

2024 Sustainability Report

GRI Content Index

	<p>Johnson Controls International plc has reported in accordance with the GRI Standards for the period October 1, 2022 – September 30, 2023.</p>
<p>Statement of use</p>	<p>Our full GRI report may be viewed or printed in PDF from the Johnson Controls website, with links provided to supporting documents, at www.johnsoncontrols.com/corporate-sustainability/reporting-and-policies</p>
<p>GRI 1 used</p>	<p>GRI 1: Foundation 2022</p>
<p>Applicable GRI Sector Standard(s)</p>	<p>NA</p>

Alignment of work by Johnson Controls in furthering the United Nations Sustainable Development Goals is included in the final column.

GRI 2: General Disclosures 2023

GRI 2	Disclosure	Location	SDG
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The organization and its reporting practices

2-1	Organizational details	<ul style="list-style-type: none"> a. Johnson Controls International plc b. Johnson Controls International plc is an Irish public limited company governed by a board of directors. Articles of Association Corporate Governance c. One Albert Quay, Cork, Ireland www.johnsoncontrols.com Location of Headquarters d. 2023 Form 10-K, Properties, Page 26 Global Location Finder Johnson Controls Sustainability Report: Countries of Operation 	
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2-2	Entities included in the organization's sustainability reporting	2023 Form 10-K , Business, General and Business Segments, Pages 3–4 Johnson Controls Sustainability Report: About Our Reporting Johnson Controls Sustainability Report: Countries of Operation Johnson Controls Sustainability Report: Materiality	
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2-3	Reporting period, frequency and contact point	2023 Form 10-K , Business, General and Business Segments, Pages 3–4 Johnson Controls Sustainability Report: About Our Reporting <ul style="list-style-type: none"> a. This annual GRI report is for Johnson Controls Fiscal Year 2023: October 1, 2022 – September 30, 2023. b. 2023 Form 10-K, Header, Page 1 c. Reporting cycle is on an annual basis for the previous fiscal year. Data will be compiled for the fiscal year most recently finished and posted publicly in early April. Our most recent Sustainability Report was published in April 2023 Johnson Controls 2023 Sustainability Report Johnson Controls Irish Statutory Reports and Non-Financial Report for Fiscal 2023 Johnson Controls Sustainability Reports and Policies d. Jenna Kunde, Global Sustainability Director Johnson Controls, 5757 N. Green Bay Avenue, Glendale, WI 53209 corp-sustainability@jci.com 	
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2-4	Restatements of information	There are no significant modifications regarding the scope, boundary or measurement methods beyond any updates that are specifically discussed in the relevant sections contained within this report. Johnson Controls Sustainability Report: About Our Reporting	
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2-5	External assurance	Johnson Controls Sustainability Report: External Assurance of Data 2023 Verification Statement for Johnson Controls-GHG Emissions 2023 Verification Statement for Johnson Controls-Waste 2024 Proxy Statement , Audit Committee Report, Pages 16-17 2023 Form 10-K , Report of Independent Registered Public Accounting Firm, Page 48	
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Activities and workers

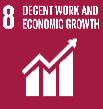



2-6	Activities, value chain and other business relationships	SIC: 3585 - AIR COND & WARM AIR HEATING EQUIP & COMM & INDL REFRIG EQUIP About Us – Our Company https://www.johnsoncontrols.com See Products and Solutions, Services and Support, Industries Johnson Controls Sustainability Report: 2-6 Supplier Environmental Impact 2023 Form 10-K , Business, Pages 3-7; Human Capital Management, Pages 8-10; Consolidated Financial Statements, Pages 51-55; Acquisitions and Divestitures and Discontinued Operations, Pages 65-66	
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2-7	Employees	Johnson Controls Sustainability Report: 2-7 Employees Johnson Controls Sustainability Report: Employee Development, Training and Education Johnson Controls Sustainability Report: Diversity and Inclusion	
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2-8	Workers who are not employees	Johnson Controls Sustainability Report: 2-8 Employees	
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Governance		
2-9	Governance structure and composition	<p>Johnson Controls Sustainability Report: Company Leadership Johnson Controls Sustainability Report: 2-9 Committees Governing ESG topics 2024 Proxy Statement, Pages 5-7 (executive and non-executive members; independence; competencies relevant to the impacts of the organization); Pages 9-14 (director biographies, tenure, other directorships, stakeholder representation); Page 25 (board composition, tenure, competencies relevant to the impacts of the organization, gender, under-represented social groups); Page 34 (stakeholder engagement); Pages 41, 43-45 (board and committee composition and responsibilities)</p> <p>Our Leaders Corporate Sustainability Governance Johnson Controls Board of Directors</p>
2-10	Nomination and selection of the highest governance body	<p>Corporate Governance Charters, Guidelines and Policies 2024 Proxy Statement, Pages 9-15, 23-41</p>
2-11	Chair of the highest governance body	<p>Corporate Governance Guidelines 2024 Proxy Statement, Pages 6, 25-26</p>
2-12	Role of the highest governance body in overseeing the management of impacts	<p>Johnson Controls Sustainability Report: 2-12 Executive leadership team responsibility for corporate social responsibility and sustainability Johnson Controls Sustainability Report: Sustainability Governance Johnson Controls Sustainability Report: Responsibility for economic, environmental and social topics Johnson Controls Sustainability Report: Risk Management 2024 Proxy Statement, ESG Governance, Page 41, Executive Officers and Board of Directors, Page 43</p> <p>Our Leaders Corporate Sustainability Governance Corporate Governance website Irish Statutory Reports and Non-Financial Report for Fiscal 2023</p>
2-13	Delegation of responsibility for managing impacts	<p>Johnson Controls Sustainability Report: Sustainability Governance Johnson Controls Sustainability Report: Responsibility for economic, environmental and social topics Johnson Controls Sustainability Report: 2-13 Executive leadership team responsibility for corporate social responsibility and sustainability Corporate Sustainability Governance 2024 Proxy Statement, Pages 25-33, 39-41</p>
2-14	Role of the highest governance body in sustainability reporting	<p>Johnson Controls Sustainability Report: Sustainability Governance Johnson Controls Sustainability Report: Responsibility for economic, environmental and social topics 2024 Proxy Statement, Executive Officers and Board of Directors, Pages 29, 31, 51</p> <p>Our Leaders Corporate Sustainability Governance Johnson Controls Irish Statutory Reports and Non-Financial Report for Fiscal 2023 is signed by the company's Lead Director and chairman of the board</p>
2-15	Conflicts of interest	<p>Corporate Governance Charters, Guidelines and Policies Corporate Governance Guidelines, Pages 4, 8-10 2024 Proxy Statement, Page 37-38</p>
2-16	Communication of critical concerns	<p>Johnson Controls Sustainability Report: Ethics and Integrity Code of Ethics Integrity Helpline Corporate Governance website</p>
2-17	Collective knowledge of the highest governance body	<p>Johnson Controls Sustainability Report: Company Leadership Johnson Controls Sustainability Report: Responsibility for economic, environmental and social topics Governance and Sustainability Committee Charter, Page 1, Page 2 Section 7 2024 Proxy Statement, Pages 9-14, 24-25</p>
2-18	Evaluation of the performance of the highest governance body	<p>Corporate Governance website 2024 Proxy Statement, Page 34-35</p>



