percent for 2005) or are valued as if invested in common stock equivalents or one of the other funds available to participants in our savings plan. Amounts deferred in a common stock account earn amounts equivalent to dividends. Upon a change of control, a director will be entitled to a lump-sum payment of all deferred amounts.

Under the Stock Plan for Non-Employee Directors, each new director receives a one-time grant of 3,000 shares of common stock, which are subject to transfer restrictions until the director's service terminates with the consent of a majority of the Board, provided termination occurs at or after age 65. During the restricted period, the director has the right to receive dividends on and the right to vote the shares. At the end of the restricted period, a director is entitled to one-fifth of the shares granted for each year of service (up to five). However, the shares will be forfeited if the director's service terminates (other than for death or disability) prior to the end of the restricted period. The Plan also provides for an annual grant to each director of options to purchase 5,000 shares of common stock at the fair market value on the date of grant, which is the date of the Annual Meeting of Shareowners. Option grants vest in cumulative installments of 40 percent on April 1 of the year following the grant date and an additional 30 percent on April 1 of each of the next two years. These options also become fully vested at the earliest of the director's retirement from the board at or after age 70, death, or disability.

Director stock ownership guidelines have been adopted under which (1) distribution from common stock equivalent accounts (with respect to shares funded on or after the adoption of such guidelines) cannot commence until one-year post retirement, and (2) net gain shares from option exercises are subject to a one-year holding period (restriction lapses upon death or retirement).

Proposal No. 2—APPROVAL OF INDEPENDENT ACCOUNTANTS

The Audit Committee, which is comprised entirely of independent directors, is recommending approval of its appointment of PricewaterhouseCoopers LLP (“PwC”) as independent accountants for Honeywell to audit its consolidated financial statements for 2005 and to perform audit-related services, including review of our quarterly interim financial information and periodic reports and registration statements filed with the Securities and Exchange Commission and consultation in connection with various accounting and financial reporting matters. If the shareowners do not approve, the Audit Committee will reconsider the appointment.

PwC provided audit and other services during 2004 and 2003 as set forth below:

(in millions of \$)	2004	2003	
Audit Fees	25.9	14.2	Annual audit of the Company's consolidated financial statements, quarterly reviews of interim financial statements in the Company's Form10-Q reports, statutory audits of foreign subsidiaries and, in 2004, Sarbanes-Oxley Section 404 work.
Audit-Related fees	2.9	9.5	Audit-related services primarily associated with the Company's merger and acquisition activity, audits of stand-alone financial statements of subsidiaries, and, in 2003, services performed in connection with the Company preparing to comply with Section 404 of the Sarbanes-Oxley Act regarding internal control over financial reporting.
Tax Fees	4.6	7.2	Tax compliance services were \$3.4 in 2004 and \$5.8 in 2003, relating primarily to extra-territorial income and international tax compliance. Tax consultation and planning services were \$1.2 in 2004 and \$1.4 in 2003, relating primarily to value-added tax and reorganizations.
All Other Fees	0.1	0.0*	The fee represents primarily licensing fees for electronic workpaper software used by our Corporate Audit Department.
Total Fees	33.5	30.9	

* Approximately \$40,000

Audit, audit-related and tax compliance fees, in the aggregate, comprised 96% and 95% of the total fees paid by Honeywell to PwC in 2004 and 2003, respectively.

In accordance with its Charter, the Audit Committee reviews non-audit services proposed to be provided by PwC to determine whether they would be compatible with maintaining PwC's independence. The Audit Committee has established policies and procedures for the engagement of PwC to provide non-audit services. At its first meeting in each fiscal year, the Audit Committee reviews and approves an annual budget for specific categories of non-audit services (that are detailed as to the particular services) which PwC is to be permitted to provide (those categories do not include any of the prohibited services set forth under the auditor independence provisions of the Sarbanes-Oxley Act of 2002). This review includes an evaluation of the possible impact of the provision of such services by PwC on the firm's independence in performing its audit and audit-related services. On a quarterly basis, the Audit Committee reviews the non-audit services performed by, and amount of fees paid to, PwC, by category in comparison to the pre-approved budget. The engagement of PwC to provide non-audit services that do not fall within a specific category of pre-approved services, or that would result in the total fees payable to PwC in any category exceeding the approved budgeted amount, requires the prior approval of the Audit Committee. Between regularly scheduled meetings of the Audit Committee, the Chair of the Committee may represent the entire Committee for purposes of the review and approval of any such engagement, and the Chair is required to report on all such interim reviews at the Committee's

next regularly scheduled meeting.

