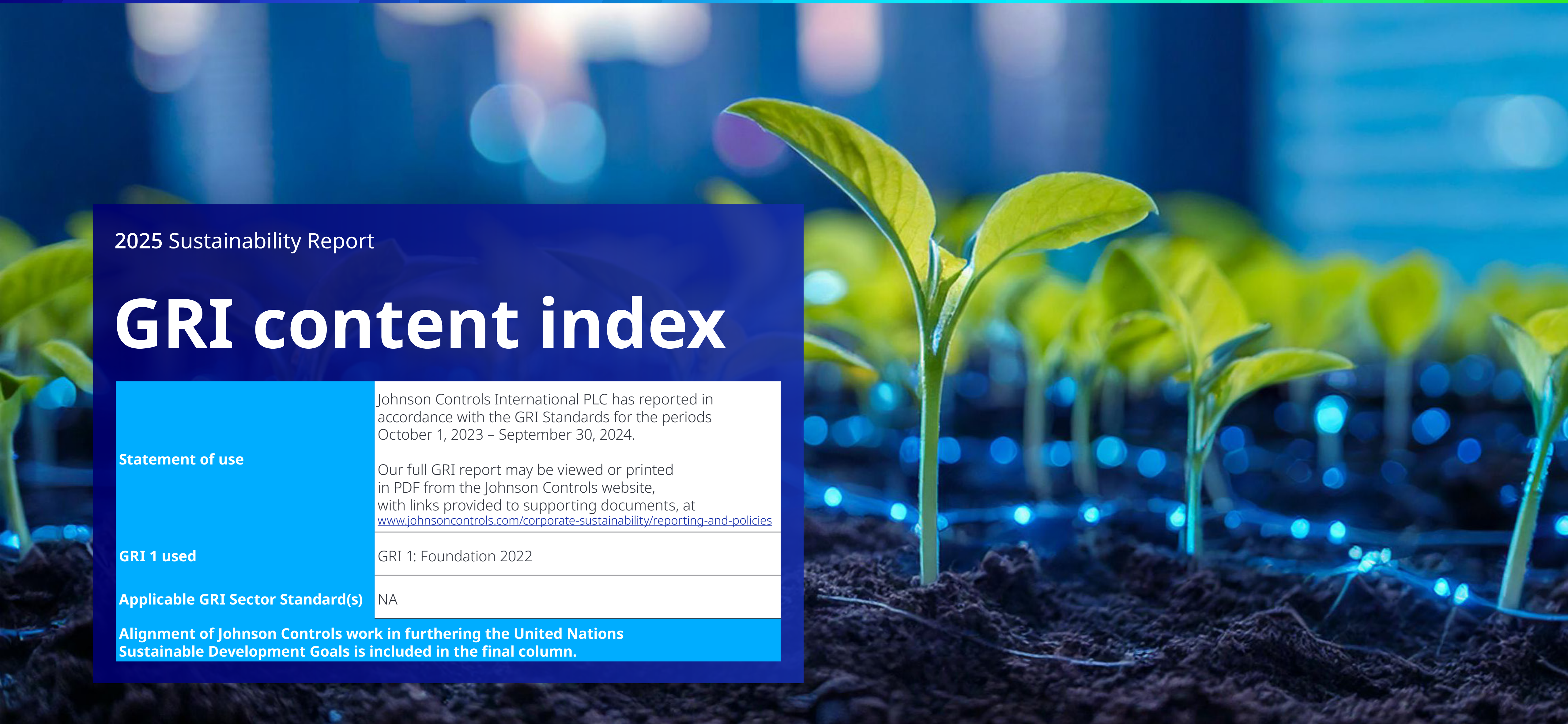


2025 Sustainability Report



GRI content index

<p>Statement of use</p>	<p>Johnson Controls International PLC has reported in accordance with the GRI Standards for the periods October 1, 2023 – September 30, 2024.</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 Johnson Controls work in furthering the United Nations Sustainable Development Goals is included in the final column.