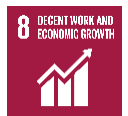
2-19	Remuneration policies	Johnson Controls Sustainability Report: Executive compensation tied to sustainability and diversity 2024 Proxy Statement , Executive Compensation Framework 50 Executive Compensation Management 52 Fiscal 2023 Compensation Decisions and Outcomes 56 Additional Information 64	
2-20	Process to determine remuneration	Johnson Controls Sustainability Report: Executive compensation tied to sustainability and diversity 2024 Proxy Statement , Stakeholders' involvement in remuneration 31 Executive Compensation Framework 50 Executive Compensation Management 52 Fiscal 2023 Compensation Decisions and Outcomes 56 Additional Information 64 Johnson Controls Sustainability Report: 2-20	
2-21	Annual total compensation ratio	Johnson Controls Sustainability Report: 2-21 Our Employees	
Strategy, policies, and practices			
2-22	Statement on sustainable development strategy	Johnson Controls Sustainability Report: Letter from George Oliver and Katie McGinty	
2-23	Policy commitments	Our Sustainability Reporting and Policies Risk Management Process Johnson Controls Sustainability Report: Voluntary Corporate Commitments Johnson Controls Sustainability Report: Sustainability Strategy and Commitments Johnson Controls Sustainability Report: Risk Management Johnson Controls Sustainability Report: Ethics and Integrity Global Environmental Health and Safety Policy Supplier Portal Human Rights and Sustainability Policy Conflict Minerals Policy Code of Ethics	
2-24	Embedding policy commitments	Johnson Controls Sustainability Report: Ethics and Integrity Johnson Controls Sustainability Report: Risk Management Johnson Controls Sustainability Report: Sustainability Governance Johnson Controls Sustainability Report: Company Leadership Our Values Human Rights and Sustainability Policy Energy and Climate Position Code of Ethics 2024 Proxy Statement Page 23-24 (Areas of Focus for the Board); Page 25-26 (Board Leadership); page 26 (Board Oversight of Strategy); Page 29 (Board Oversight of Risk); Page 44 (Board Governance and Sustainability Committee) Risk Management Process Irish Statutory Reports and Non-Financial Report for Fiscal 2023 Page 25-29	
2-25	Process to remediate negative impacts	Johnson Controls Sustainability Report: Ethics and Integrity Johnson Controls Sustainability Report: Integrity Helpline Code of Ethics Integrity Helpline	
2-26	Mechanisms for seeking advice and raising concern	Johnson Controls Sustainability Report: Ethics and Integrity Johnson Controls Sustainability Report: Integrity Helpline Code of Ethics Integrity Helpline	

2-27 SASB RT-EE-150a.2	Compliance with laws and regulations	Johnson Controls Sustainability Report: Ethics and Integrity 2023 Form 10-K , Pages 101-104. The Johnson Controls Form 10-K annual report identifies any such instances that are material to the Company's financial condition. Code of Ethics Integrity Helpline 2023 NOVs, Permit Exceedances and Releases 2022 NOVs, Permit Exceedances and Releases
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2-28	Membership associations	Johnson Controls Sustainability Report: Sustainability Policies and Commitments Sustainability Memberships Voluntary Corporate Commitments
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Stakeholder engagement

2-29	Approach to stakeholder engagement	Johnson Controls Sustainability Report: Public Policy Engagements Johnson Controls Sustainability Report: Climate Policy and Engagement Leadership Johnson Controls Sustainability Report: Materiality
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2-30	Collective bargaining agreements	Johnson Controls Sustainability Report: 2-30 Freedom of association and collective bargaining Johnson Controls Sustainability Report: Continued external employability Johnson Controls Sustainability Report: Trade union health and safety EEO Employer Code of Ethics	
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GRI 3: General Disclosures 2023

