

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 we review annually, establishes our commitment to unwavering ethical business practices and guides what we do, everywhere we do it. In particular, 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.

As part of our 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 and striving to meet best practices under each criterion relevant to our company.

Johnson Controls' core values include Integrity First and Purpose Led, which guide our global team members in achieving the best outcomes for our customers and the communities we serve. Respect, integrity, diversity and inclusion, and sustainability are at the core of our culture and are the foundation of our company values. Our commitment to always do the right thing is what fuels employee engagement and productivity to drive business performance.

In 2022, we are proud to have been recognized as one of the World's Most Ethical Companies for the 15th time, earned a place on Forbes Best Employers for Diversity List, and to have been named to Fortune's 2022 Change the World list. We were also recognized for the 17th time as one of the 100 Best Corporate Citizens for our leadership across environmental, social and governance pillars and we are proud to have earned a top score in the Human Right Campaign Foundation's Corporate Equality Index.

For nearly 140 years, Johnson Controls has made sustainability an integral part of our business through our vision and values. Building on our proud history of innovation -- approaching a century and a half -- we deliver the blueprint of a smart, healthy sustainable future for partners such as healthcare, schools, data centers, airports, stadiums, manufacturing and beyond through OpenBlue, our comprehensive digital offering.

Today, with a global team of 100,000 experts in more than 150 countries, Johnson Controls offers the world's most diverse portfolio in the building technology industry and is dedicated to sustainable building solutions—a mission that is ever more urgent as buildings represent nearly 40% of global greenhouse gas emissions. We must do better and at Johnson Controls we know

we can deliver a net zero carbon future. More about Johnson Controls' sustainability initiatives, commitments, and achievements is available at <https://www.johnsoncontrols.com/corporate-sustainability/reporting-and-policies>.

A handwritten signature in blue ink that reads "George R. Oliver". The signature is fluid and cursive, with the first name "George" being the most prominent.

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 2022](#) and other [Annual Meeting Materials](#), our [2022 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	2022 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 15 times and named one of the 100 Best Corporate Citizens for the 17th year in a row.</p>	<p>Non-Financial Disclosure Report 2022</p> <p>2022 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 58 – 86, 89, 138, 170 – 171)</p> <p>Communication and Training about Human Rights, Anti-Corruption Policies and Procedures: GRI 205-2, 412-2 (pages 115 – 120, 145 – 146, 157 – 158, 174 – 175)</p> <p>Security Personnel Trained in Human Rights Policies or Procedures: GRI 410-1 (pages 104, 142)</p> <p>Leadership in Human Rights Reporting: (pages 8, 9, 103 - 106)</p> <p>UN Global Compact: (pages 37 and 103)</p> <p>Risk Management: Operations assessed for risks related to corruption (pages 113, 149 – 151, 158)</p> <p>Environmental and Social Oversight Protocols for Suppliers: GRI 2-6, 412-3 and 414-2 (pages 36, 95 – 96, 141 – 142, 149, 176)</p> <p>Integrity Helpline: GRI 2- 26 Formal grievance mechanism (pages 116, 152)</p> <p>Community Engagement: GRI 203 (pages 89 - 94)</p>

Labor			
Principle	Commitment	Public Documents that Underscore our commitment	2022 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><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.</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 2022</p> <p>2022 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>Collective Bargaining Agreements: GRI 2-30 (pages 141, 153)</p> <p>Freedom of Association and Collective Bargaining: GRI 407-1 (pages 141, 173)</p> <p>Labor/Management Relations: GRI 402-1 (pages 102, 97 – 102, 125)</p> <p>Workers representation in formal joint management-worker health & safety committees: GRI 403-4 (pages 102, 139, 169)</p> <p>Information on Employees and Other Workers: GRI 2-7, 2-8 (page 137 - 138)</p> <p>Compensation and Benefits: GRI 201-3, 202-1 (pages 135 – 136, 154 – 155)</p> <p>Senior Management Hired From The Local Community: GRI 202-2 (pages 89 - 90)</p> <p>Forced or Compulsory Labor: GRI 409 (pages 104, 174)</p> <p>Child Labor: GRI 408 (pages 103, 173)</p> <p>New Employee Hires and Employee Turnover: GRI 401-1 (page 137)</p>

