

Johnson Controls 2024

Diversity, Equity and Inclusion Annual Report



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Leadership comments and reflections

A letter from Marlon Sullivan and Marina Williams

Thank you for your time and interest in learning more about diversity, equity and inclusion (DE&I) at Johnson Controls.

Our company has long understood the value of diversity and inclusion. It is present in everything we embody – from our values to our Leader Expectations Model. Building on this history, our leadership continues to champion DE&I beyond a foundational value to a business imperative, leveraging the incredible strength of a diverse, global team.

As we continue to lead our customers and communities to smarter, healthier and more sustainable tomorrows, there is one key factor in our success: our people. Our human-centric culture is predicated on our ability to become employer of choice in all markets in which we compete to attract, develop and retain top talent. One of the key levers of success is building a culture that values diversity, promotes equity and fosters inclusion.

DE&I is, and will forever be, part of our DNA – in the same way innovation, integrity and customer focus are embedded in how we conduct business, in the way we show up for one another, and in the way we succeed.

We are pleased to share our DE&I report with you, which details our efforts and progress over the last year. The accomplishments featured reflect the contributions and commitment of our employees to further our journey. To learn more, please read our [2024 Sustainability Report](#).

Thank you for taking an interest in our story and our ongoing efforts to make Johnson Controls a more diverse, equitable and inclusive organization for all.

It's about you, it's about me, it's about the we.

Marlon Sullivan

Executive Vice President and Chief Human Resources Officer

Marina Williams

Vice President
Diversity, Equity and Inclusion



Marlon Sullivan (he/him)
Executive Vice President
and Chief Human
Resources Officer



Marina Williams (she/her)
Vice President, Diversity,
Equity and Inclusion

Our global commitment to diversity, equity and inclusion

The Office of Diversity, Equity & Inclusion: mission, vision and culture

We recognize the synergies that exist between culture and the individual workplace experience. As a result, we strive to curate a multi-dimensional, world-class employee experience and a sustained culture of inclusion.

One of our priorities is to ensure that we employ a workforce that reflects the communities we live and work in and the customers we support. We provide products and services across the globe and our workforce reflects the diversity of thoughts, ideas and lived experiences needed to serve all markets.

The power of our people is strong, and we continue to leverage each individual's unique expertise to solve difficult customer challenges as a team. Our competitive advantage is strengthened when we can recruit and leverage diverse backgrounds in an inclusive, high-performance culture.

Our mission, vision and roadmap inform our strategies and drive business objectives, further enabling our culture of inclusion to succeed.



Our mission

Empower every employee to take an active role in creating a culture that values uniqueness, celebrates creativity and drives innovation.

Our vision

Employees will bring their authentic selves to work each day. Our rich culture of inclusion will lead to inclusive mindsets and behaviors, unlock engagement, accelerate productivity and foster innovation, leading to exceptional customer outcomes.

Culture of inclusion

Our dedication to DE&I starts with our values. We lead with integrity and purpose, focusing on the future and aligning with our customers' visions for success. Our high-performance culture ensures that we have the best talent, always highly engaged and eager to innovate.

The Office of Diversity, Equity & Inclusion: pillars and roadmap



Employee experience

At Johnson Controls, we want every employee to feel supported, both personally and professionally. That's why we focus on employee experience and drive an employee-owned culture of inclusion that values and celebrates talent.

Business resource groups

Business resource groups (BRGs) consist of employees who share similar interests, backgrounds, experiences or characteristics. These employees share a common interest in professional development and improving corporate culture, leading to exceptional customer outcomes.

Learning and development

By embedding DE&I into the development tools and resources that support employee growth, as well as prioritizing continuous learning at all levels of the company, we continue to enable the growth mindsets and behaviors that foster our culture of inclusion.

Talent management

The Office of Diversity, Equity & Inclusion collaborates with our talent management teams to attract, develop and retain best-in-class talent from around the world.

External impact

We support the communities in which we live and work. We're proud of the partnerships we have cultivated, and we continue to expand our global reach to form new relationships that align with our values and vision.

Metrics and measurement

We understand that without transparency, progress is not sustainable. Analytics inform our goals and drive inclusive outcomes.



Employee experiences: amplifying our voices

Recognizing employees who live by our mission

After a successful launch in 2022, we continued our Diversity, Equity, and Inclusion Distinction Award. These recognize employees who are living by our DE&I mission and take an active role in creating a culture that values uniqueness, celebrates creativity and drives innovation.