GRI 3	Disclosure	Location	SDG
3-1	Process to determine material topics	Johnson Controls Sustainability Report: Materiality Johnson Controls Sustainability Report: Location of Operations Johnson Controls Sustainability Report: Ethics and Integrity Johnson Controls Sustainability Report: Climate Policy and Engagement Leadership Johnson Controls Sustainability Report: Governance Structure Johnson Controls Sustainability Report: Risk Management 2024 Proxy Statement	
3-2	List of material topics	Irish Statutory Reports and Non-Financial Report for Fiscal 2023 Our Sustainability Reporting and Policies	
3-3	Management of topics	Code of Ethics Human Rights and Sustainability Policy Sustainability homepage for Johnson Controls UN Global Compact Annual Communication on Progress Corporate Governance Guidelines – opening paragraph: “Johnson Controls International plc’s vision is a safe, comfortable and sustainable world. In addition to achieving financial performance objectives, the company’s board of directors and management believe that the company must assume a leadership position in the area of corporate governance to fulfill its vision.”	

Economic

Disclosure Number	Disclosure	Location	SDG
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GRI 201: Economic performance

201-1	Direct economic value generated and distributed	Johnson Controls Sustainability Report: 201-1 Direct economic value generated and distributed 2023 Form 10-K , Pages 47-105	
201-2	Financial implications and other risks and opportunities due to climate change	CDP Climate Change 2023 Report Sustainable Finance Johnson Controls Sustainability Report: Risk Management Johnson Controls Sustainability Awards and Recognition 2023 Form 10-K Climate Change Risk Factors, Pages 15-17 Johnson Controls named to CDP's A List	
201-3	Defined benefit plan obligations and other retirement plans	Johnson Controls Sustainability Report: 201-3 Our Employees - Benefits Johnson Controls Careers	
201-4	Financial assistance received from government	We receive grants, tax incentives and low- or no-interest loans from many countries and subdivisions of countries including China, Canada, France, the United Kingdom and the United States. Financially material assistance from governments is typically reported in our annual 10-K filing. No government is a material shareholder in the company.	

Market presence

3-3	Management of topic	2023 Form 10-K , Products/Systems and Services, Pages 3-8 Corporate Governance website Code of Ethics Sustainability Governance Johnson Controls Sustainability Report: Location of Operations Johnson Controls Sustainability Report: Sustainability Materiality Assessment Johnson Controls Careers	
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GRI 202: Market presence

202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	Johnson Controls Sustainability Report: 202-1 Our Employees - Compensation	
202-2	Proportion of senior management hired from the local community	Johnson Controls Sustainability Report: Community Engagement Geographic definition of "local": May include immediate area for routine support and may extend to entire host country or adjacent areas or countries.	

Indirect economic impacts

3-3	Management of topic	Johnson Controls Sustainability Report: Indirect Economic Impacts Johnson Controls Sustainability Report: Delivering Sustainability for our Customers Corporate Governance website Sustainability Governance Corporate Social Responsibility Program Overviews Irish Statutory Reports and Non-Financial Report for Fiscal 2023 Code of Ethics Supplier Diversity Supplier Sustainability Rating Survey Johnson Controls named IoT CEO of the Year, 2022	
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GRI 203: Indirect economic impacts

203-1	Infrastructure investments and services supported	Sustainable Finance Johnson Controls Sustainability Report: Indirect Economic Impacts Johnson Controls Sustainability Report: Community Engagement Corporate Social Responsibility Program Overviews Irish Statutory Reports and Non-Financial Report for Fiscal 2023	
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203-2	Significant indirect economic impacts	Johnson Controls Sustainability Report: Sustainable Products and Solutions Johnson Controls Sustainability Report: Indirect Economic Impacts 203 Report: Community Engagement Corporate Social Responsibility Program Overviews Irish Statutory Reports and Non-Financial Report for Fiscal 2023	
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Procurement practices

3-3	Management of topic	Johnson Controls Sustainability Report: Supplier Sustainability Supplier Sustainability Rating Survey Supply Chain: Supplier Sustainability Expectations Supplier Portal Conflict Minerals Policy Code of Ethics Supplier Diversity Slavery and Human Trafficking Policy Johnson Controls Sustainability Report: Sustainability Materiality Assessment Johnson Controls named to 2024 World's Most Ethical Companies
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GRI 204: Procurement practices

204-1	Proportion of spending on local suppliers	Johnson Controls Sustainability Report: Supplier diversity	
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Anti-Corruption

3-3	Management of topic	Johnson Controls Sustainability Report: Sustainability Materiality Assessment Johnson Controls Sustainability Report: Risk Management Risk Management Process Johnson Controls Sustainability Report: Ethics and Integrity Johnson Controls Sustainability Report: Human Rights UN Global Compact Annual Communication on Progress Human Rights and Sustainability Policy Integrity Helpline Irish Statutory Reports and Non-Financial Report for Fiscal 2023 Code of Ethics
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GRI 205: Anti-corruption

