Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) _____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [X]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
JOHNSON CONTROLS PENSION PLAN

1b Three-digit plan number (PN) ▶ 028

1c Effective date of plan 10/01/1957

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
JOHNSON CONTROLS, INC.

5757 N GREEN BAY AVENUE
MILWAUKEE, WI 53209

2b Employer Identification Number (EIN)
39-0380010

2c Plan Sponsor's telephone number
414-524-4363

2d Business code (see instructions)
333410

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	09/30/2026	JENNIFER THOMA
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor

EMPLOYEE BENEFITS POLICY COMMITTEE
JOHNSON CONTROLS, INC.
5757 N. GREEN BAY AVENUE
MILWAUKEE, WI 53209-4408

3b Administrator's EIN: 39-0380010

3c Administrator's telephone number: 414-524-4363

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:
a Sponsor's name
c Plan Name

4b EIN
4d PN

5	Total number of participants at the beginning of the plan year	**5**	22667
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	3012
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	2231
b	Retired or separated participants receiving benefits	**6b**	8536
c	Other retired or separated participants entitled to future benefits	**6c**	8189
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	18956
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	2692
f	Total. Add lines **6d** and **6e**.	**6f**	21648
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	4
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:

1B 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

9a Plan funding arrangement (check all that apply)

- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☒ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached 0
- (4) ☒ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
JOHNSON CONTROLS PENSION PLAN

B Three-digit plan number (PN) ▶ 028

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
JOHNSON CONTROLS, INC.

D Employer Identification Number (EIN)
39-0380010

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	1437206098
b Actuarial value	**2b**	1437206098

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	11171	695206214	695206214
b For terminated vested participants	8484	529906611	532780382
c For active participants	3012	218725721	229026821
d Total	22667	1443838546	1457013417

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	

5 Effective interest rate	**5**	5.36 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	782
b Expected plan-related expenses	**6b**	5778788
c Target normal cost	**6c**	5779570

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

Signature of actuary

09/11/2026
Date

CHERYL L. DAVIS
Type or print name of actuary

26-04707
Most recent enrollment number

AON CONSULTING, INC.
Firm name

847-295-5000
Telephone number (including area code)

MSC#17755
PO BOX 551343
ATLANTA, GA 30355
Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	205235594
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	20803433
9	Amount remaining (line 7 minus line 8)	0	184432161
10	Interest on line 9 using prior year's actual return of -1.72 %	0	-3172233
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.14 %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	181259928

Part III Funding Percentages

14	Funding target attainment percentage	14	86.20 %
15	Adjusted funding target attainment percentage	15	86.20 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	90.30 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
			Totals ► 18(b)	0	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
	b Contributions made to avoid restrictions adjusted to valuation date.	19b	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] Yes [ ] No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:	1st segment: 5.07 %	2nd segment: 5.31 %	3rd segment: 5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	63

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	5779570
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	201067247	20287293
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____)_and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	26066863

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	26066863	26066863

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☐ 2021

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2025** **This Form is Open to Public Inspection.**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
JOHNSON CONTROLS PENSION PLAN

B Three-digit plan number (PN) ▶ 028

C Plan sponsor's name as shown on line 2a of Form 5500
JOHNSON CONTROLS, INC.

D Employer Identification Number (EIN)
39-0380010

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . ☐ Yes ☒ No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

ALIGHT SOLUTIONS LLC

82-1061233

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15	NONE	1495379	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

AON CONSULTING

22-2232264

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11	NONE	1479811	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

FOLEY & LARDNER

39-0473800

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29	NONE	60927	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

WIPFLI LLP

39-0758449

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	NONE	53689	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
JOHNSON CONTROLS PENSION PLAN

B Three-digit plan number (PN) ▶ 028

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
JOHNSON CONTROLS, INC.

D Employer Identification Number (EIN)
39-0380010

Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)

(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: JOHNSON CONTROLS MASTER PENSION TRU

b Name of sponsor of entity listed in (a): JOHNSON CONTROLS, INC.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
39-0380010-024	M	1396822284

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
JOHNSON CONTROLS PENSION PLAN

B Three-digit plan number (PN) ▶ 028

C Plan sponsor's name as shown on line 2a of Form 5500
JOHNSON CONTROLS, INC.

D Employer Identification Number (EIN)
39-0380010

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	615516	615516
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	1436894273	1396822284
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	1437509789	1397437800
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h	303691	293693
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	303691	293693
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	1437206098	1397144107

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		0
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		100828350
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		100828350
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	135025879	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		135025879
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	1495379	
(4) IQPA audit fees	2i(4)	53689	
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)	1479811	
(8) Legal fees	2i(8)	60927	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	2774656	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		5864462
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		140890341
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-40061991
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: WIPFLI LLP **(2)** EIN: 41-2899048

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) [ ] This form is filed for a CCT, PSA, DCG or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ..... [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 587490.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
JOHNSON CONTROLS PENSION PLAN

B Three-digit plan number (PN) ▶ 028

C Plan sponsor's name as shown on line 2a of Form 5500
JOHNSON CONTROLS, INC.

D Employer Identification Number (EIN)
39-0380010

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1** 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 41-6271370

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3** 546

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☒ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 **a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☒ **N/A**

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ **Increase** ☐ **Decrease** ☒ **Both** ☐ **No**

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 **a** Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
Public Equity: 10.0 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 60.0 %
High-Yield Debt: 0.0 % Real Assets: 13.0 % Cash or Cash Equivalents: 1.0 % Other: 16.0 %

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☒ 15 years or more

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/_____ (MM/DD/YYYY) and the Opinion Letter serial number_____.

WIPFLI

Johnson Controls, Inc. Pension Plans

Financial Statements

Years Ended December 31, 2025 and 2024



WIPFLI

Independent Auditor's Report

To the Participants and Plan Administrator
Johnson Controls Pension Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the accompanying financial statements of Johnson Controls Pension Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years ended December 31, 2025 and 2024, and the statement of accumulated plan benefits as of January 1, 2025, and the related statement of changes in accumulated plan benefits for the year ended January 1, 2025, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Johnson Controls Pension Plan financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the years ended December 31, 2025 and 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section –

- the amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (GAAP).

- the information in the financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

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Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Johnson Controls Pension Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Johnson Controls Pension Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

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- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Johnson Controls Pension Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Johnson Controls Pension Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with GAAP.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control–related matters that we identified during the audit.

Wipfli LLP

Wipfli LLP
Radnor, Pennsylvania

August 26, 2026

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Johnson Controls, Inc. Pension Plans
Statements of Net Assets Available for Benefits

December 31, 2025	Johnson Controls Pension (018)	York Plan 15 (026)	Plans' Total
Assets:			
Investment in Johnson Controls, Inc.			
Master Pension Trust, at fair value	$ 1,396,822,284	$ 14,407,927	$ 1,411,230,211
Other receivable	615,516	-	615,516
Total assets	1,397,437,800	14,407,927	1,411,845,727
Liabilities:			
Accrued administrative expenses	293,693	7,994	301,687
Other payable	-	615,516	615,516
Total liabilities	293,693	623,510	917,203
Net assets available for benefits	$ 1,397,144,107	$ 13,784,417	$ 1,410,928,524

See accompanying notes to financial statements.

Johnson Controls, Inc. Pension Plans
Statements of Net Assets Available for Benefits

December 31, 2024	Johnson Controls Pension (018)	York Plan 15 (026)	Plans' Total
Assets:			
Investment in Johnson Controls, Inc.			
Master Pension Trust, at fair value	$ 1,436,894,273	$ 13,987,753	$ 1,450,882,026
Other receivable	615,516	-	615,516
Total assets	1,437,509,789	13,987,753	1,451,497,542
Liabilities:			
Accrued administrative expenses	303,691	15,826	319,517
Other payable	-	615,516	615,516
Total liabilities	303,691	631,342	935,033
Net assets available for benefits	$ 1,437,206,098	$ 13,356,411	$ 1,450,562,509

See accompanying notes to financial statements.

Johnson Controls, Inc. Pension Plans

Statements of Changes in Net Assets Available for Benefits

Year Ended December 31, 2025	Johnson Controls Pension (018)	York Plan 15 (026)	Plans' Total
Investment income:			
Plan interest in Johnson Controls, Inc. Master Pension Trust	$ 100,828,350	$ 1,784,958	$ 102,613,308
Deductions:			
Benefits paid to participants	135,025,879	1,203,698	136,229,577
Administrative expenses	5,864,462	153,254	6,017,716
Total deductions	140,890,341	1,356,952	142,247,293
Net change	(40,061,991)	428,006	(39,633,985)
Net assets available for benefits, beginning of year	1,437,206,098	13,356,411	1,450,562,509
Net assets available for benefits, end of year	$ 1,397,144,107	$ 13,784,417	$ 1,410,928,524

See accompanying notes to financial statements.

Johnson Controls, Inc. Pension Plans

Statements of Changes in Net Assets Available for Benefits

Year Ended December 31, 2024	Johnson Controls Pension (018)	York Plan 15 (026)	Plans' Total
Investment loss:			
Plan interest in Johnson Controls, Inc. Master Pension Trust	$ (26,275,167)	$ (225,102)	$ (26,500,269)
Deductions:			
Benefits paid to participants	131,213,224	939,782	132,153,006
Administrative expenses	5,439,548	195,080	5,634,628
Total deductions	136,652,772	1,134,862	137,787,634
Net change	(162,927,939)	(1,359,964)	(164,287,903)
Net assets available for benefits, beginning of year	1,600,134,037	14,716,375	1,614,850,412
Net assets available for benefits, end of year	$ 1,437,206,098	$ 13,356,411	$ 1,450,562,509

See accompanying notes to financial statements.

Johnson Controls, Inc. Pension Plans
Statements of Accumulated Plan Benefits

January 1, 2025	Johnson Controls Pension (018)	York Plan 15 (026)	Plans' Total
Vested benefits:			
Participants currently receiving payments	$ 654,207,997	$ 5,110,805	$ 659,318,802
Other participants	694,694,549	6,963,229	701,657,778
Total vested benefits	1,348,902,546	12,074,034	1,360,976,580
Nonvested benefits	12,741,326	63,268	12,804,594
Total actuarial present value of accumulated plan benefit	$ 1,361,643,872	$ 12,137,302	$ 1,373,781,174

See accompanying notes to financial statements.

Johnson Controls, Inc. Pension Plans
Statement of Changes in Accumulated Plan Benefits

Year Ended January 1, 2025	Johnson Controls Pension (018)	York Plan 15 (026)	Plans' Total
Actuarial present value of accumulated plan benefits at the beginning of the year	$ 1,259,274,259	$ 11,240,366	$ 1,270,514,625
Increase (decrease) during the year attributable to:			
Interest accumulation	101,575,468	916,305	102,491,773
Benefits paid	(131,213,224)	(939,782)	(132,153,006)
Assumption changes	139,015,391	1,368,838	140,384,229
Other*	(7,008,022)	(448,425)	(7,456,447)
Actuarial present value of accumulated plan benefits at the end of year	$ 1,361,643,872	$ 12,137,302	$ 1,373,781,174

*The "Other" component represents the normal operation of the pension plan. It consists primarily of the increase due to ongoing benefits accruals (if any) and those items of plan experience that are not associated with plan asset performance.

See accompanying notes to financial statements.

Johnson Controls, Inc. Pension Plans
Notes to the Financial Statements

Note 1: Description of Plan

The following description of the Johnson Controls, Inc. Pension Plans (the Plans) provides only general information. Participants should refer to the Summary Plan Description provided to all participants for a more complete description of the Plan's provisions.

General

The Plans are defined benefit pension plans that cover eligible employees of Johnson Controls, Inc. (JCI Inc. or Company) and selected subsidiaries, as designated by the Board of Directors. The Plans are subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

The Plans are administered by the Employee Benefit Policy Committee appointed by the Company. The Company has contracted with Alight and Aon for plan administration.

Plans included in the financial statements are as follows (Plan numbers indicate Johnson Controls, Inc. Master Pension Trust (Master Trust) account numbers, not Plan numbers filed with the Internal Revenue Service (IRS)).

Name of Plan	Eligible Employees (Subject to Other Plan Requirements)
Johnson Controls Pension Plan (Plan 018)	Certain salaried, nonunion and union employees (whose labor agreements call for their participation in this plan) of Johnson Controls International plc and some of its affiliated companies and all eligible employees of plans which merged into this Plan; See Plan Document for specific provisions.
York International Corporation Pension Plan Number Fifteen (York Plan 15 - Plan 026)	Union hourly employees of Frick Waynesboro, PA location

Pension Benefits

Benefits are determined based on the years of credited service and either average compensation formula or a determined year of service factor. See specific Plan document for Plan calculations and payment options based on early, late, disability and normal retirement.

Vesting

Vesting is measured either by the hours of service or by elapsed time. The method used depends on the specific provision in each pension plan. Generally, after 5 years of vesting service, under either method, the employee's pension is 100% vested.

Funding Policy

The Company's funding policy is to make contributions to the Plans in amounts that meet or exceed the minimum amounts required by ERISA. No contributions were required for 2025 and 2024 to meet required minimum ERISA requirements.

Although it has not expressed any intention to do so, the Company has the right under the Plans to discontinue its contributions at any time and to terminate the Plans subject to the provisions set forth in ERISA.

Note 1: Description of Plan (Continued)

Administrative Expenses

Administrative expenses are paid by the Plans, as allowed by the Plans' provisions, with all remaining expenses paid by the Company.

Note 2: Summary of Significant Accounting Policies

Basis of Presentation

The accompanying financial statements are prepared on the accrual basis of accounting.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP) requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities and changes therein, disclosure of contingent assets and liabilities, and the actuarial present value of accumulated plan benefits at the date of the financial statements. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plans' Investment Committee determines the Plans' valuation policies utilizing information provided by its investment advisers, custodians, and insurance company. See Note 10 for a discussion of fair value measurements. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Plans' gains and losses on investments bought and sold as well as held during the year.

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

Administrative Expenses

The Plans' expenses are paid either by the Plan or the Company, as provided by the Plan document. Expenses that are paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plans that are paid by the Plans are recorded as deductions in the accompanying statements of changes in net assets available for benefits. In addition, certain investment related expenses are included in investment income (loss) presented in the accompanying statements of changes in net assets available for benefits.

Note 2: Summary of Significant Accounting Policies (Continued)

Johnson Controls Master Pension Trust

The Company has entered into a master trust agreement with U.S. Bank, N.A. (the Trustee). Under the agreement, the Plans participate under a master trust arrangement whereby all the assets of the Plans are pooled and invested in one or more investment accounts.

The Company requires collateral at a minimum of 102% of the value of any securities lending transactions.

Each Plan's interest in the investments of the Master Trust is evidenced by units of participation, as no plan has a right, title or ownership of any of the specific assets in the Master Trust. In accordance with the master trust agreement, net investment income or loss of the Master Trust is prorated to each participating plan in proportion to the number of units held by each plan. Plan participation in the Master Trust is adjusted as required to reflect benefit payments to the Plans' participants and for Company contributions.

The statements of financial position as of December 31, 2025 and 2024 and the statements of changes in financial position for the years ended December 31, 2025 and 2024 for the Master Trust are presented in Note 9.

Subsequent Events

Management has evaluated subsequent events through August 26, 2026, which is the date the financial statements were available to be issued. Subsequent to year-end, the Plan's sponsor approved and began evaluating a retiree lift-out transaction as part of its long-term pension risk management strategy. The transaction is expected to involve the transfer of certain retiree pension obligations to a third-party insurance provider. Management is continuing to assess the timing and impact of the transaction. No adjustments have been made to the accompanying financial statements as a result of this subsequent event.

Note 3: Investments

Assets of the Plans, as shown in the statements of net assets available for benefits, investment income (loss) as shown in the statements of changes in net assets available for benefits, and the Master Trust financial information appearing in Note 9, have been derived from information prepared and certified as complete and accurate by the Trustee, in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Note 4: Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments that are attributable under the Plans' benefit provisions based on employees' years of service. Benefits to be provided via annuity contracts excluded from plan assets are excluded from accumulated plan benefits. The actuarial present value of accumulated plan benefits is determined by an actuary and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money and the probability of payment between the valuation date and the expected date of payment. The current actuarial assumptions are based on the presumption that the Plans will continue. If the Plans were to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

The actuarial present value of accumulated plan benefits is determined by Aon.

Note 4: Actuarial Present Value of Accumulated Plan Benefits (Continued)

The significant actuarial assumptions used in the valuations at January 1, 2025 are as follows:

Description	Assumption
Retirement Age	Varies based on probability of retirement social security retirement age of 65 to 67, with 100% at age 70.
Mortality Rates	98.4% of the amounts-weighted aggregate rates from the Pri-2012 mortality study with white collar adjustment and 104.6% of the amounts-weighted aggregate rates from the Pri-2012 mortality study with blue collar adjustment projected generationally from 2012 to 2016 using Scale MP-2018 and from 2016 forward using the November 2024 COVID 19 Endemic-Adjusted Scale MP-2021.
Withdrawal Rates	A graduated scale from higher to lower as years of service increase.
Disability Rates	A graduated scale from lower to higher as age advances.
Interest Rates	6.50%

Note 5: Tax Status

The Company has received favorable determination letters from the IRS as to the qualified status of the Plans under the Internal Revenue Code (IRC) and these Plans are, therefore, exempt from federal income taxes. The Plans have been amended since receiving the determination letters. However, the Plan administrator believes that all the Plans are currently designed and being operated in compliance with applicable requirements of the IRC.

U.S. GAAP requires the Plans' management to evaluate tax positions taken by the Plans and recognize a tax liability if the Company has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS or Department of Labor. The plan administrator has analyzed the tax positions taken by the Plans, and has concluded that as of December 31, 2025 and 2024, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plans are subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 6: Plan Termination

The Company anticipates and believes the Plans will continue without interruption but reserves the right to discontinue any plan at any time in accordance with the respective plan provisions and provisions set forth in ERISA. In the event of a plan termination or permanent discontinuance of contributions to a plan, the assets of the plan will be distributed in accordance with the requirements of 29 CFR 4044 of ERISA.

Note 6: Plan Termination (Continued)

Certain benefits under the Plans are insured by the Pension Benefit Guaranty Corporation (PBGC), a U.S. government agency, in the event of Plan termination. The net assets of the Plans will be allocated as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

1. Benefits attributable to employee contributions, taking into account those paid out before termination.

2. Annuity benefits that former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plans. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under Plan provisions in effect at any time during the five years preceding Plan termination.

3. Other vested benefits insured by the PBGC up to the applicable limitations.

4. All other vested benefits (not insured by the PBGC).

5. All non-vested benefits.

Certain benefits under the Plans are insured by the PBGC if the Plans terminate. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plans, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plans are guaranteed at the level in effect on the date of the Plans' termination. However, there is a statutory ceiling, which is adjusted periodically, on the amount of an individual's monthly benefit that the PBGC guarantees. For plan terminations occurring during 2026, that ceiling is $7,790 per month. That ceiling applies to those pensioners who elect to receive their benefits in the form of a single-life annuity and are at least 65 years old at the time of retirement or plan termination (whichever comes later). For younger annuitants, or for those who elect to receive their benefits in some form more valuable than a single-life annuity, the corresponding ceilings are actuarially adjusted downward.

Whether all participants receive their benefits should a plan terminate at some future time will depend on the sufficiency, at that time, of the plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the plan's sponsor and the level of benefits guaranteed by the PBGC.

Note 7: Party-In-Interest Transactions

Transactions involving the account administered by the Trustee and the funds of the investment managers for the Plans are considered party-in-interest transactions. These transactions are not, however, considered prohibited transactions under 29 CFR 408(b) of the ERISA regulations.

Note 8: Risks and Uncertainties

The Plans' investments are exposed to various risks, such as interest rate, market and credit risks. Due to the level of risk associated with certain investments and the level of uncertainty related to changes in the values of investments, it is at least reasonably possible that changes in risks in the near term would materially affect the amounts reported in the statements of net assets available for benefits and the statements of changes in net assets available for benefits.

The actuarial present value of accumulated plan benefits is reported based on certain assumptions pertaining to interest rates, inflation rates and employee compensation and demographics. Due to the changing nature of these assumptions, it is at least reasonably possible that changes in these assumptions will occur in the near term and due to the uncertainties inherent in setting assumptions, that the effect of such changes could be material to the value of accumulated plan benefits.

Note 9: Johnson Controls Master Pension Trust

The statements of financial position as of December 31, 2025 and 2024 and the statements of changes in financial position for the years ended December 31, 2025 and 2024 for the Master Trust and the Plans' interest in the Master Trust, are presented in the following tables.