GRI 2: General disclosures

GRI 2	Disclosures	Locations	UN SDG
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. Location of headquarters: One Albert Quay, Ballintemple, Cork, T12 X8N6 www.johnsoncontrols.com d. 2024 Form 10-K, Properties, page 28 Johnson Controls Sustainability Report: 2-1, Countries of operation 	
2-2	Entities included in the organization's sustainability reporting	2024 Form 10-K , Business, general and business segments, pages 3–5 Johnson Controls Sustainability Report : About our reporting Johnson Controls Sustainability Report : 2-1, Countries of operation Johnson Controls Sustainability Report : Materiality	
2-3	Reporting period, frequency and contact point	2024 Form 10-K , Business, general and business segments, pages 3–5 Johnson Controls Sustainability Report : About our reporting <ul style="list-style-type: none"> a. This annual GRI report is for Johnson Controls fiscal year 2024: October 1, 2023 – September 30, 2024 b. 2024 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. Publication date for the 2025 Sustainability Report with fiscal 2024 data is March 2025. The previous Sustainability Report was published in April 2024. Johnson Controls 2024 Sustainability Report: Johnson Controls Irish Statutory Reports and Non-Financial Report for Fiscal 2024 Johnson Controls Sustainability Reports and Policies d. Jenna Kunde, Global Sustainability Director, Johnson Controls, 5757 N. Green Bay Avenue, Glendale, WI 53209 Jennifer.Kunde@jci.com 	
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	
2-5	External assurance	Johnson Controls Sustainability Report : Accuracy and third-party assurance 2024 Verification Statement for Johnson Controls-GHG Emissions 2024 Verification Statement for Johnson Controls-Water 2024 Verification Statements for Johnson Controls – GHG Emissions Scope 1 and 3 Restatement 2025 Proxy Statement , Audit committee report 2024 Form 10-K , Report of independent registered public accounting firm, page 52	
Activities and workers			
2-6	Activities, value chain and other business relationships	SIC: 3585 - Air conditioning, warm air heating equipment and commercial and industrial refrigeration equipment About Us – Our Company www.johnsoncontrols.com See Products and solutions, services and support, industries Johnson Controls Sustainability Report : 2-6, Supplier environmental impact 2024 Form 10-K , Business, pages 3-8; Human capital management, pages 9-11; Consolidated financial statements, pages 51-58; Acquisitions and divestitures and discontinued operations, pages 69–71	
2-7	Employees	Johnson Controls Sustainability Report : 2-7, Employees Johnson Controls Sustainability Report : High-performance culture Johnson Controls Sustainability Report : Philanthropy and community engagement	
2-8	Workers who are not employees	Johnson Controls Sustainability Report : 2-8, Employees	

Governance

2-9	Governance structure and composition	Johnson Controls Sustainability Report : Company leadership Johnson Controls Sustainability Report : 2-9, Committees governing sustainability topics 2025 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 26 (board composition, tenure); page 35 (stakeholder engagement); pages 42-45 (board and committee composition and responsibilities) Our Leaders Corporate Sustainability Governance Johnson Controls Board of Directors
2-10	Nomination and selection of the highest governance body	Corporate Governance Charters, Guidelines and Policies 2025 Proxy Statement , pages 9-14
2-11	Chair of the highest governance body	Corporate Governance Guidelines 2025 Proxy Statement , pages 6, 26-27
2-12	Role of the highest governance body in overseeing the management of impacts	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 2025 Proxy Statement , Sustainability governance, pages 39-41; Executive officers and Board of Directors, page 43 Our Leaders Corporate Sustainability Governance Corporate Governance website Irish Statutory Reports and Non-Financial Report for Fiscal 2024
2-13	Delegation of responsibility for managing impacts	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 2025 Proxy Statement , pages 24-35, 39-41
2-14	Role of the highest governance body in sustainability reporting	Johnson Controls Sustainability Report : Sustainability governance Johnson Controls Sustainability Report : Responsibility for economic, environmental and social topics 2025 Proxy Statement , Executive officers and Board of Directors, pages 30-32, 41 Our Leaders Corporate Sustainability Governance Irish Statutory Reports and Non-Financial Report for Fiscal 2024 is signed by the company's lead director and chairman of the board
2-15	Conflicts of interest	Corporate Governance Charters, Guidelines and Policies Corporate Governance Guidelines , pages 4, 8-10 2025 Proxy Statement , pages 37-38
2-16	Communication of critical concerns	Johnson Controls Sustainability Report : Ethics and integrity Code of Ethics Integrity Helpline Corporate Governance website
2-17	Collective knowledge of the highest governance body	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 2025 Proxy Statement , pages 9-14, 24-25
2-18	Evaluation of the performance of the highest governance body	Corporate Governance website 2025 Proxy Statement , page 35



