

Statement of Continued Support

Message from George Oliver, Chairman and Chief Executive Officer

Since Johnson Controls first signed the United Nations Global Compact in 2004, we have remained committed to aligning our operations and strategies with the Compact's Ten Principles, which are universally accepted and cover human rights, labor, health and safety, the environment and anti-corruption.

Our Human Rights & Sustainability Policy defines how we abide by these principles and related global standards. Values First, the Johnson Controls Code of Ethics, which is reviewed annually, is the starting point for everything we do, everywhere we do it. They remind us—and others—who we are, what we stand for and how we get things done. They're our inspiration and our guide. Our Code of Ethics defines how we treat each other with fairness, dignity and respect, and provides guidance regarding acceptable and appropriate practices and actions for all of our employees.

2021 is a critical year for climate action. The next decade is crucial in our shift to a sustainable economy, and we welcome and embrace the enhanced attention and urgency around tackling climate change and making gains across environmental, social and governance pillars. In fiscal 2020, our board of directors expanded its sustainability oversight role, we named our company's first Chief Sustainability Officer, and we created a new executive-level Sustainability Leadership Committee with sustainability oversight for the company. In January 2021, we announced ambitious new sustainability commitments including our commitment to achieving net zero carbon emissions before 2040, our now-approved science-based targets for 2030, and our commitment to double our customers' emission reductions through implementation of our OpenBlue digitally enabled solutions.

In 2021, we are proud to have been recognized as one of the World's Most Ethical Companies for the 14th time and as one of the 100 Best Corporate Citizens for the 16th time for our leadership across environmental, social and governance pillars. For fiscal 2021, sustainability and diversity performance goals are required for the top leaders of our company as well as our executive team. And in 2021 we became the first industrial company to issue an Integrated Green, Social, Sustainability, and Sustainability-Linked finance framework.

For more than 135 years, Johnson Controls has made sustainability an integral part of our business through our vision and values. It is the dedication and hard work of our employees around the globe that enable us to achieve our sustainability goals and deliver on our vision of a safe, comfortable and sustainable world. As the global leader in smart, healthy and sustainable buildings, our 100,000 employees across more than 150 countries are firmly committed to helping our customers and others pursue their net zero carbon goals – ultimately delivering healthy people, healthy places and a healthy planet. More about Johnson Controls' sustainability initiatives, commitments, and achievements is available at <https://www.johnsoncontrols.com/corporate-sustainability/reporting-and-policies>.



George Oliver
Chairman and Chief Executive Officer
Johnson Controls

UN Global Compact Reporting

Johnson Controls was an early signatory and is a current member of the United Nations Global Compact. We are committed to the Compact's Ten Principles and operate accordingly.

We fully support: the United Nations Global Compact's Ten Principles which are based on The Universal Declaration of Human Rights; The International Labor Organization's Declaration on Fundamental Principles and Rights at Work; The Rio Declaration on Environment and Development; The United Nations Convention against Corruption; and the United Nations Framework on Business and Human Rights.

As part of Johnson Controls' commitment to support the Compact's Ten Principles, we have updated our Communication on Progress (COP) Report as well as met each of the 21 criterion required to achieve "Advanced Level" status. Our COP Report provides details on how we are implementing the Ten Principles, addressing the United Nations Sustainable Development Goals and meeting many, if not most, best practices under each criterion relevant to our company.

In addition to posting our COP Report on the [UN Global Compact website](#), we also post it on our [public website](#), along with our [Non-Financial Disclosure Report 2021](#) and other [Annual Meeting Materials](#), our [2021 Sustainability Report](#), [Values First, the Johnson Controls Code of Ethics](#), and [Human Rights and Sustainability Policy](#).