Johnson Controls, Inc. Pension Plans
Notes to the Financial Statements

Johnson Controls Master Pension Trust
Statements of Financial Position

December 31, 2025	Johnson Controls Pension	York Plan 15	Total Plans	Master Trust Total
Assets				
Investments at fair value as determined by quoted market price (direct):				
Fixed Income Fund:				
Cash & cash equivalents	$ 6,871,066	$ 70,874	$ 6,941,940	$ 6,941,940
U.S. government and federal agency securities	280,831,319	2,896,716	283,728,035	283,728,035
Corporate issues	511,996,288	5,281,134	517,277,422	517,277,422
Municipal issues	27,577,180	284,453	27,861,633	27,861,633
Foreign issues	130,837,803	1,349,564	132,187,367	132,187,367
Other - Fixed Income	48,396,337	499,198	48,895,535	48,895,535
Equity Investments:				
Domestic stocks	28,565,070	294,643	28,859,713	28,859,713
Foreign stocks	61,850,249	637,972	62,488,221	62,488,221
Total direct fixed income and equity investments	1,096,925,312	11,314,554	1,108,239,866	1,108,239,866
Investments at fair value as determined by quoted market price (indirect):				
Fixed Income Fund:				
Other - Fixed Income	6,513,230	67,183	6,580,413	6,580,413
Investment assets measured at NAV:				
Investment in alternatives	186,978,547	1,928,644	188,907,191	188,907,191
Investment in real estate	214,222,965	2,209,665	216,432,630	216,432,630
Total investment assets measured at NAV	401,201,512	4,138,309	405,339,821	405,339,821
Total Investments	1,504,640,054	15,520,046	1,520,160,100	1,520,160,100
Accrued dividends and interest receivable	11,163,641	115,151	11,278,792	11,278,792
	$ 1,515,803,695	$ 15,635,197	$ 1,531,438,892	$ 1,531,438,892
Liabilities and Plans' Equity				
Due to brokers for securities purchased	118,981,411	1,227,270	120,208,681	120,208,681
Plans' equity	1,396,822,284	14,407,927	1,411,230,211	1,411,230,211
	$ 1,515,803,695	$ 15,635,197	$ 1,531,438,892	$ 1,531,438,892
Percentage ownership in the Master Trust	98.98%	1.02%		

Johnson Controls, Inc. Pension Plans
Notes to the Financial Statements

Johnson Controls Master Pension Trust
Statements of Financial Position

December 31, 2024	Johnson Controls Pension	York Plan 15	Total Plans	Master Trust Total
Assets				
Investments at fair value as determined by quoted market price (direct):				
Fixed Income Fund:				
Cash & cash equivalents	$ 8,517,599	$ 82,916	$ 8,600,515	$ 8,600,515
U.S. government and federal agency securities	253,142,019	2,464,265	255,606,284	255,606,284
Corporate issues	479,120,306	4,664,099	483,784,405	483,784,405
Municipal issues	25,285,340	246,146	25,531,486	25,531,486
Foreign issues	123,121,073	1,198,548	124,319,621	124,319,621
Other - Fixed Income	90,513,005	881,118	91,394,123	91,394,123
Equity Investments:				
Domestic stocks	197,343	1,921	199,264	199,264
Foreign stocks	47,746,182	464,795	48,210,977	48,210,977
Total direct fixed income and equity investments	1,027,642,867	10,003,808	1,037,646,675	1,037,646,675
Investments at fair value as determined by quoted market price (indirect):				
Fixed Income Fund:				
Other - Fixed Income	8,407,697	81,847	8,489,544	8,489,544
Investment assets measured at NAV:				
Investment in alternatives	239,063,519	2,327,215	241,390,734	241,390,734
Investment in real estate	255,861,386	2,490,737	258,352,123	258,352,123
Total investment assets measured at NAV	494,924,905	4,817,952	499,742,857	499,742,857
Total Investments	1,530,975,469	14,903,607	1,545,879,076	1,545,879,076
Accrued dividends and interest receivable	8,032,862	78,198	8,111,060	8,111,060
	$ 1,539,008,331	$ 14,981,805	$ 1,553,990,136	$ 1,553,990,136
Liabilities and Plans' Equity				
Due to brokers for securities purchased	102,114,058	994,052	103,108,110	103,108,110
Plans' equity	1,436,894,273	13,987,753	1,450,882,026	1,450,882,026
	$ 1,539,008,331	$ 14,981,805	$ 1,553,990,136	$ 1,553,990,136
Percentage ownership in the Master Trust	99.04%	0.96%		

Note 9: Johnson Controls Master Pension Trust (Continued)

Johnson Controls Master Pension Trust
Statements of Changes in Financial Position

	Years Ended	
	December 31, 2025	December 31, 2024
Investment income (loss)		
Interest and dividends	$ 51,544,290	$ 30,566,256
Net appreciation (depreciation)	51,069,018	(57,066,525)
Total investment income (loss)	102,613,308	(26,500,269)
Deductions		
Participant withdrawals	136,229,577	132,153,006
Administrative expenses	6,035,546	5,621,964
Total deductions	142,265,123	137,774,970
Net change in Plans' equity	(39,651,815)	(164,275,239)
Transfer to Johnson Controls Cash Account	-	(2,315,657)
Plans' equity		
Beginning of year	1,450,882,026	1,617,472,922
End of year	$1,411,230,211	$ 1,450,882,026

Note 10: Fair Value Measurements

GAAP specifies a three-tier fair value hierarchy, which prioritizes the inputs used in estimating fair value. These tiers include Level 1, defined as observable inputs such as quoted market prices in active markets; Level 2, defined as inputs other than quoted market prices in active markets that are either directly or indirectly observable; and Level 3, defined as unobservable inputs in which little or no market data exists, therefore, requiring an entity to develop its own assumptions.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

There have been no changes in the methodologies used in 2025 and 2024. Following is a description of the valuation methodologies used for assets measured at fair value.

Note 10: Fair Value Measurements (Continued)

Fixed income funds: The fair value for the fixed income securities is determined by direct or indirect quoted market prices. If the direct quoted market prices are utilized, the securities publish daily their net asset value (NAV) after the close of trading on regulated financial exchanges. The NAV represents the current market value of the fund's holdings after deducting the fund's liabilities. In the event a direct quoted market price is not available, the fair value of the fund holdings are determined by using pricing inputs that are either directly or indirectly observable and therefore classified as Level 2 assets.

Equity investments: The fair value for the equity investments is determined by direct or indirect quoted market prices. If the indirect quoted market prices are utilized, the value of assets held in separate accounts is not published, but the investment managers report daily the underlying holdings. The underlying holdings are direct quoted market prices on regulated financial exchanges.

Investment assets measured at NAV: The fair value of certain investments in real estate and alternatives do not have a readily determinable fair value and requires the fund managers to independently arrive at fair value by calculating NAV per share. In order to calculate NAV per share, the fund managers value the investments using any one, or a combination of, the following methods: independent third party appraisals, discounted cash flow analysis of net cash flows projected to be generated by the investment and recent sales of comparable investments. Assumptions used to revalue the properties are updated every quarter. Due to the fact that the fund managers calculate NAV per share, the Company utilizes a practical expedient for measuring the fair value of its real estate and alternative investments, as provided for under ASC 820, Fair Value Measurement. In applying the practical expedient, the Company is not required to further adjust the NAV provided by the fund manager in order to determine the fair value of its investment as the NAV per share is calculated in a manner consistent with the measurement principles of ASC 946, Financial Services - Investment Companies, and as of the Company's measurement date. The Company believes this is an appropriate methodology to obtain the fair value of these assets. For the component of the real estate portfolio under development, the investments are carried at cost until they are completed and valued by a third party appraiser.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plans believe its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables set forth by level the Plan's investment assets at fair value as of:

December 31, 2025	Level 1	Level 2	Level 3	Total
Fixed income funds	$ 1,016,891,932	$ 6,580,413	$ -	$ 1,023,472,345
Equity investments	91,347,934	-	-	91,347,934
Total investments at fair value	1,108,239,866	6,580,413	-	1,114,820,279
Investment assets measured at NAV*				405,339,821
Total assets at fair value				$ 1,520,160,100

Note 10: Fair Value Measurements (Continued)

December 31, 2024	Level 1	Level 2	Level 3	Total
Fixed income funds	$ 989,236,434	$ 8,489,544	$ -	$ 997,725,978
Equity investments	48,410,241	-	-	48,410,241
Total investments at fair value	1,037,646,675	8,489,544	-	1,046,136,219
Investment assets measured at NAV*				499,742,857
Total assets at fair value				$ 1,545,879,076

* Certain investments that were measured at net asset value per share (or its equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Johnson Controls Pension Plan
EIN: 39-0380010 PN: 028

Schedule SB, line 26a — Schedule of Active Participant Data as of January 1, 2025

Schedule SB, Line 26a — Schedule of Active Participant Data

As of January 1, 2025

Johnson Controls International plc
Johnson Controls Pension Plan
Active Employees

EIN: 13-3473472 PN: 004

Number of Participants

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34		19	6							
35-39		15	17	7						
40-44	3	27	26	41	8					
45-49	20	90	65	89	49	11				
50-54	21	196	164	119	110	51	6			
55-59	24	184	229	199	133	109	51	3	1	
60-64	13	142	142	164	106	60	46	14	1	
65-69	14	44	32	38	21	19	13	8		
70+	2	8	11	5	4	3	6	1	1	1

N-3,012

Schedule SB Attachment (Form 5500) —2025 Plan Year
Johnson Controls Pension Plan
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Schedule SB, Line 26a — Schedule of Active Participant Data

As of January 1, 2025

Johnson Controls International plc
Johnson Controls Pension Plan
Active Employees

EIN: 13-3473472 PN: 004

Number of Participants and Average Accrued Benefit

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34		19	6							
35-39		15	17	7						
40-44	3	25 $1,144	26 $3,987	41 $8,213	8					
45-49	20 $1,006	55 $1,806	62 $4,950	89 $11,467	49 $15,849	11				
50-54	19	123 $1,379	116 $5,597	114 $12,750	110 $17,579	51 $18,749	6			
55-59	23 $1,797	125 $1,649	149 $5,223	162 $10,529	127 $16,733	109 $24,185	51 $24,899	3	1	
60-64	13	79 $1,368	103 $5,918	127 $9,058	85 $15,802	59 $19,656	42 $27,780	14	1	
65-69	14	30 $1,227	28 $5,217	31 $8,228	20 $10,891	16	10	6		
70+	2	8	9	4	4	3	2	1	1	

N-2,454

Schedule SB Attachment (Form 5500) —2025 Plan Year
Johnson Controls Pension Plan
EIN: 39-0380010 PN: 028

Schedule SB, Line 26a — Schedule of Active Participant Data

As of January 1, 2025

Johnson Controls International plc
Johnson Controls Pension Plan
Active Employees

EIN: 13-3473472 PN: 004

Number of Participants and Average Cash Balance Account

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34										
35-39										
40-44		2								
45-49		35 $5,725	3							
50-54	1	72 $7,632	49 $18,514	5						
55-59	1	59 $9,219	82 $29,904	37 $57,981	6					
60-64		63 $9,784	40 $37,068	39 $68,260	22 $86,336	1	4			
65-69		13	4	7	1	3	3	2		
70+ 70+			2	1			4			

N-561

Schedule SB Attachment (Form 5500) —2025 Plan Year
Johnson Controls Pension Plan
EIN: 39-0380010 PN: 028

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2024), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor under ARPA
1st Segment Rate	5.07%
2nd Segment Rate	5.31%
3rd Segment Rate	5.50%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2024), without regard to interest rate stabilization
1st Segment Rate	5.07%
2nd Segment Rate	5.33%
3rd Segment Rate	5.36%
Benefit Limit	N/A
Cash Balance Interest Crediting Rate	6.00%
Cash Balance Annuity Conversion Rate	8.50%
Optional Payment Form Election Percentage	
Legacy JCPP—Salaried, Shelbyville, York One, Legacy Simplex	13% life annuity 17% joint and 75% survivor annuity 70% lump sum
All Others	18% life annuity 12% joint and 75% survivor annuity 70% lump sum
Lump Sum Conversion Interest Rate	Same as funding interest rates above
Lump Sum Conversion Mortality	Published IRC section 417(e) table for lump sums
Retirement Age	
Active Participants	See Tables 1 - 5
Terminated Vested Participants	
Legacy JCPP — Salaried	Age 62
Legacy JCPP — York Nineteen	Age 61
Simplex with 10+ years of service	Age 64
All Others	Age 65

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In-Service Distribution Election	30% of active participants who turn age 59-1/2 will elect to commence in-service distributions.
Mortality Rates	
Healthy and Disabled	2012 base mortality rates for annuitants and non-annuitants per §1.430(h)(3)-1(d), projected generationally for years beyond 2012 using IRS-prescribed mortality improvement rates per §1.430(h)(3)-1(b)(iii).
Withdrawal Rates	See Tables 6 - 10. Legacy TGL Union assumes no withdrawal.
Disability Rates	See Tables 11 – 13
All Others	If no rates are shown for a group, then no rates are used for that group.
Decrement Timing	Middle-of-year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%)
Surviving Spouse Benefit	
Legacy JCI & Legacy York Four	It is assumed that 80% of males and 80% of females have an eligible spouse, and that males are three years older than their spouses.
Legacy Tyco	It is assumed that 85% of males and 75% of females have an eligible spouse, and that males are three years older than their spouses.
Benefit Limits	N/A
Valuation of Plan Assets	Fair market value
Trust Expenses Included in Target Normal Cost	The prior year's actual expenses (excluding PBGC premium) plus the estimated PBGC premium for the current year; $5,778,788 for 2025
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2025

Schedule SB Attachment (Form 5500) —2025 Plan Year
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Table 1

Retirement Rates — Legacy ADT

Age	Rate
55	5.00%
56	5.00%
57	5.00%
58	5.00%
59	8.00%
60	8.00%
61	8.00%
62	15.00%
63	12.00%
64	12.00%
65	20.00%
66	30.00%
67	30.00%
68	30.00%
69	30.00%
70+	100.00%

Table 2

Retirement Rates — Legacy JCPP — Salaried and Shelbyville

Age	Rate
55	16.00%
56	16.00%
57	16.00%
58	16.00%
59	16.00%
60	20.00%
61	20.00%
62	25.00%
63	30.00%
64	35.00%
65	40.00%
66	40.00%
67	35.00%
68	35.00%
69	35.00%
70+	100.00%

Table 3

Retirement Rates — Legacy Simplex

Age	Rate
60	5.00%
61	5.00%
62	10.00%
63	10.00%
64	20.00%
65	30.00%
66	30.00%
67	30.00%
68	30.00%
69	30.00%
70+	100.00%

Table 4

Retirement Rates — Legacy York Nineteen

Age	Rate
55	7.00%
56	7.00%
57	7.00%
58	7.00%
59	10.00%
60	15.00%
61	15.00%
62	15.00%
63	15.00%
64	15.00%
65	25.00%
66	25.00%
67	25.00%
68	25.00%
69	25.00%
70+	100.00%

Table 5

Retirement Rates — All Other Groups

Age	Rate
55	5.00%
56	5.00%
57	5.00%
58	5.00%
59	5.00%
60	7.00%
61	10.00%
62	20.00%
63	15.00%
64	25.00%
65	40.00%
66	30.00%
67	30.00%
68	35.00%
69	40.00%
70+	100.00%

Table 6

Withdrawal Rates — Legacy ADT

Age[1]	Male	Female
35	10.00%	10.00%
36	10.00%	10.00%
37	10.00%	10.00%
38	10.00%	10.00%
39	10.00%	10.00%
40	9.00%	10.00%
41	9.00%	10.00%
42	9.00%	10.00%
43	9.00%	10.00%
44	9.00%	10.00%
45	6.00%	10.00%
46	6.00%	10.00%
47	6.00%	10.00%
48	6.00%	10.00%
49	6.00%	10.00%
50	6.00%	5.00%
51	6.00%	5.00%
52	6.00%	5.00%
53	6.00%	5.00%
54	6.00%	5.00%
55+	0.00%	0.00%

[1] Due to the plan freeze, there were no participants in the recent experience study below age 35, therefore no rates were developed for ages below 35.

Table 7

Withdrawal Rates — Legacy JCPP — Salaried and Shelbyville

Age[1]	Male	Female
30	13.00%	15.00%
31	13.00%	15.00%
32	13.00%	15.00%
33	13.00%	15.00%
34	13.00%	15.00%
35	13.00%	15.00%
36	13.00%	15.00%
37	13.00%	15.00%
38	13.00%	15.00%
39	13.00%	15.00%
40	13.00%	15.00%
41	13.00%	15.00%
42	13.00%	15.00%
43	13.00%	15.00%
44	13.00%	15.00%
45	13.00%	15.00%
46	13.00%	15.00%
47	13.00%	15.00%
48	13.00%	15.00%
49	13.00%	15.00%
50	13.00%	15.00%
51	13.00%	15.00%
52	13.00%	15.00%
53	13.00%	15.00%
54	13.00%	15.00%
55+	0.00%	0.00%

[1] Due to the plan freeze, there were no participants in the recent experience study below age 30, therefore no rates were developed for ages below 30.

Table 8

Withdrawal Rates — Simplex

Age[1]	Male	Female
35	6.00%	6.00%
36	6.00%	6.00%
37	6.00%	6.00%
38	6.00%	6.00%
39	6.00%	6.00%
40	6.00%	6.00%
41	6.00%	6.00%
42	6.00%	6.00%
43	6.00%	6.00%
44	6.00%	6.00%
45	5.00%	6.00%
46	5.00%	6.00%
47	5.00%	6.00%
48	5.00%	6.00%
49	5.00%	6.00%
50	5.00%	6.00%
51	5.00%	6.00%
52	5.00%	6.00%
53	5.00%	6.00%
54	5.00%	6.00%
55+	0.00%	0.00%

[1] Due to the plan freeze, there were no participants in the recent experience study below age 35, therefore no rates were developed for ages below 35.

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Table 9

Withdrawal Rates — York 19

Age	Male	Female	Age	Male	Female
20	6.00%	6.00%	45	10.00%	12.00%
21	6.00%	6.00%	46	10.00%	12.00%
22	6.00%	6.00%	47	10.00%	12.00%
23	6.00%	6.00%	48	10.00%	12.00%
24	6.00%	6.00%	49	10.00%	12.00%
25	6.00%	6.00%	50	9.00%	8.00%
26	6.00%	6.00%	51	9.00%	8.00%
27	6.00%	6.00%	52	9.00%	8.00%
28	6.00%	6.00%	53	9.00%	8.00%
29	6.00%	6.00%	54	9.00%	8.00%
30	6.00%	6.00%	55+	0.00%	0.00%
31	6.00%	6.00%			
32	6.00%	6.00%			
33	6.00%	6.00%			
34	6.00%	6.00%			
35	6.00%	6.00%			
36	6.00%	6.00%			
37	6.00%	6.00%			
38	6.00%	6.00%			
39	6.00%	6.00%			
40	6.00%	6.00%			
41	6.00%	6.00%			
42	6.00%	6.00%			
43	6.00%	6.00%			
44	6.00%	6.00%			

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Table 10

Withdrawal Rates — All Other Groups

Age[1]	Male	Female	Age	Male	Female
25	12.00%	12.00%	50	5.00%	4.00%
26	12.00%	12.00%	51	5.00%	4.00%
27	12.00%	12.00%	52	5.00%	4.00%
28	12.00%	12.00%	53	5.00%	4.00%
29	12.00%	12.00%	54	5.00%	4.00%
30	12.00%	12.00%	55+	0.00%	0.00%
31	12.00%	12.00%			
32	12.00%	12.00%			
33	12.00%	12.00%			
34	12.00%	12.00%			
35	6.00%	4.00%			
36	6.00%	4.00%			
37	6.00%	4.00%			
38	6.00%	4.00%			
39	6.00%	4.00%			
40	6.00%	4.00%			
41	6.00%	4.00%			
42	6.00%	4.00%			
43	6.00%	4.00%			
44	6.00%	4.00%			
45	5.00%	4.00%			
46	5.00%	4.00%			
47	5.00%	4.00%			
48	5.00%	4.00%			
49	5.00%	4.00%			

[1] Due to the plan freeze, there were no participants in the recent experience study below age 25, therefore no rates were developed for ages below 25.

Table 11

Disability Rates — Legacy JCPP and Legacy York Nineteen

Age	Male	Female	Age	Male	Female
15	0.03%	0.03%	45	0.16%	0.24%
16	0.03%	0.03%	46	0.18%	0.27%
17	0.03%	0.03%	47	0.21%	0.30%
18	0.03%	0.03%	48	0.25%	0.33%
19	0.03%	0.03%	49	0.28%	0.36%
20	0.03%	0.03%	50	0.33%	0.40%
21	0.03%	0.03%	51	0.39%	0.44%
22	0.03%	0.03%	52	0.46%	0.49%
23	0.03%	0.03%	53	0.53%	0.54%
24	0.03%	0.03%	54	0.61%	0.59%
25	0.03%	0.03%	55	0.69%	0.64%
26	0.03%	0.03%	56	0.77%	0.69%
27	0.03%	0.03%	57	0.86%	0.74%
28	0.03%	0.04%	58	0.95%	0.80%
29	0.03%	0.04%	59	1.05%	0.85%
30	0.03%	0.04%	60	1.15%	0.90%
31	0.03%	0.05%	61	1.26%	0.96%
32	0.03%	0.05%	62	1.38%	1.01%
33	0.03%	0.06%	63	1.51%	1.05%
34	0.03%	0.06%	64	1.64%	1.09%
35	6.00%	4.00%	65+	0.00%	0.00%
36	6.00%	4.00%			
37	6.00%	4.00%			
38	6.00%	4.00%			
39	6.00%	4.00%			
40	6.00%	4.00%			
41	6.00%	4.00%			
42	6.00%	4.00%			
43	6.00%	4.00%			
44	6.00%	4.00%			

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Table 12

Disability Rates — Legacy Scott

Age	Male	Female	Age	Male	Female
15	0.021%	0.023%	45	0.202%	0.323%
16	0.023%	0.025%	46	0.226%	0.354%
17	0.024%	0.026%	47	0.255%	0.391%
18	0.025%	0.027%	48	0.285%	0.434%
19	0.027%	0.029%	49	0.320%	0.480%
20	0.029%	0.030%	50	0.358%	0.533%
21	0.030%	0.032%	51	0.405%	0.592%
22	0.032%	0.035%	52	0.465%	0.660%
23	0.034%	0.038%	53	0.539%	0.745%
24	0.036%	0.042%	54	0.626%	0.847%
25	0.038%	0.047%	55	0.722%	0.952%
26	0.040%	0.052%	56	0.822%	1.045%
27	0.042%	0.058%	57	0.924%	1.115%
28	0.044%	0.065%	58	1.030%	1.130%
29	0.046%	0.072%	59	1.141%	1.144%
30	0.048%	0.080%	60	1.256%	1.159%
31	0.050%	0.089%	61	1.368%	1.173%
32	0.054%	0.099%	62	1.475%	1.188%
33	0.059%	0.110%	63	1.572%	1.234%
34	0.064%	0.123%	64	1.663%	1.292%
35	0.069%	0.136%	65	1.753%	1.358%
36	0.077%	0.150%	66	1.846%	1.430%
37	0.085%	0.165%	67	1.950%	1.505%
38	0.095%	0.180%	68	2.063%	1.582%
39	0.105%	0.195%	69	2.180%	1.664%
40	0.117%	0.211%	70+	0.000%	0.000%
41	0.131%	0.229%			
42	0.147%	0.250%			
43	0.164%	0.273%			
44	0.182%	0.295%			

Table 13

Disability Rates — Legacy TGL

Age	Rate	Age	Rate
15	0.000%	45	0.080%
16	0.000%	46	0.088%
17	0.000%	47	0.096%
18	0.000%	48	0.104%
19	0.000%	49	0.112%
20	0.000%	50	0.120%
21	0.000%	51	0.142%
22	0.000%	52	0.164%
23	0.000%	53	0.186%
24	0.000%	54	0.208%
25	0.030%	55	0.230%
26	0.032%	56	0.260%
27	0.034%	57	0.300%
28	0.036%	58	0.340%
29	0.038%	59	0.390%
30	0.040%	60	0.440%
31	0.042%	61	0.510%
32	0.044%	62	0.580%
33	0.046%	63	0.670%
34	0.048%	64	0.760%
35	0.050%	65+	0.000%
36	0.054%		
37	0.058%		
38	0.062%		
39	0.066%		
40	0.070%		
41	0.072%		
42	0.074%		
43	0.076%		
44	0.078%		

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
JOHNSON CONTROLS PENSION PLAN

B Three-digit plan number (PN) ▶ 028

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
JOHNSON CONTROLS, INC.

