



Gender Pay Gap Report **United Kingdom**

Report 2024 – UK



About Johnson Controls

At Johnson Controls, we transform the environments where people live, work, learn and play. As the global leader in smart, healthy and sustainable buildings, and building on a proud history of 140 years of innovation, we reimagine the performance of buildings to serve people, places and the planet. From optimising building performance to improving safety and enhancing comfort, we are the power behind our customers' missions.

As an industry leader, we are committed to building an inclusive workplace, with a workforce reflecting the varied markets that we serve. We empower every employee to take an active role in creating a high-performance culture that values uniqueness, celebrates creativity and drives innovation.

Our rich culture of inclusion leads to inclusive mindsets and behaviours, unlocks engagement, accelerates productivity and fosters innovation, leading to exceptional customer outcomes. We offer all employees equal opportunities to progress in their careers, achieve their goals and play an integral role in the success of our organisation.

At Johnson Controls, all employees are provided with the career and remuneration opportunities, and equal access to compensation and benefit programmes, relevant to their roles within the company.

The Gender Pay Gap Report must disclose:

- The difference in the mean and median hourly rate of pay for men and women
- The difference in the mean and median bonus pay received by men and women
- The percentage of men and women who received a bonus
- The percentage of men and women employed with reference to four equal quartiles, arranged from lowest to highest pay.

Gender pay gap versus equal pay

The gender pay gap shows the difference between the average hourly pay for male and female employees within the same pay period, regardless of their jobs and/or the value of the jobs they carry out. The gender pay gap is not the same as equal pay. Equal pay measures the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value.

Our gender pay results

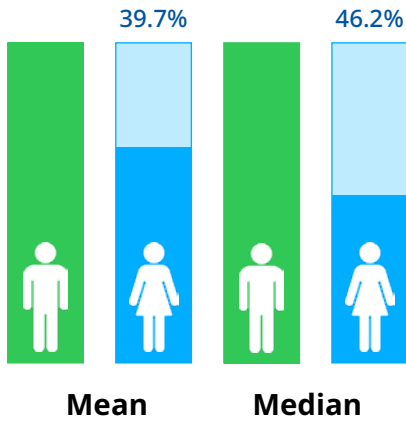
Johnson Controls has three entities in the United Kingdom, with at least 250 employees: ADT Fire & Security plc, Tyco Fire & Integrated Solutions UK Ltd. and Johnson Controls Building Efficiency UK Ltd. Under the gender pay gap regulations, we are required to provide reports for each of these entities.

Gender pay results

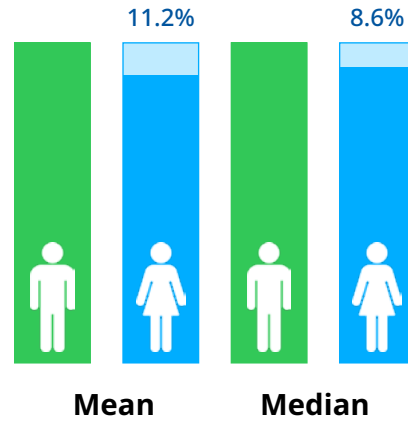
Hourly pay gap

Hourly pay gap

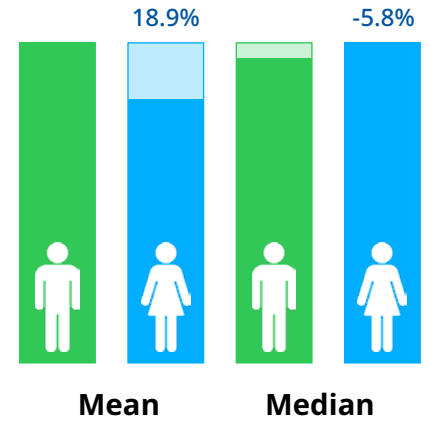
ADT Fire and Security



Johnson Controls BE



Tyco Fire and Integrated Solutions



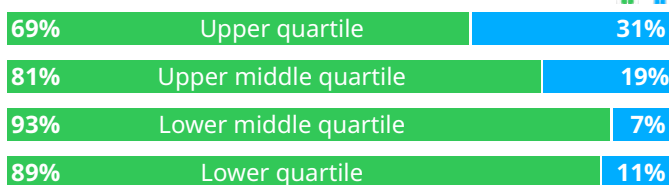
- The **mean** measures the average pay or bonus for a woman against the average pay or bonus for a man.
- The **median** compares the difference in the “middle” pay or bonus for men and women when all values are distributed from low to high.
- We are required to report women’s bonuses as a percentage of men’s. Where the women’s numbers are higher than the men’s, they are presented as a negative number in the report.

Legal entity	Reportable bonus payment gap		% receiving bonus	
	Mean	Median	Men	Women
ADT Fire and Security	9.3%	-4.8%	68.2%	34.1%
Johnson Controls BE	-34.1%	-117.9%	42.4%	38.6%
Tyco Fire and Integrated Solutions	25.0%	8.1%	62.4%	59.7%

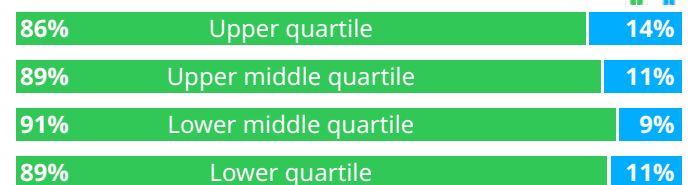
Gender split across our UK organisations

The tables below show the percentage of our workforce, by gender, in each of four pay quartiles. These quartiles are calculated by listing all employees by pay and then dividing the list equally by four.

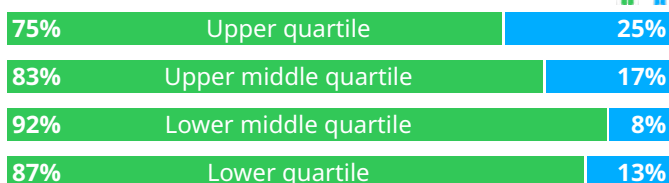
ADT Fire and Security



Johnson Controls Building Efficiency



Tyco Fire and Integrated Solutions



"I confirm that the information and data reported is accurate and in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017."

Adam Chestock, HR Director

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.