The awards celebrate employees who have made significant contributions and encourage others throughout the organization to nominate an individual who has made substantial multi-business unit or enterprise impact.

In FY23, over 800 peer nominations were submitted, and 24 employees were selected as recipients by a committee based on program criteria. These recipients were celebrated for living and modeling DE&I and leading the way in employee experience at Johnson Controls.

The Diversity, Equity & Inclusion Awards also include a badge that allows employees to give real-time, peer-to-peer recognition to team members who have adopted key DE&I behaviors that promote our culture of inclusion using our Bravo employee-recognition platform.



Employee roundtables

We value the voices of our diverse talent and continue to use our employee roundtables to amplify those voices. These global sessions are hosted quarterly with a vision to provide team members with a sense of belonging, ownership, autonomy and empowerment regarding their careers and their ability to contribute to the culture and work processes at Johnson Controls.

The goals of these roundtable discussions include:

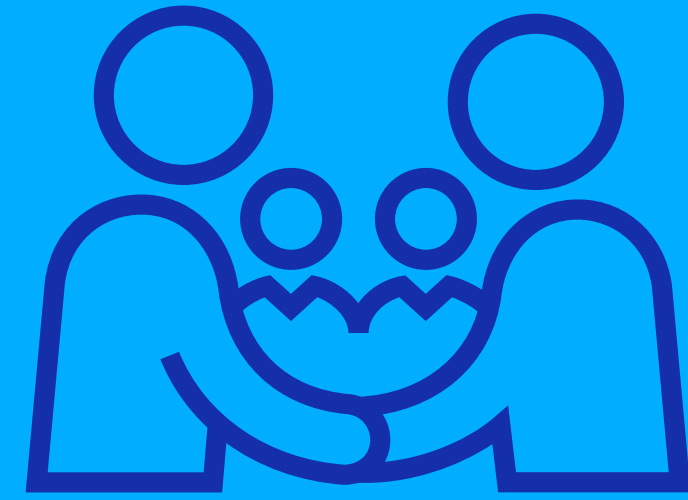
- Providing a safe, open forum to capture transparent employee feedback and foster leadership connection
- Understanding how DE&I resonates personally with team members
- Gathering feedback about the overall employee experience at Johnson Controls
- Understanding the sentiment of the field and front-line workers about our DE&I culture



Perspective Listening Series

Over the last year, thousands of employees attended the Perspectives Listening Series to engage in honest, courageous and authentic conversations between colleagues on workplace-related topics that are timely and relevant to employees, our communities and global society.

These sessions encourage meaningful discussions between employees that highlight unique experiences, diverse mindsets and the prevailing resilience our employees bring to work each day.



Count (*Me*) in

As part of our DE&I strategy, Count (*Me*) in, a voluntary self-identification campaign, was launched to encourage all employees globally (where permitted) and across all levels of the organization to self-identify. Count (*Me*) in enables employees to identify themselves across diversity elements and characteristics, such as race, ethnicity, gender identity, disability and sexual orientation.

The campaign grants our employees the opportunity to bring their whole authentic self to work while helping Johnson Controls enhance the overall employee experience with an increasingly supportive and inclusive work environment.



A year of business and personal impact

Business resource groups

A rich culture of inclusion relies upon an engaged and productive employee population that feels not only empowered but excited to drive outcomes that matter to the communities we serve. Employees involved in BRGs power our culture at Johnson Controls, providing strategic support for the initiatives that make our people safer, our buildings smarter and our world more secure.

Our BRGs consist of employees who share similar interests, backgrounds, experiences or characteristics. These employee-driven groups connect with and support one another, while providing a safe environment for respectful dialogue that encourages progress and growth. While the tangible benefits of BRGs are measured by membership growth, talent retention and consistent innovations, the inspiring actions, engaging discussions and meaningful progress that took place across Johnson Controls throughout FY23 highlights the unquantifiable value BRGs bring to our company and teams.

We launched our newly branded suite of BRG logos as a testament to the alignment of our BRGs and the Johnson Controls strategy. The refreshed logos demonstrate cohesion and unity across all groups, while also celebrating their differences. Now, as we leverage our icons for events, both internally and externally, we have a clear connection to Johnson Controls and the work that we offer to our customers.