Our Progress

Human Rights			
Principle	Commitment	Public Documents that Underscore our Commitments	2021 Sustainability Report
<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.</p> <p>Principle 2: Business should make sure they are not complicit in human rights abuses.</p>	<p>In accordance with our Code of Ethics and Human Rights & Sustainability Policy, we are committed to providing safe and healthy workplaces and operating in a manner that protects human health and environmental quality in our communities. To protect our communities and the environment, we set the same high standards for our environmental performance at all our locations around the world. Johnson Controls expects its suppliers to conduct their operations in a socially and environmentally responsible manner. In addition to cost and quality, social and environmental performance is used to select and retain suppliers.</p> <p>We were recently named a World's Most Ethical Company, one of only four companies globally to receive this honor 14 times and named one of the 100 Best Corporate Citizens for the 16th year in a row.</p>	<p>Non-Financial Disclosure Report 2021</p> <p>2021 Sustainability Report</p> <p>Conflict Minerals Report demonstrates our commitment to sourcing conflict minerals responsibly and complying with the U.S. Securities and Exchange Commission's rules and regulations surrounding conflict minerals.</p> <p>Slavery and Human Trafficking Policy makes explicit our commitment to ensure that slavery and human trafficking is not taking place in any part of our business or supply chain.</p> <p>Human Rights & Sustainability Policy specifically states our commitment to the Compact's 10 Principles and how we abide to the principles and related global standards.</p> <p>Values First, the Johnson Controls Code of Ethics applies to everyone at Johnson Controls, including the Board of Directors, company officers, employees, agents and contract workers. It is intended to promote a common understanding of right and wrong. It puts our Values First and provides examples of our values in action.</p>	<p>Employee Development, Training and Education: GRI 404 (pages 50, 36 - 48, 93, 130)</p> <p>Communication and Training about Human Rights, Anti-Corruption Policies and Procedures: GRI 102-16, 205-2, 412-2 (pages 71 - 74, 96, 99, 115-116, 136)</p> <p>Security Personnel Trained in Human Rights Policies or Procedures: GRI 410-1 (pages 64, 95)</p> <p>Leadership in Human Rights Reporting: (pages 6, 63 - 66, 96)</p> <p>UN Global Compact: (pages 12 and 64)</p> <p>Risk Management and Operations: Assessed for risks related to corruption (pages 70, 108, 115)</p> <p>Environmental and Social Oversight Protocols for Suppliers: GRI 102-9, 412-3 and 414-2 (pages 61 - 62, 95, 97, 105, 137)</p> <p>Integrity Helpline: Formal grievance mechanism (page 72)</p> <p>Community Engagement: GRI 203 (pages 52 - 55)</p>

Labor			
Principle	Commitment	Public Documents that Underscore our commitment	2021 Sustainability Report
<p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to <i>collective bargaining</i>.</p> <p>Principle 4: Businesses should uphold the elimination of all forms of <i>forced and compulsory labor</i>.</p> <p>Principle 5: Businesses should uphold the effective abolition of <i>child labor</i>.</p>	<p><i>Collective Bargaining:</i> We respect voluntary freedom of association, including the right to organize and bargain collectively in a manner that is legally compliant. Overall, the compensation and benefits provided by Johnson Controls are designed to enable our employees to meet their basic needs, and provide the opportunity to improve their skills and capabilities for raising their social and economic opportunities.</p> <p><i>Prevention Of Forced And Compulsory Labor:</i> These types of practices are explicitly forbidden within Johnson Controls per our policies. Human Resources personnel ensure that slave labor or labor from penal institutions are not used, no matter the host country.</p>	<p>Our Human Rights & Sustainability Policy and our Code of Ethics define our overall management approach as relates to human rights, anticorruption, environmental, governance, social and related matters.</p> <p>Non-Financial Disclosure Report 2021</p> <p>2021 Sustainability Report</p> <p>Our Slavery and Human Trafficking Policy makes explicit our commitment to ensure that slavery and human trafficking is not taking place in any part of our business or supply chain.</p> <p>Our Conflict Minerals Policy defines the responsible sourcing of conflict minerals throughout our supply chain.</p> <p>Equal Opportunity Employer</p>	<p>Collective Bargaining Agreements: GRI 102-41 (pages 95, 109)</p> <p>Freedom of Association and Collective Bargaining: GRI 407-1 (pages 95, 132)</p> <p>Labor/Management Relations: 402-1 (pages 60, 56 - 60, 77, 128)</p> <p>Workers representation in formal joint management-worker health & safety committees: GRI 403-4 (pages 60, 93, 129)</p> <p>Information on Employees and Other Workers: GRI 102-8 (page 92)</p> <p>Compensation and Benefits: GRI 201-3, 202-1 (pages 89 - 92, 112 - 113)</p> <p>Senior Management Hired From The Local Community: GRI 202-2 (pages 50 – 51, 113)</p> <p>Forced or Compulsory Labor: GRI 409 (pages 64, 134)</p> <p>Child Labor: GRI 408 (pages 64, 133)</p> <p>New Employee Hires and Employee Turnover: GRI 401-1 (page 91)</p>