205-1	Operations assessed for risks related to corruption	Johnson Controls Sustainability Report: Risk Assessment Johnson Controls Sustainability Report: Code of Ethics and Anti Corruption Risk Management Process Human Rights and Sustainability Policy Code of Ethics Irish Statutory Reports and Non-Financial Report for Fiscal 2023	
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205-2	Communication and training about anti-corruption policies and procedures	Johnson Controls Sustainability Report: 205-2 Communication on Anti-corruption policies and procedures	
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205-3 RT-EE-510a.2	Confirmed incidents of corruption and actions taken	Johnson Controls Sustainability Report: Ethics and Integrity Johnson Controls Sustainability Report: 205-3 Anti-Corruption 2023 Form 10-K Legal Proceedings, Page 26 Supplier Portal Code of Ethics Supplier Sustainability Rating Survey	
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Anti-competitive behavior

3-3	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Johnson Controls Sustainability Report: Ethics and Integrity Johnson Controls Sustainability Report: Human Rights Johnson Controls Sustainability Report: Governance Structure UN Global Compact Annual Communication on Progress Code of Ethics Human Rights and Sustainability Policy Integrity Helpline Johnson Controls Sustainability Report: Sustainability Materiality Assessment	 
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GRI 206: Anti-competitive behavior

206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	2023 Form 10-K Legal Proceedings, Page 26
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Tax

3-3	Management of topic	Johnson Controls Tax Strategy Code of Ethics Johnson Controls Sustainability Report: Sustainability Materiality Assessment
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GRI 207: Tax

207-1	Approach to tax	Johnson Controls Tax Strategy Corporate Governance 2024 Proxy Statement , Page 43, Audit Committee
207-2	Tax governance, control and risk management	Johnson Controls Tax Strategy Corporate Governance 2024 Proxy Statement , Page 43, Audit Committee
207-3	Stakeholder engagement and management of concerns related to tax	Johnson Controls Tax Strategy Johnson Controls Sustainability Report: Sustainability Materiality Assessment 2024 Proxy Statement , Page 43, Audit Committee
207-4	Country-by-country reporting	Johnson Controls Tax Strategy


Topic Disclosures

Environmental

GRI 2	Disclosure	Location	SDG
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3-3	Management of topic	Johnson Controls Sustainability Report: Materials Johnson Controls Sustainability Report: Sustainability Materiality Assessment Irish Statutory Reports and Non-Financial Report for Fiscal 2023	
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GRI 301: Materials

301-1	Materials used by weight or volume	Johnson Controls Sustainability Report: Reducing Product Emissions	
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301-2	Recycled input materials used	Johnson Controls Sustainability Report: Reducing Product Emissions Sustaining a Sustainability Company	
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301-3	Reclaimed products and their packaging materials	Johnson Controls Sustainability Report: Reducing Product Emissions Code of Ethics Human Rights and Sustainability Policy	
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Energy




3-3	Management of topic	Johnson Controls Sustainability Report: Energy and Emissions Johnson Controls Sustainability Awards and Recognition Johnson Controls Sustainability Report: Sustainability Materiality Assessment Energy and Efficiency Services Sustainability Reporting, Policies and Commitments Advanced Energy Storage Technology Irish Statutory Reports and Non-Financial Report for Fiscal 2023 CDP Climate Change 2023 Report – A List Johnson Controls named to 2024 World’s Most Ethical Companies Johnson Controls among Top 100 Global Innovators, seven-time winner CDP Climate Change, A List Terra Carta Seal The Clean200® List Global 100 Most Sustainable Corporations in the World Sustainability Yearbook Member ESG Industry Top Rated ISS ESG Prime Status MSCI AA Rated Financial Times 2023 European Climate Leaders	 
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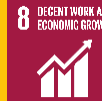

GRI 302: Energy

302-1	Energy consumption within the organization	Johnson Controls Sustainability Report: 302-1 Energy consumption within the organization 2023 Verification Statement for Johnson Controls-GHG Emissions CDP Climate Change 2023 Report – A List	
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302-2	Energy consumption outside of the organization	Johnson Controls Sustainability Report: 302-2 Energy consumption outside of the organization 2023 Verification Statement for Johnson Controls-GHG Emissions CDP Climate Change 2023 Report – A List	  
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302-3	Energy intensity	Johnson Controls Sustainability Report: 2023 Verification Statement for Johnson Controls-GHG Emissions CDP Climate Change 2023 Report – A List Irish Statutory Reports and Non-Financial Report for Fiscal 2023	  
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302-4	Reduction of energy consumption	Johnson Controls Sustainability Report: 302-4 Reduction of energy consumption CDP Climate Change 2023 Report – A List	  
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302-5	Reduction of energy requirements of products and services	Johnson Controls Sustainability Report: 302-5 Reductions in energy requirements of products and services BE Energy Performance Contracting Buildings - HVAC Equipment Irish Statutory Reports and Non-Financial Report for Fiscal 2023 Johnson Controls, National Defence Collaborate to Drive CA\$3M in Targeted Annual Savings and 23% in Targeted GHG Emissions Cuts Al Shera'a in Dubai will be the tallest, largest and smartest net zero-energy government	  
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Water and effluents

3-3	Management of topic	Johnson Controls Sustainability Report: Sustainability Materiality Assessment Energy and Efficiency Services - Water Johnson Controls Sustainability Report: Water Irish Statutory Reports and Non-Financial Report for Fiscal 2023 BlueStream Hybrid Cooling System EPRI Technology Abstract on Thermosyphon Cooling Johnson Controls Helps Transform the City of Toledo with Modernized, Smart Water Infrastructure 2023 Form 10-K, Environmental Matters, AFFF Matters, page 100 - 104 CDP Water Security 2023 Report, B	
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GRI 303: Water and effluents