Honeywell has been advised by PwC that it will have a representative present at the Annual Meeting who will be available to respond to appropriate questions. The representative will also have the opportunity to make a statement if he or she desires to do so.

The Board of Directors recommends that the shareowners vote FOR the approval of the appointment of PricewaterhouseCoopers LLP as independent accountants.

AUDIT COMMITTEE REPORT

The Audit Committee of the Honeywell International Inc. Board of Directors is comprised of the six directors named below. Each member of the Audit Committee is an independent director as defined by applicable Securities and Exchange Commission (SEC) rules and New York Stock Exchange (NYSE) listing standards. In addition, our Board of Directors has determined that Russell E. Palmer is an “audit committee financial expert” as defined by applicable SEC rules and satisfies the “accounting or related financial management expertise” criteria established by the NYSE. The Audit Committee operates under a written charter adopted by the Board of Directors, which is available free of charge on our website under the heading “Investor Relations” (see “Corporate Governance”—“Board Committees”), or by writing to Honeywell, 101 Columbia Road, Morris Township, New Jersey 07962, c/o Vice President and Corporate Secretary.

Management is responsible for the Company's internal controls and preparing the Company's consolidated financial statements. The Company's independent accountants are responsible for performing an independent audit of the consolidated financial statements in accordance with generally accepted auditing standards and issuing a report thereon. The Committee is responsible for overseeing the conduct of these activities and, subject to shareowner ratification, appointing the Company's independent accountants. As stated above and in the Committee's charter, the Committee's responsibility is one of oversight. The Committee does not provide any expert or special assurance as to Honeywell's financial statements concerning compliance with laws, regulations or generally accepted accounting principles. In performing its oversight function, the Committee relies, without independent verification, on the information provided to it and on representations made by management and the independent accountants.

The Audit Committee reviewed and discussed the Company's consolidated financial statements for the year ended December 31, 2004 with management and the independent accountants. Management represented to the Audit Committee that the Company's consolidated financial statements were prepared in accordance with generally accepted accounting principles. The Audit Committee discussed with the independent accountants matters required to be discussed by Statement on Auditing Standard No. 61, *Communication with Audit Committees*. The Committee also reviewed, and discussed with management and PwC, management's report and PwC's report and attestation on internal control over financial reporting in accordance with Section 404 of the Sarbanes-Oxley Act.

The Company's independent accountants provided to the Audit Committee the written disclosures required by Independence Standards Board Standard No. 1, *Independence Discussions with Audit Committees*, and the Committee discussed with the independent accountants their independence. The Audit Committee concluded that PwC's provision of non-audit services, as described in the preceding section of this proxy statement, to the Company and its affiliates is compatible with PwC's independence.

Based on the Audit Committee's discussion with management and the independent accountants and the Audit Committee's review of the representations of management and the report of the independent accountants, the Committee recommended that the Board of Directors include the audited consolidated financial statements in the Form 10-K for the year ended December 31, 2004 filed with the Securities and Exchange Commission.

THE AUDIT COMMITTEE

Russell E. Palmer, Chair
Marshall N. Carter
James J. Howard
Eric K. Shinseki
John R. Stafford
Michael W. Wright

STOCK OWNERSHIP INFORMATION**Five Percent Owners of Company Stock**

The following table sets forth information as to those holders known to Honeywell to be the beneficial owners of more than 5% of the outstanding shares of Honeywell Common Stock as of December 31, 2004.

Name and Complete Mailing Address	Number of Shares	Percent of Common Stock Outstanding
State Street Bank and Trust Company 225 Franklin Street, Boston, MA 02101	103,703,848 (1)	12 (2)
Fidelity Management & Research Corp. 82 Devonshire Street, Boston, MA 02109	54,796,978 (3)	6

(1) State Street has sole voting power in respect of 28,887,900 shares; shared voting power in respect of 74,815,948 shares; and shared dispositive power in respect of all 103,703,848 shares listed above.

(2) State Street holds 8.7% of our outstanding common stock as trustee for certain Honeywell savings plans. Under the terms of the plans, State Street is required to vote shares attributable to any participant in accordance with instructions received from the participant and to vote all shares for which it does not receive instructions in the same ratio as the shares for which instructions were received.

(3) Fidelity Management & Research has sole voting power in respect of 7,303,661 shares; shared voting power in respect of 47,493,317 shares; and sole dispositive power in respect of all 54,796,978 shares.

