

# JOHNSON CONTROLS Addendum to Global Employee Personal Information Privacy Notice for California Residents

Last Reviewed on: 25 June 2025

This **Johnson Controls Addendum to Global Employee Personal Information Privacy Notice for California Residents** ("CCPA Employee Addendum") supplements the information contained in Johnson Controls Global Employee Personal Information Privacy Notice at [www.johnsoncontrols.com/dataprivacy](http://www.johnsoncontrols.com/dataprivacy) and the MyJCI Portal. This CCPA Employee Addendum applies solely to all Johnson Controls employees who reside in the State of California ("you") and provides additional details about how we collect, use, and disclose the Personal Information of California employees under the California Consumer Privacy Act ("CCPA").

This CCPA Employee Addendum also applies to the beneficiaries of your employment benefits, such as the individuals who are on your health plan and the beneficiaries of your retirement accounts, as well as your emergency contacts. It is your responsibility to inform any such individuals about this CCPA Employee Addendum and ensure that you have the right to provide their Personal Information to us.

## Collection and Disclosure of Personal Information

The following chart details which categories of Personal Information we collect and process, as well as which categories of Personal Information we disclose to third parties for our operational business and employment purposes, including within the preceding 12 months.

Categories of Personal Information	Disclosed to Which Categories of Third Parties for Operational Business Purposes
<b>Identifiers</b> , such as name, postal address, unique personal identifiers, IP address, email address, account name, online identifiers, photo badges, beneficiary designations and government-issued identifiers (e.g., Social Security number and national payroll ID)	<ul style="list-style-type: none"><li>• Other Johnson Controls entities, joint ventures, subcontractors, vendors or suppliers who perform services on our behalf</li><li>• Third party service providers (that help us carry out our business activities) such as IT providers, benefits providers, payroll service providers, and advisers (for example lawyers, accountants and auditors)</li><li>• Any recipient, if we are required to do so, such as by applicable court order or law</li><li>• Any recipient, with your consent, such as for employment verification or bank loans</li><li>• Any recipient when reasonably necessary such as in the event of a life-threatening emergency</li></ul>
<b>Personal information as defined in the California customer records law</b> , such as name, contact information, signature, Social Security number, medical, financial, education and employment information	<ul style="list-style-type: none"><li>• Other Johnson Controls entities, joint ventures, subcontractors, vendors or suppliers who perform services on our behalf</li><li>• Third party service providers (that help us carry out our business activities) such as IT providers, benefits providers, payroll service</li></ul>

Categories of Personal Information	Disclosed to Which Categories of Third Parties for Operational Business Purposes
	<p>providers, and advisers (for example lawyers, accountants and auditors)</p> <ul style="list-style-type: none"> <li>Any recipient, if we are required to do so, such as by applicable court order or law</li> <li>Any recipient, with your consent, such as for employment verification or bank loans</li> <li>Any recipient when reasonably necessary such as in the event of a life-threatening emergency</li> </ul>
<p><b>Protected Class Information</b>, such as characteristics of protected classifications under California or federal law, such as sex, age, gender, race, disability, medical conditions, citizenship, military/veteran status, gender identity and expression, primary language, political affiliation/activities, immigration status, marital status, and requests for leave</p>	<ul style="list-style-type: none"> <li>Other Johnson Controls entities, joint ventures, subcontractors, vendors or suppliers who perform services on our behalf</li> <li>Third party service providers (that help us carry out our business activities) such as IT providers, benefits providers, payroll service providers, and advisers (for example lawyers, accountants and auditors)</li> <li>Any recipient, if we are required to do so, such as by applicable court order or law</li> <li>Any recipient, with your consent, such as for employment verification or bank loans</li> <li>Any recipient when reasonably necessary such as in the event of a life-threatening emergency</li> </ul>
<p><b>Commercial Information</b>, such as transaction information and purchase history, such as travel expenses, including information about corporate credit card purchases, frequent flyer rewards, and other travel-related programs and expenses</p>	<ul style="list-style-type: none"> <li>Other Johnson Controls entities, joint ventures, subcontractors, vendors or suppliers who perform services on our behalf</li> <li>Third party service providers (that help us carry out our business activities) such as IT providers, benefits providers, payroll service providers, and advisers (for example lawyers, accountants and auditors)</li> <li>Any recipient, if we are required to do so, such as by applicable court order or law</li> <li>Any recipient, with your consent, such as for employment verification or bank loans</li> <li>Any recipient when reasonably necessary such as in the event of a life-threatening emergency</li> </ul>
<p><b>Biometric Information</b>, such as faceprints</p>	<ul style="list-style-type: none"> <li>Other Johnson Controls entities, subcontractors, vendors or suppliers who perform services on our behalf</li> </ul>