303-1	Interactions with water as a shared resource	2023 Verification Statement for Johnson Controls - Water Irish Statutory Reports and Non-Financial Report for Fiscal 2023 Energy and Efficiency Services - Water	
303-2	Management of water discharge-related impacts	2023 Verification Statement for Johnson Controls - Water Irish Statutory Reports and Non-Financial Report for Fiscal 2023	
303-3	Water withdrawal	Johnson Controls Sustainability Report: 303-3 Water and Effluents 2021 Verification Statement for Johnson Controls - Water Irish Statutory Reports and Non-Financial Report for Fiscal 2023	
303-4	Water discharge	Johnson Controls Sustainability Report: 303-4 Water and Effluents Human Rights and Sustainability Policy	
303-5	Water consumption	Johnson Controls Sustainability Report: 303-5 Water and Effluents	

Biodiversity

3-3	Management of topic	Human Rights and Sustainability Policy Code of Ethics Johnson Controls Sustainability Report: Sustainability Materiality Assessment	
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GRI 304: Biodiversity

304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Code of Ethics UN Global Compact Annual Communication on Progress Omission: unavailable	
304-2	Significant impacts of activities, products and services on biodiversity	Omission unavailable	
304-3	Habitats protected or restored	Omission unavailable	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Omission unavailable	

Emissions

3-3	Management of topic	<p>Johnson Controls Sustainability Report: Sustainability Materiality Assessment Johnson Controls Sustainability Report: Energy and Emissions DOE Better Buildings Better Plants Challenge Irish Statutory Reports and Non-Financial Report for Fiscal 2023 Johnson Controls Sustainability Awards and Recognition Sustainability homepage for Johnson Controls Johnson Controls named to CDP's A List Terra Carta Seal The Clean200® List Global 100 Most Sustainable Corporations in the World Sustainability Yearbook Member ESG Industry Top Rated ISS ESG Prime Status MSCI AA Rated Financial Times 2023 European Climate Leaders</p>	
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GRI 305: Emissions

305-1	Direct (Scope 1) GHG emissions	<p>Johnson Controls Sustainability Report: 305-1 Emissions 2023 Verification Statement for Johnson Controls-GHG Emissions</p>	
305-2	Energy indirect (Scope 2) GHG emissions	<p>Johnson Controls Sustainability Report: 305-1 Emissions 2023 Verification Statement for Johnson Controls-GHG Emissions</p>	
305-3	Other indirect (Scope 3) GHG emissions	<p>Johnson Controls Sustainability Report: 305-3 Emissions 2023 Verification Statement for Johnson Controls-GHG Emissions Verification Statement for Scope 3 Category 11 Base Year Greenhouse Gas (GHG) Emissions Adjustment BE Energy Performance Contracting Supplier Sustainability Rating Survey</p>	
305-4	GHG emissions intensity	<p>Johnson Controls Sustainability Report: 305-4 Emissions 2023 Verification Statement for Johnson Controls-GHG Emissions Supplier Sustainability Rating Survey</p>	
305-5	Reduction of GHG emissions	<p>Johnson Controls Sustainability Report: 305-5 Emissions Case Study - Glendale Corporate Headquarters Johnson Controls Advances Environmental Sustainability with Low GWP Refrigerants</p>	
305-6	Emissions of ozone-depleting substances (ODS)	<p>Johnson Controls Sustainability Report: 305-6 Emissions Johnson Controls Selects Environmentally Sustainable R-454B as Future Refrigerant for New Ducted HVAC Equipment and Air-cooled Scroll Chillers Energy and Climate Position Johnson Controls Refrigerant Guiding Principles Human Rights and Sustainability Policy</p>	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	<p>Johnson Controls Sustainability Report: 2023 Verification Statement for Johnson Controls-GHG Emissions 2023 NOx, SOx and Other Air Emissions</p>	


Waste

3-3	Management of topic	<p>Johnson Controls Sustainability Report: Waste Johnson Controls Sustainability Report: Sustainability Materiality Assessment Irish Statutory Reports and Non-Financial Report for Fiscal 2023 2023 Verification Statement for Johnson Controls - Waste</p>	
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GRI 306: Waste

306-1	Waste generation and significant waste-related impacts	Johnson Controls Sustainability Report: Waste 2023 Verification Statement for Johnson Controls – Waste Code of Ethics Human Rights and Sustainability Policy Irish Statutory Reports and Non-Financial Report for Fiscal 2023	
306-2	Management of significant waste-related impacts	Johnson Controls Sustainability Report: Waste 2023 Verification Statement for Johnson Controls – Waste Code of Ethics Human Rights and Sustainability Policy Irish Statutory Reports and Non-Financial Report for Fiscal 2023	
306-3	Waste generated <small>SASB: RT-EE-150a.1</small>	Johnson Controls Sustainability Report: 306-3 Waste 2023 Verification Statement for Johnson Controls – Waste	
306-4	Waste diverted from disposal	Johnson Controls Sustainability Report: 306-4 Waste 2023 Verification Statement for Johnson Controls – Waste	
306-5	Waste directed to disposal	Johnson Controls Sustainability Report: 306-5 Waste	

Supplier environmental assessment

3-3	Management of topic	Johnson Controls Sustainability Report: Supplier Sustainability Supplier Sustainability Rating Supplier Sustainability Rating Survey – Johnson Controls Supplier Sustainability Rating Survey Letter Code of Ethics Conflict Minerals Policy Slavery and Human Trafficking Policy Supplier Portal	
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GRI 308: Supplier environmental assessment