Stock Ownership of Directors and Executive Officers

The following table sets forth information as of February 25, 2005 with respect to the beneficial ownership of Common Stock by each director, by each executive officer named in the Summary Compensation Table herein, and by all directors and executive officers of Honeywell as a group. In general, "beneficial ownership" includes those shares a director or executive officer has the sole power to vote or transfer, except as otherwise noted, and stock options that are exercisable currently or within 60 days. Directors and executive officers also have interests in stock-based units under Company plans. While these units may not be voted or transferred, we have included them in the table below as they represent the total economic interest of the directors and executive officers in Honeywell stock.

Name(1)	Total Number of Shares(2)	Components of Beneficial Ownership (Number of Shares)		
		Common Stock Beneficially Owned	Right to Acquire Within 60 Days(3)	Other Stock-Based Holdings(4)
Hans W. Becherer	59,571	7,810	17,200	34,561
Gordon M. Bethune	20,572	3,000	9,400	8,172
Marshall N. Carter	49,769	18,000	11,400	20,369
Jaime Chico Pardo	24,297	3,113	9,400	11,784
David M. Cote	2,644,569	27,160	2,537,200	80,209
Clive R. Hollick	9,774	3,000	2,000	4,774
James J. Howard	66,405	7,942	9,400	49,063
Bruce Karatz	55,683	9,391	9,400	36,892
Russell E. Palmer	35,903	7,000	17,400	11,503
Ivan G. Seidenberg	40,145	3,965	17,400	18,780
Bradley T. Sheares	5,163	3,000	0	2,163
Eric K. Shinseki	9,372	3,016	2,000	4,356
John R. Stafford	59,298	23,917	17,400	17,981
Michael W. Wright	75,130	5,250	9,400	60,480
David J. Anderson	152,944	111	152,400	433
Roger Fradin	253,388	445	218,250	34,693
Robert D. Johnson	862,970	56,571	805,000	2,415
Peter M. Kreindler	1,020,082	4,002	990,000	26,080
All directors and executive officers as a group, including the above-named persons (22 people)	6,450,215	240,265	6,158,650	445,316

(1) c/o Honeywell International Inc., 101 Columbia Road, Morris Township, New Jersey 07962.

(2) The total beneficial ownership for any individual is less than 0.32%, and the total for the group is approximately 0.76%, of the shares of Common Stock outstanding.

(3) Includes shares which the named individual or group has the right to acquire within 60 days through the vesting of restricted units and the exercise of stock options.

(4) Includes shares and/or share-equivalents in deferred accounts, as to which no voting or investment power exists. Also includes the following number of shares subject to shared dispositive power: Mr. Stafford, 8,000 shares; and all directors and executive officers as a group, 43,170 shares.

EXECUTIVE COMPENSATION
Report of the Management Development and Compensation Committee

The Management Development and Compensation Committee of the Board of Directors (the "Committee") determines the compensation of Honeywell's executive officers (with respect to the CEO, the Committee recommends compensation for approval by the independent, non-employee directors, including the members of the Committee) and oversees the design and administration of executive compensation programs. The Committee is composed entirely of independent directors.

Executive Compensation Policies and Programs

Honeywell's executive compensation programs are designed to attract and retain highly qualified executives and to motivate them to maximize shareowner returns by achieving aggressive goals. The programs link each executive's compensation directly to Honeywell's performance. A significant portion of each executive's compensation is dependent upon achieving business and financial goals, realizing other individual performance objectives, and upon stock price appreciation.

Each year, the Committee reviews the executive compensation policies with respect to the linkage between executive compensation and the creation of shareowner value, as well as the external competitiveness of the programs. The Committee approves salary actions and determines the amount of annual bonuses and the number and amount of long-term incentive awards for officers. The Committee also determines what changes, if any, are appropriate in the compensation programs of the Company.

The Internal Revenue Code restricts deductibility of annual individual compensation to its top executive officers in excess of \$1 million if certain conditions set forth in the Code are not fully satisfied. Honeywell intends, to the extent practicable, to preserve deductibility under the Internal Revenue Code of compensation paid to its executive officers while maintaining compensation programs that effectively attract and retain exceptional executives in a highly competitive environment and, accordingly, compensation paid under Honeywell's stock plan and incentive compensation plans is generally tax-deductible. However, on occasion it is not possible to satisfy all conditions of the Internal Revenue Code for deductibility and still meet Honeywell's compensation needs, and in such limited situations, certain compensation paid to some executives is not tax-deductible.