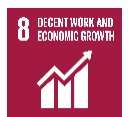
2-19	Remuneration policies	Johnson Controls Sustainability Report: Executive compensation tied to sustainability 2025 Proxy Statement , Executive Compensation Framework, page 51 Executive Compensation Management, page 54 Fiscal 2024 compensation decisions and outcomes, page 58 Additional information, page 66	
2-20	Process to determine remuneration	Johnson Controls Sustainability Report: Executive compensation tied to sustainability 2025 Proxy Statement , Stakeholders' involvement in remuneration, page 51 Executive Compensation Framework, page 51 Executive Compensation Management, page 54 Fiscal 2024 compensation decisions and outcomes, page 58 Additional information, page 66	
2-21	Annual total compensation ratio	Johnson Controls Sustainability Report: 2-21, Our employees	
Strategies, policies and practices			
2-22	Statement on our sustainable development strategy	Johnson Controls Sustainability Report: Letter from George Oliver and Katie McGinty	
2-23	Policy commitments	Our Sustainability Reporting and Policies Johnson Controls Sustainability Report: Voluntary corporate commitments Johnson Controls Sustainability Report: Climate policy and engagement leadership Johnson Controls Sustainability Report: Ethics and integrity Global Environmental Health & Safety Policy Supplier Portal Human Rights & 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 & Sustainability Policy Energy & Climate Position Code of Ethics 2025 Proxy Statement , pages 23-24 (Areas of focus for the Board); page 25-27 (Board leadership); page 27 (Board oversight of strategy); page 30 (Board oversight of risk); page 44 (Board governance and sustainability committee) Irish Statutory Reports and Non-Financial Report for Fiscal 2024	
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 concerns	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 2024 Form 10-K , pages 105-111. 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 2024 NOVs, Permit Exceedances and Releases 2023 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 engagement 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 2024

GRI 3	Disclosures	Locations	SDG
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3-1 Process to determine material topics 3-2 List of material topics 3-3 Management of topics	Johnson Controls Sustainability Report : Materiality Johnson Controls Sustainability Report : 2-7, 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 Irish Statutory Reports and Non-Financial Report for Fiscal 2024 Code of Ethics Human Rights & Sustainability Policy Our Sustainability Reporting and Policies 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.”	
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Economic

Disclosure numbers	Disclosures	Locations	SDG
GRI 201: Economic performance			
201-1	Direct economic value generated and distributed	Johnson Controls Sustainability Report : 201-1, Direct economic value generated and distributed 2024 Form 10-K , pages 51-111	
201-2	Financial implications and other risks and opportunities due to climate change	2024 CDP Corporate Questionnaire Sustainable Finance Johnson Controls Sustainability Report : Risk-management Johnson Controls Sustainability Awards and Recognition 2024 Form 10-K , Climate change risk factors, pages 16-18	
201-3	Defined benefit plan obligations and other retirement plans	Johnson Controls Sustainability Report : 201-3, Our employees - benefits 2024 Form 10-K , Retirement plan contributions, page 38	
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			
202	Management of topics	2024 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	
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 topics	Johnson Controls Sustainability Report: Philanthropy and community engagement Johnson Controls Sustainability Report: Sustainable products and solutions Corporate Governance website Sustainability Governance Corporate Social Responsibility Program Overviews Irish Statutory Reports and Non-Financial Report for Fiscal 2024 Code of Ethics Suppliers
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GRI 203: Indirect economic impacts

203-1	Infrastructure investments and services supported	Sustainable Finance Johnson Controls Sustainability Report: Philanthropy and community engagement Corporate Social Responsibility Program Overviews Irish Statutory Reports and Non-Financial Report for Fiscal 2024	
203-2	Significant indirect economic impacts	Johnson Controls Sustainability Report: Sustainable products and solutions Johnson Controls Sustainability Report: Philanthropy and community engagement Corporate Social Responsibility Program Overviews Irish Statutory Reports and Non-Financial Report for Fiscal 2024	