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	<ul style="list-style-type: none"> <li>Any recipient, if we are required to do so, such as by applicable court order or law</li> <li>Any recipient when reasonably necessary such as in the event of a life-threatening emergency</li> </ul>
<b>Internet or network activity information</b> , such as access and usage information regarding websites, applications and systems, information about online communications, including browsing and search history, timestamp information, and access and activity logs	<ul style="list-style-type: none"> <li>Other Johnson Controls entities, joint ventures, subcontractors, vendors or suppliers who perform services on our behalf</li> <li>Third party service providers (that help us carry out our business activities) such as IT providers, benefits providers, payroll service providers, and advisers (for example lawyers, accountants and auditors)</li> <li>Any recipient, if we are required to do so, such as by applicable court order or law</li> <li>Any recipient, with your consent, such as for employment verification or bank loans</li> <li>Any recipient when reasonably necessary such as in the event of a life-threatening emergency</li> </ul>
<b>Geolocation Data</b> , such as device location, Company-owned vehicle location, and approximate location derived from IP address	<ul style="list-style-type: none"> <li>Other Johnson Controls entities, joint ventures, subcontractors, vendors or suppliers who perform services on our behalf</li> <li>Third party service providers (that help us carry out our business activities) such as IT providers, benefits providers, payroll service providers, and advisers (for example lawyers, accountants and auditors)</li> <li>Any recipient, if we are required to do so, such as by applicable court order or law</li> <li>Any recipient, with your consent, such as for employment verification or bank loans</li> <li>Any recipient when reasonably necessary such as in the event of a life-threatening emergency</li> </ul>
<b>Audio/Video Data.</b> Audio, electronic, visual and similar information, such as call and video recordings, including voicemail and security camera footage, information about the use of electronic devices and systems, key card usage, and photos on websites or in personnel directories	<ul style="list-style-type: none"> <li>Other Johnson Controls entities, joint ventures, subcontractors, vendors or suppliers who perform services on our behalf</li> <li>Third party service providers (that help us carry out our business activities) such as IT providers, benefits providers, payroll service providers, and advisers (for example lawyers, accountants and auditors)</li> </ul>

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	<ul style="list-style-type: none"> <li>Any recipient, if we are required to do so, such as by applicable court order or law</li> <li>Any recipient, with your consent, such as for employment verification or bank loans</li> <li>Any recipient when reasonably necessary such as in the event of a life-threatening emergency</li> </ul>
<b>Education Information</b> subject to the federal Family Educational Rights and Privacy Act such as student transcripts, grade point average, grades, academic standing and disciplinary records, confirmation of graduation	<ul style="list-style-type: none"> <li>Other Johnson Controls entities, joint ventures, subcontractors, vendors or suppliers who perform services on our behalf</li> <li>Third party service providers (that help us carry out our business activities) such as IT providers, benefits providers, payroll service providers, and advisers (for example lawyers, accountants and auditors)</li> <li>Any recipient, if we are required to do so, such as by applicable court order or law</li> <li>Any recipient, with your consent, such as for employment verification or bank loans</li> <li>Any recipient when reasonably necessary such as in the event of a life-threatening emergency</li> </ul>
<b>Employment Information.</b> Professional or employment-related information, such as work history and prior employer, information from reference checks, background screening information, employment application, membership in professional organizations, personnel files, personal qualifications and training, eligibility for promotions and other career-related information, work preferences, business expenses, wage and payroll information, benefit information, information on leaves of absence or time off, performance reviews, information on internal investigations or disciplinary actions	<ul style="list-style-type: none"> <li>Other Johnson Controls entities, joint ventures, subcontractors, vendors or suppliers who perform services on our behalf</li> <li>Third party service providers (that help us carry out our business activities) such as IT providers, benefits providers, payroll service providers, and advisers (for example lawyers, accountants and auditors)</li> <li>Any recipient, if we are required to do so, such as by applicable court order or law</li> <li>Any recipient, with your consent, such as for employment verification or bank loans</li> <li>Any recipient when reasonably necessary such as in the event of a life-threatening emergency</li> </ul>
<b>Sensitive Personal Information.</b> <ul style="list-style-type: none"> <li>Personal Information that reveals an individual's Social Security, driver's license, state identification card, or passport number; account log-in;</li> </ul>	<ul style="list-style-type: none"> <li>Other Johnson Controls entities, joint ventures, subcontractors, vendors or suppliers who perform services on our behalf</li> <li>Third party service providers (that help us carry out our business activities) such as IT</li> </ul>