The new BRG logos were displayed in The Quays Gallery, Cork, Ireland, in December 2023.



Global growth

Our BRGs made tremendous progress in growing membership throughout FY23. We saw a 36% increase in new membership and an 8% year-over-year growth rate overall. BRGs provide timely, relevant programming to members throughout the year. This year, we also welcomed a new BRG, Parents & Caregivers Together, and announced a budding group, Mindful Living, in response to employee feedback and internal data.

Business resource groups

Purposes, missions and visions



ONYX
Business Resource Group

Purpose

Our community for Black and African employees and their allies.

Mission

Improvement of the corporate experience for Black employees through professional development, retention, and recruitment, while enhancing the diversity profile of Johnson Controls.

Vision

To be an unwavering resource that inspires.



Global Sustainability Network
Business Resource Group

Purpose

Our community for employees passionate about sustainability.

Mission

To globally engage employees to serve as catalysts for advancing sustainable business practices across Johnson Controls.

Vision

To support Johnson Controls as the global leader in smart, healthy and sustainable buildings, reimagining the performance of buildings to serve people, place and the planet.



UNlimited
Business Resource Group

Purpose

Our community for employees living with disabilities and employees who are caregivers.

Mission

To enhance the global diversity, growth and talent pool of Johnson Controls by supporting people impacted by disabilities.

Vision

To create an environment of inclusion which fosters a culture that gives every employee, including those with disabilities, a chance to be exceptional.



Veterans Engagement Team

Business Resource Group

Purpose

Our community for veterans around the world, military families and supporters.

Mission

- Honor, connect and support military veterans
- Advance the hiring, integration, development and retention of military veterans
- Advocate community activities that support military members, veterans, and their families
- Educate Johnson Controls employees about the strengths and value that military members bring to the company
- Encourage participation and networking by all Johnson Controls employees

Vision

Johnson Controls is the veterans' employer of choice, leveraging this tested, diverse talent pool to exceed Johnson Controls business expectations.



SYNERGY

Business Resource Group

Purpose

Our community of emerging leaders.

Mission

Through continuous improvement, promote the development of our emerging and future leaders in our inclusive environment by creating opportunities to understand and apply our Enterprise Leadership Competencies, build skills, enhance professional networks, practice philanthropy and drive innovation in our businesses.

Vision

To be a global strategic partner of JCI in the development of our emerging and future leaders.



JC4e
Business Resource Group

Purpose

Our community for LGBTQIA+ employees and allies.

Mission

We advance an inclusive environment, promote equality and prioritize the safety for all lesbian, gay, bisexual, transgender and queer or questioning (LGBTQIA+) employees, families and their allies. This work stimulates growth for our community and the organization.

Vision

Employees are empowered to bring their full, authentic and true selves to work every day. By elevating authentic leadership and enabling employees to safely express their identity, values and being, our high-performance culture is better able to innovate and serve our communities, customers and each other.



UNIDOS
Business Resource Group

Purpose

Our community for Hispanic, Latinx employees and their allies.

Mission

To further the Johnson Controls mission of DE&I by advancing the skills and professional development for the Hispanic and Latinx employees and allies aligned with the goals of building a high-performance culture, creating growth platforms and driving operational excellence.

Vision

To create a more inclusive, diverse, talented and successful workplace, while aligning with the overall Johnson Controls business strategy.



**Women's
Global
Network**
Business Resource Group

Purpose

Our community for supporting, uplifting, engaging and inspiring women.

Mission

The Women's Global Network creates a community that fosters inclusion, empowers women, drives engagement and promotes innovation to deliver outcomes that matter.

Vision

To drive innovation, inclusion and business impact through a community with strategic objectives that contribute to the development of Johnson Controls women and future leaders.



INSPIRASIAN
Business Resource Group

Purpose

Our community for supporting and uplifting Asian and Pacific Island heritage.

Mission

INSPIRASIAN creates a community that fosters the Johnson Controls mission of DE&I to elevate our high-performance culture by educating others about Asian and Pacific Island cultures, as well as advancing the skillsets and professional development of the Asian and Pacific Island employee network.

Vision

To create a more diverse, equitable and inclusive workplace that improves the employee experience while driving innovation and business impact through a community contributing to the Johnson Controls strategy.



Parents and Caregivers Together
Business Resource Group

Purpose

Our community for working parents and caregivers.