Components of Compensation

There are three basic components to Honeywell's executive compensation: base salary, annual incentive bonus, and long-term incentive compensation. Each executive's compensation is linked directly to Honeywell's performance through substantial variable pay at risk based upon the achievement of pre-established financial goals and individual management objectives. In 2004, approximately 85% of the Chief Executive Officer's (CEO) compensation and 80% of the compensation earned by or awarded to the other four most highly compensated executive officers was performance-based. The Committee considers both long-term and near-term strategic and financial objectives in designing Honeywell's overall compensation programs. Each component of such programs is addressed in the context of competitive conditions. In determining competitive compensation levels, Honeywell analyzes information from several independent executive compensation surveys and consultants, which information is reviewed with the Committee in connection with setting officer compensation levels. The Committee retains an independent compensation consultant to conduct a more specific review in connection with the determination of executive officer (including the CEO) compensation. It should be noted that the Committee believes that the Company's most direct competitors for executive talent are not necessarily all of the same companies that would be included in a peer group established to compare shareowner returns. Thus, the compensation peer groups cited in this report are not the same as the peer group index in the Comparison of Five Year Cumulative Total Return graph included at page 24 of this proxy statement.

Base Salary: Base pay is designed to be competitive compared with prevailing market rates at large industrial companies which have similar total revenue and market capitalization, are positioned in the same markets and businesses and/or compete with Honeywell for management talent. The executive's actual salary relative to this competitive framework varies based on individual performance and the individual's skills, experience and background.

Annual Incentive Bonus: Award levels, like base salary levels, are set with reference to competitive conditions and are intended to motivate executives by providing substantial bonus payments for the

achievement of aggressive goals. Incentive compensation awards are made pursuant to the terms of the Honeywell International Inc. Incentive Compensation Plan for Executive Employees. In December 2003, the Committee approved several changes to the 2004 Incentive Compensation Plan to strengthen the pay for performance linkage. The 2004 corporate financial objectives—EPS and free cash flow—were weighted equally in determining the Company-wide incentive compensation pools. In addition, the 2004 overall incentive compensation pool was reduced due to Honeywell's relative EPS growth performance versus a pre-established group of 36 peer companies consisting of the Aerospace & Defense, Conglomerates, Auto Parts & Equipment, Specialty Chemicals, Diversified Chemical and Industrial Machinery subgroups (the areas in which Honeywell's Strategic Business Groups conduct business) of the Standard & Poor's 500 Index.

Each executive has a bonus target expressed as a percentage of base salary. Bonus targets for executive officers, other than the CEO, range from 75% to 100% of base salary. Actual awards can range from 0% to 200% of target, depending on performance against pre-established equally-weighted financial goals (EPS and free cash flow for Corporate and net income and free cash flow for each of the four Strategic Business Groups) and performance against other specific management objectives (e.g., improving customer satisfaction, driving Honeywell growth imperatives, driving process excellence by increasing the use of Six Sigma Plus and DigitalWorks, and promoting learning and innovation in the workplace). Unusual, infrequently occurring and/or extraordinary items are excluded in determining achievement of financial objectives. The types and relative importance of the non-financial objectives varied among Honeywell's executives depending upon their positions and the particular operations or functions for which they were responsible.

Long-term Incentive Compensation: The principle purpose of the long-term incentive compensation program is to encourage Honeywell's executives to enhance the value of Honeywell and, hence, the price of the Common Stock and the shareowners' return. The long-term incentive component of the compensation system (through extended vesting) is also designed to create retention incentives for the individual.

The long-term, equity-based compensation program consists primarily of stock option grants that vest over a multi-year period of service and is tied directly to shareowner returns. Stock options align executives' interests with those of the shareowners because if the price of the stock declines from the price established at the grant date, the executive obtains no value. The re-pricing of stock options is not permitted under the 2003 Stock Incentive Plan. Like the annual bonus and base salary, long-term incentive award levels are set with regard to competitive considerations and each individual's actual award is based upon the individual's performance and potential for increased responsibility and contributions.

In February 2003, the Committee established a new long-term cash-based compensation program (the "Growth Plan") and granted awards in the form of Growth Plan Units to select executives for the 2003-2004 performance period. No additional Growth Plan Units were awarded to any executive officer during 2004. Unlike stock options that reward executives for enhancing shareowner value through Honeywell stock price increases, Growth Plan Units encourage executives to focus on achieving multi-year goals consistent with Honeywell's strategic business plan and growth initiatives. Payment of these awards is contingent upon the achievement over the performance period of specified financial objectives for revenue growth and return on investment, each weighted equally. In addition, no awards are payable if Honeywell does not achieve a specified minimum annual EPS growth over the performance period. Unusual, infrequently occurring and/or extraordinary items are excluded in determining achievement of financial objectives.