Labor, continued			
Principle 6: Businesses should uphold the elimination of <i>discrimination in respect of employment and occupation</i> .	<i>Child Labor:</i> Our policies address child labor and are consistent with the UN Global Compact and ILO Convention 138. Potential employees are required to show valid identification and proof of age before they are hired. To the best of our knowledge, there is no child labor within our company.		Average Hours of Training Per Year Per Employee: GRI 404-1 Employee Development, Training and Education (pages 44 - 48, 93)
	<i>Non-Discrimination:</i> We are committed to providing a workplace that is free of harassment or any other behavior that diminishes a person's integrity and self-esteem. Neither physical nor mental harassment nor abuse will be tolerated.		Percentage of Employees Receiving Regular Performance and Career Development Reviews: GRI 404-3 (pages 44, 93) Diversity of Governance Bodies and Employees, Non-Discrimination: GRI 405; GRI 406; Employment 103-1, 103-2 and 103-3 (pages 36 - 48, 89, 131 - 132) Ratio of Basic Salary and Remuneration of Women to Men: GRI 405-2 (page 94)

Environment			
Principle	Commitment	Public Documents that Underscore our commitment	2021 Sustainability Report
<p>Principle 7: Businesses should support a precautionary approach to environmental challenges.</p> <p>Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.</p> <p>Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Sustainability is an integral part of our vision and values. Our environmental efforts are conducted with the following objectives in mind:</p> <ul style="list-style-type: none"> Supporting our company's growth and exceeding our customers' increasing expectations for more sustainable products and services. Improving our operational efficiency, including lowering costs and reducing the environmental footprint of our operations and supply chain. Expanding engagement with our stakeholders on environmental issues. 	<p>Non-Financial Disclosure Report 2021</p> <p>2021 Sustainability Report</p> <p>Sustainability Commitments</p> <p>COP22 Position Statement on the United Nations Framework Convention on Climate Change 22nd Conference of the Parties (COP22).</p> <p>Position on Energy and Climate Change</p> <p>Our Policy on Energy and Climate Change guides us on how to reduce our carbon footprint both internally and within our supply chain.</p> <p>Our Human Rights & Sustainability Policy specifically states our commitment to the Compact's 10 Principles and how we abide to the principles and related global standards.</p> <p>Conflict Minerals Policy</p> <p>External Recognition for Sustainability Leadership</p> <p>Global Environment, Health and Safety Policy</p> <p>Alignment with the United Nations Sustainable Development Goals</p> <p>The Copenhagen Communique on Climate Change</p> <p>Science-Based Targets Approved</p>	<p>Risks and Opportunities Due to Climate Change: GRI 201-2 (page 23), CDP Climate Change questionnaire</p> <p>Materials: GRI 301 (pages 33 - 35, 87, and 118). Includes:</p> <ul style="list-style-type: none"> Materials used by weight or volume. GRI 301-1 Percentage of materials used that are recycled input materials. GRI 301-2 <p>Energy: GRI 302 (pages 29 - 30, 78 - 85, 118 - 119) Includes:</p> <ul style="list-style-type: none"> Energy consumption within the organization. GRI 302-1 Energy consumption outside of the organization. GRI 302-2 Energy intensity. GRI 302-3 Reduction of energy consumption. GRI 302-4 Reductions in energy requirements of products and services. GRI 302-5 <p>Water: GRI 303 (pages 16, 23, 27, 31, 85 - 86, 120) Includes:</p> <ul style="list-style-type: none"> Water withdrawal by source. GRI 303-1 Water sources affected by withdrawal of water. GRI 303-2 Water recycled and reused. GRI 303-3