Mission

Parents and Caregivers Together (PACT) is a safe and inclusive community for caregivers of children, including working parents, aspiring parents and all others who care for children, to provide support, advocate for resources and drive improvements for this community in our workplace.

Vision

To optimize the collective work experience of our community through strategic objectives that attract, retain and develop parents and caregivers within Johnson Controls.

Business resource group activity

Measuring business resource group impact

With a commitment to enhancing engagement and fostering a sense of belonging in the organization, BRG leaders took the initiative to develop a new Membership dashboard. This innovative tool provides accurate and timely reporting on engagement, enabling leaders to gain valuable insights and make informed decisions. Through the Membership dashboard, BRG leaders can effectively track and measure the impact of their initiatives, ensuring that resources are allocated efficiently and effectively.



BRG Summit

Johnson Controls achieved a remarkable feat by hosting its very first global virtual BRG Summit. This event held immense significance, as it provided a powerful platform for fostering inclusivity, collaboration and growth within the organization. By bringing together members from diverse BRGs, the summit created a unique opportunity to share valuable insights, experiences and best practices.

The summit revolved around two key themes: reinforcing the Johnson Controls DE&I mission and exploring the crucial role BRGs play in achieving it. Breakout sessions were conducted to delve into various aspects of diversity in leadership. The primary objectives of the summit were to educate employees on the significance of BRGs in supporting the company's overall DE&I strategy, highlight the personal and professional benefits of being a BRG member and encourage non-members to join at least one BRG.

During the summit, a total of 1,755 employees actively engaged in meaningful discussions and exchanges. This provided an environment where ideas flourished, and strategies were developed to promote DE&I. The summit acted as a catalyst for innovation and progress, as individuals from different backgrounds and perspectives collaborated to drive positive change within the organization.

Beyond the exchange of ideas, the BRG Summit facilitated networking and relationship-building among the attendees. Connections formed, fostering a sense of community and creating a supportive network of individuals who shared a common goal of advancing diversity and inclusion.

The inaugural BRG Summit marked a significant milestone in our ongoing journey towards fostering an inclusive and collaborative workplace. It provided a valuable platform for knowledge-sharing, relationship-building, and the development of strategies that will continue to shape the organization's unwavering commitment to DE&I in the future.

Dimensions Talent Development Program

In Q3, we announced Dimensions, a new self-nomination talent development program which offers a select group of traditionally underrepresented employees access to additional webinars, curated learning sessions, mentoring and more over the course of six months.

The Dimensions program was developed based on data, internal feedback and research that reflected a gap in experiences, development and networking opportunities for communities that could inhibit career progression. Anyone meeting the criteria of tenure and performance was encouraged to apply and was considered against the objective criteria regardless of how they self-identify.

Sessions are offered to progress competencies aligned with our talent development and career tools and processes. Each session features a business leader who provides additional context to the session topic, as well as encouragement to program attendees. Supplemental learning materials are also provided, while small groups allow participants to collaborate.

Dimensions is sponsored by:



INSPIRASIAN
Business Resource Group



ONYX
Business Resource Group

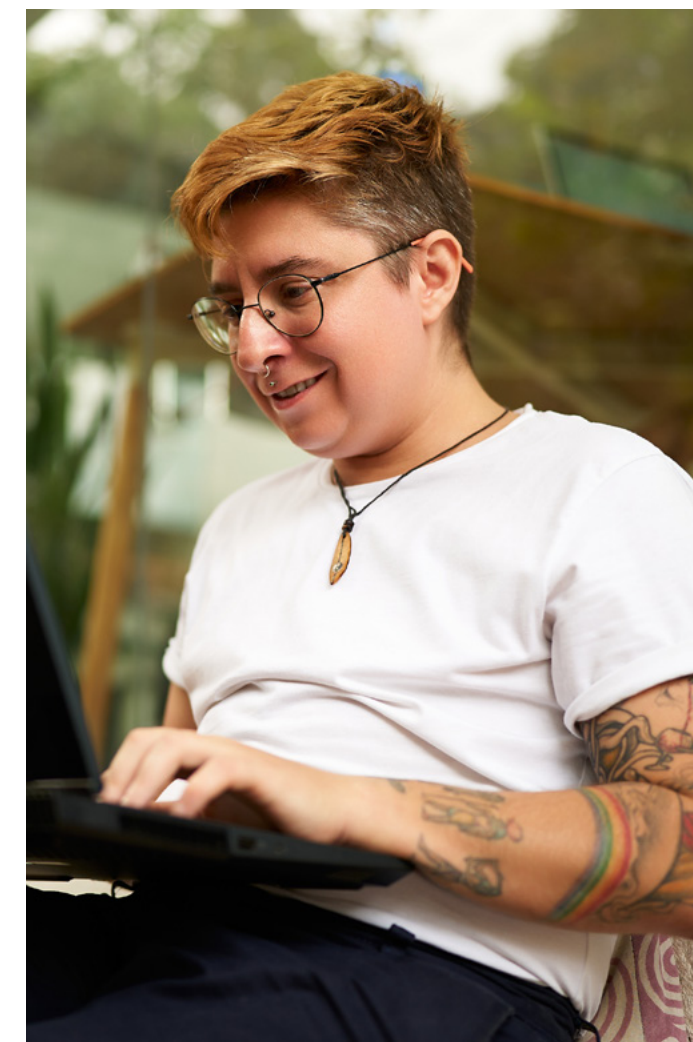


UNIDOS
Business Resource Group



Asian and Pacific Island cultures unite under new name

To forge a more profound connection and instill a sense of inspiration within its members, Asia-Pacific BRG (APBRG) is now known as INSPIRASIAN. The objective behind this alteration was to not only strengthen the bond among its members but also to underscore the extensive range of diverse subgroups and cultures present within the Asian and Pacific Island communities. Through this rebranding, INSPIRASIAN aspires to cultivate a shared sense of unity and foster a deep appreciation for distinct backgrounds.



Top marks for equality

JC4e played a pivotal role in Johnson Controls earning a perfect score of 100/100 on the 2023 Corporate Equality Certification. How? Among their many initiatives, the BRG hosted a series of events aimed at increasing political awareness and improving employee productivity. And, in collaboration with UNIDOS, JC4e celebrated diverse holiday traditions observed in various LATAM countries. These initiatives not only showcase the commitment of JC4e but also fostered a sense of inclusivity and unity within the organization.

Collaborating for good

ONYX recently embarked on a meaningful endeavor by joining forces with the esteemed American Red Cross for a momentous North American blood drive. This remarkable partnership allowed individuals from various communities to contribute selflessly, addressing the pressing medical requirements of those in need.

Additionally, ONYX collaborated with Veterans Engagement Team to emphasize the significance of recruiting military veterans and graduates of Historically Black Colleges and Universities (HBCUs). This inclusive culture attracts top talent from diverse backgrounds, showcasing the unique perspectives and skillsets that military veterans and HBCU graduates bring to the workplace.



Intern for a Day

Intern for A Day is a workforce development program created with disabled individuals in mind. It seeks to make connections and promote erasure. Mentors are encouraged to show and let inquisitive interns 'do' whenever possible, allowing them to gain what is often their first real-world experience in a corporate environment. We build connections daily between mentors and interns in many ways, including job shadowing opportunities.

Future Leaders Internship Program

The Johnson Controls Future Leaders Internship Program was named on Way Up's 2023 Top 100 Internship Programs list in North America. This robust, best-in-class intern experience curates a rich, challenging and rewarding experience for each intern through engaging programming, including:

- An eight-week innovation challenge
- Weekly leader-led professional development sessions
- Group networking with our employee-led resource groups
- Volunteering opportunities within local communities

The program provides structured opportunities to grow both professionally and personally, with access to our senior leaders, including our Chief Executive Officer, providing an enriching experience for interns and leadership alike.

In FY23, 398 interns took part in the Future Leaders Internship Program worldwide, with a notable 92% participation rate in the innovation challenge. In addition to this, of the interns who took part in the program, 41% were women and 47% were diverse.

We have purposefully identified key performance indicators and metrics for this program, which we monitor alongside numerous pulse surveys throughout the internship to ensure the program not only meets, but exceeds, the expectations of our interns and their managers. The primary goal is to ensure each intern finishes their program enriched with new experiences, new skills, strengthened professional competencies and an expanded network to yield additional professional opportunities.

Our hope is that when each intern completes the program, they feel a great sense of belonging and seek out opportunities to start their professional careers at Johnson Controls.