The Growth Plan cash awards earned for the 2003-2004 performance cycle exceeded target payment levels given Honeywell's performance against both revenue growth and return on investment goals were above established targets. Fifty percent of earned awards were paid in the first quarter of 2005 and the remaining fifty percent will be paid one year later. See the "LTIP Payout" information in the Summary Compensation Table and related footnotes beginning on page 21 of this proxy statement.

In addition to stock options and Growth Plan Units, awards of restricted units, each of which entitles the holder to one share of Common Stock on vesting, may be made on a selective basis to individual executives in order to enhance the incentive for them to remain with Honeywell. These units vest over an extended period of service of up to seven years. A limited number of restricted unit grants will be used on a proactive basis to retain and reward executives who have exhibited sustained exceptional performance and who are determined to be high potential resources.

Stock Ownership Guidelines: In February 2003, the Committee adopted minimum stock ownership guidelines for all Honeywell officers. The ownership requirement for the CEO is Honeywell stock equal in value to six times the current annual base salary. The other Named Executive Officers, as well as a group of other key global business and corporate executives, are required to own shares approximately equivalent in value to either two or four times the current annual base salary. Each of the Named Executive Officers holds shares in excess of the established ownership guidelines.

In addition, the stock ownership guidelines call for officers to hold for at least one year the net shares from restricted stock unit vesting (with respect to restricted stock units granted after the adoption of the stock ownership guidelines) or the net gain shares of Honeywell stock that they receive by exercising stock options. For this purpose, "net shares" means the number of shares obtained from restricted stock unit vesting, less the number of shares the executive sells to pay Company withholding taxes. "Net gain shares" means the number of shares obtained by exercising the option, less the number of shares the executive sells to: (a) cover the exercise price of the options; and (b) pay the Company withholding taxes. After minimum ownership levels are met, officers would be able to sell shares above the minimum required level after satisfying the one-year holding period. These guidelines are subject to periodic review to ensure the levels are appropriate.

Compensation of the Chief Executive Officer

The Committee retained an independent consulting firm to evaluate competitive compensation levels and make recommendations for the compensation of the Chief Executive Officer. During 2004, the Committee's Charter was amended to provide that the Committee will recommend, and the independent, non-employee directors (including the members of the Committee) will approve, the CEO's compensation. The Committee remains responsible for reviewing and approving the corporate goals and objectives relevant to CEO compensation and evaluating the CEO's performance in light of those goals and objectives.

Pursuant to his employment agreement, Mr. Cote received a base salary of \$1,500,000 in 2004, which is the salary rate that has been in effect for him since February 2002 when he joined Honeywell. Mr. Cote was awarded an annual incentive bonus for 2004 of \$2,400,000, which represents a 14% increase over his 2003 incentive bonus. In determining the level of award, the Board of Directors took into consideration, in addition to the performance against the corporate financial objectives discussed above, the continued progress of Mr. Cote and his management team on improving organic revenue growth, funded growth initiatives, business portfolio restructuring and acquisition integration.

With respect to the long-term incentive compensation, Mr. Cote was granted 600,000 stock options in February 2004 and received a Growth Plan cash award of \$4,476,548 in the first quarter of 2005 representing fifty percent of his earned Growth Plan cash award for the 2003-2004 performance cycle. The remaining fifty percent of the earned Growth Plan cash award will be paid in the first quarter of 2006. No additional restricted units or Growth Plan Units were awarded to him during 2004. See the "LTIP Payout" information in the Summary Compensation Table and related footnotes beginning on page 21, and "Employment and Termination Arrangements" on page 24 for further discussion of Mr. Cote's employment agreement.

Pursuant to its Charter, in reviewing the long-term incentive component of CEO compensation, the Committee considered Honeywell's financial performance and relative shareowner return, the value of similar incentive awards to CEO's at comparable companies, and the awards given to the CEO in past years.

The Management Development and Compensation Committee:

John R. Stafford, Chairman
Hans W. Becherer

Gordon M. Bethune
Clive R. Hollick
Bruce Karatz
Ivan G. Seidenberg
Bradley T. Sheares

Summary Compensation Table

The following table provides a summary of cash and non-cash compensation paid to, earned by or awarded to Honeywell's Chief Executive Officer during 2004 and the other four most highly compensated executive officers of Honeywell during 2004.