D Employer Identification Number (EIN)
39-0380010

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	1,437,206,098
b Actuarial value	**2b**	1,437,206,098

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	11,171	695,206,214	695,206,214
b For terminated vested participants	8,484	529,906,611	532,780,382
c For active participants	3,012	218,725,721	229,026,821
d Total	22,667	1,443,838,546	1,457,013,417

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	
5 Effective interest rate	**5**	5.36%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	782
b Expected plan-related expenses	**6b**	5,778,788
c Target normal cost	**6c**	5,779,570

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

CHERYL L. DAVIS CLD
Signature of actuary

09/11/2026
Date

CHERYL L. DAVIS
Type or print name of actuary

2604707
Most recent enrollment number

AON CONSULTING, INC.
Firm name

847-295-5000
Telephone number (including area code)

MSC#17755
PO Box 551343
ATLANTA GA 30355
Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	205,235,594
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	20,803,433
9	Amount remaining (line 7 minus line 8)	0	184,432,161
10	Interest on line 9 using prior year's actual return of -1.72 %	0	-3,172,233
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.14 %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	181,259,928

Part III Funding Percentages

14	Funding target attainment percentage	14	86.20 %
15	Adjusted funding target attainment percentage	15	86.20 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	90.30 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
			Totals ▶ 18(b)	0	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0
	b Contributions made to avoid restrictions adjusted to valuation date	19b	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] Yes [ ] No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

	1st segment:	2nd segment:	3rd segment:	
a Segment rates:	5.07 %	5.31 %	5.50%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	63

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment	☐ Yes	☒ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment	☐ Yes	☒ No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment	☒ Yes	☐ No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment	☒ Yes	☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)	**31a**		5,779,570
b Excess assets, if applicable, but not greater than line 31a	**31b**		0
32 Amortization installments:		Outstanding Balance	Installment
a Net shortfall amortization installment		201,067,247	20,287,293
b Waiver amortization installment		0	0
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**		26,066,863

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	26,066,863	26,066,863

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☐ 2021

Schedule SB Attachment (Form 5500) —2025 Plan Year
Johnson Controls Pension Plan
EIN: 39-0380010 PN: 028

Schedule SB, line 22 — Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by the valuation system assuming the following retirement probabilities, given that other decrement rates may also be applied simultaneously along with retirement.

(a) Age	(b) Retirement Probability	(c) Expected Retirements	(d) Product (a) × (c)
55	7.99%	77.15	4243.00
56	7.80%	81.41	4558.80
57	7.59%	86.58	4934.88
58	7.47%	95.51	5539.54
59	8.04%	112.57	6641.78
60	37.58%	551.73	33103.63
61	11.58%	128.53	7840.42
62	18.10%	203.17	12596.59
63	16.73%	176.10	11094.01
64	22.53%	219.23	14030.43
65	32.15%	262.65	17071.97
66	31.94%	192.27	12689.61
67	31.35%	143.22	9595.54
68	32.16%	111.65	7592.29
69	34.07%	86.73	5984.50
70	100.00%	181.33	12693.32
71	100.00%	7.00	497.00
72	100.00%	10.00	720.00
73	100.00%	9.00	657.00
74	100.00%	1.00	74.00
75	100.00%	6.00	450.00
76	100.00%	1.00	76.00
77	100.00%	0.00	0.00
78	100.00%	1.00	78.00
79	100.00%	2.00	158.00
80	100.00%	2.00	160.00
	Total	2748.81	173080.30
	Weighted Average		62.97

Schedule SB Attachment (Form 5500) —2025 Plan Year
Johnson Controls Pension Plan
EIN: 39-0380010 PN: 028

Schedule SB, line 26b — Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	3,216,781	19,485,661	77,506,785	100,209,227
2026	6,201,782	15,344,302	74,438,485	95,984,569
2027	9,288,283	17,737,812	71,353,388	98,379,483
2028	11,855,800	20,449,596	68,213,036	100,518,432
2029	14,004,674	22,957,903	65,029,516	101,992,093
2030	15,840,792	25,461,166	61,809,891	103,111,849
2031	17,376,021	27,845,238	58,568,396	103,789,655
2032	18,612,626	30,198,567	55,314,310	104,125,503
2033	19,577,227	32,482,242	52,059,717	104,119,186
2034	20,368,916	34,736,601	48,818,243	103,923,760
2035	20,924,155	36,674,274	45,604,663	103,203,092
2036	21,453,529	38,496,937	42,431,092	102,381,558
2037	21,885,084	39,740,971	39,308,533	100,934,588
2038	22,201,553	40,568,012	36,248,684	99,018,249
2039	22,365,321	41,098,090	33,265,046	96,728,457
2040	22,502,447	41,410,294	30,372,043	94,284,784
2041	22,529,484	41,414,456	27,580,815	91,524,755
2042	22,384,919	41,113,777	24,902,721	88,401,417
2043	22,122,603	40,585,297	22,348,752	85,056,652
2044	21,776,789	39,899,510	19,928,922	81,605,221
2045	21,319,276	38,995,941	17,651,986	77,967,203
2046	20,779,871	38,044,677	15,525,159	74,349,707
2047	20,164,719	36,832,480	13,553,909	70,551,108
2048	19,433,749	35,476,159	11,741,871	66,651,779
2049	18,646,077	34,019,946	10,090,756	62,756,779
2050	17,824,666	32,442,067	8,600,298	58,867,031
2051	16,953,281	30,792,742	7,268,157	55,014,180
2052	16,040,666	29,077,752	6,089,848	51,208,266
2053	15,091,944	27,314,084	5,058,847	47,464,875
2054	14,115,344	25,527,988	4,166,751	43,810,083
2055	13,122,247	23,729,757	3,403,590	40,255,594
2056	12,127,791	21,921,546	2,758,201	36,807,538
2057	11,125,211	20,127,393	2,218,649	33,471,253
2058	10,129,971	18,360,192	1,772,668	30,262,831
2059	9,159,880	16,641,166	1,408,075	27,209,121

Schedule SB Attachment (Form 5500) —2025 Plan Year
Johnson Controls Pension Plan
EIN: 39-0380010 PN: 028

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2060	8,218,721	14,981,001	1,113,168	24,312,890
2061	7,318,725	13,393,528	877,028	21,589,281
2062	6,467,535	11,889,513	689,722	19,046,770
2063	5,671,341	10,477,827	542,407	16,691,575
2064	4,934,545	9,165,278	427,407	14,527,230
2065	4,259,763	7,956,562	338,184	12,554,509
2066	3,648,117	6,854,190	269,290	10,771,597
2067	3,099,309	5,858,492	216,263	9,174,064
2068	2,611,735	4,967,796	175,504	7,755,035
2069	2,182,772	4,178,624	144,153	6,505,549
2070	1,809,030	3,486,040	119,965	5,415,035
2071	1,486,558	2,884,028	101,194	4,471,780
2072	1,211,076	2,365,793	86,496	3,663,365
2073	978,094	1,924,002	74,850	2,976,946
2074	783,038	1,551,046	65,489	2,399,573

Schedule SB Attachment (Form 5500) —2025 Plan Year
Johnson Controls Pension Plan
EIN: 39-0380010 PN: 028

Schedule SB, Part V — Summary of Plan Provisions

Legacy York 04

Effective Date	The effective date of adoption is August 1, 1950. Amended and restated effective December 31,2022.
Covered Employees	Grantley U.A.W.
Status of Plan	Credited service will freeze on January 31, 2022.
Participation	Age 21 with one year of service. No new entrants after July 31, 2006.
Normal Retirement	
Eligibility	Age 65.
Benefit	$31.00 per month multiplied by years of credited service.
Early Retirement	
Eligibility	Age 60 with 10 years of service.
Benefit	The normal retirement benefit based on service to date of retirement but reduced by 0.6% multiplied by the number of months by which the early retirement date precedes the participant's age 62. Participants with 30 or more years of service may receive their unreduced normal retirement benefit at their earliest retirement date.
Total and Permanent Disability Retirement	
Eligibility	Ten years of service.
Benefit	If the participant is eligible for Social Security disability insurance benefits, the disability benefit is equal to the normal retirement benefit based on service to date of disability. Otherwise, the disability benefit is equal to twice the normal retirement benefit based on service to date of disability.
Deferred Vested	
Eligibility	Five years of service.
Benefit	The accrued normal retirement benefit payable at age 65. Benefits may commence as early as age 60 and are reduced for early commencement.

Special Age 65 Benefit

Eligibility	Participant eligible for normal, early, or disability retirement.
Benefit	$49.50 per month starting at age 65.

Early Retirement Supplement

Eligibility	Age 60 with 30 years of service.
Benefit	$1,000 per month payable until age 62.

Preretirement Surviving Spouse Benefit

Eligibility	Eligible for a vested benefit.
Benefit	
Early Retirement Eligible	66⅔% of 95% of the benefit the participant was entitled to receive under the early retirement provisions had he terminated employment on the date of death. This benefit is payable for the life of the spouse.
Not Early Retirement Eligible	66⅔% of 95% the benefit the participant was entitled under the plan provisions had he terminated employment on the date of death, survived to his earliest retirement age, and begun to receive an immediate life annuity at his early retirement date. If the participant is eligible for the supplemental benefit, the retirement benefit will commence at the later of the participant's earliest retirement age or completion of payment of the supplemental benefit. This benefit is payable for the remaining lifetime of the spouse.

Supplemental Preretirement Surviving Spouse Benefit

Eligibility	Age 40 with 10 years of service.
Benefit	Accrued normal retirement benefit payable as a 10-year temporary annuity.

Form of Payment

Normal	Single life annuity payable monthly, but for married participants, unless elected otherwise, there is in effect an automatic 66⅔% joint and survivor option on an actuarially equivalent basis.
Optional	75%, 66⅔%, or 50% joint and survivor annuity, single life annuity, or lump sum.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Johnson Controls Pension Plan
EIN: 39-0380010 PN: 028

Optional Payment Form

Conversion Interest Rate	
Non-Lump Sums	6.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1951 Group Annuity Mortality Table (males) with ages set back one year for participants and six years for beneficiaries.
Lump Sums	417(e) Mortality Table.

Lump Sum Form of Payment

Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Definitions

Credited Service	Based on elapsed time, including time while employed at Johnson Controls Navy Systems LLC. Credited service will freeze on January 31, 2022.
Vesting Service	One year of vesting service is credited for each year a participant completes 1,000 or more hours of service, including time while employed at Johnson Controls Navy Systems LLC.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Johnson Controls Pension Plan
EIN: 39-0380010 PN: 028

Legacy JCPP — Salaried

Effective Date	January 1, 1974. Amended and restated January 1, 2016.
Status of Plan	Closed to new entrants effective January 1, 2006. All benefit accruals ceased on December 31, 2014.
Participation	Hire date.
Normal Retirement	
Eligibility	Age 65 and five years of vesting service.
Benefit	The larger of (1) and (2) below: (1) 1.15% of average monthly compensation times benefit service, plus 0.55% of average monthly compensation in excess of covered compensation times benefit service (maximum 30 years). (2) Frozen accrued benefits on December 31, 1988 under prior plans.
Early Retirement	
Eligibility	Age 55 and 10 years of vesting service. Yanfeng participants can grow into early retirement eligibility.
Benefit	Accrued benefit reduced 5/12% per month from three years prior to Social Security retirement age.
Deferred Vested	
Eligibility	Five years of vesting service.
Benefit	Accrued benefit reduced 5/12% per month from Social Security retirement age.
Total and Permanent Disability Retirement	
Eligibility	Ten years of vesting service.
Benefit	Projected age 65 benefit deferred to age 65.

Preretirement Surviving Spouse Benefit

Eligibility	Five years of service.
Benefit	
Early Retirement Eligible	50% of the benefit the participant was entitled to receive under the early retirement provisions had he terminated employment as of the date of death. This benefit is payable for the life of the spouse.
Not Early Retirement Eligible	50% of the benefit to which the participant was entitled under the plan provisions had the participant terminated employment on the date of death, survived to his earliest retirement age, and begun to receive an immediate life annuity at his early retirement date.

Form of Payment

Normal	Single life annuity payable monthly, but for married participants, unless elected otherwise, there is in effect an automatic 50% joint and survivor option on an actuarially equivalent basis.
Optional	100%, 75%, or 50% joint and survivor annuity, 10-year certain and life, single life annuity, or lump sum.

Optional Payment Form

Conversion Interest Rate	
Non-Lump Sums	6.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1971 Group Annuity Mortality Table weighted 70% male, 30% female.
Lump Sums	417(e) Mortality Table.

Lump Sum Form of Payment

Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Johnson Controls Pension Plan
EIN: 39-0380010 PN: 028

Definitions

Vesting Service	All service after date of hire.
Benefit Service	Service while a participant.
Compensation	Total earnings including bonuses and overtime excluding expense reimbursement. Compensation earned after December 31, 2014, is not included.
Average Monthly Compensation	Average of the highest five consecutive plan years out of the last 10.
Covered Compensation	Average of the taxable wage bases during the 35-year period ending in the year the participant attains (or will attain) Social Security retirement age.

Legacy JCPP — York One Rider 1

Effective Date	The effective date of adoption is January 1, 1985.
Eligible Employees	A full-time or part-time employee compensated on a salaried or commissioned basis who is not covered by another defined benefit plan.
Participation	Age 21 with one year of service. No new participants allowed after December 31, 2003.
Normal Retirement	
Eligibility	Age 65.
Benefit	One twelfth of the sum of (1) and (2), but not less than (3), reduced by (4): (1) 1.6% of final average earnings minus 1% of primary Social Security benefit, multiplied by years of service up to a maximum of 30 years. (2) 0.5% of final average earnings multiplied by years of service in excess of 30 years but not in excess of 40 years. (3) For participants who accrue one or more hours of service after January 1, 1989, $25.00 multiplied by years of service. (4) Prior plan offset.
COLA	The automatic cost-of-living adjustment as provided in the prior plan shall apply only to a participant or former participant whose termination of employment date occurred prior to April 1, 1985, or the surviving spouse or beneficiary of such participant or former participant, and only to benefits earned prior to that date.
Early Retirement	
Eligibility	Age 55.
Benefit	The normal retirement benefit based on service to date of retirement, but reduced by 7/12 of 1% per month for the number of months by which the early retirement date precedes the participant's age 62 and by ½ of 1% per month for the number of months by which the early retirement date precedes the participants age 59.

Total and Permanent Disability Retirement

Eligibility	Ten years of service.
Benefit	Normal retirement benefit based on service to date of disability.

Deferred Vested

Eligibility	Five years of service.
Benefit	The accrued normal retirement benefit payable at age 65. Benefits are reduced for early commencement as shown in the following table.

Age	Factor
55	0.3719
56	0.4067
57	0.4456
58	0.4892
59	0.5380
60	0.5929
61	0.6549
62	0.7251
63	0.8049
64	0.8959
65	1.0000

Preretirement Surviving Spouse Benefit

Eligibility	Eligible for a vested benefit.
Benefit	
Early Retirement Eligible	50% of 95% of the benefit the participant was entitled to receive under the early retirement provisions had he terminated employment as of the date of death. This benefit is payable for the life of the spouse.
Not Early Retirement Eligible	50% of 95% of the benefit to which the participant was entitled under the plan provisions had the participant terminated employment on the date of death, survived to his earliest retirement age, and begun to receive an immediate life annuity at his early retirement date. This benefit is payable for the remaining lifetime of the spouse, beginning on the first day of the month following the participant's death.

Form of Payment

Normal	Single life annuity payable monthly, but for married participants, unless elected otherwise, there is in effect an automatic 50% joint and survivor option on an actuarially equivalent basis.
Optional	100%, 75%, 66⅔%, or 50% joint and survivor annuity, 10-year certain and life, level income, single life annuity, or lump sum.

Optional Payment Form

Conversion Interest Rate	
Non-Lump Sums	6.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1971 Group Annuity Mortality Table weighted 90% male, 10% female.
Lump Sums	417(e) Mortality Table.

Lump Sum Form of Payment

Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Johnson Controls Pension Plan
EIN: 39-0380010 PN: 028

Definitions

Credited Service	Elapsed time method. Credited service is frozen as of December 31, 2003.
Vesting Service	Elapsed time method.
Compensation	W-2 pay plus section 125 deferrals plus deferrals under a nonqualified deferred compensation arrangement. Compensation earned after December 31, 2013, is not included.
Final Average Earnings	The average annual compensation of a participant for the five consecutive complete plan years during the last 10 complete plan years of employment which yield the highest average annual compensation.
Primary Social Security Benefit	The annual amount available at age 65 for the benefit of the participant as an unreduced old-age or disability insurance benefit under the provisions of Title II of the Social Security Act in effect at the time of retirement or termination of the participant.

Legacy JCPP — York One Rider 1A

Effective Date	The effective date of adoption is January 1, 1991.
Eligible Employees	A salaried full-time or part-time employee of Frigid Coil East, Viron, or Northfield Freezing System (Smithville, Ohio location only) who is not covered by another defined benefit plan.
Participation	One year of service. No new participants allowed after December 31, 2002.
Normal Retirement	
Eligibility	Age 65.
Benefit	(1) minus (2): (1) One twelfth of 1.2% of final average earnings multiplied by years of service up to a maximum of 30 years. (2) Prior plan offset.
Early Retirement	
Eligibility	Age 55 with 10 years of service.
Benefit	The normal retirement benefit based on service to date of retirement but reduced by 5/9 of 1% per month for the first 60 months and 5/18 of 1% per month for the next 60 months by which the early retirement date precedes the participant's normal retirement date.
Total and Permanent Disability Retirement	
Eligibility	Ten years of service.
Benefit	Normal retirement benefit based on service to date of disability.
Deferred Vested	
Eligibility	Five years of service.
Benefit	The accrued normal retirement benefit payable at age 65. Benefits are reduced for early commencement.

Preretirement Surviving Spouse Benefit	
Eligibility	Eligible for a vested benefit.
Benefit	
Early Retirement Eligible	50% of the benefit the participant was entitled to receive under the early retirement provisions had he terminated employment as of the date of death and elected payment in the form of a 50% joint and survivor annuity. This benefit is payable for the life of the spouse.
Not Early Retirement Eligible	50% of the benefit to which the participant was entitled under the plan provisions had the participant terminated employment on the date of death, survived to his earliest retirement age, and elected payment in the form of a 50% joint and survivor annuity. This benefit is payable for the remaining lifetime of the spouse, beginning at the participant's earliest retirement date.
Form of Payment	
Normal	Single life annuity payable monthly, but for married participants, unless elected otherwise, there is in effect an automatic 50% joint and survivor option on an actuarially equivalent basis.
Optional	75% or 50% joint and survivor annuity, single life annuity, or lump sum.
Optional Payment Form	
Conversion Interest Rate	
Non-Lump Sums	6.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1971 Group Annuity Mortality Table weighted 90% male, 10% female.
Lump Sums	417(e) Mortality Table.
Lump Sum Form of Payment	
Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Johnson Controls Pension Plan
EIN: 39-0380010 PN: 028

Definitions

Credited Service	Elapsed time method. Credited service is frozen as of December 31, 2003.
Vesting Service	Elapsed time method.
Compensation	W-2 pay plus section125 deferrals plus deferrals under a nonqualified deferred compensation arrangement. Compensation earned after December 31, 2013, is not included.
Final Average Earnings	The average annual compensation of a participant for the five consecutive complete plan years during the last 10 complete plan years of employment which yield the highest average annual compensation.

Legacy JCPP — York One Rider 1B

Effective Date	The effective date of adoption is January 1, 1991.
Eligible Employees	A salaried full-time or part-time employee of the East York Plant (formerly Frigid Coil East) who is not covered by another defined benefit plan.
Participation	Age 21 with one year of service. No new participants allowed after December 31, 2003.
Normal Retirement	
Eligibility	Age 65.
Benefit	The sum of (1) and (2) minus (3): (1) For service before January 1, 2003, one twelfth of 1.2% of final average earnings multiplied by years of service up to a maximum of 30 years. (2) For service after December 31, 2002, one twelfth of the sum of (a) and (b) but not less than (c): (a) 1.6% of final average earnings minus 1% of primary Social Security benefit multiplied by years of service up to a maximum of 30 years (including all years of service for benefit accrual purposes credited both before after January 1, 2003). (b) 0.5% of final average earnings multiplied by years of service in excess of 30 years but not in excess of 40 years (including all years of service for benefit accrual purposes credited both before after January 1, 2003). (c) For participants who accrue one or more hours of service after January 1, 1989, $25.00 multiplied by years of service. (3) Prior plan offset.

Early Retirement

Eligibility	Age 55.
Benefit Accrued Prior to January 1, 2003	The normal retirement benefit based on service to date of retirement, but reduced by 5/9 of 1% per month for the first 60 months and 5/18 of 1% per month for the next 60 months by which the early retirement date precedes the participant's normal retirement date.
Benefit Accrued On or After January 1, 2003	The normal retirement benefit based on service to date of retirement, but reduced by 7/12 of 1% per month for the number of months by which the early retirement date precedes the participant's age 62 and by ½ of 1% per month for the number of months by which the early retirement date precedes the participants age 59.

Total and Permanent Disability Retirement

Eligibility	Ten years of service.
Benefit	Normal retirement benefit based on service to date of disability.

Deferred Vested

Eligibility	Five years of service.
Benefit Accrued Prior to January 1, 2003	The normal retirement benefit based on service to date January 1, 2003 of retirement, but reduced by 5/9 of 1% per month for the first 60 months and 5/18 of 1% per month for the next 60 months by which the early retirement date precedes the participant's normal retirement date.
Benefit Accrued On or After January 1, 2003	The accrued normal retirement benefit payable at age 65. Benefits are reduced for early commencement as shown in the following table.

Age	Factor
55	0.3719
56	0.4067
57	0.4456
58	0.4892
59	0.5380
60	0.5929
61	0.6549
62	0.7251
63	0.8049
64	0.8959
65	1.0000

Preretirement Surviving Spouse Benefit

Eligibility	Eligible for a vested benefit.
Benefit Accrued Prior to January 1, 2003	
Early Retirement Eligible	50% of the benefit the participant was entitled to receive under the early retirement provisions had he terminated employment as of the date of death and elected payment in the form of a 50% joint and survivor annuity. This benefit is payable for the life of the spouse.
Not Early Retirement Eligible	50% of the benefit to which the participant was entitled under the plan provisions had the participant terminated employment on the date of death, survived to his earliest retirement age, and elected payment in the form of a 50% joint and survivor annuity. This benefit is payable for the remaining lifetime of the spouse, beginning on the first day of the month following the participant's death.