Procurement practices

3-3	Management of topics	Johnson Controls Sustainability Report: Supplier sustainability Supply Chain: Supplier Sustainability Expectations Supplier Portal Conflict Minerals Policy Code of Ethics Suppliers 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 sustainability	
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Anti-corruption

3-3	Management of topics	Johnson Controls Sustainability Report: Sustainability materiality assessment Johnson Controls Sustainability Report: Risk-management Johnson Controls Sustainability Report: Ethics and integrity Johnson Controls Sustainability Report: Human rights UN Global Compact annual Communication on Progress Human Rights & Sustainability Policy Irish Statutory Reports and Non-Financial Report for Fiscal 2024 Code of Ethics Integrity Helpline
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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 Human Rights & Sustainability Policy Code of Ethics Johnson Controls Sustainability Report :	
205-2	Communication and training about anti-corruption policies and procedures	Johnson Controls Sustainability Report : 205-2, Communication on anti-corruption policies and procedures	
205-3 <small>RT-EE-510a.2</small>	Confirmed incidents of corruption and actions taken	Johnson Controls Sustainability Report : Ethics and integrity Johnson Controls Sustainability Report : 205-3, Anti-corruption 2024 Form 10-K , Legal proceedings, page 28 Supplier Portal Code of Ethics	

Anti-competitive behavior

205	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 Integrity Helpline Human Rights & Sustainability Policy 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	2024 Form 10-K , Legal proceedings, page 28
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Tax


206	Management of topics	Johnson Controls Tax Strategy Values First, Johnson Controls Code of Ethics , especially see 'In the marketplace' 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 2025 Proxy Statement , page 44, Audit committee
207-2	Tax governance, control and risk-management	Johnson Controls Tax Strategy Corporate Governance 2025 Proxy Statement , page 44, Audit committee
207-3	Stakeholder engagement and management of concerns related to tax	Johnson Controls Tax Strategy Johnson Controls Sustainability Report : Sustainability materiality assessment 2025 Proxy Statement , page 44, Audit committee
207-4	Country-by-country reporting	Johnson Controls Tax Strategy

Topic disclosures












Environmental

GRI	Disclosures	Locations	SDG
GRI 301: Materials			
301-1	Materials used by weight or volume	Johnson Controls Sustainability Report : Reducing product emissions	
301-2	Recycled input materials used	Johnson Controls Sustainability Report : Reducing product emissions	
301-3	Reclaimed products and their packaging materials	Johnson Controls Sustainability Report : Reducing product emissions Code of Ethics Human Rights & Sustainability Policy	


Energy

302	Management of topics	Johnson Controls Sustainability Report : Greenhouse gas emissions Johnson Controls Sustainability Awards and Recognition Johnson Controls Sustainability Report : Sustainability materiality assessment Sustainability Reporting, Policies & Commitments Irish Statutory Reports and Non-Financial Report for Fiscal 2024 2024 CDP Corporate Questionnaire Johnson Controls named to 2024 World's Most Ethical Companies Johnson Controls among Top 100 Global Innovators, 7 time winner CDP Climate Change, A List Terra Carta Seal The Clean200® List Sustainalytics ESG Industry Top Rated ISS ESG Prime Status MSCI AA Rated	 
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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 2024 Verification Statement for Johnson Controls-GHG Emissions 2024 Verification Statements for Johnson Controls – GHG Emissions Scope 1 and 3 Restatement 2024 CDP Corporate Questionnaire	
302-2	Energy consumption outside of the organization	2024 Verification Statement for Johnson Controls-GHG Emissions 2024 CDP Corporate Questionnaire	  
302-3	Energy intensity	Johnson Controls Sustainability Report : 302-3, Energy intensity 2024 Verification Statement for Johnson Controls-GHG Emissions 2024 CDP Corporate Questionnaire Irish Statutory Reports and Non-Financial Report for Fiscal 2024	  
302-4	Reduction of energy consumption	Johnson Controls Sustainability Report : 302-4, Reduction of energy consumption 2024 CDP Corporate Questionnaire	  
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 2024 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	  

Water and effluents

303	Management of topics	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 2024 BlueStream Hybrid Cooling System Johnson Controls Helps Transform the City of Toledo with Modernized, Smart Water Infrastructure 2024 Form 10-K, Environmental matters, AFFF matters, pages 105–106 2024 CDP Corporate Questionnaire	
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GRI 303: Water and effluents