308-1	New suppliers that were screened using environmental criteria	Johnson Controls Sustainability Report: 308-1 Supplier Environmental Assessment	
308-2	Negative environmental impacts in the supply chain and action taken	Johnson Controls Sustainability Report: 308-1 Supplier Environmental Assessment Supplier Sustainability Rating Survey Code of Ethics Supplier Portal Supplier Diversity	

Topic Disclosures

Social

Disclosure Number	Disclosure	Location	SDG
Employment			

3-3	Management of topic	2023 Form 10-K Johnson Controls Sustainability Report: Social Johnson Controls Sustainability Report: Employee Development, Training and Education Johnson Controls Sustainability Report: Our Employees Johnson Controls Sustainability Report: Ethics and Integrity Irish Statutory Reports and Non-Financial Report for Fiscal 2023 EEO Employer Johnson Controls Careers UN Global Compact annual Communication on Progress Careers: Women and Military Human Rights and Sustainability Policy Code of Ethics Integrity Helpline Johnson Controls named to 2024 World's Most Ethical Companies Forbes America's Best Employers For Diversity, 2023 Forbes The Best Employers For Diversity, 2023 Top Veteran Friendly Companies Top Employer in China, 2022 100 Best Corporate Citizens List, 2022	
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GRI 401: Employment

401-1	New employee hires and employee turnover	Johnson Controls Sustainability Report: 401-1 New employee hires and turnover	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time workers	Johnson Controls Sustainability Report: 401-2 Benefits which are standard for full-time employees	
401-3	Parental leave	Johnson Controls Sustainability Report: 401-3 Parental leave	

Labor/Management relations

3-3	Management of topic	EEO Employer Johnson Controls Sustainability Report: Sustainability Materiality Assessment Johnson Controls Sustainability Report: Social Human Rights and Sustainability Policy Johnson Controls Sustainability Report: Ethics and Integrity UN Global Compact Annual Communication on Progress Forbes America's Best Employers For Diversity, 2023 Forbes The Best Employers For Diversity, 2023	
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GRI 402: Labor/Management relations

402-1	Minimum notice period regarding operational changes	Johnson Controls Sustainability Report: 402-1 Continued Employability	
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Occupational health and safety

3-3	Management of topic	Johnson Controls Sustainability Report: Sustainability Materiality Assessment Johnson Controls Sustainability Report: Our Employees – Health and Safety Global Environment, Health and Safety (EHS) Policy Integrity Helpline Johnson Controls Sustainability Report: Ethics and Integrity	 
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GRI 403: Occupational health and safety

403-1	Occupational health and safety management system	Johnson Controls Sustainability Report: 403-1 Health and Safety Global Environment, Health and Safety (EHS) Policy	 
403-2	Hazard identification, risk assessment and incident investigation	Johnson Controls Sustainability Report: 403-2 Health and Safety Johnson Controls Sustainability Report: Health and Safety Global Environment, Health and Safety (EHS) Policy	
403-3	Occupational health services	Johnson Controls Sustainability Report: 403-3 Health and Safety Johnson Controls Sustainability Report: Health and Safety Global Environment, Health and Safety (EHS) Policy	 
403-4	Worker participation, consultation and communication on occupational health and safety	Johnson Controls Sustainability Report: 403-4 Health and Safety Code of Ethics Global Environment, Health and Safety (EHS) Policy	 
403-5	Worker training on occupational health and safety	Johnson Controls Sustainability Report: Health and Safety Johnson Controls Sustainability Report: 403-5 Health and Safety – Training Johnson Controls Sustainability Report: Employee Development, Training and Education Global Environment, Health and Safety (EHS) Policy	 
403-6	Promotion of worker health	Johnson Controls Sustainability Report: Health and Safety Johnson Controls Sustainability Report: Product Safety Global Environment, Health and Safety (EHS) Policy	 
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Johnson Controls Sustainability Report: Health and Safety Global Environment, Health and Safety (EHS) Policy	 
403-8	Workers covered by an occupational health and safety management system	Johnson Controls Sustainability Report: Health and Safety Global Environment, Health and Safety (EHS) Policy	 
403-9	Work-related injuries	Johnson Controls Sustainability Report: Health and Safety Global Environment, Health and Safety (EHS) Policy	
403-10	Work-related ill health	Johnson Controls Sustainability Report: 403-10 Health and Safety Johnson Controls Sustainability Report: Health and Safety Global Environment, Health and Safety (EHS) Policy	 


Training and education

3-3	Management of topic	Johnson Controls Sustainability Report: Sustainability Materiality Assessment Johnson Controls Sustainability Report: Our Employees – Employee Development EEO Employer Johnson Controls Careers Irish Statutory Reports and Non-Financial Report for Fiscal 2023	
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GRI 404: Training and education

404-1	Average hours of training per year per employee	Johnson Controls Sustainability Report: 404-1 Our Employees – Employee Development	
404-2	Programs for upgrading employee skills and transition assistance programs	Johnson Controls Sustainability Report: 404-2 Our Employees – Employee Development Johnson Controls Sustainability Report: Employee Development, Training and Education	
404-3	Percentage of employees receiving regular performance and career development reviews	Johnson Controls Sustainability Report: 404-3 Our Employees – Employee Development Johnson Controls Careers	