Benefit Accrued On or After January 1, 2003	
Early Retirement Eligible	50% of 95% of the benefit the participant was entitled to receive under the early retirement provisions had he terminated employment as of the date of death. This benefit is payable for the life of the spouse.
Not Early Retirement Eligible	50% of 95% of the benefit to which the participant was entitled under the plan provisions had the participant terminated employment on the date of death, survived to his earliest retirement age, and begun to receive an immediate life annuity at his early retirement date. This benefit is payable for the remaining lifetime of the spouse, beginning on the first day of the month following the participant's death.
Form of Payment	
Normal	Single life annuity payable monthly, but for married participants, unless elected otherwise, there is in effect an automatic 50% joint and survivor option on an actuarially equivalent basis.
Optional	75% or 50% joint and survivor annuity, single life annuity, or lump sum.
Optional Payment Form	
Conversion Interest Rate	
Non-Lump Sums	6.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1971 Group Annuity Mortality Table weighted 90% male, 10% female.
Lump Sums	417(e) Mortality Table.
Lump Sum Form of Payment	
Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Johnson Controls Pension Plan
EIN: 39-0380010 PN: 028

Definitions

Credited Service	Elapsed time method. Credited service is frozen as of December 31, 2003.
Vesting Service	Elapsed time method.
Compensation	W-2 pay plus section125 deferrals plus deferrals under a nonqualified deferred compensation arrangement. Compensation earned after December 31, 2013, is not included.
Final Average Earnings	The average annual compensation of a participant for the five consecutive complete plan years during the last 10 complete plan years of employment which yield the highest average annual compensation.
Primary Social Security Benefit	The annual amount available at age 65 for the benefit of the participant as an unreduced old-age or disability insurance benefit under the provisions of Title II of the Social Security Act in effect at the time of retirement or termination of the participant.

Legacy JCPP — York One Rider 1C

Effective Date	The effective date of adoption is March 1, 1974. Merged into Plan 1 on March 31, 2004.
Eligible Employees	A full-time or part-time YSEA employee who is not covered by another defined benefit plan.
Participation	Age 21 with one year of service. No new participants allowed after March 31, 2004.
Normal Retirement	
Eligibility	Age 65.
Benefit	One twelfth of the sum of (1) and (2) minus (3): (1) 1.6% of final average earnings minus 1% of primary Social Security benefit multiplied by years of service up to a maximum of 30. (2) 0.5% of final average earnings multiplied by years of service in excess of 30 years but not in excess of 40 years. (3) Prior plan offset.
COLA	The automatic cost-of-living adjustment as provided in the prior plan shall apply only to a participant or former participant whose termination of employment date occurred prior to April 1, 1985, or the surviving spouse or beneficiary of such participant or former participant, and only to benefits earned prior to that date.
Early Retirement	
Eligibility	Age 55.
Benefit	The normal retirement benefit based on service to date of retirement, but reduced by 7/12 of 1% per month for the number of months by which the early retirement date precedes the participant's age 62 and by ½ of 1% per month for the number of months by which the early retirement date precedes the participants age 59.
Total and Permanent Disability Retirement	
Eligibility	Ten years of service.
Benefit	Normal retirement benefit based on service to date of disability.

Deferred Vested

Eligibility — Five years of service.

Benefit — The accrued normal retirement benefit payable at age 65. Benefits are reduced for early commencement as shown in the following table.

Age	Factor
55	0.3719
56	0.4067
57	0.4456
58	0.4892
59	0.5380
60	0.5929
61	0.6549
62	0.7251
63	0.8049
64	0.8959
65	1.0000

Preretirement Surviving Spouse Benefit

Eligibility — Eligible for a vested benefit.

Benefit Accrued

Early Retirement Eligible — 50% of 95% of the benefit the participant was entitled to receive under the early retirement provisions had he terminated employment as of the date of death. This benefit is payable for the life of the spouse.

Not Early Retirement Eligible — 50% of 95% of the benefit to which the participant was entitled under the plan provisions had the participant terminated employment on the date of death, survived to his earliest retirement age, and begun to receive an immediate life annuity at his early retirement date. This benefit is payable for the remaining lifetime of the spouse, beginning on the first day of the month following the participant's death.

Form of Payment

Normal — Single life annuity payable monthly, but for married participants, unless elected otherwise, there is in effect an automatic 50% joint and survivor option on an actuarially equivalent basis.

Optional	100%, 75%, 66⅔%, or 50% joint and survivor annuity, 10-year certain and life, level income, single life annuity, or lump sum.
Optional Payment Form	
Conversion Interest Rate	
Non-Lump Sums	6.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1971 Group Annuity Mortality Table weighted 90% male, 10% female.
Lump Sums	417(e) Mortality Table.
Lump Sum Form of Payment	
Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.
Definitions	
Credited Service	Elapsed time method. Credited service is frozen as of March 31, 2004, and all eligible employees who were employed March 31, 2004, are credited with an additional 4.75 years of service for benefit accrual purposes.
Vesting Service	Elapsed time method.
Compensation	W-2 pay plus section 125 deferrals. Compensation earned after December 31, 2013, is not included.
Final Average Earnings	The average annual compensation of a participant for the five consecutive complete plan years during the last 10 complete plan years of employment which yield the highest average annual compensation.
Primary Social Security Benefit	The annual amount available at age 65 for the benefit of the participant as an unreduced old-age or disability insurance benefit under the provisions of Title II of the Social Security Act in effect at the time of retirement or termination of the participant.

Legacy JCPP — York One Rider 1D

Effective Date	The effective date of adoption is March 1, 1974. Merged into Plan 1 on August 31, 2005.
Eligible Employees	A full-time or part-time YEEA employee who is not covered by another defined benefit plan.
Participation	Age 21 with one year of service. No new participants allowed after August 31, 2005.
Normal Retirement	
Eligibility	Age 65.
Benefit	One twelfth of the sum of (1) and (2) minus (3): (1) 1.6% of final average earnings minus 1% of primary Social Security benefit multiplied by years of service up to a maximum of 30. (2) 0.5% of final average earnings multiplied by years of service in excess of 30 years but not in excess of 40 years. (3) Prior plan offset.
COLA	The automatic cost-of-living adjustment as provided in the prior plan shall apply only to a participant or former participant whose termination of employment date occurred prior to April 1, 1985, or the surviving spouse or beneficiary of such participant or former participant, and only to benefits earned prior to that date.
Early Retirement	
Eligibility	Age 55.
Benefit	The normal retirement benefit based on service to date of retirement, but reduced by 7/12 of 1% per month for the number of months by which the early retirement date precedes the participant's age 62 and by ½ of 1% per month for the number of months by which the early retirement date precedes the participants age 59.
Total and Permanent Disability Retirement	
Eligibility	Ten years of service.
Benefit	Normal retirement benefit based on service to date of disability.

Deferred Vested

Eligibility	Five years of service.
Benefit	The accrued normal retirement benefit payable at age 65. Benefits are reduced for early commencement as shown in the following table.

Age	Factor
55	0.3719
56	0.4067
57	0.4456
58	0.4892
59	0.5380
60	0.5929
61	0.6549
62	0.7251
63	0.8049
64	0.8959
65	1.0000

Preretirement Surviving Spouse Benefit

Eligibility	Eligible for a vested benefit.
Benefit Accrued	
Early Retirement Eligible	50% of 95% of the benefit the participant was entitled to receive under the early retirement provisions had he terminated employment as of the date of death. This benefit is payable for the life of the spouse.
Not Early Retirement Eligible	50% of 95% of the benefit to which the participant was entitled under the plan provisions had the participant terminated employment on the date of death, survived to his earliest retirement age, and begun to receive an immediate life annuity at his early retirement date. This benefit is payable for the remaining lifetime of the spouse, beginning on the first day of the month following the participant's death.

Form of Payment	
Normal	Single life annuity payable monthly, but for married participants, unless elected otherwise, there is in effect an automatic 50% joint and survivor option on an actuarially equivalent basis.
Optional	100%, 75%, 66⅔%, or 50% joint and survivor annuity, 10-year certain and life, level income, single life annuity, or lump sum.
Optional Payment Form	
Conversion Interest Rate	
Non-Lump Sums	6.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1971 Group Annuity Mortality Table weighted 90% male, 10% female.
Lump Sums	417(e) Mortality Table.
Lump Sum Form of Payment	
Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.
Definitions	
Credited Service	Elapsed time method. Credited service is frozen as of August 31, 2005.
Vesting Service	Elapsed time method.
Compensation	W-2 pay plus section125 deferrals. Compensation earned after December 31, 2013, is not included.
Final Average Earnings	The average annual compensation of a participant for the five consecutive complete plan years during the last 10 complete plan years of employment which yield the highest average annual compensation.
Primary Social Security Benefit	The annual amount available at age 65 for the benefit of the participant as an unreduced old-age or disability insurance benefit under the provisions of Title II of the Social Security Act in effect at the time of retirement or termination of the participant.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Johnson Controls Pension Plan
EIN: 39-0380010 PN: 028

Legacy JCPP — Shelbyville

Effective Date	September 23, 2001.
Status of Plan	Frozen effective October 2005. The plan merged into the Johnson Controls Pension Plan as of December 31, 2009.
Participation	Later of January 1, 2003 and date of hire.
Normal Retirement	
Eligibility	Age 65 and five years of vesting service.
Benefit	$25.00 (effective January 1, 2002). Effective October 1, 2005 benefits were frozen and participants entered the JCI Pension Plan with an all-service benefit less an offset for the Shelbyville accrued benefit.
Early Retirement	
Eligibility	Age 60 and 10 years of vesting service.
Benefit	The normal retirement benefit based on service to date of retirement but reduced by 5/9% multiplied by the number of months by which the early retirement date precedes the participant's age 65.
Total and Permanent Disability Retirement	
Eligibility	Five years of service.
Benefit	The accrued normal retirement benefit payable at age 65. Benefits may commence as early as age 60 and are reduced for early commencement.
Deferred Vested	
Eligibility	Five years of service.
Benefit	The accrued normal retirement benefit payable at age 65. Benefits may commence as early as age 60 and are reduced for early commencement.
Preretirement Surviving Spouse Benefit	
Eligibility	Five years of service.
Benefit	
Early Retirement Eligible	55% of the benefit the participant was entitled to receive under the early retirement provisions had he terminated employment as of the date of death. This benefit is payable for the life of the spouse.

Not Early Retirement Eligible	55% of the benefit to which the participant was entitled under the plan provisions had the participant terminated employment on the date of death, survived to his earliest retirement age, and begun to receive an immediate life annuity at his early retirement date.
Form of Payment	
Normal	Single life annuity payable monthly, but for married participants, unless elected otherwise, there is in effect an automatic 55% joint and survivor option on an actuarially equivalent basis.
Optional	75%, single life annuity, or lump sum.
Optional Payment Form	
Conversion Interest Rate	
Non-Lump Sums	6.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1971 Group Annuity Mortality Table weighted 70% male, 30% female.
Lump Sums	417(e) Mortality Table.
Lump Sum Form of Payment	
Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.
Definitions	
Vesting Service	One year equals 1,000 or more hours.
Benefit Service	One year equals 1,700 or more hours (reduced for less than 1,700 hours).
Normal Form of Payment	
Single Participant	Life annuity.
Married Participant	50% joint and survivor annuity.

ADT Security Services

Effective Date	April 1, 1913. Amended and restated effective January 1, 2016.
Eligibility for Participation	Employees of the company other than residential employees, leased employees and temporary employees that are not hired into a frozen group are eligible to participate in the plan on January 1 or July 1 next following the completion of one year of continuous service and attainment of age 21.
Normal Retirement	
Eligibility	Age 65 and five years of participation.
Benefit	A monthly amount equal to 1% of final average earnings multiplied by years of credited service. Credited service for non-union participants was frozen as of December 31, 1998. Credited service for all union locations is frozen. Freeze dates vary by union location. Final average earnings were frozen as of the applicable freeze date for all participants.
Early Retirement	
Eligibility	Age 55 and 10 years of continuous service.
Benefit	A monthly benefit equal to the normal retirement benefit reduced by 0.45% for each month early retirement precedes normal retirement. The normal retirement benefit is unreduced for participants retiring after age 62 whose age plus service is greater than 85.
Late Retirement	
Eligibility	Retirement after age 65.
Benefit	A monthly benefit equal to the greater of (1) or (2): (1) The normal retirement benefit determined as of the late retirement date with continued accruals (up until the applicable freeze date). (2) The normal retirement benefit increased on an actuarially equivalent basis to the late retirement age.

Vested Termination	
Eligibility	Five years of continuous service.
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement reduced on an actuarial equivalent basis.
Disability	
Eligibility	Ten years of continuous service.
Benefit	The accrued benefit based at the date of disability. Reduced payments may begin any time after eligibility for early retirement based on the same reductions as early retirement from active status.
Surviving Spouse	
Eligibility	Married (spouse or domestic partner) with five years of continuous service.
Benefit	For deaths that occur after eligibility for early retirement, a monthly benefit payable to the surviving spouse beginning immediately equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit. For deaths that occur prior to eligibility for early retirement, a monthly benefit payable to the surviving spouse beginning at the earlier of the death of the participant or when the participant would have attained age 55 equal to 50% of the amount payable if the participant had elected a 50% joint and survivor benefit, actuarially reduced from age 65.
Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 50% joint and survivor annuity 75% joint and survivor annuity 100% joint and survivor annuity Lump sum

Optional Payment Form

Conversion Interest Rate	
Non-Lump Sums	5.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1983 Group Annuity Mortality Table blended 80% male and 20% female.
Lump Sums	417(e) Mortality Table.

Lump Sum Form of Payment

Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Definitions

Credited Service	One year of credited service is earned for each full year in the period beginning on date of participation and ending on severance date. Partial years of service are granted. Credited service for non-union participants was frozen on December 31, 1998. Credited service for union participants was frozen for all locations (freeze dates vary by location).
Continuous Service	One year of continuous service is earned for each full year in the period beginning on date of hire and ending on severance date. Partial years of service are granted. Service earned prior to December 31, 1988 is credited in accordance with the terms of the prior plan in effect.
Final Average Earnings	Highest consecutive 60 months of earnings.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Johnson Controls Pension Plan
EIN: 39-0380010 PN: 028

Johnson Controls Production Employees

Effective Date	June 30, 1972. Amended and restated effective January 1, 2016.
Status of the Plan	The plan only covers inactive participants and participants who have transferred out of the plan.
Participation	Immediate.

Early Retirement

Group	Eligibility	Benefit
Legacy Owosso	Age 60 and five years of vesting service	Accrued benefit reduced 5.9% per month from age 65 to age 60
Goshen	Age 55 and five years of vesting service	Accrued benefit reduced actuarially from age 65 to age 55
Watertown	Age 55 and five years of vesting service	Accrued benefit reduced actuarially from age 65 to age 55
Mt. Clemens	Age 60 and five years of vesting service	Accrued benefit reduced 0.55% per month from age 65 to age 60
Port Street	Not applicable	Not applicable
Oberlin	Age 60 and five years of vesting service	Accrued benefit reduced 0.55% per month from age 65 to age 60
Johns Creek	Age 60 and five years of vesting service	Accrued benefit reduced 0.55% per month from age 65 to age 60
Elyria	Age 60 and 10 years of vesting service	Accrued benefit reduced 0.5% per month from age 65 to age 60
Madisonville	Age 60 and 10 years of vesting service	Accrued benefit reduced 0.6% per month from age 65 to age 60
Miller Picking	Age 60 and 10 years of vesting service	Accrued benefit reduced 0.5% per month from age 65 to age 60
Cadiz	Age 55 and 10 years of vesting service (age 60 if terminated before 2007)	Accrued benefit reduced 1/240th per month from age 65 to age 55 (1/180th if terminated before 2007)
Findlay	Age 55 and five years of vesting service	Accrued benefit reduced 0.5% (0.25% if employee has 20 years of service) per month from age 65 to age 55
Greenfield	Age 60 and five years of vesting service	Accrued benefit reduced 1/180th per month from age 65 to age 60

Deferred Vested Retirement

Group	Eligibility	Benefit
Legacy Owosso	Five years of vesting Service	Accrued benefit payable at age 65
Goshen	Five years of vesting Service	Accrued benefit payable at age 65
Watertown	Five years of vesting Service	Accrued benefit payable at age 65
Mt. Clemens	Five years of vesting Service	Accrued benefit payable at age 65
Port Street	Five years of vesting Service	Accrued benefit payable at age 65
Oberlin	Five years of vesting Service	Accrued benefit payable at age 65
Johns Creek	Five years of vesting Service	Accrued benefit payable at age 65
Elyria	Five years of vesting Service	Accrued benefit payable at age 65
Madisonville	Five years of vesting Service	Accrued benefit payable at age 65
Miller Picking	Five years of vesting Service	Accrued benefit payable at age 65
Cadiz	Five years of vesting Service	Accrued benefit payable at age 65
Findlay	Five years of vesting Service	Accrued benefit payable at age 65
Greenfield	Five years of vesting Service	Accrued benefit payable at age 65

Preretirement Death Benefit

Group	Eligibility	Benefit
Legacy Owosso	Five years of vesting Service	Standard 55% REQ benefit
Goshen	Five years of vesting Service	Standard 50% REQ benefit
Watertown	Five years of vesting Service	Standard 50% REQ benefit
Mt. Clemens	Five years of vesting Service	Standard 50% REQ benefit
Port Street	Five years of vesting Service	Standard 55% REQ benefit
Oberlin	Five years of vesting Service	Standard 55% REQ benefit
Johns Creek	Five years of vesting Service	Standard 55% REQ benefit
Elyria	Five years of vesting Service	Standard 50% REQ benefit
Madisonville	Five years of vesting Service	Standard 66⅔% REQ benefit
Miller Picking	Five years of vesting Service	Standard 50% REQ benefit
Cadiz	Five years of vesting Service	Standard 50% REQ benefit
Findlay	Five years of vesting Service	Standard 75% REQ benefit
Greenfield	Five years of vesting Service	Standard 50% REQ benefit

Optional Payment Form

Conversion Interest Rate	
Non-Lump Sums	6.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1971 Group Annuity Mortality Table weighted 70% male 30% female.
Lump Sums	417(e) Mortality Table.

Lump Sum Form of Payment

Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Johnson Controls Pension Plan
EIN: 39-0380010 PN: 028

Scott — Salaried

Effective Date

November 1, 1998. Amended and restated effective January 1, 2016.

Status of Plan

As a result of the sale of Scott Safety on October 4, 2017, all active participants became terminated vested participants.

Eligibility for Participation

Salaried employees of a participating division of Scott Technologies who met the eligibility requirements for participation in effect for that division prior to the freeze date.

The plan was frozen effective December 31, 2001.

Normal Retirement

Eligibility

Age 65.

Benefit

A monthly amount equal to the greater of (1) plus (2) or (3):

(1) 0.7% multiplied by the lesser of average pensionable earnings and covered compensation and credited service.

(2) 1.2% multiplied by average pensionable earnings in excess of covered compensation and the lesser of (a) and (b):

(i) Credited service minus credited service earned prior to January 1, 1999 during which the participant elected not to contribute to the Supplemental Part of the Salaried Program.

(ii) 35 minus the number of years the participant was credited with supplemental future service retirement income credits under the prior plan.

(3) The prior Salaried plan accrued benefit as of December 31, 1998.

Earnings and service were frozen as of December 31, 2001.

Early Retirement

Eligibility

Age 55 and 10 years of continuous service.

Benefit

A monthly benefit equal to the normal retirement benefit reduced by 0.5% for each month early retirement precedes normal retirement.

Late Retirement	
Eligibility	Retirement after age 65.
Benefit	A monthly benefit equal to the normal retirement benefit increased on an actuarially equivalent basis to the late retirement age.
Vested Termination	
Eligibility	Five years of continuous service.
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement with the same reductions as early retirement from active status.
Disability	
Eligibility	In receipt of disability income payments under the Salaried Disability Program.
Benefit	The continued accrual of the benefit while disabled based on the pay at the date of disability. Accruals continue for a maximum 30 months, however, no accruals after December 31, 2001 are included. For participants who do not qualify for Social Security disability benefits, an additional 0.7% of average pensionable earnings in excess of covered compensation for service while disabled.
Surviving Spouse	
Eligibility	Five years of continuous service and married for at least one year at the time of death.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.
Postretirement Death Benefit	
Eligibility	In receipt of retirement benefit payments.
Benefit	A lump sum amount of $1,350.

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Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 50% joint and survivor annuity 75% joint and survivor annuity 100% joint and survivor annuity 5 year certain and life annuity 10 year certain and life annuity 15 year certain and life annuity 20 year certain and life annuity Lump sum
Optional Payment Form	
Conversion Interest Rate	
Non-Lump Sums	7.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	UP-84 Mortality Table unadjusted for participants and set back three years for beneficiaries.
Lump Sums	417(e) Mortality Table.
Lump Sum Form of Payment	
Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

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Definitions

Credited Service	One year of credited service is earned for each year in the period beginning on date of participation and ending on severance date, excluding periods prior to November 1, 1988, periods when not active and the period after December 31, 2001.
Continuous Service	One year of continuous service is earned for each year in the period beginning on date of hire and ending on severance date.
Average Pensionable Earnings	Highest consecutive five years of earnings out of the last 10 years prior to termination of employment.
Covered Compensation	The average of the contribution and benefit bases in effect under the Social Security Act for each year in the averaging period ending immediately prior to such calendar year.
Participant-Funded Benefit	For participants who made prior employee contributions, the benefit shall equal the actuarial equivalent value of the sum of the prior employee contributions plus interest compounded annual at 120% of the Federal mid-term rate in effect for the first month of each plan year.

Scott — Hourly

Effective Date

July 31, 1993. Amended and restated effective January 1, 2016.

Status of Plan

As a result of the sale of Scott Safety on October 4, 2017, all active participants became terminated vested participants.

Eligibility for Participation

Hourly employees of a participating division of Scott Technologies, excluding those covered by a collective bargaining agreement, who met the eligibility requirements for participation in effect for that division prior to the freeze date.

The plan was frozen effective December 31, 2001.

Normal Retirement

Eligibility

Age 65 and five years of participation or five years of continuous service, if earlier.