(a) Name and Principal Position	(b) Year	Annual Compensation			Long Term Compensation			
		(c) Salary(\$)	(d) Bonus(\$)	(e) Other Annual Compensation\$(1)	Awards		Payouts	
					(f) Restricted Stock Awards\$(2)	(g) Securities Underlying Options/SARs (Shares)	(h) LTIP Payouts\$(3)	(i) All Other Compensation\$(4)
David M. Cote (5) Chairman of the Board and Chief Executive Officer	2004	\$ 1,500,000	\$ 2,400,000	\$ 292,657	\$ —	600,000	\$ 4,476,548	\$ 501,861
	2003	1,500,000	2,100,000	596,954	—	600,000	—	2,665,027
	2002	1,292,308	1,875,000	723,543	25,140,500	2,202,200	—	2,837,741
David J. Anderson (6) Senior Vice President Chief Financial Officer	2004	700,000	800,000	412,476	—	150,000	1,297,000	436,485
	2003	368,219	700,000	149,310	4,323,000	262,000	—	2,260,719
	2002	—	—	—	—	—	—	—
Robert D. Johnson (7) President and Chief Executive Officer Aerospace	2004	643,852	800,000	56,069	—	150,000	1,027,500	70,063
	2003	616,466	625,000	38,932	—	150,000	—	68,315
	2002	590,000	615,000	105,117	3,392,000	—	—	67,261
Peter M. Kreindler Senior Vice President and General Counsel	2004	600,000	700,000	42,950	—	150,000	1,297,500	489,590
	2003	587,110	575,000	42,430	—	150,000	—	472,362
	2002	495,000	550,000	317,320	3,692,000	—	—	315,636
Roger Fradin (8) President and Chief Executive Officer Automation and Controls	2004	587,705	600,000	54,214	229,230	150,000	1,843,750	302,475
	2003	—	—	—	—	—	—	—
	2002	—	—	—	—	—	—	—

(1) Other Annual Compensation consists of the following:

		Mr. Cote	Mr. Anderson	Mr. Johnson	Mr. Kreindler	Mr. Fradin
Legal Fees	2004	\$ —	—	—	—	—
	2003	—	—	—	—	—
	2002	118,667	—	—	—	—
Personal use of company aircraft*	2004	101,500	6,400	—	3,800	—
	2003	107,175	15,000	—	3,300	—
	2002	61,475	—	20,291	10,350	—
Personal financial planning services	2004	26,385	—	—	—	—
	2003	29,350	—	—	—	—
	2002	15,354	—	—	—	—
Cash flexible perquisite payments	2004	—	50,000	41,851	38,000	50,000
	2003	12,500	26,096	27,250	38,000	—
	2002	43,056	—	27,250	38,000	—
Temporary housing						

Edgar Filing: HONEYWELL INTERNATIONAL INC - Form DEF 14A

	2004	—	21,348	—	—	—
	2003	73,194	20,227	—	—	—
	2002	60,300	—	—	33,156	—
Excess liability insurance	2004	1,150	1,150	1,150	1,150	1,150
	2003	1,130	471	1,130	1,130	—
	2002	844	—	1,125	1,125	—
Personal use of company car**	2004	55,390	—	292	—	—
	2003	66,651	—	9,125	—	—
	2002	28,944	—	—	—	—
Security	2004	36,597	—	—	—	—
	2003	169,978	—	—	—	—
	2002	—	—	—	—	—
Tax reimbursement payments***	2004	71,635	333,578	12,776	—	3,064
	2003	136,976	87,516	1,427	—	—
	2002	394,903	—	56,451	234,689	—
Totals	2004	\$ 292,657	\$ 412,476	\$ 56,069	\$ 42,950	\$ 54,214
	2003	596,954	149,310	38,932	42,430	—
	2002	723,543	—	105,117	317,320	—

* Mr. Cote is required by Company policy to use Company aircraft for all travel.