Categories of Personal Information	Disclosed to Which Categories of Third Parties for Operational Business Purposes
<ul style="list-style-type: none"> <li>• Precise geolocation; racial or ethnic origin, religious or philosophical beliefs, citizenship, immigration status, or union membership; the contents of mail, email, and text messages unless Company is the intended recipient of the communication;</li> <li>• The processing of biometric information for the purpose of uniquely identifying an individual;</li> <li>• Personal Information collected and analyzed concerning an individual's health;</li> <li>• Personal Information collected and analyzed concerning an individual's sex life or sexual orientation</li> </ul>	<p>providers, benefits providers, payroll service providers, and advisers (for example lawyers, accountants and auditors)</p> <ul style="list-style-type: none"> <li>• Any recipient, if we are required to do so, such as by applicable court order or law</li> <li>• Any recipient, with your consent, such as for employment verification or bank loans</li> <li>• Any recipient when reasonably necessary such as in the event of a life-threatening emergency</li> </ul>

We may also disclose the above categories of Personal Information to a third party in the context of any reorganization, financing transaction, merger, sale, joint venture, partnership, assignment, transfer, or other disposition of all or any portion of our business, assets, or stock (including in connection with any bankruptcy or similar proceedings).

**We do not “sell” or “share” your Personal Information, including your Sensitive Personal Information, as defined under the CCPA. We have not engaged in such activities in the 12 months preceding the date this CCPA Employee Addendum was last updated.** Without limiting the foregoing, we do not “sell” or “share” the Personal Information, including the Sensitive Personal Information, of minors under 16 years of age.

**We collect, use, and disclose Personal Information for the purposes** described in our [Employee Personal Information Privacy Notice](#) under Section 4, “Purposes of Processing.”

#### **Purposes for the Collection, Use, and Disclosure of Sensitive Personal Information**

We collect, use, and disclose Sensitive Personal Information for purposes of: performing services on behalf of our business; performing services and providing goods as requested by you; ensuring the quality or safety of services we control or improving those services; ensuring the security and integrity of our infrastructure and the individuals we interact with; establishing and maintaining your employment relationship with us; managing payroll and corporate credit card use; administering and providing benefits; short-term transient use; securing the access to, and use of, our facilities, equipment, systems, networks, applications, and infrastructure; preventing, detecting, and investigating security incidents; resisting and responding to fraud or illegal activities; and other collection and processing that is not for the purpose of inferring characteristics about an individual. We do not use or disclose Sensitive Personal Information for additional purposes.

**We retain Personal Information** as described in our [Employee Personal Information Privacy Notice](#) under Section 8, “Retention.”

#### **Sources of Personal Information**

We collect this Personal Information from you and from government organizations, health providers and benefits providers, service providers (e.g., companies that perform background checks), your supervisors, colleagues or nominated referees, and publicly available databases and online resources.

#### **Individual Rights and Requests**

You may, subject to applicable law, make the following requests:

1. You may request that we disclose to you the following information:
  - a. The categories of Personal Information we collected about you and the categories of sources from which we collected such Personal Information;
  - b. The business or commercial purpose for collecting Personal Information about you; and
  - c. The categories of Personal Information about you that we otherwise disclosed, and the categories of third parties to whom we disclosed such Personal Information (if applicable).
2. You may request to correct inaccuracies in your Personal Information.
3. You may request to have your Personal Information deleted.
4. You may request to receive the specific pieces of your Personal Information, including a copy of the Personal Information you provided to us in a portable format.

We will not unlawfully retaliate against you for making an individual request. To make a request, **please use our [privacy request portal](#) or call us at 888-317-5292.**

We will verify and respond to your request consistent with applicable law, taking into account the type and sensitivity of the Personal Information subject to the request. We may need to request additional Personal Information from you, such as your employee ID, in order to verify your identity and protect against fraudulent requests. If you maintain a password-protected account with us, we may verify your identity through our existing authentication practices for your account and require you to re-authenticate yourself before disclosing or deleting your Personal Information. If you make a request to delete, we may ask you to confirm your request before we delete your Personal Information.

#### **Authorized Agents**

If an agent would like to make a request on your behalf as permitted by applicable law, the agent may use the submission methods noted in the section entitled “Individual Rights and Requests.” As part of our verification process, we may request that the agent provide, as applicable, proof concerning their status as an authorized agent. In addition, we may require that you verify your identity as described in the section entitled “Individual Rights and Requests” or confirm that you provided the agent permission to submit the request.