Benefit

Corporate Headquarters

A monthly amount equal to credited service multiplied by the pension credit in effect as shown below:

Credited Service Earned	Pension Credit
Prior to 1/1/1981	$4.00
1/1/1981-12/31/1983	$5.00
1/1/1984-12/31/1984	$6.00
1/1/1985-12/31/1985	$6.50
1/1/1986-12/31/1986	$7.00
On and after 1/1/1987	$8.00

Credited service was frozen effective December 31, 2001.

Interstate Electronics

A monthly amount equal to credited service multiplied by the pension credit in effect as shown below:

Credited Service Earned	Pension Credit
Prior to 1/1/1987	$13.00
On and after 1/1/1987	$13.50

No pension credits were granted after the closing date of June 30, 1999.

	Monroe Plant A monthly amount equal to credited service multiplied by the $12.00. Credited service was frozen effective December 31, 2001.
	South Haven, Michigan Plant A monthly amount equal to credited service multiplied by the $12.00. Credited service was frozen effective December 31, 2001.
Early Retirement	
Eligibility	Age 60 and 15 years of continuous service. For Interstate, age 55 and 10 years of continuous service.
Benefit	A monthly benefit equal to the normal retirement benefit reduced by 0.6% for each month early retirement precedes normal retirement.
Late Retirement	
Eligibility	Retirement after age 65.
Benefit	A monthly benefit equal to the normal retirement benefit increased on an actuarially equivalent basis to the late retirement age.
Vested Termination	
Eligibility	Five years of continuous service.
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement with the same reductions as early retirement from active status.
Disability	
Eligibility	Permanently and totally disabled and completion of 15 years of continuous service. Participants from the Corporate Headquarters and Monroe Plant are not eligible.
Benefit	A monthly benefit equal to the normal retirement benefit payable immediately.

Surviving Spouse	
Eligibility	Five years of continuous service and married for at least one year at the time of death.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.
Postretirement Death Benefit	
Eligibility	In receipt of retirement benefit payments. Participants from the Monroe Plant are not eligible.
Benefit	A lump sum amount of $1,350.
Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 50% joint and survivor annuity 75% joint and survivor annuity 100% joint and survivor annuity 5 year certain and life annuity 10 year certain and life annuity 15 year certain and life annuity 20 year certain and life annuity Lump sum
Optional Payment Form	
Conversion Interest Rate	
Non-Lump Sums	7.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	UP-84 Mortality Table unadjusted for participants and set back three years for beneficiaries.
Lump Sums	417(e) Mortality Table.

Lump Sum Form of Payment

Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Definitions

Credited Service	One year of credited service is earned for each year in the period beginning on date of participation and ending on severance date, excluding the period after December 31, 2001.
Continuous Service	One year of continuous service is earned for each calendar year in which the employee completes 1,000 hours.

Simplex Time Recorder

Effective Date

January 1, 2010. Amended and restated effective January 1, 2016.

Eligibility for Participation

Employees of the company other than leased employees, employees covered by a collective bargaining agreement, nonresident aliens, or members of the "Installer's Group" are eligible to participate in the plan following the completion of one year of eligibility service and attainment of age 21.

The plan was closed to new entrants effective December 31, 2001.

Cash Balance Account

The sum of the opening balance credit, annual credits, interest credits and transition credits.

Opening Balance Credit

For participants on January 1, 1989 who had attained age 45 as of December 31, 1988, the accrued benefit used to determine the opening balance credit is the larger of (1) or (2):

(1) The accrued benefit as of December 31, 1988.

(2) The accrued benefit as of December 31, 1988 calculated using 50% of average compensation (instead of 45%).

For all other participants on January 1, 1989, the accrued benefit used to determine the opening balance credit is the larger of (1) or (2):

(1) The accrued benefit as of December 31, 1988.

(2) The accrued benefit as of December 31, 1988 using a new definition of compensation.

Annual Cash Balance Credit

The annual cash balance credit is the sum of the compensation for the year multiplied by the factors below:

Sum of Age Plus Credited Service	Compensation	Compensation Above Break
0-39	1.8%	1.8%
40-49	2.5%	2.5%
50-59	3.4%	3.4%
60-69	4.5%	4.0%
70-79	6.0%	4.0%
80-89	8.1%	4.0%
90 or more	10.9%	4.0%

The annual cash balance credit is limited to 8.0% of compensation for participants with more than 35 years of credited service.

Except for the disability benefit, annual cash balance credits ceased to be credited after December 31, 2001.

Transition Credits

Participants on January 1, 1989 receive an additional credit for 10 computation years equal to compensation multiplied by the applicable factor as shown below:

Sum of Age Plus Credited Service	Percentage of Compensation
0–39	0.5%
40–49	1.0%
50–59	1.5%
60–69	2.5%
70–79	3.5%
80–89	4.5%
90 or more	4.0%

Participants actively employed who had completed at least 10 years of credited service and whose age plus years of credited service as of December 31, 2001 was 60 or greater receive an additional credit for each computation year equal to compensation multiplied by the applicable factor as shown below:

Sum of Age Plus Credited Service	Percentage of Compensation
60–69	1.5%
70–79	2.0%
80–89	2.75%
90 or more	3.75%

No transition credits are credited for any computation year after 2006.

Interest Credits

Interest credits for computation years on or after January 1, 1996 are equal to 6%, credited annually on the last day of the plan year.

Normal Retirement

Eligibility	Age 65 and five years of participation (three years of participation for a participant who has a Cash Balance Account).
Benefit	A monthly amount equal to the actuarial equivalent value of the cash balance account but not less than the accrued benefit under the prior plan.
Early Retirement	
Eligibility	Age 55 and 10 years of continuous service.
Benefit	A monthly benefit equal to the greater of (1) or (2): (1) Actuarial equivalent value of the cash balance account. (2) The accrued benefit as of December 31, 1988 reduced by 6% for each year early retirement precedes normal retirement. The maximum reduction is 30%.

Late Retirement

Eligibility	Retirement after age 65.
Benefit	A monthly benefit equal to the greater of (1) or (2): (1) The actuarial equivalent of the cash balance account as of late retirement age. (2) The normal retirement benefit increased on an actuarially equivalent basis to the late retirement age.

Vested Termination

Eligibility	Five years of continuous service (three years of continuous service for a participant who has a Cash Balance Account).
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement reduced on an actuarial equivalent basis.

Disability	
Eligibility	Eligible for long-term disability and commenced LTD benefit prior to January 1, 2002.
Benefit	The actuarial equivalent of the cash balance account assuming continued annual, transition and interest credits until normal retirement date. Benefit may commence immediately provided the participant waives any right to further long-term disability benefits.
Surviving Spouse	
Eligibility	Married (spouse or domestic partner) with five years of continuous service.
Benefit	The actuarial equivalent of the cash balance account as of the date of death, payable as a deferred cash balance annuity. For participants that die after completing 10 years of continuous service, payments may commence when the participant would have attained age 55 (or immediately if already over age 55). Otherwise payments commence at the date the participant would have attained normal retirement age.
Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 50% joint and survivor annuity 66⅔% joint and survivor annuity 75% joint and survivor annuity 100% joint and survivor annuity 10 year certain and life annuity Level income single life annuity Lump sum
Optional Payment Form	
Conversion Interest Rate	
Non-Lump Sums	8.50%.
Lump Sums	417(e) Interest Rate (August lookback).

Conversion Mortality

Non-Lump Sums	1983 Group Annuity Mortality Table.
Lump Sums	417(e) Mortality Table.

Lump Sum Form of Payment

Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Definitions

Credited Service	One year of credited service is earned for each twelve-month period beginning on date of hire and ending on severance date. Service earned prior to January 1, 1989 is calculated on an elapsed time basis calculated to the nearest month. Credited service was frozen on December 31, 2001.
Continuous Service	One-twelfth of a year of continuous service is earned for each calendar month in which the employee completes at least one hour of service beginning on date of hire (or January 1, 1991 if later) and ending on severance date. Service earned prior to January 1, 1991 is based on the provisions under the prior plan.
Eligibility Service	One year of eligibility service is earned for each calendar year in which the employee completes 1,000 hours. Eligibility service was frozen on December 31, 2001.
Breakpoint	For computation years after 1989, an amount equal to the average of Social Security taxable wage bases for the computation year and each of the 34 preceding calendar years multiplied by 1.6, rounded up to the next $100.

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TGL — Non-Clerical, Non-Represented

Effective Date

July 1, 1966. Amended and restated effective January 1, 2016.

Eligibility for Participation

A non-represented, non-clerical hourly paid employee of the company.

Effective August 1, 1994, the plan was frozen for employees at the Statesboro Plant.

Normal Retirement

Eligibility

Age 65.

Benefit

Participants of Statesboro

A monthly benefit equal to credited service (limited to 35 years) multiplied by $10.00.

Participants of a Supply Sales Branch

A monthly amount equal to credited service (limited to 35 years) multiplied by the benefit rate is effect as shown below:

Credited Service Earned	Benefit Rate
Prior to 1/1/1972	$4
1/1/1972-12/31/1980	$6
1/1/1981-12/31/1984	$7
On and after 1/1/1985	$8

Participants Employed at Any Other Location

A monthly amount equal to credited service (limited to 35 years) multiplied by the benefit rate is effect as shown below:

Credited Service Earned	Benefit Rate
Prior to 1/1/1977	$4
1/1/1977-12/31/1980	$5
On and after 1/1/1981	$7

Credited service was frozen as of the applicable freeze date for all locations.

Early Retirement

Eligibility

Age 55 and 10 years of continuous service.

Benefit

A monthly benefit equal to the normal retirement benefit reduced by 1/200 for each of the first 60 months that early retirement precedes normal retirement and 1/300 for each of the next 60 months thereafter.

Late Retirement

Eligibility	Retirement after age 65.
Benefit	A monthly benefit equal to the greater of (1) or (2): (1) The normal retirement benefit determined as of the late retirement date with continued accruals (up until the applicable freeze date). (2) The normal retirement benefit increased on an actuarially equivalent basis to the late retirement age.

Disability Retirement

Eligibility	Ten years of continuous service, age plus continuous service greater than 60 and totally and permanently disabled.
Benefit	A monthly benefit equal to the normal retirement benefit reduced by benefits received under any applicable workers' compensation laws, payable immediately.

Vested Termination

Eligibility	Five years of continuous service.
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement with the same reductions as early retirement from active status.

Surviving Spouse

Eligibility	Married with five years of continuous service.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.

Normal Form of Annuity

Without Spouse	Single life annuity.
With Spouse	50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.

Optional Forms of Annuity	Single life annuity 50% joint and survivor annuity 75% joint and survivor annuity 100% joint and survivor annuity Lump sum
Optional Payment Form	
Conversion Interest Rate	
Non-Lump Sums	5.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1974 George B. Buck Mortality Table blended 60% male and 40% female set forward one year.
Lump Sums	417(e) Mortality Table.
Lump Sum Form of Payment	
Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.
Definitions	
Credited Service	One year of credited service is earned for each calendar year in which the employee completes at least 1,680 hours. For calendar years where less than 1,680 hours are completed, 1/10 of a year is granted for each 168 hours completed. Credited service was frozen as of the applicable freeze date.
Continuous Service	One year of continuous service is earned for each calendar year in which the employee completes 1,000 hours. For calendar years where less than 1,000 hours are completed, 1/12 of a year is granted for each calendar month of uninterrupted employment.

TGL — GFPS

Effective Date

July 1, 1966. Amended and restated effective January 1, 2016.

Eligibility for Participation

A regular non-union hourly paid employee of Lubbock Manufacturing Facility who is not a construction and installation employee.

The plan was frozen effective December 31, 2001.

Normal Retirement

Eligibility

Age 65.

Benefit

For Terminations Prior to September 1, 1990

A monthly amount equal to credited service (limited to 35 years) multiplied by the benefit rate is effect as shown below:

Credited Service Earned	Benefit Rate
Prior to 1/1/1985	$5.00
1/1/1985-12/31/1985	$7.00
On and after 1/1/1986	$8.50

For Terminations On or After September 1, 1990

A monthly benefit equal to credited service (limited to 35 years) multiplied by $10.00.

Credited service was frozen as December 31, 2001.

Early Retirement

Eligibility

Age 55 and 10 years of continuous service.

Benefit

A monthly benefit equal to the normal retirement benefit reduced by 1/180 for each of the first 60 months that early retirement precedes normal retirement and 1/360 for each of the next 60 months thereafter.

Late Retirement

Eligibility

Retirement after age 65.

Benefit

A monthly benefit equal to the greater of (1) or (2):

(1) The normal retirement benefit determined as of the late retirement date with continued accruals (up until the applicable freeze date).

(2) The normal retirement benefit increased on an actuarially equivalent basis to the late retirement age.

Vested Termination	
Eligibility	Five years of continuous service.
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement reduced by 1/200 for each of the first 60 months that early retirement precedes normal retirement and 1/300 for each of the next 60 months thereafter.
Surviving Spouse	
Eligibility	Married with five years of continuous service.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.
Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 50% joint and survivor annuity 75% joint and survivor annuity Lump sum
Optional Payment Form	
Conversion Interest Rate	
Non-Lump Sums	6.50%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1974 George B. Buck Mortality Table blended 60% male and 40% female set forward one year.
Lump Sums	417(e) Mortality Table.

Lump Sum Form of Payment

Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Definitions

Credited Service	One year of credited service is earned for each calendar year in which the employee completes at least 1,000 hours. For participants that entered the plan on or after January 1, 1988 and whose first day of employment was after his or hers sixtieth birthday, credited service excludes the period prior to January 1, 1988.
Continuous Service	One year of continuous service is earned for each calendar year in which the employee completes 1,000 hours. For calendar years where less than 1,000 hours are completed, 1/12 of a year is granted for each calendar month of uninterrupted employment.

TGL — Homer

Effective Date	January 1, 1976. Amended and restated effective January 1, 2016.
Eligibility for Participation	An hourly paid employee of the company working at the Homer Plant. The plan was frozen effective October 1 1993.
Normal Retirement	
Eligibility	Age 65.
Benefit	For terminations that occur on or after October 1, 1989, a monthly benefit equal to credited service multiplied by $11.00. Credited service was frozen October 1, 1993.
Early Retirement	
Eligibility	Age 62 and 20 years of continuous service.
Benefit	A monthly benefit equal to the normal retirement benefit reduced by 1/200 for each month that early retirement date precedes normal retirement.
Late Retirement	
Eligibility	Retirement after age 65.
Benefit	A monthly benefit equal to the greater of (1) or (2): (1) The normal retirement benefit determined as of the late retirement date with continued accruals (up until the applicable freeze date). (2) The normal retirement benefit increased on an actuarially equivalent basis to the late retirement age.
Disability Retirement	
Eligibility	Fifteen years of continuous service and totally and permanently disabled.
Benefit	A monthly benefit equal to the normal retirement benefit actuarially reduced for payments commencing prior to normal retirement age.

Vested Termination	
Eligibility	Five years of continuous service.
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement with the same reductions as early retirement from active status.
Surviving Spouse	
Eligibility	Married with five years of continuous service.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.
Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 50% joint and survivor annuity 75% joint and survivor annuity Lump sum
Optional Payment Form	
Conversion Interest Rate	
Non-Lump Sums	7.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	UP-1984 Mortality Table.
Lump Sums	417(e) Mortality Table.
Lump Sum Form of Payment	
Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Definitions

Credited Service	One year of credited service is earned for each calendar year in which the employee completes 1,800 hours. Partial service is granted for calendar years where less than 1,800 hours but more than 500 hours are completed.
Continuous Service	One year of continuous service is earned for each calendar year in which the employee completes 1,000 hours. Partial service is granted for calendar years where less than 1,000 hours but more than 500 hours are completed.

TGL — Gimpel

Effective Date	December 1, 1959. Amended and restated effective January 1, 2016.
Eligibility for Participation	An employee of Gimpel Corporation that is not covered by a collective bargaining agreement. The plan was frozen effective December 31, 1998.
Normal Retirement	
Eligibility	Age 65.
Benefit	A monthly benefit equal to the greater of (1) or (2) plus (3): (1) The sum of 1.2% of final average compensation limited to covered compensation plus 1.6% of final average compensation in excess of covered compensation multiplied by credited service (limited to 25 years). (2) 2.0% of final average compensation multiplied by credited service (limited to 10 years). (3) The actuarial equivalent of the Pension Accumulation Account. Benefit accruals were frozen as of December 31, 1998.
Early Retirement	
Eligibility	Age 55 and 15 years of continuous service.
Benefit	A monthly benefit equal to the normal retirement benefit reduced by 5/9 of 1% for each of the first 24 months that early retirement precedes age 62 and 5/18 of 1% for each month early retirement precedes age 60.
Late Retirement	
Eligibility	Retirement after age 65.
Benefit	A monthly benefit equal to the greater of (1) or (2): (1) The normal retirement benefit determined as of the late retirement date with continued accruals (up until the applicable freeze date). (2) The normal retirement benefit increased on an actuarially equivalent basis to the late retirement age.

Disability Retirement

Eligibility	Ten years of continuous service and totally and permanently disabled.
Benefit	A monthly benefit equal to the normal retirement benefit payable immediately without any adjustment for early commencement.

Vested Termination

Eligibility	Graded vesting schedule of 20% per year starting with two years of service. 100% vesting is attained after six years of service.
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement reduced by 5/9 of 1% for each of the first 60 months that early retirement precedes normal retirement and 5/18 of 1% for each of the next 60 months thereafter.

Surviving Spouse

Eligibility	Married with completion of service eligibility for a vested benefit.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.

In-Service Preretirement Death Benefit

Eligibility	Death while actively employed.
Benefit	A lump sum equal to the greater of (1) and (2) minus (3): (1) Compensation for the earlier of the plan year of death or the plan year commencing July 1, 1998. (2) The minimum life insurance coverage from a prior group insurance program. (3) The amount of life insurance under a group term life insurance contract issued by the company.

Special Postretirement Death Benefit

Eligibility	Death while in receipt of an early retirement benefit prior to receiving 60 monthly payments.
Benefit	Lump sum equal to the monthly pension benefit prior to adjustment for optional form multiplied by 60 minus the number of payments received prior to death.

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Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 50% joint and survivor annuity 75% joint and survivor annuity 100% joint and survivor annuity 10 year certain and life annuity 15 year certain and life annuity Lump sum
Optional Payment Form	
Conversion Interest Rate	
Non-Lump Sums	7.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	UP-1984 Mortality Table set forward one year for participants and set back four years for spouses, domestic partners and beneficiaries.
Lump Sums	417(e) Mortality Table.
Lump Sum Form of Payment	
Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.
Definitions	
Credited Service	One month of credited service is earned for each full month in the period beginning on date of hire and ending on severance date.
Continuous Service	One month of continuous service is earned for each full month in the period beginning on date of hire and ending on severance date.

TGL — Batts

Effective Date

July 1, 1964. Amended and restated effective January 1, 2016.

Eligibility for Participation

A regular non-union hourly paid employee of Batts, Inc.

The plan was frozen effective April 9, 1999.

Normal Retirement

Eligibility

Age 65.

Benefit

A monthly amount equal to credited service multiplied by the benefit rate is effect as shown below:

Credited Service Earned	Benefit Rate
7/1/1984-6/30/1987	$10
7/1/1987-6/30/1989	$11
7/1/1989-6/30/1991	$13
7/1/1991-6/30/1997	$15
On and after 7/1/1997	$17

Credited service was frozen as April 9, 1999.

Early Retirement

Eligibility

Age 55 and five years of continuous service.

Benefit

A monthly benefit equal to the normal retirement benefit reduced by 5/9 of 1% for each of the first 60 months that early retirement precedes normal retirement and 5/18 of 1% for each of the next 60 months thereafter.

Late Retirement

Eligibility

Retirement after age 65.

Benefit

A monthly benefit equal to the greater of (1) or (2):

(1) The normal retirement benefit determined as of the late retirement date with continued accruals (up until the applicable freeze date).

(2) The normal retirement benefit increased on an actuarially equivalent basis to the late retirement age.

Disability Retirement	
Eligibility	Ten years of continuous service and totally and permanently disabled.
Benefit	A monthly benefit equal to the normal retirement benefit payable immediately without any adjustment for early commencement.
Vested Termination	
Eligibility	Five years of continuous service.
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement with the same reductions as early retirement from active status.
Surviving Spouse	
Eligibility	Married with five years of continuous service.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.
Special Preretirement Death Benefit	
Eligibility	Death while actively employed after completion of 10 years of continuous service.
Benefit	The present value of the accrued benefit minus the present value of the surviving spouse death benefit assuming commencement at normal retirement age.
Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	100% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 100% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 50% joint and survivor annuity 100% joint and survivor annuity 10 year certain and life annuity Lump sum

Optional Payment Form

Conversion Interest Rate	
Non-Lump Sums	7.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	UP-1984 Mortality Table.
Lump Sums	417(e) Mortality Table.

Lump Sum Form of Payment

Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Definitions

Credited Service	One year of credited service is earned for each calendar year in which the employee completes 1,000 hours.
Continuous Service	One year of continuous service is earned for each calendar year in which the employee completes 1,000 hours.

TGL — Graphic Controls

Effective Date	April 1, 1961. Amended and restated effective January 1, 2016.
Eligibility for Participation	A regular non-union hourly paid employee of Graphic Controls Corporation. The plan was frozen effective December 31, 1999.
Normal Retirement	
Eligibility	Age 65.
Benefit	A monthly amount equal to the greater of (1) or (2): (1) The excess of 1.50% of final average compensation multiplied by credited service minus the lesser of (a) or (b): (a) 1.50% of the Social Security primary insurance amount multiplied by credited service. (b) 50% of the Social Security primary insurance amount. (2) $15 multiplied by years of credited service. Benefit accruals were frozen as December 31, 1999.
Early Retirement	
Eligibility	Age 55 and five years of continuous service.
Benefit	A monthly benefit equal to the normal retirement benefit reduced by 1/180 for each of the first 60 months that early retirement precedes normal retirement and 1/360 for each of the next 60 months thereafter.
Late Retirement	
Eligibility	Retirement after age 65.
Benefit	A monthly benefit equal to the greater of (1) or (2): (1) The normal retirement benefit determined as of the late retirement date with continued accruals (up until the applicable freeze date). (2) The normal retirement benefit increased on an actuarially equivalent basis to the late retirement age.

Vested Termination	
Eligibility	Five years of continuous service.
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement with the same reductions as early retirement from active status.
Surviving Spouse	
Eligibility	Married with five years of continuous service.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.
Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 50% joint and survivor annuity 75% joint and survivor annuity 100% joint and survivor annuity 5 year certain and life annuity 10 year certain and life annuity Level income single life annuity Lump sum
Optional Payment Form	
Conversion Interest Rate	
Annuities other than Level Income	Adjustments made as per factors in Appendix A of the plan document.
Lump Sums and Level Income	417(e) Interest Rate (August lookback).
Conversion Mortality	
Annuities other than Level Income	Adjustments made as per factors in Appendix A of the plan document.
Lump Sums and Level Income	417(e) Mortality Table.