** For Mr. Cote, includes the cost of drivers who also serve as security.

*** Mr. Anderson's relocation required a loss on sale payment which included tax reimbursement.

(footnotes continued on next page)

(footnotes continued from previous page)

- (2) The information in this column is based upon the closing price of Common Stock on the date of grant. Each restricted unit entitles the holder to a share of Common Stock on vesting. Common Stock dividend equivalents are payable on each restricted unit prior to vesting. The restricted units held by the individuals set forth below vest as follows: Mr. Cote, 55,500 vested on November 11, 2002, 14,137 vested on February 22, 2003, 6,963 vested on February 22, 2004, 315,200 will vest on February 1, 2006 and 378,200 will vest on July 1, 2012; Mr. Johnson, 50,000 vested on February 7, 2004 and 50,000 vested on February 7, 2005; Mr. Kreindler, 100,000 will vest on April 26, 2005; Mr. Fradin, 3,215 vested on February 6, 2005 and 3,215 will vest on February 6, 2006; Mr. Anderson, 24,750 will vest on July 25, 2006, 49,500 will vest on July 25, 2007, 50,250 will vest on July 25, 2008 and 25,500 will vest on July 25, 2009. The total number of unvested restricted units held and their value, both as of December 31, 2004, are as follows: Mr. Cote, 693,400 (\$24,553,294); Mr. Anderson, 150,000 (\$5,311,500); Mr. Johnson, 50,000 (\$1,770,500); Mr. Kreindler, 100,000 (\$3,541,000); and Mr. Fradin, 81,430 (\$2,883,436); and all restricted units vest in the event of the Normal/Full retirement, death or Total Disability of the grantee, or upon a Change in Control of Honeywell, as such terms are defined in the 1993 Stock Plan for Employees of Honeywell International Inc. and its Affiliates and the 2003 Stock Incentive Plan for Employees of Honeywell International Inc. and its Affiliates.
- (3) Represents fifty percent of earned awards under the Growth Plan for the 2003-2004 performance period. Growth Plan awards were determined by the Committee by comparing the Company's actual performance with revenue growth and return on investment targets (each measure equally weighted) established by the Committee for the performance period. The Committee also established a minimum earnings per share growth target that was to be met before any amounts would be paid under the Growth Plan. The remaining fifty percent of earned awards for the 2003-2004 performance period will be paid in the first quarter of 2006. In light of Mr. Johnson's willingness to facilitate an orderly Aerospace leadership succession, he will be entitled to receive the cash award payable under the Growth Plan in the first quarter of 2006 (see note 7 below). Mr. Fradin's LTIP Payouts also include the amount of \$1,330,000, which represents a long-term incentive bonus award paid in 2004, based on performance targets established at the time of Honeywell's acquisition of Pittway Corporation.
- (4) All other compensation for 2004 consists of the following:

	<u>Mr. Cote</u>	<u>Mr. Anderson</u>	<u>Mr. Johnson</u>	<u>Mr. Kreindler</u>	<u>Mr. Fradin</u>
Make whole payments*	\$ 0	\$ 0	\$ 0	\$ 0	\$ 196,407
Above market interest**	390,014	17,919	5,329	429,207	59,022
Matching contributions	60,000	15,077	51,446	48,000	47,046
Executive life insurance	1,332	0	13,287	12,384	0
Above plan relocation***	50,515	403,489	0	0	0
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total	\$ 501,861	\$ 436,485	\$ 70,063	\$ 489,590	\$ 302,475
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

* For Mr. Fradin, represents a cash payment from the Pittway Performance Shares Program that was paid at the rate of \$45.50 per option on the vesting date for options that were unvested at the time of Honeywell's acquisition of Pittway Corporation.

** Represents the difference between market interest rates determined pursuant to Securities and Exchange Commission rules and the 8-11% interest (8% with respect to 2004 deferrals) credited by the Company on deferred salary, incentive compensation, and supplemental savings programs. Under the salary and incentive compensation deferral plans, the Executive Officer generally must remain employed by the Company for at least three years following the deferrals or retire in order to obtain the full stated interest rate. For Mr. Anderson, this amount includes above market interest earned on the 2003 make whole payments for long-term

incentive awards to which Mr. Anderson would have been entitled from his former employer, but which he forfeited upon acceptance of his employment with Honeywell. Such payments

(footnotes continued on next page)

(footnotes continued from previous page)

were credited on Mr. Anderson's behalf to the Company's Salary and Incentive Award Deferral Plan for Selected Employees and will be paid in accordance with the terms and conditions of such Plan.

*** For Mr. Anderson, represents a loss on the sale of Mr. Anderson's home as a result of his relocation when hired by Honeywell.

(5) Mr. Cote was hired on February 18, 2002.

(6) Mr. Anderson was hired on June 23, 2003.

(7) Mr. Johnson intends to retire in January 2006. He will serve as non-executive Chairman of Honeywell Aerospace during 2005 to facilitate an orderly leadership succession.

(8) Mr. Fradin was named President and Chief Executive Officer, Automation and Control Solutions on January 5, 2004.

Option Grants in Last Fiscal Year

The stock options included in the following table were all granted with an exercise price equal to 100 percent of the fair market value of the Common Stock on the date of grant.