Always giving back to the community

UNIDOS, driven by its commitment to community-focused initiatives, embarked on a meaningful journey in December 2022 through the program Causes That Matter to Us. UNIDOS members generously donated a remarkable \$9,000!

Building on this success, UNIDOS launched a year-round food supply program in Milwaukee, Wisconsin, dedicated to providing essential nourishment to children in need throughout the 2022/23 school year. Together, the UNIDOS team distributed over 600 bags of food consistently, week after week, ensuring that the United Community Center (UCC), a local non-profit organization supporting the Latinx community and investing in Latinx childhood education, received ongoing support.

In addition to their impactful community efforts, UNIDOS has taken a proactive approach to addressing business needs. UNIDOS initiated a pilot program at the Monterrey Business Center that aimed to provide Portuguese lessons to a select group of employees, catering to the requirements of the collections team within our LATAM business. Through these endeavors, UNIDOS continues to make a lasting impact in both the community and the workplace, demonstrating its unwavering dedication to supporting others and driving success.



Latino Worker Project

UNIDOS and the Office of DE&I worked with the HR Policy Association to provide data for their Latino Worker Project Report. Our US employees participated in roundtables with HR Policy Association to better understand the current state of the Latinx worker and how Johnson Controls can provide a stronger proposition to attract and retain future Latinx talent.

Creating inclusive, sustainable workspaces



UNlimited's dedication to employee well-being was showcased through a transformative project in our One Albert Quay office in Cork, Ireland. Recognizing the importance of a supportive environment for individuals with sensory sensitivities, UNlimited initiated the Sensory Room Upgrade project. This visionary endeavor aims to create a space tailored to employees' sensory needs. By prioritizing inclusivity and enhancing the workplace experience, UNlimited demonstrates its commitment to supporting employees and fostering a culture of care. The Sensory Room Upgrade project stands as a testament to UNlimited's unwavering dedication to the well-being of all employees in Cork.

The initiative to create spaces where all employees, including those who are neurodivergent, can excel was inspired by a 2023 anonymous UNlimited BRG member survey. The findings emphasized the importance of openly acknowledging and addressing neurodiversity in the workplace. In response, an occupational therapist was brought in to assess the work environment. Based on her recommendations, inclusive changes were made to areas with a focus on quiet, private spaces, eating areas and work zones. These modifications have now been completed, and regular surveys will be conducted among Cork office occupants to ensure ongoing inclusivity and success.

In our Cork and Glendale locations, UNlimited continues enhancing inclusive and sensory-friendly office workspaces. These spaces aim to reduce and control external stimuli, such as scents, visuals and sounds, preventing overwhelming or distracting environments for individuals with sensory sensitivities.

To further promote inclusivity, UNlimited has partnered with Talent Acquisition to pilot an Assisted Hire program within our Building Solutions North America. This program aims to find effective strategies and approaches for working with disabled individuals, including manager-employee alignment and targeted phrasing in job postings.

Additionally, UNlimited has been dedicated to making technology and interface experiences more accessible for disabled individuals. The goal is to remove any barriers that may hinder interaction with or access to websites, digital tools and technologies within our Johnson Control platforms.

Driving engagement through technology

Under new leadership, the Veterans Engagement Team is embarking on an exciting revitalization journey. With a renewed sense of purpose, the BRG is harnessing the power of internal platforms such as Viva Engage (formerly Yammer) to drive engagement and foster a strong sense of community. Through regular postings, they keep the Johnson Controls team informed about events and initiatives that support veterans around the globe.

By leveraging internal platforms and driving engagement through regular updates, they ensure that the dedication to supporting veterans remains at the forefront of the company's values. Together, they forge a path of unity and appreciation, making a positive impact on the lives of veterans worldwide.





Women in Leadership Program

In partnership with the Enterprise Learning Team, Women's Global Network created Women in Leadership. This seven-month development program explores the unique issues that women face in the workplace – specifically in operations – and enhances leadership skills to empower participants to strive for their full professional potential.

This year's cohort consisted of over 600 women across five regions and business units.

Previous participants have stated the following about the program: "I am just enjoying this amazing experience. All the new info is usually confirmation of good habits or learning new ways of tackling challenges. It has been, so far, an amazing journey."

"Absolutely loved every session. A lot of wisdom was taken away from each session from the amazing speakers. There is so much more that I need to do, take risks, engage, network. I believe my journey is far from over."