Lump Sum Form of Payment

Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Definitions

Credited Service	One year of credited service is earned for each calendar year in which the employee completes 1,950 hours (hourly) or 2,080 hours (salaried). Partial years of service are granted based on actual hours worked divided by 1,950 (hourly) or 2,080 (salaried).
Continuous Service	For plan years prior to December 31, 1986, one year of continuous service is earned for each calendar year in which the employee completes 1,000 hours. For plan years after January 1, 1987, one year of continuous service is earned for each full year in the period beginning on date of hire and ending on severance date.

TGL Union — Atlanta

Effective Date

July 21, 1982. Amended and restated effective January 1, 2016.

Eligibility for Participation

An hourly paid employee of the company working at the Norcross, Georgia location who is represented by the General Teamsters Local Union No. 528 Affiliated with International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

The plan was closed to new entrants effective January 26, 1994.

Normal Retirement

Eligibility

Age 65.

Benefit

A monthly amount equal to credited service multiplied by the benefit rate in effect as shown below:

Credited Service Earned	Benefit Rate
Prior to 1/1/1983	$6
1/1/1983–12/31/1986	$7
1/1/1987–12/31/1988	$8
1/1/1989–12/31/1989	$9
1/1/1990–12/31/1991	$10
1/1/1992–12/31/1992	$11
On and after 1/1/1993	$12

Credited service cannot exceed 35 years. Credited service was frozen effective August 16, 1999.

Late Retirement

Eligibility

Retirement after age 65.

Benefit

A monthly benefit equal to the greater of (1) or (2):

(1) The normal retirement benefit determined as of the late retirement date with continued accruals (up until the applicable freeze date).

(2) The normal retirement benefit increased on an actuarially equivalent basis to the late retirement age.

Disability Retirement	
Eligibility	Age 55, 15 years of continuous service and totally and permanently disabled.
Benefit	A monthly benefit equal to the normal retirement benefit payable immediately.
Vested Termination	
Eligibility	Five years of continuous service.
Benefit	The accrued benefit at the date of termination.
Surviving Spouse	
Eligibility	Married with five years of continuous service.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's normal retirement age equal to 50% of the amount payable if the participant had retired with a 50% joint and survivor benefit.
Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 50% joint and survivor annuity 75% joint and survivor annuity Lump sum
Optional Payment Form	
Conversion Interest Rate	
Non-Lump Sums	6.50%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1974 George B. Buck Mortality Table blended 60% male and 40% female set forward one year.
Lump Sums	417(e) Mortality Table.

Lump Sum Form of Payment

Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Definitions

Credited Service	For years prior to July 21, 1982, one year of credited service is earned for each calendar year in which the employee completes at least 1,000 hours. For years after July 21, 1982, one year of credited service is earned for each calendar year in which the employee completes at least 1,680 hours. For calendar years where less than 1,680 hours are completed, 1/10 of a year is granted for each 168 hours completed. Credited service was frozen on August 16, 1999.
Continuous Service	One year of continuous service is earned for each calendar year in which the employee completes 1,000 hours. For calendar years where less than 1,000 hours are completed, 1/12 of a year is granted for each calendar month of uninterrupted employment.

TGL Union — Canton

Effective Date

January 1, 1974. Amended and restated effective January 1, 2016.

Eligibility for Participation

An hourly paid employee of the company working at the Canton, Massachusetts location who is represented by the Steamfitters Local 476 of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada Union.

The plan was frozen effective August 16, 1999.

Normal Retirement

Eligibility

Age 65.

Benefit

A monthly amount equal to credited service multiplied by the benefit rate in effect as shown below:

Credited Service Earned	Benefit Rate
Prior to 1/1/1993	$10.00
1/1/1993-12/31/1994	$12.00
1/1/1995-12/31/1995	$12.75
1/1/1996-12/31/1996	$13.50
1/1/1997-12/31/1997	$14.25
1/1/1998-12/31/1998	$15.00
On and after 1/1/1999	$15.75

Credited service cannot exceed 35 years. Credited service was frozen effective August 16, 1999.

Early Retirement

Eligibility

Age 60 and 10 years of continuous service.

Benefit

A monthly benefit equal to the normal retirement benefit reduced by 1/180 for each month early retirement precedes normal retirement.

The normal retirement benefit is unreduced for participants retiring after age 62 with 10 years of continuous service.

Late Retirement	
Eligibility	Retirement after age 65.
Benefit	A monthly benefit equal to the greater of (1) or (2): (1) The normal retirement benefit determined as of the late retirement date with continued accruals (up until the applicable freeze date). (2) The normal retirement benefit increased on an actuarially equivalent basis to the late retirement age.
Disability Retirement	
Eligibility	Age 55, 10 years of continuous service and totally and permanently disabled.
Benefit	A monthly benefit equal to the normal retirement benefit payable immediately.
Vested Termination	
Eligibility	Five years of continuous service.
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement with the same reductions as early retirement from active status.
Surviving Spouse	
Eligibility	Married with five years of continuous service.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.
Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 50% joint and survivor annuity 75% joint and survivor annuity Lump sum

Optional Payment Form

Conversion Interest Rate	
Non-Lump Sums	6.50%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1974 George B. Buck Mortality Table blended 60% male and 40% female set forward one year.
Lump Sums	417(e) Mortality Table.

Lump Sum Form of Payment

Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Definitions

Credited Service	One year of credited service is earned for each full year in the period beginning on date of hire and ending on severance date. Partial years of service are granted. Credited service was frozen on August 16, 1999.
Continuous Service	One year of continuous service is earned for each calendar year in which the employee completes 1,000 hours. For calendar years where less than 1,000 hours are completed, 1/12 of a year is granted for each calendar month of uninterrupted employment.

TGL Union — Cincinnati

Effective Date	January 1, 1974. Amended and restated effective January 1, 2016.
Eligibility for Participation	An hourly paid employee of the company working at the Cincinnati, Ohio location who is represented by the Truck Drivers, Chauffeurs and Helpers Local Union Number 100 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. The plan was closed to new entrants effective June 20, 1996.
Normal Retirement	
Eligibility	Age 65.
Benefit	A monthly amount equal to credited service multiplied by $10.00. Credited service cannot exceed 35 years. Credited service was frozen effective August 16, 1999.
Early Retirement	
Eligibility	Age 60 and 10 years of continuous service.
Benefit	A monthly benefit equal to the normal retirement benefit reduced by 1/180 for each month early retirement precedes normal retirement.
Late Retirement	
Eligibility	Retirement after age 65.
Benefit	A monthly benefit equal to the greater of (1) or (2): (1) The normal retirement benefit determined as of the late retirement date with continued accruals (up until the applicable freeze date). (2) The normal retirement benefit increased on an actuarially equivalent basis to the late retirement age.
Disability Retirement	
Eligibility	Age 55, five years of continuous service and totally and permanently disabled.
Benefit	A monthly benefit equal to the normal retirement benefit payable immediately.

Vested Termination	
Eligibility	Five years of continuous service.
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement with the same reductions as early retirement from active status.
Surviving Spouse	
Eligibility	Married with five years of continuous service.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.
Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 50% joint and survivor annuity 75% joint and survivor annuity Lump sum
Optional Payment Form	
Conversion Interest Rate	
Non-Lump Sums	6.50%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1974 George B. Buck Mortality Table blended 60% male and 40% female set forward one year.
Lump Sums	417(e) Mortality Table.

Lump Sum Form of Payment

Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Definitions

Credited Service	One year of credited service is earned for each full year in the period beginning on date of hire and ending on severance date. Partial years of service are granted. Credited service was frozen on August 16, 1999.
Continuous Service	One year of continuous service is earned for each calendar year in which the employee completes 1,000 hours. For calendar years where less than 1,000 hours are completed, 1/12 of a year is granted for each calendar month of uninterrupted employment.

TGL Union — Columbia (Grinnell)

Effective Date

January 1, 1979. Amended and restated effective January 1, 2016.

Eligibility for Participation

An hourly paid employee of the company working at the Columbia, Maryland location who is represented by the Petroleum, Construction, Tankline Drivers and Allied Employees, Local Union No. 311, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America Union.

The plan was frozen effective December 31, 1994.

Normal Retirement

Eligibility

Age 65.

Benefit

A monthly amount equal to credited service multiplied by the benefit rate in effect as shown below:

Credited Service Earned	Benefit Rate
Prior to 1/1/1982	$5
1/1/1982-12/31/1984	$6
1/1/1985-12/31/1986	$8
On and after 1/1/1987	$9

Credited service cannot exceed 35 years. Credited service was frozen effective December 31, 1994.

The maximum allowable benefit is as follows:

For years of service less than 35, 2% of final average earnings minus the Social Security benefit multiplied by credited service.

For years of service greater than 35, 70% of final average earnings minus the Social Security benefit.

Early Retirement

Eligibility

Age 60 and 10 years of continuous service.

Benefit

A monthly benefit equal to the normal retirement benefit reduced by 1/180 for each month early retirement precedes normal retirement.

Late Retirement	
Eligibility	Retirement after age 65.
Benefit	A monthly benefit equal to the greater of (1) or (2): (1) The normal retirement benefit determined as of the late retirement date with continued accruals (up until the applicable freeze date). (2) The normal retirement benefit increased on an actuarially equivalent basis to the late retirement age.
Vested Termination	
Eligibility	Five years of continuous service.
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement with the same reductions as early retirement from active status.
Surviving Spouse	
Eligibility	Married with five years of continuous service.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.
Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 50% joint and survivor annuity 75% joint and survivor annuity Lump sum
Optional Payment Form	
Conversion Interest Rate	
Non-Lump Sums	6.50%.
Lump Sums	417(e) Interest Rate (August lookback).

Conversion Mortality	
Non-Lump Sums	1974 George B. Buck Mortality Table blended 60% male and 40% female set forward one year.
Lump Sums	417(e) Mortality Table.
Lump Sum Form of Payment	
Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.
Definitions	
Credited Service	One year of credited service is earned for each full year in the period beginning on date of hire and ending on severance date. Partial years of service are granted. Credited service was frozen on December 31, 1994.
Continuous Service	One year of continuous service is earned for each calendar year in which the employee completes 1,000 hours. For calendar years where less than 1,000 hours are completed, 1/12 of a year is granted for each calendar month of uninterrupted employment.

TGL Union — Memphis

Effective Date

October 13, 1982. Amended and restated effective January 1, 2016.

Eligibility for Participation

An hourly paid employee of the company working at the Memphis, Tennessee location who is represented by the Local 984 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America Union.

The plan was frozen effective August 16, 1999.

Normal Retirement

Eligibility

Age 65.

Benefit

A monthly amount equal to credited service multiplied by the benefit rate in effect as shown below:

Credited Service Earned	Benefit Rate
Prior to 1/1/1995	$10.00
On and after 1/1/1995	$15.00

Credited service cannot exceed 35 years. Credited service was frozen effective August 16, 1999.

Early Retirement

Eligibility

Age 55 and 10 years of continuous service.

Benefit

A monthly benefit equal to the normal retirement benefit reduced by 1/180 for each of the first 60 months early retirement precedes normal retirement and 1/360 for each month in excess of 60 months that early retirement precedes normal retirement.

Late Retirement

Eligibility

Retirement after age 65.

Benefit

A monthly benefit equal to the greater of (1) or (2):

(1) The normal retirement benefit determined as of the late retirement date with continued accruals (up until the applicable freeze date).

(2) The normal retirement benefit increased on an actuarially equivalent basis to the late retirement age.

Vested Termination	
Eligibility	Five years of continuous service.
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement with the same reductions as early retirement from active status.
Surviving Spouse	
Eligibility	Married with five years of continuous service.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.
Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 50% joint and survivor annuity 75% joint and survivor annuity Lump sum
Optional Payment Form	
Conversion Interest Rate	
Non-Lump Sums	6.50%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1974 George B. Buck Mortality Table blended 60% male and 40% female set forward one year.
Lump Sums	417(e) Mortality Table.

Lump Sum Form of Payment

Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Definitions

Credited Service	For years prior to October 13, 1982, service is based on an elapsed time method using completed months. For years after October 13, 1983, one year of credited service is earned for each calendar year in which the employee completes at least 1,680 hours. For calendar years where less than 1,680 hours are completed, 1/10 of a year is granted for each 168 hours completed. Credited service was frozen on August 16, 1999.
Continuous Service	One year of continuous service is earned for each calendar year in which the employee completes 1,000 hours. For calendar years where less than 1,000 hours are completed, 1/12 of a year is granted for each calendar month of uninterrupted employment.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Johnson Controls Pension Plan
EIN: 39-0380010 PN: 028

TGL Union — Dallas

Effective Date

July 1, 1966. Amended and restated effective January 1, 2016.

Eligibility for Participation

An hourly paid employee of the company working at the Dallas, Texas location who is represented by the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, AFL-CIO, Local Union No. 669.

The plan was frozen effective July 11, 1996.

Normal Retirement

Eligibility

Age 65.

Benefit

A monthly amount equal to credited service multiplied by the benefit rate in effect as shown below:

Credited Service Earned	Benefit Rate
Prior to 11/15/1976	$7
11/15/1976-6/3/1985	$12
6/4/1985-6/3/1988	$14
On and after 6/4/1988	$16

Credited service cannot exceed 35 years. Credited service was frozen effective July 11, 1996.

Late Retirement

Eligibility

Retirement after age 65.

Benefit

A monthly benefit equal to the greater of (1) or (2):

(1) The normal retirement benefit determined as of the late retirement date with continued accruals (up until the applicable freeze date).

(2) The normal retirement benefit increased on an actuarially equivalent basis to the late retirement age.

Vested Termination

Eligibility

Five years of continuous service.

Benefit

The accrued benefit at the date of termination.

Surviving Spouse	
Eligibility	Married with five years of continuous service.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's normal retirement age equal to 50% of the amount payable if the participant had retired with a 50% joint and survivor benefit.
Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 50% joint and survivor annuity 75% joint and survivor annuity Lump sum
Optional Payment Form	
Conversion Interest Rate	
Non-Lump Sums	6.50%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1974 George B. Buck Mortality Table blended 60% male and 40% female set forward one year.
Lump Sums	417(e) Mortality Table.
Lump Sum Form of Payment	
Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Definitions

Credited Service	One year of credited service is earned for each calendar year in which the employee completes 1,000 hours. Employees hired before January 1, 1988 at age 60 or older are not granted any credited service. Credited service was frozen on July 11, 1996.
Continuous Service	One year of continuous service is earned for each calendar year in which the employee completes 1,000 hours. For calendar years where less than 1,000 hours are completed, 1/12 of a year is granted for each calendar month of uninterrupted employment.

TGL Union — Columbia (GFPS)

Effective Date

July 1, 1966. Amended and restated effective January 1, 2016.

Eligibility for Participation

An hourly paid employee of the company working at the Columbia, Maryland location who is represented by the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, AFL-CIO, Local Union No. 669.

The plan was frozen effective July 11, 1996.

Normal Retirement

Eligibility

Age 65.

Benefit

A monthly amount equal to credited service multiplied by the benefit rate in effect as shown below:

Credited Service Earned	Benefit Rate
Prior to 12/20/1989	$9.50
On and after 12/20/1989	$12.00

Credited service cannot exceed 35 years. Credited service was frozen effective July 11, 1996.

Late Retirement

Eligibility

Retirement after age 65.

Benefit

A monthly benefit equal to the greater of (1) or (2):

(1) The normal retirement benefit determined as of the late retirement date with continued accruals (up until the applicable freeze date).

(2) The normal retirement benefit increased on an actuarially equivalent basis to the late retirement age.

Vested Termination

Eligibility

Five years of continuous service.

Benefit

The accrued benefit at the date of termination.

Surviving Spouse

Eligibility

Married with five years of continuous service.

Benefit

A monthly benefit payable to the surviving spouse beginning at the employee's normal retirement age equal to 50% of the amount payable if the participant had retired with a 50% joint and survivor benefit.

Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 50% joint and survivor annuity 75% joint and survivor annuity Lump sum
Optional Payment Form	
Conversion Interest Rate	
Non-Lump Sums	6.50%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1974 George B. Buck Mortality Table blended 60% male and 40% female set forward one year.
Lump Sums	417(e) Mortality Table.
Lump Sum Form of Payment	
Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.
Definitions	
Credited Service	One year of credited service is earned for each calendar year in which the employee completes 1,000 hours. Employees hired before January 1, 1988 at age 60 or older are not granted any credited service. Credited service was frozen on July 11, 1996.
Continuous Service	One year of continuous service is earned for each calendar year in which the employee completes 1,000 hours. For calendar years where less than 1,000 hours are completed, 1/12 of a year is granted for each calendar month of uninterrupted employment.

TGL Union — Allied East Regional

Effective Date

January 1, 1987. Amended and restated effective January 1, 2016.

Eligibility for Participation

An hourly paid employee of the company working at the Allied East Regional Distribution Center who is represented by the United Steel Workers of America Local 12241 Union.

The plan was frozen effective May 8, 1989.

Normal Retirement

Eligibility

Age 65.

Benefit

A monthly amount equal to credited service multiplied by $10.00. Credited service was frozen in 1989 when the Allied East Regional Distribution Center was closed.

Early Retirement

Eligibility

Age 55 and 15 years of continuous service.

Benefit

A monthly benefit equal to the normal retirement benefit multiplied by the following early retirement factors:

Age	Factor
55	0.343744
56	0.379067
57	0.418713
58	0.463327
59	0.513662
60	0.570614
61	0.635245
62	0.708825
63	0.792868
64	0.889195
65	1.000000

Late Retirement

Eligibility	Retirement after age 65.
Benefit	A monthly benefit equal to the greater of (1) or (2): (1) The normal retirement benefit determined as of the late retirement date with continued accruals (up until the applicable freeze date). (2) The normal retirement benefit increased on an actuarially equivalent basis to the late retirement age.

Vested Termination

Eligibility	Five years of continuous service.
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement with the same reductions as early retirement from active status.

Surviving Spouse

Eligibility	Married with five years of continuous service.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.

Normal Form of Annuity

Without Spouse	Single life annuity.
With Spouse	50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.

Optional Forms of Annuity

Single life annuity
50% joint and survivor annuity
66⅔% joint and survivor annuity
75% joint and survivor annuity
100% joint and survivor annuity
5 year certain and life annuity
10 year certain and life annuity
Lump sum

Optional Payment Form

Conversion Interest Rate	
Non-Lump Sums	7.50%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	UP-1984 Mortality Table.
Lump Sums	417(e) Mortality Table.

Lump Sum Form of Payment

Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Definitions

Credited Service	One year of credited service is earned for each calendar year in which the employee completes at least 1,900 hours. Prorated years of service as per the plan document. Credited service was frozen when the Allied East Regional Distribution Center was closed in 1989.
Continuous Service	One year of continuous service is earned for each calendar year in which the employee completes 1,000 hours. For calendar years where less than 1,000 hours are completed, 1/12 of a year is granted for each calendar month of uninterrupted employment.

TGL Union — (Allied) Blue Island Manufacturing

Effective Date

January 1, 1987. Amended and restated effective January 1, 2016.

Eligibility for Participation

An hourly paid employee of the company working at the South Holland, Illinois location who is represented by the United Steel Workers of America Local Union #9777-21.

The plan was frozen effective November 30, 2010.

Normal Retirement

Eligibility

Age 65.

Benefit

A monthly amount equal to credited service multiplied by the benefit rate in effect as of the date of termination as shown below:

Termination Date	Benefit Rate
Prior to 9/11/1997	$16.00
9/11/1997-9/10/1998	$17.00
9/11/1998-9/10/1999	$18.00
9/11/1999-9/10/2000	$19.00
9/11/2000-9/10/2002	$20.00
9/11/2002-9/10/2003	$21.00
9/11/2003-9/10/2004	$22.00
9/11/2004-9/10/2005	$23.00
9/11/2005-9/10/2006	$25.00
9/11/2006-9/10/2008	$27.00
9/11/2008-9/10/2009	$28.00
On and after 9/11/2009	$29.00

Credited service was frozen effective November 30, 2010.

Early Retirement

Eligibility

Age 55 and 15 years of continuous service.

Benefit

A monthly benefit equal to the normal retirement benefit multiplied by the following early retirement factors:

Age	Factor
55	0.343744
56	0.379067
57	0.418713
58	0.463327
59	0.513662
60	0.570614
61	0.635245
62	0.708825
63	0.792868
64	0.889195
65	1.000000

Late Retirement

Eligibility

Retirement after age 65.

Benefit

A monthly benefit equal to the greater of (1) or (2):

(1) The normal retirement benefit determined as of the late retirement date with continued accruals (up until the applicable freeze date).

(2) The normal retirement benefit increased on an actuarially equivalent basis to the late retirement age.

Vested Termination

Eligibility

Five years of continuous service.

Benefit

The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement with the same reductions as early retirement from active status.

Surviving Spouse

Eligibility

Married with five years of continuous service.

Benefit

A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.

Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 50% joint and survivor annuity 66⅔% joint and survivor annuity 75% joint and survivor annuity 100% joint and survivor annuity 5 year certain and life annuity 10 year certain and life annuity Lump sum
Optional Payment Form	
Conversion Interest Rate	
Non-Lump Sums	7.50%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	UP-1984 Mortality Table.
Lump Sums	417(e) Mortality Table.
Lump Sum Form of Payment	
Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Definitions

Credited Service	One year of credited service is earned for each calendar year in which the employee completes at least 1,900 hours. Prorated years of service as per the plan document. Credited service was frozen effective November 30, 2010.
Continuous Service	One year of continuous service is earned for each calendar year in which the employee completes 1,000 hours. For calendar years where less than 1,000 hours are completed, 1/12 of a year is granted for each calendar month of uninterrupted employment.

TGL Union — Meridian

Effective Date	January 1, 1980. Amended and restated effective January 1, 2016.
Eligibility for Participation	An hourly paid employee of the company working at the Meridian, Mississippi location who is represented by the United Paperworkers International Union, AFL-CIO, Local No. 1578. The plan was frozen effective March 1, 1995.
Normal Retirement	
Eligibility	Age 65.
Benefit	A monthly amount equal to credited service multiplied by $9.50. Credited service was frozen effective February 28, 1995.
Early Retirement	
Eligibility	Age 62 and 20 years of continuous service.
Benefit	A monthly benefit equal to the normal retirement benefit reduced by 1/200 for each month early retirement precedes normal retirement.
Late Retirement	
Eligibility	Retirement after age 65.
Benefit	A monthly benefit equal to the greater of (1) or (2): (1) The normal retirement benefit determined as of the late retirement date with continued accruals (up until the applicable freeze date). (2) The normal retirement benefit increased on an actuarially equivalent basis to the late retirement age.
Disability Retirement	
Eligibility	Fifteen years of continuous service and totally and permanently disabled.
Benefit	A monthly benefit equal to the normal retirement benefit payable after eligibility for early retirement with the same reductions as early retirement from active status.