Environment, continued			
	<p><i>Initiatives and Achievements:</i> Our achievements in sustainability are the result of committed and innovative leadership. The following groups, policies and more ensure we continue improving and evolving our sustainability initiatives:</p> <ul style="list-style-type: none"> • Our Sustainability Leadership Committee leads our company sustainability strategy, coordination, and governance. • Our Johnson Controls Manufacturing System provides a forum for best-practice sharing and consistent excellence in our manufacturing and operations. • Our public reporting policies of integrity, transparency, and disclosure of sustainability data ensure our stakeholders and the public are fully informed of our efforts and the results. • Our sustainable supply chain activities help our suppliers reduce their environmental footprint. • Our sustainable finance agreements drive investment into sustainable projects • Our official policies on energy and climate change, conflict minerals, and more ensure that our employees understand our positions on a variety of sustainability and human rights issues. 	<p>Three Percent Club global coalition targeting 3% annual increase in energy efficiency</p> <p>High-Level Commission on Carbon Pricing and Competitiveness</p> <p>EP100 Cooling Challenge</p> <p>Johnson Controls joined other industry leaders at the 2019 United Nations Climate Action Summit in the Cool Coalition</p> <p>Johnson Controls Climate Change Risks and Opportunities within our CDP Climate Report</p> <p>Johnson Controls joins the Climate Pledge</p> <p>Johnson Controls Sustainable Finance</p>	<p>Emissions: GRI 305 (pages 29 - 30, 78 - 85, 122 - 124) Includes:</p> <ul style="list-style-type: none"> • Direct GHG emissions. GRI 305-1 • Indirect GHG emissions. GRI 305-2 • Other indirect GHG emissions. GRI 305-3 • GHG emissions intensity. GRI 305-4 • Reduction of GHG emissions. GRI 305-5 • Emissions of ODS. GRI 305-6 • NOX, SOX, and other significant air emissions. GRI 305-7 <p>Waste: GRI 306 (pages 32, 86 - 87, 124 - 125) Includes:</p> <ul style="list-style-type: none"> • Waste impacts. GRI 306-1 • Waste management. GRI 306-2 • Waste generation. GRI 306-3 • Waste diversion. GRI 306-4 • Water disposal. GRI 306-5 <p>Products and Services:</p> <ul style="list-style-type: none"> • Health and Safety impacts of products and services. GRI 416 (pages 65) • Supplier Sustainability. (pages 11, 16, 48, 61 – 62, 95, 105, 115, 126) • Percent of reclaimed products and their packaging materials. GRI 301-3 (pages 33 - 35, 87, 118) <p>Investments: Environmental Protection Investments (pages 9, 11, 17, 49 - 55, 88)</p> <p>Environmental Compliance: GRI 307 (pages 71 - 74, 100, 125 and linked attachments)</p> <p>Transport: Transportation Initiatives (pages 10, 79)</p> <p>Environmental Grievance Mechanisms: (page 72)</p>

Anti-Corruption			
Principle	Commitment	Public Documents that Underscore our commitment	2021 Sustainability Report
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	<p>Integrity is at the center of all we do, and it drives our continued success. No matter where we operate, we hold ourselves accountable. Johnson Controls conducts its business in ways that respect the environment and our communities and ensure safe, healthy workplaces for our people.</p> <p>Throughout the decades, the employees of Johnson Controls, have stood firm when our beliefs and values have been tested. Today, each one of us is charged with the responsibility to uphold and extend our standards for ethical behavior.</p>	<p>Non-Financial Disclosure Report 2021</p> <p>2021 Sustainability Report</p> <p>Values First, the Johnson Controls Code of Ethics</p> <p>Political Contributions Policy</p> <p>This policy guides our political contributions and activities to ensure compliance with applicable federal and state laws.</p> <p>Conflict Minerals Policy</p> <p>Integrity Helpline</p>	<p>Ethics and Integrity: GRI 102-16 (pages 71 - 74, 106)</p> <p>Integrity Helpline: Mechanisms for reporting concerns about unethical behavior (pages 72, 106)</p> <p>Anti-Corruption: GRI 205 (pages 6, 63 - 66, 74, 99 - 100, 102, 115 - 116)</p> <p>Public Policy: GRI 415 (pages 73 - 74, 101, 138)</p>