Name	Number of Securities Underlying Options Granted(1)	% of Total Options Granted to Employees in Fiscal Year	Exercise Price (\$/Sh)	Expiration Date	Grant Date Present Value(2)
D.M. Cote	600,000	6.38%	\$ 35.65	02/05/14	\$ 6,264,000
D.J. Anderson	150,000	1.60%	35.65	02/05/14	1,566,000
R.D. Johnson	150,000	1.60%	35.65	02/05/14	1,566,000
P.M. Kreindler	150,000	1.60%	35.65	02/05/14	1,566,000
R. Fradin	150,000	1.60%	35.65	02/05/14	1,566,000

- (1) Vesting will occur 40% on January 1, 2005 and 30% on each of January 1, 2006 and January 1, 2007. Pursuant to the terms of the 2003 Stock Incentive Plan for Employees of Honeywell International Inc. and its Affiliates, options expire if not exercised within ten years, and immediately vest upon the Full Retirement, death or Total Disability of the grantee, or upon a Change in Control of Honeywell, as such terms are defined in the Plan.
- (2) Options are valued using a Black-Scholes option pricing model that assumes the following: a historic five-year average volatility of 38.1%, the average dividend yield for the three years ended December 31, 2004 (2.4%), a 2.4% risk-free rate of return (based on the average zero coupon five-year U.S. Treasury note yield for the month of grant), and an expected option life of 5.0 years based on past experience. No adjustments are made for non-transferability or risk of forfeiture. Options will have no actual value unless, and then only to the extent that, the Common Stock price appreciates from the grant date to the exercise date.

Aggregated Option Exercises in Last Fiscal Year and FY-End Option Values

Name	Number of Securities Underlying Unexercised Options at Year-End		Value of Unexercised In-the-Money Options at Year-End	
	Exercisable	Unexercisable	Exercisable	Unexercisable

Edgar Filing: HONEYWELL INTERNATIONAL INC - Form DEF 14A

	Shares Acquired on Exercise(#)	Value Realized				
D.M. Cote	—	—	1,749,700	1,652,500	\$ 5,819,891	\$ 5,538,575
D. J. Anderson	—	—	92,400	319,600	\$ 672,672	\$ 1,234,688
R. D. Johnson	—	—	700,000	240,000	\$ 357,450	\$ 740,100
P.M. Kreindler	—	—	785,000	240,000	\$ 688,800	\$ 1,033,200
R. Fradin	—	—	135,750	270,000	\$ 688,800	\$ 1,033,200
			23			

Performance Graph

The following graph compares the five-year cumulative total return on our Common Stock to the total returns on the Standard & Poor's 500 Stock Index and a composite of Standard & Poor's Aerospace and Defense and Industrial Conglomerates indices, on an equally weighted basis (the "Composite Index"). The selection and weighting of the Aerospace and Defense component of the Composite Index was deemed appropriate in light of the fact that Honeywell's Aerospace segment has accounted for, on average, approximately 50% of our aggregate segment profits over the past three completed fiscal years. The selection and weighting of the Industrial Conglomerates component of the Composite Index reflects the diverse and distinct range of non-aerospace businesses conducted by Honeywell and their contribution to our overall segment profits. The annual changes for the five-year period shown in the graph are based on the assumption that \$100 had been invested in Honeywell stock and each index on December 31, 1999 and that all dividends were reinvested.



91

62

80

89

80

100

113

75

97

114

97

Honeywell

S&P 500®

Composite Index

D

O

L

L

A

R

S

Dec 2000

Dec 2001

Dec 2002

Dec 2003

Dec 2004

Employment and Termination Arrangements

Mr. Cote's employment agreement provides for his employment as Chairman and Chief Executive Officer through February 18, 2007 (having served as President and Chief Executive Officer from February through June 2002), with automatic extensions of such agreement that retain a minimum three year term. During the term of his

agreement, Mr. Cote will have an annual salary of at least \$1,500,000, an annual target bonus opportunity equal to 125 percent of his base salary and shall be eligible for annual equity awards based on a target value of 230% of his then current base salary and annual incentive bonus target. If his employment is terminated by Honeywell other than for cause (as defined in his agreement) prior to the expiration of his agreement, Honeywell will continue to provide Mr. Cote with compensation, benefits, and other compensation arrangements through his date of termination and following that, Mr. Cote will receive benefits under the Severance Plan for Senior Executives, described below. If Mr. Cote is terminated other than for cause, death or disability,