Diversity and equal opportunity

3-3	Management of topic	<p>Management Approach Includes Diversity, Equal Opportunity and Non-Discrimination Johnson Controls Sustainability Report: Our Employees – Diversity and Inclusion</p> <p>Johnson Controls Sustainability Report: Sustainability Materiality Assessment</p> <p>Johnson Controls Sustainability Report: Ethics and Integrity</p> <p>About Us – Diversity and Inclusion</p> <p>Code of Ethics</p> <p>EEO Employer</p> <p>Human Rights and Sustainability Policy</p> <p>UN Global Compact Annual Communication on Progress</p> <p>Careers: Women and Military</p> <p>Irish Statutory Reports and Non-Financial Report for Fiscal 2023</p> <p>Johnson Controls partners with Urban League to enhance mission of racial equity</p> <p>Johnson Controls named to 2024 World’s Most Ethical Companies</p> <p>Fortune’s Change the World List</p> <p>TIME’s World’s Best Companies List</p> <p>Forbes America’s Best Employers for Women, 2023</p> <p>Forbes America’s Best Employers for Diversity, 2023</p> <p>Forbes America’s Best Large Employers</p> <p>Corporate Equality Index</p> <p>Newsweek’s America’s Greatest Workplaces for Women 2024</p> <p>Newsweek’s America’s Greatest Workplaces for Diversity, 2024</p> <p>Top Veteran-Friendly Companies</p> <p>Top Supplier Diversity Programs for Veterans</p> <p>Top 100 Women in Association with CO₂ AI</p> <p>KLD 400 Social Index</p> <p>Newsweek Excellence Index, 2024</p>	
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GRI 405: Diversity and equal opportunity

405-1	Diversity of governance bodies and employees	Johnson Controls Sustainability Report: 405-1 Diversity of governance bodies and employees 2024 Proxy Statement , Pages 36-37	
405-2	Ratio of basic salary and remuneration of women to men	Johnson Controls Sustainability Report: 405-2 Remuneration Ratio Code of Ethics	

GRI 406: Non-discrimination

406-1	Incidents of discrimination and corrective actions taken	Johnson Controls Sustainability Report: 406-1 Our Employees Johnson Controls Sustainability Report: Our Employees – Diversity and Inclusion EEO Employer Code of Ethics Integrity Helpline	
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Freedom of association and collective bargaining		
3-3	Management of topic	<p>Johnson Controls Sustainability Report: Human Rights Johnson Controls Sustainability Report: Ethics and Integrity Human Rights and Sustainability Policy Code of Ethics Ethics and Human Rights section of the Irish Statutory Reports and Non-Financial Report for Fiscal 2023 UN Global Compact annual Communication on Progress Integrity Helpline</p>
		
GRI 407: Freedom of association and collective bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>Johnson Controls Sustainability Report: 407-1 Human Rights Human Rights and Sustainability Policy Code of Ethics Integrity Helpline</p>
Child labor		
3-3	Management of topic	<p>Johnson Controls Sustainability Report: Human Rights Johnson Controls Sustainability Report: Sustainability Materiality Assessment Human Rights and Sustainability Policy Johnson Controls Sustainability Report: Ethics and Integrity Code of Ethics Integrity Helpline UN Global Compact Annual Communication on Progress Slavery and Human Trafficking Policy Slavery and Human Trafficking Statement Ethics and Human Rights Section of the Irish Statutory Reports and Non-Financial Report for Fiscal 2023 Johnson Controls named to 2024 World's Most Ethical Companies</p>
GRI 408: Child labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	<p>Johnson Controls Sustainability Report: 408-1 Human Rights</p>
Forced or compulsory labor		
3-3	Management of topic	<p>Johnson Controls Sustainability Report: Human Rights Johnson Controls Sustainability Report: Ethics and Integrity Johnson Controls Sustainability Report: Sustainability Materiality Assessment Conflict Minerals Policy Slavery and Human Trafficking Policy Slavery and Human Trafficking Statement Human Rights and Sustainability Policy Code of Ethics Integrity Helpline UN Global Compact Annual Communication on Progress Irish Statutory Reports and Non-Financial Report for Fiscal 2023</p>
GRI 409: Forced or compulsory labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>Johnson Controls Sustainability Report: 409-1 Human Rights Johnson Controls Sustainability Report: Ethics and Integrity UN Global Compact Annual Communication on Progress Slavery and Human Trafficking Policy Human Rights and Sustainability Policy Code of Ethics</p>

GRI 410: Security

3-3	Management of topic	<p>Johnson Controls Sustainability Report: Human Rights Johnson Controls Sustainability Report: Ethics and Integrity UN Global Compact Annual Communication on Progress Code of Ethics Integrity Helpline Johnson Controls Sustainability Report: Sustainability Materiality Assessment</p>
410-1	Security personnel trained in human rights policies or procedures	<p>Johnson Controls Sustainability Report: 410-1 Human Rights Johnson Controls Sustainability Report: Security personnel human rights training Integrity Helpline</p>

GRI 411: Rights of Indigenous peoples

3-3	Management of topic	<p>Johnson Controls Sustainability Report: Human Rights Johnson Controls Sustainability Report: Ethics and Integrity Johnson Controls Sustainability Report: Diversity and Inclusion Perspectives Listening Sessions EEO Employer Slavery and Human Trafficking Policy UN Global Compact Annual Communication on Progress Human Rights and Sustainability Policy Code of Ethics Integrity Helpline Johnson Controls Sustainability Report: Sustainability Materiality Assessment</p>
411-1	Incidents of violations involving rights of Indigenous peoples	<p>Johnson Controls Sustainability Report: 411-1 Human Rights Johnson Controls Sustainability Report: Ethics and Integrity</p>