303-1	Interactions with water as a shared resource	2024 Verification Statement for Johnson Controls-Water Water Solutions and Services	
303-2	Management of water discharge-related impacts	2024 Verification Statement for Johnson Controls-Water Irish Statutory Reports and Non-Financial Report for Fiscal 2024	
303-3	Water withdrawal	Johnson Controls Sustainability Report: 303-3, Water and effluents 2024 Verification Statement for Johnson Controls-Water Irish Statutory Reports and Non-Financial Report for Fiscal 2024	
303-4	Water discharge	Johnson Controls Sustainability Report: 303-4, Water and effluents Human Rights & Sustainability Policy	
303-5	Water consumption	Johnson Controls Sustainability Report: 303-5, Water and effluents	


Biodiversity

304	Management of topics	Human Rights & 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

305	Management of topics	Johnson Controls Sustainability Report: Sustainability materiality assessment Johnson Controls Sustainability Report: Greenhouse gas emissions Irish Statutory Reports and Non-Financial Report for Fiscal 2024 Johnson Controls Sustainability Awards and Recognition Sustainability homepage for Johnson Controls Johnson Controls named to CDP's Climate Change A List Terra Carta Seal The Clean200® List Sustainalytics ESG Industry Top Rated 2025 List ISS ESG Prime Status MSCI AA Rated	
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GRI 305: Emissions

305-1	Direct (Scope 1) GHG emissions	Johnson Controls Sustainability Report: 305-1, Emissions 2024 Verification Statement for Johnson Controls-GHG Emissions 2024 Verification Statements for Johnson Controls – GHG Emissions Scope 1 and 3 Restatement	
305-2	Energy indirect (Scope 2) GHG emissions	Johnson Controls Sustainability Report: 305-2, Emissions 2024 Verification Statement for Johnson Controls-GHG Emissions	
305-3	Other indirect (Scope 3) GHG emissions	Johnson Controls Sustainability Report: 305-3, Emissions 2024 Verification Statement for Johnson Controls-GHG Emissions 2024 Verification Statements for Johnson Controls – GHG Emissions Scope 1 and 3 Restatement BE Energy Performance Contracting Buildings - HVAC Equipment	
305-4	GHG emissions intensity	Johnson Controls Sustainability Report: 305-4, Emissions 2024 Verification Statement for Johnson Controls-GHG Emissions 2024 Verification Statements for Johnson Controls – GHG Emissions Scope 1 and 3 Restatement	
305-5	Reduction of GHG emissions	Johnson Controls Sustainability Report: Greenhouse gas emissions Johnson Controls Sustainability Report: 305-5, Emissions	
305-6	Emissions of ozone-depleting substances (ODS)	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 & Climate Position Johnson Controls Refrigerant Guiding Principles Human Rights & Sustainability Policy	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Johnson Controls Sustainability Report: 305-7, Emissions 2024 Verification Statement for Johnson Controls-GHG Emissions	

Waste		
306	Management of topics	Johnson Controls Sustainability Report: Waste Johnson Controls Sustainability Report: Sustainability materiality assessment Irish Statutory Reports and Non-Financial Report for Fiscal 2024
GRI 306: Waste		
306-1	Waste generation and significant waste-related impacts	Johnson Controls Sustainability Report: Waste Code of Ethics Human Rights & Sustainability Policy Irish Statutory Reports and Non-Financial Report for Fiscal 2024
306-2	Management of significant waste-related impacts	Johnson Controls Sustainability Report: Waste Code of Ethics Human Rights & Sustainability Policy Irish Statutory Reports and Non-Financial Report for Fiscal 2024
306-3 <small>SASB: RT-EE-150a.1</small>	Waste generated	Johnson Controls Sustainability Report: 306-3, Waste
306-4	Waste diverted from disposal	Johnson Controls Sustainability Report: 306-4, Waste
306-5	Waste directed to disposal	Johnson Controls Sustainability Report: 306-5, Waste
Supplier environmental assessment		
308	Management of topics	Johnson Controls Sustainability Report: Supplier sustainability Code of Ethics Conflict Minerals Policy Slavery and Human Trafficking Policy Supplier Portal
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: 308-2, Supplier environmental assessment Code of Ethics Supplier Portal Suppliers