Vested Termination	
Eligibility	Five years of continuous service.
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement with the same reductions as early retirement from active status.
Surviving Spouse	
Eligibility	Married with five years of continuous service.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.
Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 50% joint and survivor annuity 75% joint and survivor annuity Lump sum
Optional Payment Form	
Conversion Interest Rate	
Non-Lump Sums	7.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	UP-1984 Mortality Table.
Lump Sums	417(e) Mortality Table.
Lump Sum Form of Payment	
Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Definitions

Credited Service	One year of credited service is earned for each calendar year in which the employee completes 1,800 hours. Prorated service is granted for calendar years where less than 1,800 hours but more than 500 hours are worked. Credited service was frozen on February 28, 1995.
Continuous Service	One year of continuous service is earned for each calendar year in which the employee completes 1,000 hours. Prorated service is granted for calendar years where less than 1,000 hours but more than 500 hours are worked.

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TGL Union — TSSL

Effective Date	July 1, 1997. Amended and restated effective January 1, 2016.
Eligibility for Participation	An hourly paid employee of the company who is represented by The International Brotherhood of Electrical Workers AFL-CIO Local #1470 (IBEW) Union. The plan was closed to new entrants effective July 1, 1997.
Normal Retirement	
Eligibility	Age 65 and five years of participation.
Benefit	A monthly amount equal to (1) plus (2) minus (3): (1) The appropriate pension band multiplied by years of credited service. (2) 0.001 multiplied by supplemental pay over the past 36 months multiplied by years of credited service. (3) The benefit payable under the AT&T Pension Plan. Benefit accruals were frozen effective January 31, 2000.
Service Retirement	
Eligibility	Age 65 and 10 years of credited service, age 55 and 20 years of credited service, age 50 and 25 years of credited service or 30 years of credited service.
Benefit	A monthly benefit equal to the accrued benefit reduced by 0.005 for each month prior to age 55. The benefit is unreduced for 30 of more years of service.
Late Retirement	
Eligibility	Retirement after age 65.
Benefit	A monthly benefit equal to the greater of (1) or (2): (1) The normal retirement benefit determined as of the late retirement date with continued accruals (up until the applicable freeze date). (2) The normal retirement benefit increased on an actuarially equivalent basis to the late retirement age.

Disability Retirement	
Eligibility	Fifteen years of credited service and totally and permanently disabled.
Benefit	A monthly benefit equal to the normal retirement benefit payable immediately without any reduction for early retirement.
Vested Termination	
Eligibility	Five years of continuous service.
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement with the same reductions as early retirement from active status.
Surviving Spouse	
Eligibility	Married with five years of continuous service.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's normal retirement age equal to 50% of the amount payable if the participant had retired with a 50% joint and survivor benefit.
Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 50% joint and survivor annuity 75% joint and survivor annuity Lump sum
Optional Payment Form	
Conversion Interest Rate	
Non-Lump Sums	7.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1983 Group Annuity Mortality Table blended 50% male and 50% female.
Lump Sums	417(e) Mortality Table.

Lump Sum Form of Payment

Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Definitions

Credited Service	One year of credited service is earned for each full year in the period beginning on date of participation and ending on severance date. Credited service before July 1, 1997 earned under the AT&T Pension Plan is included. Credited service was frozen on January 31, 2000.
Continuous Service	One year of continuous service is earned for each calendar year in which the employee completes 1,000 hours.

TGL Union — Varec

Effective Date

December 31, 1990. Amended and restated effective January 1, 2016.

Eligibility for Participation

An hourly paid employee of the company who is represented by the Teamsters Automotive Industrial and Allied Workers, Local 495, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America Union.

The plan was frozen effective September 2000.

Normal Retirement

Eligibility

Age 65.

Benefit

A monthly amount equal to credited service multiplied by the benefit rate in effect as shown below reduced by the vested accrued benefit from the Whessoe Varec Plan as of October 4, 1999:

Termination Date	Benefit Rate
Before 3/1/2000	$19 up to 20 years plus $24 after 20 years
3/1/2000-2/28/2001	$20 up to 20 years plus $25 after 20 years
On and after 2/28/2001	$21 up to 20 years plus $26 after 20 years

Early Retirement

Eligibility

Age 55 and five years of continuous service.

Benefit

A monthly benefit equal to the normal retirement benefit reduced by 5/12 of 1% for each month early retirement precedes normal retirement.

Late Retirement

Eligibility

Retirement after age 65.

Benefit

A monthly benefit equal to the greater of (1) or (2):

(1) The normal retirement benefit determined as of the late retirement date with continued accruals (up until the applicable freeze date).

(2) The normal retirement benefit increased on an actuarially equivalent basis to the late retirement age.

Disability Retirement	
Eligibility	Three years of participation and totally and permanently disabled.
Benefit	A monthly benefit equal to the normal retirement benefit payable immediately.
Vested Termination	
Eligibility	Five years of continuous service.
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement with the same reductions as early retirement from active status.
Surviving Spouse	
Eligibility	Married with five years of continuous service.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.
Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 50% joint and survivor annuity 75% joint and survivor annuity 100% joint and survivor annuity 10 year certain and life annuity 20 year certain and life annuity Lump sum

Optional Payment Form

Conversion Interest Rate	
Non-Lump Sums	6.50%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	UP-1984 Mortality Table.
Lump Sums	417(e) Mortality Table.

Lump Sum Form of Payment

Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Definitions

Credited Service	One year of credited service is earned for each calendar year in which the employee completes 1,000 hours. Credited service was frozen in September 2000.
Continuous Service	One year of continuous service is earned for each calendar year in which the employee completes 1,000 hours.

TGL Union — Crosby

Effective Date

October 1, 1981. Amended and restated effective January 1, 2016.

Eligibility for Participation

An hourly paid employee of the company who is represented by the Bargaining Unit of the Crosby-Ashton Employees Association Union.

The plan was closed to new entrants effective January 31, 2006.

Normal Retirement

Eligibility

Age 65.

Benefit

A monthly amount equal to credited service multiplied by the benefit rate in effect as shown below:

Termination Date	Benefit Rate
1/1/1998-12/31/1998	$23.50
1/1/1999-12/31/1999	$24.00
1/1/2000-12/31/2000	$25.00
1/1/2001-12/31/2001	$26.00
1/1/2002-12/31/2002	$27.50
1/1/2003-12/31/2003	$29.00
1/1/2004-12/31/2004	$30.50
1/1/2005-12/31/2005	$32.75
1/1/2006-12/31/2006	$35.00
1/1/2007-12/31/2007	$37.25
1/1/2008-12/31/2008	$39.50
On and after 1/1/2009	$41.75

Credited service cannot exceed 40 years. Credited service was frozen effective April 30, 2010.

Early Retirement

Eligibility

Age 55 and 10 years of continuous service.

Benefit

A monthly benefit equal to the normal retirement benefit reduced by ¼ of 1% for each of the first 60 months early retirement precedes normal retirement and ½ of 1% for each of the next 60 months.

Late Retirement

Eligibility	Retirement after age 65.
Benefit	A monthly benefit equal to the greater of (1) or (2): (1) The normal retirement benefit determined as of the late retirement date with continued accruals (up until the applicable freeze date). (2) The normal retirement benefit increased on an actuarially equivalent basis to the late retirement age.

Disability Retirement

Eligibility	Five years of vesting service and totally and permanently disabled.
Benefit	A monthly benefit equal to the normal retirement benefit payable immediately.

Vested Termination

Eligibility	Five years of vesting service; upon 2012 Separation, all active participants were fully vested.
Benefit	The accrued benefit at the date of termination. Reduced payments may begin any time after eligibility for early retirement with the same reductions as early retirement from active status.

Surviving Spouse

Eligibility	Married with five years of continuous service.
Benefit	A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 50% of the amount payable if the participant had retired early with a 50% joint and survivor benefit.

Lump Sum Pre-Retirement Death Benefit

Eligibility	Ten years of continuous service, death before age 55 and not married.
Benefit	$5,000 payable immediately.

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Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	50% joint and survivor annuity reduced to be equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continues to surviving spouse.
Optional Forms of Annuity	Single life annuity 50% joint and survivor annuity 75% joint and survivor annuity 100% joint and survivor annuity 5 year certain and life annuity 10 year certain and life annuity 20 year certain and life annuity Lump sum
Optional Payment Form	
Conversion Interest Rate	
Non-Lump Sums	7.50%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1975 Group Annuity Mortality Table. For those deemed permanently and totally disabled, the 1965 Railroad Retirement Board Totally Disabled Annuitants Mortality Table-Graduated Rates is used.
Lump Sums	417(e) Mortality Table.
Lump Sum Form of Payment	
Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.
Definitions	
Credited Service	One year of credited service is earned for each calendar year in which the employee completes 1,900 hours. Credited service was frozen on April 30, 2010.
Continuous Service	One year of continuous service is earned for each calendar year in which the employee completes 1,000 hours.

York Six

Effective Date	The effective date of adoption is January 1, 1973. Amended and restated effective January 1, 2016.
Covered Employees	Field wage.
Status of Plan	Benefits are frozen as of December 31, 2012.
Participation	Age 21 and one year of service. No new entrants after December 31, 2012.
Normal Retirement	
Eligibility	Age 65.
Benefit	$18.00 per month multiplied by years of credited service.
Early Retirement	
Eligibility	Age 60 with 10 years of service.
Benefit	The normal retirement benefit based on service to date of retirement but reduced by 0.6% multiplied by the number of months by which the early retirement date precedes the participant's age 62.
Total and Permanent Disability Retirement	
Eligibility	Ten years of service.
Benefit	Normal retirement benefit based on service to date of disability.
Deferred Vested	
Eligibility	Five years of service.
Benefit	The accrued normal retirement benefit payable at age 65. Benefits may commence early with 10 years of service. Benefits are reduced by 0.6% multiplied by the number of months by which the early retirement date precedes the participant's age 65.
Special Age 65 Benefit	
Eligibility	Participant eligible for normal, early, or disability retirement.
Benefit	$17.90 per month starting at age 65.
Early Retirement Supplement	
Eligibility	Age 60 with 30 years of service.
Benefit	$400 per month payable until age 62.

Preretirement Surviving Spouse Benefit

Eligibility	Eligible for a vested benefit.
Benefit	
Early Retirement Eligible	66⅔% of 95% of the benefit the participant was entitled to receive under the early retirement provisions had he terminated employment as of the date of death. This benefit is payable for the life of the spouse.
Not Early Retirement Eligible	66⅔% of 95% of the benefit to which the participant was entitled under the plan provisions had the participant terminated employment on the date of death, survived to his earliest retirement age, and begun to receive an immediate life annuity at his early retirement date. This benefit is payable for the remaining lifetime of the spouse, beginning at the participant's earliest retirement date.

Supplemental Preretirement Surviving Spouse Benefit

Eligibility	Age 40 with 10 years of service.
Benefit	Accrued normal retirement benefit payable as a 10-year temporary annuity.

Form of Payment

Normal	Single life annuity payable monthly, but for married participants, unless elected otherwise, there is in effect an automatic 66⅔% joint and survivor option on an actuarially equivalent basis.
Optional	75%, 66⅔%, or 50% joint and survivor annuity, single life annuity, or lump sum.

Optional Payment Form

Conversion Interest Rate	
Non-Lump Sums	6.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1951 Group Annuity Mortality Table (males) with ages set back one year for participants and six years for beneficiaries.
Lump Sums	417(e) Mortality Table.

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Lump Sum Form of Payment

Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Definitions

Credited Service	One year of service for benefit accrual is credited for each year a participant completes 2,220 or more hours of service. Credited service was frozen as of December 31, 2012.
Vesting Service	One year of vesting service is credited for each year a participant completes 1,000 or more hours of service.

York Seven

Effective Date	The effective date of adoption is January 1, 1982. Amended and restated effective January 1, 2016.
Covered Employees	Normal hourly employees.
Status of Plan	Benefits are frozen as of December 31, 2017.
Participation	Age 21 and one year of service. No new entrants after December 31, 2012.
Normal Retirement	
Eligibility	Age 65.
Benefit	$27.00 per month multiplied by years of credited service.
Early Retirement	
Eligibility	Age 55 with 10 years of service.
Benefit	The normal retirement benefit based on service to date of retirement but reduced by 0.6% multiplied by the number of months by which the early retirement date precedes the participant's normal retirement date.
Total and Permanent Disability Retirement	
Eligibility	Ten years of service.
Benefit	Normal retirement benefit based on service to date of disability.
Deferred Vested	
Eligibility	Five years of service.
Benefit	The accrued normal retirement benefit payable at age 65. Benefits may commence early with 10 years of service. Benefits are reduced for early commencement.

Preretirement Surviving Spouse Benefit

Eligibility	Eligible for a vested benefit.
Benefit	
Early Retirement Eligible	50% of 95% of the benefit the participant was entitled to receive under the early retirement provisions had he terminated employment as of the date of death. This benefit is payable for the life of the spouse.
Not Early Retirement Eligible	50% of 95% of the benefit to which the participant was entitled under the plan provisions had the participant terminated employment on the date of death, survived to his earliest retirement age, and begun to receive an immediate life annuity at his early retirement date. This benefit is payable for the remaining lifetime of the spouse, beginning when the participant would have been eligible to retire early.

Form of Payment

Normal	Single life annuity payable monthly, but for married participants, unless elected otherwise, there is in effect an automatic 50% joint and survivor option on an actuarially equivalent basis.
Optional	75% or 50% joint and survivor annuity, single life annuity, or lump sum.

Optional Payment Form

Conversion Interest Rate	
Non-Lump Sums	6.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1951 Group Annuity Mortality Table (males) with ages set back one year for participants and six years for beneficiaries.
Lump Sums	417(e) Mortality Table.

Lump Sum Form of Payment

Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Definitions

Credited Service	Based on elapsed time. Credited service was frozen as of December 31, 2017.
Vesting Service	One year of vesting service is credited for each year a participant completes 1,000 or more hours of service.

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York Twelve

Effective Date	The effective date of adoption is January 1, 1991. Amended and restated effective January 1, 2016.
Covered Employees	Nonbargaining employees of Frigid Coil East, Portland, Salisbury, and Tempmaster.
Status of Plan	Credited service was frozen as of December 31, 2001, and December 31, 2003 for Tempmaster and Portland participants, respectively. Credited service was frozen on December 31, 2017 for Frigid Coil East participants.
Participation	No new Tempmaster or Portland participants allowed after December 31, 2001, and December 31, 2003, respectively. No other participants allowed after December 31, 2014.
Normal Retirement	
Eligibility	Age 65.
Frigid Coil East Benefit	$30.00 per month multiplied by years of credited service.
Portland/Salisbury Benefit	$15.00 per month multiplied by years of credited service.
Tempmaster Benefit	$22.00 per month multiplied by years of credited service.
Early Retirement	
Eligibility	Age 55 with 10 years of service.
Benefit	The normal retirement benefit based on service to date of retirement but reduced by 5/9 of 1% for the first 60 months and 5/18 of 1% for the next 60 months by which the early retirement date precedes the participant's normal retirement date.
Total and Permanent Disability Retirement	
Eligibility	Ten years of service.
Benefit	Normal retirement benefit based on service to date of disability.
Deferred Vested	
Eligibility	Five years of service.
Benefit	The accrued normal retirement benefit payable at age 65. Benefits may commence early with 10 years of service. Benefits are reduced for early commencement.

Preretirement Surviving Spouse Benefit	
Eligibility	Eligible for a vested benefit.
Benefit	
Early Retirement Eligible	50% of the benefit the participant was entitled to receive under the early retirement provisions had he terminated employment as of the date of death and elected payment in the form of a 50% joint and survivor annuity. This benefit is payable for the life of the spouse.
Not Early Retirement Eligible	50% of the benefit to which the participant was entitled under the plan provisions had the participant terminated employment on the date of death, survived to his earliest retirement age, and elected payment in the form of a 50% joint and survivor annuity. This benefit is payable for the remaining lifetime of the spouse, beginning at the participant's earliest retirement date.
Form of Payment	
Normal	Single life annuity payable monthly, but for married participants, unless elected otherwise, there is in effect an automatic 50% joint and survivor option on an actuarially equivalent basis.
Optional	75% or 50% joint and survivor annuity, single life annuity, or lump sum.
Optional Payment Form	
Conversion Interest Rate	
Non-Lump Sums	6.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1971 Group Annuity Mortality Table weighted 90% male and 10% female.
Lump Sums	417(e) Mortality Table.
Lump Sum Form of Payment	
Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Johnson Controls Pension Plan
EIN: 39-0380010 PN: 028

Definitions

Credited Service	Based on elapsed time. Credited service was frozen as of December 31, 2001, and December 31, 2003, for Tempmaster and Portland participants, respectively. Credited service was frozen on December 31, 2017 for Frigid Coil East participants.
Vesting Service	Based on elapsed time.

York Thirteen

Effective Date	The effective date of adoption is January 1, 1962. Amended and restated effective January 1, 2016.
Covered Employees	Frick Salaried, Fort Lauderdale, Frigid Coil West, and Imeco.
Status of Plan	Benefits are frozen as of December 31, 2003.
Participation	No new entrants after December 31, 2003.
Normal Retirement	
Eligibility	Age 65.
Frick, Imeco, and Fort Lauderdale Benefit (Monthly)	The sum of (1), (2), and (3): (1) Accrued benefit as of January 1, 1989, if applicable. (2) 0.85% of monthly compensation for service after January 1, 1989 (December 31, 2001 for Imeco and Fort Lauderdale). (3) 0.65% of monthly compensation in excess of $500 for service after January 1, 1989 (December 31, 2001 for Imeco and Fort Lauderdale).
Frigid Coil West Benefit (Monthly)	The sum of (1) and (2): (1) $7.00 per month multiplied by years of credited service. (2) 1/12 of 1% of annual compensation in excess of $17,700 for each plan year during which the participant receives credit for a full or partial year of service.
Early Retirement	
Eligibility	For Frick employees with less than one hour of service on or after January 1, 2002, age 60 with 10 years of service. For Frick employees with at least one hour of service on or after January 1, 2002 and for Frigid Coil West employees, age 55 with 10 years of service.
Benefit	The normal retirement benefit based on service to date of retirement but reduced 6.667% for each year of the first five years, and if applicable, 3.333% for each year of the next five years by which the early retirement date precedes the participant's normal retirement date.

Total and Permanent Disability Retirement

Eligibility	Ten years of service.
Benefit	Normal retirement benefit based on service to date of disability.

Deferred Vested

Eligibility	Five years of service.
Benefit	The accrued normal retirement benefit payable at age 65. Benefits are reduced for early commencement.

Preretirement Surviving Spouse Benefit

Eligibility	Eligible for a vested benefit.
Benefit	
Early Retirement Eligible	50% of the benefit the participant was entitled to receive under the early retirement provisions had he terminated employment as of the date of death and elected payment in the form of a 50% joint and survivor annuity. This benefit is payable for the life of the spouse.
Not Early Retirement Eligible	50% of the benefit to which the participant was entitled under the plan provisions had the participant terminated employment on the date of death, survived to his earliest retirement age, and elected payment in the form of a 50% joint and survivor annuity. This benefit is payable for the remaining lifetime of the spouse, beginning at the participant's earliest retirement date.

Form of Payment

Normal	Single life annuity payable monthly, but for married participants, unless elected otherwise, there is in effect an automatic 50% joint and survivor option on an actuarially equivalent basis.
Optional	100%, 75%, 66⅔%, or 50% joint and survivor annuity, 15-year certain and life annuity, 10-year certain and life annuity, 5-year certain and life annuity, single life annuity, or lump sum.

Optional Payment Form

Conversion Interest Rate	
Non-Lump Sums	See Table 1.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	See Table 1.
Lump Sums	417(e) Mortality Table.

Lump Sum Form of Payment

Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Definitions

Credited Service	Elapsed time method. Credited service was frozen as of December 31, 2003.
Vesting Service	One year of vesting service is credited for each year a participant completes 1,000 or more hours of service.
Compensation	For Frick employees, rate of base pay in effect on the first day of the plan year, excluding overtime and commissions plus elective contributions under Section 125. For Frigid Coil West employees, the amount of earnings subject to federal income tax plus elective contributions under Section 125. For hourly employees, the participant's hourly rate of pay in effect on the first day of the plan year multiplied by 2,080 hours. Compensation was frozen as of December 31, 2003.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Johnson Controls Pension Plan
EIN: 39-0380010 PN: 028

York Thirteen — Table 1

Optional Form Factors

Participant Retirement Age (NBD)	5 C&C	10 C&C	15 C&C	QJSA 50% J&S	66⅔	75% J&S	100% J&S
70+	0.9500	0.8750	0.8000	0.9000	0.8667	0.8500	0.8000
69	0.9550	0.8850	0.8150	0.9025	0.8700	0.8540	0.8050
68	0.9600	0.8950	0.8300	0.9050	0.8733	0.8580	0.8100
67	0.9650	0.9050	0.8450	0.9075	0.8767	0.8520	0.8150
66	0.9700	0.9150	0.8600	0.9100	0.8800	0.8660	0.8200
65	0.9750	0.9250	0.8750	0.9125	0.8833	0.8700	0.8250
64	0.9775	0.9300	0.8825	0.9150	0.8867	0.8740	0.8300
63	0.9800	0.9350	0.8900	0.9175	0.8900	0.8780	0.8350
62	0.9825	0.9400	0.8975	0.9200	0.8933	0.8820	0.8400
61	0.9850	0.9450	0.9050	0.9225	0.8967	0.8860	0.8450
60	0.9875	0.9500	0.9125	0.9250	0.9000	0.8900	0.8500
59	0.9900	0.9550	0.9200	0.9275	0.9033	0.8940	0.8550
58	0.9900	0.9600	0.9275	0.9300	0.9067	0.8980	0.8600
57	0.9900	0.9650	0.9350	0.9325	0.9100	0.9020	0.8650
56	0.9900	0.9700	0.9425	0.9350	0.9133	0.9060	0.8700
55 or younger	0.9900	0.9750	0.9500	0.9375	0.9167	0.9100	0.8750
Adjustment to J&S for age difference of participant and survivor:							
(Add for each whole year survivor is older) (Subtract for each year survivor is younger)				0.0050	0.0050	0.0060	0.0075
Maximum							
Factor	0.9900	0.9750	0.9500	0.9750	0.9667	0.9625	0.9500
Minimum							
Factor	0.9500	0.8750	0.8000	0.8000	0.7667	0.7500	0.7000

York Fourteen

Effective Date	The effective date of adoption is January 1, 1992. Amended and restated effective January 1, 2016.
Covered Employees	San Antonio employees.
Status of Plan	Credited service was frozen as of December 31, 2003 for salaried participants. Credited service was frozen on December 31, 2017 for hourly participants.
Participation	One year of service. No new salaried participants are allowed after December 31, 2003 and no hourly participants are allowed after December 31, 2012.
Normal Retirement	
Eligibility	Age 65.
Benefit	$20.00 per month multiplied by years of credited service.
Early Retirement	
Eligibility	Age 55 with 10 years of service.
Benefit	The normal retirement benefit based on service to date of retirement but reduced by 5/9 of 1% for the first 60 months and 5/18 of 1% for the next 60 months by which the early retirement date precedes the participant's normal retirement date.
Total and Permanent Disability Retirement	
Eligibility	Ten years of service.
Benefit	Normal retirement benefit based on service to date of disability.
Deferred Vested	
Eligibility	Five years of service.
Benefit	The accrued normal retirement benefit payable at age 65. Benefits may commence early with 10 years of service. Benefits are reduced for early commencement.

