

2023 Diversity, Equity & Inclusion (DEI) Review

Equitable Policies and Procedures



- Embedded bias mitigation learnings into key talent processes
- Enhanced U.S. job description template with inclusive language
- Successfully implemented two programs for early-career information technology (IT) professionals that aim to increase representation at our company

Elevating DEI in our Industry and Community



- Supported the Society for Women Engineers (SWE) with significant presence and participation at the organization's annual conference
- Numerous ERGs made monetary donations and volunteered their time all over the world, contributing to a more compassionate and engaged global community

Representation Data



- 25% of global people managers¹ are women
- 19% of U.S. people managers¹ are people of color
- 60%² diversity of gender, race and ethnicity across Board of Directors

(1) ¹People managers' refer to those individuals who have direct reports that they manage. (2) This figure has increased to 75% as of June 6, 2024.

Inclusive Culture



- Implemented bias mitigation training to salaried employees globally
- Created employee learning channels centered on cultural competency and inclusive marketing and sales
- Published our first-ever monthly global multicultural calendar
- Launched our DEI community on Viva Engage, our internal employee social media platform
- Initiated a campaign on psychological safety in the workplace during Safety Month in June and at our annual employee summit on culture

Employee Resource Group Evolution



- Improved the effectiveness of our employee resource group (ERG) structure by:
 - Developing a new leadership model that leverages ERG leaders as an inclusion council;
 - Updating the definition of our ERGs to promote global inclusion;
 - Implementing quarterly collaboration forums;
 - Launching a new resource with guidance for ERG leaders
- Launched a new ERG, BOLD, to celebrate Black culture
- Developed gender identity guide in partnership with our Allegion Pride Alliance ERG
- Celebrated our global employees through ERG-led heritage and cultural events