Topic disclosures

Social

Disclosure numbers Disclosures

Locations

SDG

Employment

401	Management of topics	2024 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 2024 EEO Employer Johnson Controls Careers UN Global Compact annual Communication on Progress Human Rights & Sustainability Policy Code of Ethics Integrity Helpline Johnson Controls named to 2024 World's Most Ethical Companies
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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 employee
401-3	Parental leave	Johnson Controls Sustainability Report : 401-3, Parental leave

Labor/management relations

402	Management of topics	EEO Employer Johnson Controls Sustainability Report : Sustainability materiality assessment Johnson Controls Sustainability Report : Social Human Rights & Sustainability Policy Johnson Controls Sustainability Report : Ethics and integrity UN Global Compact annual Communication on Progress
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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


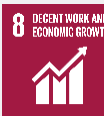

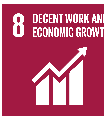







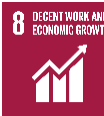

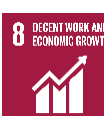
403	Management of topics	Johnson Controls Sustainability Report : Sustainability materiality assessment Johnson Controls Sustainability Report : Our employees - health and safety Global Environment, Health & Safety (EHS) Policy Integrity Helpline Johnson Controls Sustainability Report : Ethics and integrity
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GRI 403: Occupational health and safety

403-1	Occupational health and safety management systems	Johnson Controls Sustainability Report : 403-1, Health and safety Global Environment, Health & Safety (EHS) Policy
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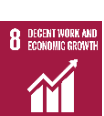


403-2	Hazard identification, risk assessment and incident investigation	Johnson Controls Sustainability Report : 403-2, Health and safety Johnson Controls Sustainability Report : Health and safety Global Environment, Health & Safety (EHS) Policy	
403-3	Occupational health services	Johnson Controls Sustainability Report : 403-3, Health and safety Johnson Controls Sustainability Report : Health and safety Global Environment, Health & 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 & 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 & 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 & 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 & 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 & Safety (EHS) Policy	 
403-9	Work-related injuries	Johnson Controls Sustainability Report : Health and safety Global Environment, Health & 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 & Safety (EHS) Policy	 

Training and education

404	Management of topics	Johnson Controls Sustainability Report : Sustainability materiality assessment Johnson Controls Sustainability Report : Employee development, training and education EEO Employer Johnson Controls Careers Irish Statutory Reports and Non-Financial Report for Fiscal 2024	
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GRI 404: Training and education

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


Diversity and equal opportunity

405	Management of topics	<p>Management approach includes diversity, equal opportunity and non-discrimination</p> <p>Johnson Controls Sustainability Report: High-performance culture</p> <p>Johnson Controls Sustainability Report: Sustainability materiality assessment</p> <p>Johnson Controls Sustainability Report: Ethics and integrity</p> <p>A Culture of Inclusion</p> <p>Code of Ethics</p> <p>EEO Employer</p> <p>Human Rights & Sustainability Policy</p> <p>UN Global Compact annual Communication on Progress</p> <p>Irish Statutory Reports and Non-Financial Report for Fiscal 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, Employee ratios 2025 Proxy Statement, Page 5	
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	<p>Johnson Controls Sustainability Report: 406-1, Our employees</p> <p>EEO Employer</p> <p>Code of Ethics</p> <p>Integrity Helpline</p>	
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Freedom of association and collective bargaining

407	Management of topics	Johnson Controls Sustainability Report: Human rights	
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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</p> <p>Human Rights & Sustainability Policy</p> <p>Code of Ethics</p> <p>Integrity Helpline</p>	
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Child labor

3-3	Management of topics	<p>Johnson Controls Sustainability Report: Human rights</p> <p>Johnson Controls Sustainability Report: Sustainability materiality assessment</p> <p>Human Rights & Sustainability Policy</p> <p>Johnson Controls Sustainability Report: Ethics and integrity</p> <p>Code of Ethics</p> <p>Integrity Helpline</p> <p>UN Global Compact annual Communication on Progress</p> <p>Slavery and Human Trafficking Policy</p> <p>Slavery and Human Trafficking Statement</p> <p>Ethics and human rights section of the Irish Statutory Reports and Non-Financial Report for Fiscal 2024</p> <p>Johnson Controls named to 2024 World's Most Ethical Companies</p>	
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GRI 408: Child labor