Preretirement Surviving Spouse Benefit

Eligibility	Eligible for a vested benefit.
Benefit	
Early Retirement Eligible	50% of the benefit the participant was entitled to receive under the early retirement provisions had he terminated employment as of the date of death and elected payment in the form of a 50% joint and survivor annuity. This benefit is payable for the life of the spouse.
Not Early Retirement Eligible	50% of the benefit to which the participant was entitled under the plan provisions had the participant terminated employment on the date of death, survived to his earliest retirement age, and elected payment in the form of a 50% joint and survivor annuity. This benefit is payable for the remaining lifetime of the spouse, beginning at the participant's earliest retirement date.

Form of Payment

Normal	Single life annuity payable monthly, but for married participants, unless elected otherwise, there is in effect an automatic 50% joint and survivor option on an actuarially equivalent basis.
Optional	75% or 50% joint and survivor annuity, single life annuity, or lump sum.

Optional Payment Form

Conversion Interest Rate	
Non-Lump Sums	6.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1971 Group Annuity Mortality Table weighted 90% male and 10% female.
Lump Sums	417(e) Mortality Table.

Lump Sum Form of Payment

Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Johnson Controls Pension Plan
EIN: 39-0380010 PN: 028

Definitions

Credited Service	Based on elapsed time. Credited service was frozen as of December 31, 2003, for salaried participants. Credited service was frozen on December 31, 2017 for hourly participants.
Vesting Service	Based on elapsed time.

York Eighteen

Effective Date	The effective date of adoption is July 1, 1989. Amended and restated effective January 1, 2016.
Covered Employees	Wichita Salaried employees.
Status of Plan	Credited service was frozen as of December 31, 2003.
Participation	Age 21 with one year of service. No new participants allowed after December 31, 2003.
Normal Retirement	
Eligibility	Age 65.
Benefit	(1) minus the lesser of (2) and (3) minus the sum of (4) and (5): (1) 2% of final average compensation multiplied by years of service up to a maximum of 35 years. (2) 0.6% of three-year average compensation up to covered compensation multiplied by years of service up to a maximum of 35 years. (3) 1% of final average compensation up to covered compensation multiplied by years of service up to a maximum of 35 years. (4) Prior plan offset. (5) Normal retirement benefit accrued between February 2, 1990 and April 30, 1991 under The Evcon Industries, Inc. Pension Plan for Hourly Paid Employees.

Early Retirement

Eligibility	Age 55 or 30 years of service.
Benefit	The normal retirement benefit based on service to date of retirement but reduced as shown below. The early retirement reduction is taken from three years prior to the participant's Social Security normal retirement age.

Age	SSNRA = 65	SSNRA = 66	SSNRA = 67
48	0.3133	0.2846	0.2580
49	0.3375	0.3067	0.2780
50	0.3640	0.3308	0.2998
51	0.3930	0.3571	0.3237
52	0.4248	0.3860	0.3498
53	0.4597	0.4176	0.3785
54	0.4980	0.4525	0.4101
55	0.5403	0.4909	0.4450
56	0.5870	0.5333	0.4834
57	0.6387	0.5803	0.5260
58	0.6961	0.6324	0.5732
59	0.7598	0.6904	0.6257
60	0.8310	0.7550	0.6843
61	0.9106	0.8274	0.7499
62	1.0000	0.9086	0.8235
63	1.0000	1.0000	0.9064
64	1.0000	1.0000	1.0000

Total and Permanent Disability Retirement

Eligibility	Immediate.
Benefit	At his normal retirement date, the participant is entitled to receive the normal retirement benefit calculated as if the participant continues to earn vesting and benefit service from the date of disability, but his compensation remains constant from date of disability.

Deferred Vested

Eligibility — Five years of service.

Benefit — The accrued normal retirement benefit payable at age 65. Benefits are reduced for early commencement.

Age	Factor
55	0.4022
56	0.4370
57	0.4755
58	0.5182
59	0.5657
60	0.6187
61	0.6779
62	0.7445
63	0.8194
64	0.9040
65	1.0000

Preretirement Surviving Spouse Benefit

Eligibility — Eligible for a vested benefit.

Benefit

Early Retirement Eligible — 50% of the benefit the participant was entitled to receive under the early retirement provisions had he terminated employment as of the date of death and elected payment in the form of a 50% joint and survivor annuity. This benefit is payable for the life of the spouse.

Not Early Retirement Eligible — 50% of the benefit to which the participant was entitled under the plan provisions had the participant terminated employment on the date of death, survived to his earliest retirement age, and elected payment in the form of a 50% joint and survivor annuity. This benefit is payable for the remaining lifetime of the spouse, beginning at the participant's earliest retirement date.

Form of Payment

Normal — Single life annuity payable monthly, but for married participants, unless elected otherwise, there is in effect an automatic 50% joint and survivor option on an actuarially equivalent basis.

Optional — 100%, 75%, or 50% joint and survivor annuity, 10-year certain and life annuity, 5-year certain and life annuity, single life annuity, or lump sum.

Optional Payment Form

Conversion Interest Rate	
Non-Lump Sums	6.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1971 Group Annuity Mortality Table (100% male) with ages set back two years for males and females.
Lump Sums	417(e) Mortality Table.

Lump Sum Form of Payment

Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Definitions

Credited Service	Elapsed time method. Credited service was frozen as of December 31, 2003.
Vesting Service	Elapsed time method.
Compensation	The participant's base pay including any amount contributed by the employer pursuant to a salary reduction agreement that is not includible in gross income under Section 125, 402(e)(3), 402(h), or 403(b), but excluding bonus, commission, overtime, or other special compensation. Compensation earned after December 31, 2013 will not be included.
Final Average Compensation	The average monthly compensation of a participant for the 60 consecutive months during the last 120 months of employment which yield the highest average monthly compensation.
Covered Compensation	The average (without indexing) of the Social Security taxable wage bases in effect for each calendar year during the 35-year period ending with the last day of the calendar year in which the participant attains Social Security retirement age.

York Nineteen

Effective Date	The effective date of adoption is July 1, 1989. Amended and restated effective January 1, 2016.
Covered Employees	Evcon Hourly and Wichita Hourly employees.
Status of Plan	All benefit accruals cease as of December 31, 2017.
Participation	Age 21 and one year of service. Only employees hired on or before December 31, 2016 will be eligible to participate.
Normal Retirement	
Eligibility	Age 65.
Benefit	
Hired Before January 1, 1993	Career average benefit with annual accrual based on pay rate: Twice the hourly pay rate (rounded to next higher $0.50) plus $6.00 (effective August 1, 2007). The benefit was frozen on December 31, 2017.
Hired After January 1, 1993 but Before August 1, 2000	Career average benefit with annual accrual based on pay rate: Twice the hourly pay rate (rounded to next higher $0.50) plus $3.00 (effective August 1, 2007). The benefit was frozen on December 31, 2017.
Hired After August 1, 2000	$31.00 per month ($34.00 effective August 1, 2011) multiplied by years of credited service. The benefit was frozen on December 31, 2017.
Early Retirement	
Eligibility	Age 55 or 30 years of service.
Benefit	The normal retirement benefit based on service to date of retirement, but reduced by 0.6% multiplied by the number of months by which the early retirement date precedes age 62.
Total and Permanent Disability Retirement	
Eligibility	Fifteen years of service.
Benefit	Normal retirement benefit based on service to date of disability. At the participant's normal retirement date, disability benefits cease, and the participant is entitled to receive the normal retirement benefit. The normal retirement benefit is calculated as if the participant continues to earn vesting and benefit service from the date of disability, but his compensation remains constant from date of disability.

Deferred Vested

Eligibility	Age 55 or five years of service.
Benefit	The accrued normal retirement benefit payable at age 65. Benefits are reduced by 0.6% multiplied by the number of months by which the early retirement date precedes age 65.

Preretirement Surviving Spouse Benefit

Eligibility	Eligible for a vested benefit with at least one hour of service after August 23, 1984.
Benefit	
Early Retirement Eligible	50% of the benefit the participant was entitled to receive under the early retirement provisions had he terminated employment as of the date of death and elected payment in the form of a 50% joint and survivor annuity. This benefit is payable for the life of the spouse.
Not Early Retirement Eligible	50% of the benefit to which the participant was entitled under the plan provisions had the participant terminated employment on the date of death, survived to his earliest retirement age, and elected payment in the form of a 50% joint and survivor annuity. This benefit is payable for the remaining lifetime of the spouse, beginning at the participant's earliest retirement date.

Form of Payment

Normal	Single life annuity payable monthly, but for married participants, unless elected otherwise, there is in effect an automatic 50% joint and survivor option on an actuarially equivalent basis.
Optional	100%, 75%, or 50% joint and survivor annuity, 10-year certain and life annuity, 5-year certain and life annuity, single life annuity, or lump sum.

Optional Payment Form

Conversion Interest Rate	
Non-Lump Sums	6.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1971 Group Annuity Mortality Table (100% male) with ages set back two years for males and females.
Lump Sums	417(e) Mortality Table.

Lump Sum Form of Payment

Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Definitions

Credited Service	One year of benefit service is credited for each year a participant completes 1,700 or more hours of service. Credited service was frozen on December 31, 2017.
Vesting Service	One year of vesting service is credited for each year a participant completes 1,000 or more hours of service.

Miller-Picking

Effective Date	The effective date of adoption is October 1, 1972. Amended and restated effective January 1, 2016.
Covered Employees	Miller-Picking employees.
Status of Plan	Credited service was frozen as of December 31, 2003 for salaried participants and as of December 31, 2013 for hourly participants.
Participation	April 1 or October 1 after one year of service. No new salaried participants allowed after December 31, 2003 and no new hourly participants allowed after December 31, 2012.
Normal Retirement	
Eligibility	Age 65.
Benefit	The sum of (1), (2), and (3) minus (4): (1) 1% of average monthly compensation multiplied by years of service prior to October 1, 1976. (2) 1% of average monthly compensation up to covered compensation multiplied by years of service after October 1, 1976, up to a maximum of 35 years. (3) 1.65% of average monthly compensation in excess of covered compensation multiplied by years of service after October 1, 1976, up to a maximum of 35 years. (4) Prior plan offsets.

Early Retirement

Eligibility — Age 55 with 15 years of service.

Benefit — The normal retirement benefit based on service to date of retirement, but reduced as shown below for the number of years by which the early retirement date precedes the participant's normal retirement date.

Years Prior to Normal Retirement Date	Percentage of Normal Retirement Benefit
1	92.31%
2	84.62%
3	76.92%
4	73.08%
5	66.67%
6	63.33%
7	60.00%
8	56.67%
9	52.92%
10	48.62%

Deferred Vested

Eligibility — Five years of service.

Benefit — The accrued normal retirement benefit payable at age 65. Benefits are reduced for early commencement.

Preretirement Surviving Spouse Benefit

Eligibility — Eligible for a vested benefit.

Benefit

Early Retirement Eligible — 50% of the benefit the participant was entitled to receive under the early retirement provisions had he terminated employment as of the date of death and elected payment in the form of a 50% joint and survivor annuity. This benefit is payable for the life of the spouse.

Not Early Retirement Eligible — 50% of the benefit to which the participant was entitled under the plan provisions had the participant terminated employment on the date of death, survived to his earliest retirement age, and elected payment in the form of a 50% joint and survivor annuity. This benefit is payable for the remaining lifetime of the spouse, beginning at the participant's earliest retirement date.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Johnson Controls Pension Plan
EIN: 39-0380010 PN: 028

Form of Payment

Normal	Single life annuity payable monthly, but for married participants, unless elected otherwise, there is in effect an automatic 50% joint and survivor option on an actuarially equivalent basis.
Optional	100%, 75%, or 50% joint and survivor annuity, 10-year certain and life annuity, 5-year certain and life annuity, single life annuity, or lump sum.

Optional Payment Form

Conversion Interest Rate	
Non-Lump Sums	8.00%.
Lump Sums	417(e) Interest Rate (August lookback).
Conversion Mortality	
Non-Lump Sums	1971 Group Annuity Mortality Table (100% male) with ages set back three years for males and females.
Lump Sums	417(e) Mortality Table.

Lump Sum Form of Payment

Retirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, including early retirement subsidies.
Nonretirement Eligible Participant	The actuarial equivalent of the benefit payable as a life annuity, excluding early retirement subsidies. The lump sum is only available after the participant reaches commencement eligibility.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Johnson Controls Pension Plan
EIN: 39-0380010 PN: 028

Definitions

Credited Service	One year of service for benefit accrual is credited for each year a participant completes 1,000 or more hours of service. Credited service was frozen as of December 31, 2003 for salaried participants; and as of December 31, 2013 for hourly participants.
Vesting Service	One year of vesting service is credited for each year a participant completes 1,000 or more hours of service.
Compensation	The amount of earnings subject to federal income tax plus elective contributions under Section 125 but excluding employer contributions to benefit plans, expense allowances or reimbursements, and noncash fringe benefits. Compensation earned after December 31, 2013 will not be included.
Average Monthly Compensation	The average monthly compensation of a participant for the five consecutive calendar years divided by 60 which yield the highest average monthly compensation.

Plan Changes Since the January 1, 2024 Valuation

The January 1, 2025 funding valuation reflects the following plan change:

- An update to the mortality rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.
- The legislated increase in the Section 415 dollar limits for defined benefit plans from $275,000 for 2023 to $280,000 for 2025.

Plan Changes Since the January 1, 2023 Valuation

The January 1, 2024 funding valuation reflects the following plan change:

- An update to the mortality rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.
- The legislated increase in the Section 415 dollar limits for defined benefit plans from $265,000 for 2023 to $275,000 for 2024.

Plan Changes Since the January 1, 2022 Valuation

The January 1, 2023 funding valuation reflects the following plan changes:

- Effective January 1, 2023, the legacy Johnson Controls Pension Plan merged into the York International Corporation Pension Plan Number Four. The plan was renamed to Johnson Controls Pension Plan.
- An update to the mortality rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.

- The legislated increase in the Section 415 dollar limits for defined benefit plans from $245,000 for 2022 to $265,000 for 2023.

Plan Changes Since the January 1, 2021 Valuation

The January 1, 2022 funding valuation reflects the following plan change:

- An update to the mortality rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.
- The legislated increase in the Section 415 dollar limits for defined benefit plans from $230,000 for 2021 to $245,000 for 2022.

Plan Changes Since the January 1, 2020 Valuation

The January 1, 2021 funding valuation reflects the following plan change:

- An update to the mortality rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

- The legislated increase in the Section 415 dollar limits for defined benefit plans from $230,000 for 2021 to $245,000 for 2022.

Plan Changes Since the January 1, 2020 Valuation

The January 1, 2021 funding valuation reflects the following plan change:

- An update to the mortality rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.

Plan Changes Since the January 1, 2019 Valuation

The January 1, 2020 funding valuation reflects the following plan changes:

- An increase in the annual maximum benefit limit under IRC section 415 from $225,000 in 2019 to $230,000 in 2020.
- An update to the mortality rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

Johnson Controls, Inc. Pension Plans
Notes to the Financial Statements

Johnson Controls Master Pension Trust
Statements of Financial Position

December 31, 2025	Johnson Controls Pension	York Plan 15	Total Plans	Master Trust Total
Assets				
Investments at fair value as determined by quoted market price (direct):				
Fixed Income Fund:				
Cash & cash equivalents	$ 6,871,066	$ 70,874	$ 6,941,940	$ 6,941,940
U.S. government and federal agency securities	280,831,319	2,896,716	283,728,035	283,728,035
Corporate issues	511,996,288	5,281,134	517,277,422	517,277,422
Municipal issues	27,577,180	284,453	27,861,633	27,861,633
Foreign issues	130,837,803	1,349,564	132,187,367	132,187,367
Other - Fixed Income	48,396,337	499,198	48,895,535	48,895,535
Equity Investments:				
Domestic stocks	28,565,070	294,643	28,859,713	28,859,713
Foreign stocks	61,850,249	637,972	62,488,221	62,488,221
Total direct fixed income and equity investments	1,096,925,312	11,314,554	1,108,239,866	1,108,239,866
Investments at fair value as determined by quoted market price (indirect):				
Fixed Income Fund:				
Other - Fixed Income	6,513,230	67,183	6,580,413	6,580,413
Investment assets measured at NAV:				
Investment in alternatives	186,978,547	1,928,644	188,907,191	188,907,191
Investment in real estate	214,222,965	2,209,665	216,432,630	216,432,630
Total investment assets measured at NAV	401,201,512	4,138,309	405,339,821	405,339,821
Total Investments	1,504,640,054	15,520,046	1,520,160,100	1,520,160,100
Accrued dividends and interest receivable	11,163,641	115,151	11,278,792	11,278,792
	$ 1,515,803,695	$ 15,635,197	$ 1,531,438,892	$ 1,531,438,892
Liabilities and Plans' Equity				
Due to brokers for securities purchased	118,981,411	1,227,270	120,208,681	120,208,681
Plans' equity	1,396,822,284	14,407,927	1,411,230,211	1,411,230,211
	$ 1,515,803,695	$ 15,635,197	$ 1,531,438,892	$ 1,531,438,892
Percentage ownership in the Master Trust	98.98%	1.02%		

Johnson Controls, Inc. Pension Plans
Notes to the Financial Statements

Johnson Controls Master Pension Trust
Statements of Financial Position

December 31, 2024	Johnson Controls Pension	York Plan 15	Total Plans	Master Trust Total
Assets				
Investments at fair value as determined by quoted market price (direct):				
Fixed Income Fund:				
Cash & cash equivalents	$ 8,517,599	$ 82,916	$ 8,600,515	$ 8,600,515
U.S. government and federal agency securities	253,142,019	2,464,265	255,606,284	255,606,284
Corporate issues	479,120,306	4,664,099	483,784,405	483,784,405
Municipal issues	25,285,340	246,146	25,531,486	25,531,486
Foreign issues	123,121,073	1,198,548	124,319,621	124,319,621
Other - Fixed Income	90,513,005	881,118	91,394,123	91,394,123
Equity Investments:				
Domestic stocks	197,343	1,921	199,264	199,264
Foreign stocks	47,746,182	464,795	48,210,977	48,210,977
Total direct fixed income and equity investments	1,027,642,867	10,003,808	1,037,646,675	1,037,646,675
Investments at fair value as determined by quoted market price (indirect):				
Fixed Income Fund:				
Other - Fixed Income	8,407,697	81,847	8,489,544	8,489,544
Investment assets measured at NAV:				
Investment in alternatives	239,063,519	2,327,215	241,390,734	241,390,734
Investment in real estate	255,861,386	2,490,737	258,352,123	258,352,123
Total investment assets measured at NAV	494,924,905	4,817,952	499,742,857	499,742,857
Total Investments	1,530,975,469	14,903,607	1,545,879,076	1,545,879,076
Accrued dividends and interest receivable	8,032,862	78,198	8,111,060	8,111,060
	$ 1,539,008,331	$ 14,981,805	$ 1,553,990,136	$ 1,553,990,136
Liabilities and Plans' Equity				
Due to brokers for securities purchased	102,114,058	994,052	103,108,110	103,108,110
Plans' equity	1,436,894,273	13,987,753	1,450,882,026	1,450,882,026
	$ 1,539,008,331	$ 14,981,805	$ 1,553,990,136	$ 1,553,990,136
Percentage ownership in the Master Trust	99.04%	0.96%		

Note 9: Johnson Controls Master Pension Trust (Continued)

Johnson Controls Master Pension Trust
Statements of Changes in Financial Position

	Years Ended	
	December 31, 2025	December 31, 2024
Investment income (loss)		
Interest and dividends	$ 51,544,290	$ 30,566,256
Net appreciation (depreciation)	51,069,018	(57,066,525)
Total investment income (loss)	102,613,308	(26,500,269)
Deductions		
Participant withdrawals	136,229,577	132,153,006
Administrative expenses	6,035,546	5,621,964
Total deductions	142,265,123	137,774,970
Net change in Plans' equity	(39,651,815)	(164,275,239)
Transfer to Johnson Controls Cash Account	-	(2,315,657)
Plans' equity		
Beginning of year	1,450,882,026	1,617,472,922
End of year	$1,411,230,211	$ 1,450,882,026

Note 10: Fair Value Measurements

GAAP specifies a three-tier fair value hierarchy, which prioritizes the inputs used in estimating fair value. These tiers include Level 1, defined as observable inputs such as quoted market prices in active markets; Level 2, defined as inputs other than quoted market prices in active markets that are either directly or indirectly observable; and Level 3, defined as unobservable inputs in which little or no market data exists, therefore, requiring an entity to develop its own assumptions.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

There have been no changes in the methodologies used in 2025 and 2024. Following is a description of the valuation methodologies used for assets measured at fair value.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Johnson Controls Pension Plan
EIN: 39-0380010 PN: 028

Schedule SB, line 32 — Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	$ 180,884,308	January 1, 2023	13	$ 18,590,502
Shortfall	$ (41,940,390)	January 1, 2024	14	$ (4,095,616)
Shortfall	$ 62,123,329	January 1, 2025	15	$ 5,792,407