

Racial Justice: Philanthropy and Community Engagement



Johnson Controls' commitment to the African American community runs deep. In our philanthropy and community engagement, our approach is to listen first and then respond in a spirit of partnership and collaboration. We are grateful to the many community organizations that work within the African American community. We turn to the leaders of these organizations as subject matter experts to help us, as a company, understand our responsibility to those who have been underserved for too long. We turn too, to our employees who serve on the boards of community-facing organizations, to assist the Foundation committee and board to have the depth of understanding necessary to be allies.

Johnson Controls understands that our first responsibility as a company is in our North American headquarters of Milwaukee, which struggles with high levels of racial disparity and segregation. Most of our annual \$7 million dollars of Johnson Controls Foundation support is given to Milwaukee nonprofit organizations with a focus on building safe, smart and sustainable communities. Our Neighborhood Initiative focuses our Milwaukee support further to provide funding and volunteer support to the challenged neighborhoods just to the west of our Corporate Headquarters. Since the Neighborhood Initiative program was developed in 2016, Johnson Controls has invested more than \$2 million in programs that directly support those who live and work in these neighborhoods, which are largely African American.

Johnson Controls is a longtime supporter of the United Negro College Fund (UNCF), and has provided \$1M in support through the years. From underwriting employees' registrations for the annual run/walk, to matching their contributions, to providing significant sponsorships, Johnson Controls is proud to be a corporate leader.

Understanding the importance of equipping the African American community from an economic perspective, Johnson Controls has given an aggregate half million dollars in support to the Milwaukee Urban League, and the African American Chamber of Commerce of Wisconsin.

Johnson Controls Foundation has been strategic in funding of initiatives that serve our youth—including the Boys and Girls Clubs of the Greater Milwaukee area; Pearls for Teen Girls, an innovative nonprofit that empowers young women with self-development tools; Big Brothers Big Sisters; and the Milwaukee Fellows, a program that provides mentoring scholarship support for young men. Aggregate support of these organizations through the years, as well as support of smaller organizations that serve the community in a similar manner, is more than \$3.8M. We are also proud to support Safe & Sound with significant annual grants and sponsorship. This crucial organization works with law enforcement, community organizing and youth development to improve public safety. Our annual U.S. United Way campaign has provided more than \$80M of dollars in support through the years, with employee pledges, the Johnson Controls Foundation match, and other corporate sponsorships.

Johnson Controls is proud to be a million-dollar donor to the new International Museum of African American History being built in Charleston, North Carolina. Grady Crosby, Johnson Controls vice president of Public Affairs, chief diversity officer and president, Johnson Controls Foundation, sits on their board.

Our employee volunteerism is a source of inspiration and pride for Johnson Controls. Employees are strongly encouraged to volunteer in their communities, and the 1.7 million hours they have completed so far is a testament to their commitment to building safe, smart and sustainable communities where they live and work.

Johnson Controls looks to the current movement for racial justice with hope. We are committed to building upon our current philanthropy and community involvement with further partnership and innovation.