Mentoring Toolkit for Women in Leadership

Recognizing the importance of mentorship, Women's Global Network introduced their Mentoring Toolkit for Women in Leadership. Developed in partnership with Talent Management, this toolkit provides valuable resources and guidance to support women on their leadership journey. By nurturing talent and offering mentorship opportunities, the BRG empowers women to unlock their full potential and thrive in their careers.

Parents and Caregivers Together – welcome!

We launched a new BRG called Parents and Caregivers Together (PACT), an inclusive community dedicated to advocating for parents and caregivers. Recognizing the importance of providing support and resources, PACT creates a safe space for caregivers of children, including working parents, aspiring parents, and all those who care for children. Their mission revolves around providing support, advocating for resources and driving improvements for this community within the workplace.

PACT's vision is to optimize the collective work experience of their community through strategic objectives. By attracting, retaining and developing parents and caregivers within Johnson Controls, they aim to create an environment that fully supports and empowers this vital group. Through their efforts, PACT envisions a workplace that recognizes the unique needs and contributions of parents and caregivers, fostering an inclusive and supportive culture.

With a commitment to advocacy and improvement, PACT strives to ensure that parents and caregivers have the necessary resources, support and opportunities to thrive within Johnson Controls. Their mission and vision serve as guiding principles, shaping the way PACT supports and empowers this essential community.

External partnerships



Society of Hispanic Engineers

We partner with the Society of Hispanic Engineers (SHPE) to continue attracting diverse talent. In 2023, we amplified our collaboration by pairing our DE&I leaders and SHPE ambassadors for a full year's mentorship. This mentorship opportunity connects SHPE ambassadors to front-facing coaching opportunities and resources with our leaders.

Johnson Controls has volunteered to participate in a virtual resume review opportunity with SHPE's Career Center, which serves over 36,000 members in over 100 countries for Hispanic STEM professionals.

Lastly, UNIDOS partnered with the Office of DE&I as panelists for SHPE's LatinXFactor webinar series that centered around the power of professional networks and personal brand. SHPE's LatinXFactor program is to help their members identify characteristics to excel in their personal and professional lives.



The Future of STEM Scholars Initiative

The Future of STEM Scholars Initiative (FOSSI) program is a nationwide initiative that offers \$40,000 scholarships to students enrolled in preferred STEM degrees at HBCUs. This program aims to address financial obstacles within the higher education system. In support of this cause, Johnson Controls formed a partnership with FOSSI this fiscal year and sponsored one student as part of this initiative.





Society of Women Engineers

The Office of DE&I demonstrates its commitment to the professional development of our engineers who are women by annually sponsoring 280 memberships with the Society of Women Engineers (SWE). Our partnership with SWE is overseen by the Johnson Controls Women in Engineering Interest Chapter, which operates under the Women's Global Network BRG. As part of the SWE Sponsorship and Mentoring Program, our members have access to the SWE Advanced Learning Center, participate as mentees in cohorts throughout the year and have opportunities to serve as mentors for aspiring engineers.



Department of Defense's Skillbridge Program

Skillbridge is a program sponsored by the Department of Defense (DoD) to allow active-duty service members to participate in on-the-job training at a corporate civilian company for around 12 weeks. We are currently partnered with Hiring Our Heroes, who work with the DoD and Johnson Controls to help attract candidates.

Skillbridge (Pilot) Training: Assisting the Transition from Servicemember to Civilian Employee at Johnson Controls

The Military Recruiting office has been organizing various training sessions for our Skillbridge candidates. These sessions cover essential computer software skills like Microsoft Office best practices, provide a platform for addressing HR-related questions and concerns, offer a detailed explanation of the global impact of Johnson Controls, and include leadership training specifically focused on transitioning from military to civilian leadership.

Currently, these training courses are exclusively available to Skillbridge participants at Johnson Controls, but we are actively working on including all new veterans joining Johnson Controls through our partnership with Veterans Engagement Team.



American Corporate Partners

We have partnered with American Corporate Partners (ACP), a non-profit organization, that provides mentorship to external veterans. Johnson Controls employees are welcome to participate in mentoring veterans who are in the process of entering the civilian corporate world. Examples of the type of mentoring are, but not limited to; resume building, interview best practices, identifying career paths, what to do and work on your first 90 days on a job, etc. This is also an opportunity for Johnson Controls employees to practice leadership and communication skills. Finally, ACP allows us to advertise to their full network via webinars, newsletters and social media platforms on Hot Jobs at Johnson Controls.