408-1	Operations and suppliers at significant risk for incidents of child labor	Johnson Controls Sustainability Report: 408-1, Human rights	
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GRI 409: Forced or compulsory labor

409	Management of topics	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 & Sustainability Policy Code of Ethics Integrity Helpline Johnson Controls named to 2024 World's Most Ethical Companies UN Global Compact annual Communication on Progress Irish Statutory Reports and Non-Financial Report for Fiscal 2024
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GRI 409: Forced or compulsory labor

409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	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 & Sustainability Policy Code of Ethics
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GRI 410: Security

410	Management of topics	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
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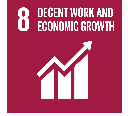
410-1	Security personnel trained in human rights policies or procedures	Johnson Controls Sustainability Report: 410-1, Human rights Johnson Controls Sustainability Report: Security personnel human rights training Code of Ethics Integrity Helpline
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GRI 411: Rights of indigenous peoples


411	Management of topics	Johnson Controls Sustainability Report: Human rights Johnson Controls Sustainability Report: Ethics and integrity EEO Employer Slavery and Human Trafficking Policy UN Global Compact annual Communication on Progress Human Rights & Sustainability Policy Code of Ethics Integrity Helpline Johnson Controls Sustainability Report: Sustainability materiality assessment
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411-1	Incidents of violations involving rights of indigenous peoples	Johnson Controls Sustainability Report: 411-1, Human rights Johnson Controls Sustainability Report: Ethics and integrity
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GRI 412: Human rights assessments

412	Management of topics	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 & Sustainability Policy Code of Ethics Integrity Helpline 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 2024 Johnson Controls Sustainability Report: Sustainability materiality assessment	
412-1	Operations that have been subject to human rights reviews or impact assessments	Johnson Controls Sustainability Report: Human rights Johnson Controls Sustainability Report: Ethics and integrity Johnson Controls Sustainability Report: Our employees – health and safety	
412-2	Employee training on human rights policies or procedures	Johnson Controls Sustainability Report: Human rights Johnson Controls Sustainability Report: Ethics and integrity Johnson Controls Sustainability Report: Communication and training about anti-corruption policies and procedures Code of Ethics	
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Sustainable Finance Supplier Portal Human Rights & Sustainability Policy Code of Ethics Slavery and Human Trafficking Policy	

GRI 413: Local communities

413	Management of topics	Corporate Social Responsibility Program Overviews Irish Statutory Reports and Non-Financial Report for Fiscal 2024 Johnson Controls Sustainability Awards and Recognition Johnson Controls Sustainability Report: Sustainability materiality assessment Johnson Controls Sustainability Report: Philanthropy and community engagement Johnson Controls Sustainability Report: 201-1, Economic value generated and distributed	
413-1	Operations with local community engagement, impact assessments and development programs	Johnson Controls Sustainability Report: Philanthropy and community engagement	
413-2	Operations with significant actual and potential negative impacts on local communities	Johnson Controls Sustainability Report: Philanthropy and community engagement Corporate Social Responsibility Program Overviews	

GRI 414: Supplier social assessments

414	Management of topics	Supplier Portal Supplier Sustainability Conflict Minerals Policy Code of Ethics Slavery and Human Trafficking Policy Irish Statutory Reports and Non-Financial Report for Fiscal 2024 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	



414-2 Negative social impacts in the supply chain and actions taken [Johnson Controls Sustainability Report: 414-2, Supplier sustainability assessment](#)

GRI 415: Public policies

415 Management of topics [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 [Federal Election Commission](#)
[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

416 Management of topics [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 & 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](#)
[2024 Form 10-K](#), Business, pages 3-11; EHS, page 8; Zero harm, page 9; EHS and other matters, page 49; nature of operations, page 59

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

418 Management of topics [Johnson Controls Sustainability Report: Sustainability materiality assessment](#)
[Privacy Notice and Binding Corporate Rules](#)
[Johnson Controls Cybersecurity](#)
[Johnson Controls Trust Center](#)

GRI 418: Customer privacy

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data [Johnson Controls Sustainability Report: 418-1, Customer privacy](#)
[Privacy Notice and Binding Corporate Rules](#)

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.

About Johnson Controls

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 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, 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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