GRI 412: Human rights assessment

3-3	Management of topic	<p>Johnson Controls Sustainability Report: Human Rights Johnson Controls Sustainability Report: Ethics and Integrity Johnson Controls Sustainability Report: Our Employees – Health and Safety UN Global Compact Annual Communication on Progress Slavery and Human Trafficking Policy Human Rights and Sustainability Policy Code of Ethics Integrity Helpline Supplier Sustainability Rating Survey Johnson Controls Sustainability Awards and Recognition Johnson Controls named to 2024 World's Most Ethical Companies Irish Statutory Reports and Non-Financial Report for Fiscal 2023 Johnson Controls Sustainability Report: Sustainability Materiality Assessment</p>	
412-1	Operations that have been subject to human rights reviews or impact assessments	<p>Johnson Controls Sustainability Report: 412-1 Human Rights Johnson Controls Sustainability Report: Ethics and Integrity Johnson Controls Sustainability Report: Health and Safety</p>	
412-2	Employee training on human rights policies or procedures	<p>Johnson Controls Sustainability Report: Communication and training about anti-corruption policies and procedures Code of Ethics</p>	
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<p>Johnson Controls Sustainability Report: Sustainable Finance Supplier Portal Human Rights and Sustainability Policy Code of Ethics Supplier Sustainability Rating Survey Slavery and Human Trafficking Policy</p>	

GRI 413: Local communities

3-3	Management of topic	Corporate Social Responsibility Program Overviews Irish Statutory Reports and Non-Financial Report for Fiscal 2023 Johnson Controls Sustainability Awards and Recognition Johnson Controls Sustainability Report: Sustainability Materiality Assessment Johnson Controls Sustainability Report: Community Investments	
413-1	Operations with local community engagement, impact assessments and development programs	Johnson Controls Sustainability Report: 413-1 Community Engagement	
413-2	Operations with significant actual and potential negative impacts on local communities	Johnson Controls Sustainability Report: 413-2 Community Engagement Corporate Social Responsibility Program Overviews	

GRI 414: Supplier social assessment

3-3	Management of topic	Supplier Portal Supplier Sustainability Conflict Minerals Policy Code of Ethics Slavery and Human Trafficking Policy Supplier Sustainability Rating Irish Statutory Reports and Non-Financial Report for Fiscal 2023 Johnson Controls Sustainability Report: Sustainability Materiality Assessment Johnson Controls Sustainability Report: Supplier Sustainability Johnson Controls Sustainability Report: Supplier Sustainability Assessment	
414-1	New suppliers that were screened using social criteria	Johnson Controls Sustainability Report: 414-1 Supplier Sustainability Assessment Supplier Portal Supplier Sustainability Rating	
414-2	Negative social impacts in the supply chain and actions taken	Johnson Controls Sustainability Report: 414-2 Supplier Sustainability Assessment	

GRI 415: Public policy

3-3	Management of topic	Public Reporting Policies Johnson Controls Sustainability Report: Public Policy Code of Ethics Sustainability Memberships Political Contributions Policy Johnson Controls Sustainability Report: Sustainability Materiality Assessment	
415-1	Political contributions	2022 PAC Contributions 2023 PAC Contributions Political Contributions Policy Public Reporting Policies Johnson Controls Sustainability Report: 415-1 Political Contributions	

GRI 416: Customer health and safety, GRI 417 marketing and labeling

3-3	Management of topic	Johnson Controls Sustainability Report: Customer Health and Safety Johnson Controls Sustainability Report: Sustainability Materiality Assessment Management Approach Includes Customer Health and Safety, Marketing and Labeling Global Environment, Health and Safety (EHS) Policy
416-1	Assessment of health and safety impacts of products and services	Johnson Controls Sustainability Report: 416-1 Customer Health and Safety 2023 Form 10-K Pages 3-4 (Business); 7 (EHS), 8 (Zero Harm), 45 (EHS and Other Matters), 56 (Nature of Operations)
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Johnson Controls Sustainability Report: 416-2 Customer Health and Safety

GRI 417: Marketing and labeling

417-1	Requirements for product and service information and labeling	Johnson Controls Sustainability Report: 417-1 Marketing and Labeling
417-2	Incidents of non-compliance concerning product and service information and labeling	Johnson Controls Sustainability Report: 417-2 Marketing and Labeling
417-3	Incidents of non-compliance concerning marketing communications	Johnson Controls Sustainability Report: 417-3 Marketing and Labeling

GRI 418: Customer privacy

3-3	Management of topic	Johnson Controls Sustainability Report: Sustainability Materiality Assessment Johnson Controls Privacy Center Johnson Controls Global Privacy Notice Johnson Controls Security Practices Johnson Controls Cybersecurity Practices for a Digitally-Connected World Measures to protect third-party data from unauthorized access or disclosure 2023 Form 10-K ; Item 1A Risk Factors; Item 1C Cybersecurity
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GRI 418: Customer privacy

418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Johnson Controls Privacy Center 2023 Form 10-K , Pages 31, 106, 107
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Disclaimer: The term “material” used in this document refers to the “material topic” definition of the Global Reporting Initiative. It is used to refer to relevant topics, which potentially merit inclusion in the report and that can reasonably be considered important for reflecting the organization’s economic, environmental, and social impacts, or influencing the decisions of stakeholders. This concept of materiality does not correspond with, and should not be confused with, concepts of materiality utilized for securities, financial or regulatory purposes.



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At Johnson Controls (NYSE:JCI), 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 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 largest portfolio of building technology and software as well as service solutions from some of the most trusted names in the industry.

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