Military.com

This vendor plays a crucial role in promoting the external branding of Johnson Controls to active duty servicemembers and veterans worldwide through newsletters and social media platforms. Johnson Controls was recognized as one of the Top 25 Corporations for Military Friendly Employers in 2023, and we are on track to achieve this recognition again in 2024. By the end of 2023, we successfully made nearly two million social media impressions on US veterans, and we anticipate this number to continue growing in 2024.



A year of unlocking engagement and accelerating productivity

DE&I plays a fundamental role in sustainability because it recognizes that achieving long-term environmental and social goals requires the involvement and representation of diverse voices and perspectives. By embracing diversity in our workforce and creating an inclusive environment, we can foster innovation, creativity and problem-solving to address the complex challenges posed by sustainability.

When it comes to environmental sustainability, diverse perspectives can offer unique insights and solutions. Different cultural backgrounds, experiences and knowledge can lead to more comprehensive approaches to conservation, resource management and eco-friendly practices. By incorporating a wide range of perspectives, we can better address the needs and concerns of various communities, ensuring that sustainability initiatives are inclusive and equitable.

In conclusion, the tie between DE&I and sustainability is evident in our commitment to creating a better future for all. By recognizing the interconnectedness of these two areas, we can ensure that our sustainability efforts are inclusive, equitable and effective. Through our ongoing work and dedication to both DE&I and sustainability, we aim to contribute to a more sustainable and inclusive world.

We encourage readers of this report to also explore our [2024 Sustainability Report](#), which outlines our environmental and social sustainability efforts.



Awards and recognitions

Forbes
America's
Best Employers
for Diversity
2023

Ranked #144 out of 480 companies in total.

Forbes
Best Employers
for Women
2023

Recognized for working environment, salary, employee diversity and whether employees who are women would recommend the company to a friend or family member.

Forbes
America's
Best Large
Employers
2023

Forbes and Statista selected America's Best Employers 2024 through an independent survey applied to a vast sample of approximately 45,000 American employees working for companies with more than 1,000 employees in the US.

Newsweek's
America's
Greatest
Workplaces
for Diversity
2024

Recognized for our diverse workplace and commitment to recruiting and advancing individuals of various ages, races, genders, sexual orientations and abilities.

Military
and veteran
awards

Johnson Controls received recognition and was awarded three badges by MilitaryFriendly.com; 2023 Employer award, Spouse Employer award and Brand award. Johnson Controls is committed to bringing in America's heroes to our organization and providing them an opportunity to grow.

Community
College
Partnership
Program

Johnson Controls celebrated our second year of our \$15 million Community College Partnership Program by welcoming in 10 new schools. This program provides \$1 million in philanthropic funding to nine community colleges across the United States, as well as the program's first Canadian institution. Johnson Controls is committed to supporting the career pathways of historically underrepresented groups to foster the next generation of innovators and leaders who will build our sustainable future.

Corporate
Equality Index
2023-2024 by
Human Rights
Campaign

The 2023-2024 Corporate Equality Index results show the increasing promotion of LGBTQIA+ friendly workplace policies by US-based companies, with a record-breaking 1,340 businesses now having gender identity non-discrimination protections, covering 21 million employees worldwide, and Johnson Controls earning a perfect score of 100 and the Equality 100 Award for our LGBTQIA+ workplace inclusion.

MilitaryFriendly.
com

Johnson Controls is proud to earn the prestigious Military Friendly[®] Company designation, meeting or exceeding the standards in three critical areas of commitment to the military community. We prioritize recruiting, hiring and training veterans and military spouses, supporting veteran-owned businesses and maintaining a positive brand reputation in the military community. We are honored to be recognized alongside 202 other organizations for our dedication to being Military Friendly[®].

About Johnson Controls:

At Johnson Controls, we transform the environments where people live, work, learn and play. As the global leader in smart, healthy and sustainable buildings, our mission is to reimagine the performance of buildings to serve people, places and the planet.

Building on a proud history of nearly 140 years of innovation, we deliver the blueprint of the future for industries such as healthcare, schools, data centres, 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 largest portfolio of building technology and software as well as service solutions from some of the most trusted names in the industry.