Labor, continued			
<p>Principle 6: Businesses should uphold the elimination of <i>discrimination in respect of employment and occupation</i>.</p>	<p><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.</p> <p><i>Diversity, Equity and Inclusion:</i> We understand our role in empowering employees to bring their authentic selves to work each day, which in turn adds value, fosters creativity and inspires change across the organization. Our D&I mission, vision and pillars continue to inform our strategies and drive business objectives, further enabling our culture of inclusion to succeed. The pillars are: Employee Experience; Business Resource Groups; Learning and Development; Talent Management; External Impact and Metrics & Measurement.</p>	<p>2022 Sustainability Report Diversity and Inclusion sections</p> <p>Equal Opportunity Employer</p> <p>Johnson Controls global commitment to Diversity, Equity and Inclusion</p> <p>Forbes Best Employers for Diversity list</p> <p>Johnson Controls Supplier Diversity</p>	<p>Average Hours of Training Per Year Per Employee: GRI 404-1 Employee Development, Training and Education (pages 77 – 86, 138)</p> <p>Percentage of Employees Receiving Regular Performance and Career Development Reviews: GRI 404-3 (pages 77, 138)</p> <p>Diversity of Governance Bodies and Employees, Non-Discrimination: GRI 405; GRI 406; Employment (pages 58 – 76, 135, 171 – 172)</p> <p>Ratio of Basic Salary and Remuneration of Women to Men: GRI 405-2 (page 141)</p>

Environment			
Principle	Commitment	Public Documents that Underscore our commitment	2022 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 2022</p> <p>2022 Sustainability Report</p> <p>CDP Climate Change questionnaire</p> <p>Sustainability Commitments</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>Science-Based Targets Approved</p> <p>Statement on Supreme Court Ruling in West Virginia vs EPA</p> <p>Statement on Inflation Reduction Act - energy provisions will strengthen energy security and meaningfully reduce emissions</p> <p>Johnson Controls Backs Call on G7 to Consider New Carbon Prices</p> <p>Johnson Controls joins the Climate Pledge</p>	<p>Risks and Opportunities Due to Climate Change: GRI 201-2 (page 41), CDP Climate Change questionnaire</p> <p>Materials: GRI 301 (pages 55 – 56, 133, 160). 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 43 – 46, 126 – 133, 160-161) 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 48 – 51, 132, 162) 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 use of sustainable financing instruments drives 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>Johnson Controls founding member of First-Movers Coalition - committing to source 10 percent near net zero carbon steel and supporting major expansion of the coalition</p> <p>One of first six industry partners in the Cold Climate Heat Pump Technology Challenge</p> <p>High-Level Commission on Carbon Pricing and Competitiveness</p> <p>Johnson Controls Climate Change Risks and Opportunities within our CDP Climate Report</p> <p>COP22 Position Statement on the United Nations Framework Convention on Climate Change 22nd Conference of the Parties (COP22).</p> <p>Johnson Controls Sustainable Finance</p>	<p>Emissions: GRI 305 (pages 43 – 46, 126 – 133, 163 - 165) 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 48 – 56, 132 – 133, 165) 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 7-8, 11 – 20, 104) • Supplier Sustainability. (pages 36, 95 – 96, 141 – 142, 149, 176) • Percent of reclaimed products and their packaging materials. GRI 301-3 (pages 55 – 56, 87, 133) <p>Investments: Environmental Protection Investments (pages 11 – 20, 21, 24, 28, 87 - 89, 134)</p> <p>Environmental Compliance: GRI 307 (pages 115 - 121, 144, 158 and linked attachments)</p> <p>Transport: Transportation Initiatives (pages 26, 43, 45, 129)</p> <p>Environmental Grievance Mechanisms: (page 116)</p>

Anti-Corruption			
Principle	Commitment	Public Documents that Underscore our commitment	2022 Sustainability Report
<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<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 2022</p> <p>2022 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 115 - 120)</p> <p>Integrity Helpline: Mechanisms for reporting concerns about unethical behavior (pages 116, 150)</p> <p>Anti-Corruption: GRI 205 (pages 9, 103 - 106, 118, 144 - 145, 157 - 158)</p> <p>Public Policy: GRI 415 (pages 36 – 38, 116 - 117, 146, 176 - 177)</p>