

Corporate Responsibility

As UTC continues to grow in markets around the world, we bring with us a long-standing belief that financial performance and corporate responsibility go hand in hand.

To learn more about our approach to corporate responsibility, visit www.utc.com/Corporate-Responsibility.



Employees

As a global company we celebrate diversity in all its forms — gender, race, ethnicity, sexual orientation, religion and other traits that make each person unique. We believe an inclusive work environment helps us attract and retain the best people in their fields and fosters the collaboration needed to find the best and most innovative solutions for our customers.

Maintaining a high-performance culture demands lifelong learning. We encourage this through our Employee Scholar Program. Since the program's inception in 1996, employees have earned nearly 38,000 college

degrees. Our overall investment — one of the best we make — was \$1.2 billion at the end of 2015. In 2016 the Employee Scholar Program will celebrate its 20th anniversary.

We have instituted a number of programs to identify and develop our next generation of leaders. The programs vary by function to include Finance, Operations, Human Resources and Information Technology. Our four businesses also offer engineering and general management leadership programs specific to their needs and goals.

▲ One of our highest priorities is preparing our next generation of leaders. Recent graduates of our Operations Leadership Program include Kendra Washington, Justin Swenson and Doug Griggs.



Community

We are committed to improving the quality of life everywhere we do business, and education plays a large role in that effort. We recognize that the future of our company rests in the next generation of engineers, scientists and finance professionals. We help prepare young people to pursue these disciplines by partnering with leading nonprofit organizations to support STEM education — science, technology, engineering and math.

Our commitment to the community is supported by our employees. Whether explaining sustainability or mentoring students or working with civic organizations, our employees bring their expertise, creativity and passion to schools and community groups around the globe.

▲ Stephannie Bennett, who is participating in our Financial Leadership Program, mentors youngsters at Naylor School in Hartford, Connecticut.



Integrity

Our reputation for integrity is important to our company and to our continued success. We earn the respect of our customers, partners and other stakeholders not just on the merits of our technologies and services but also on the merits of how we do business. Acting ethically and in accordance with all applicable laws is expected of all UTC employees and contractors — wherever they work.

communication and ask that employees and others associated with our company speak up if they are in any doubt about an action or expectation.

Supporting these efforts is a community of nearly 500 Ethics & Compliance officers who advise our nearly 200,000 employees in upholding our Code of Ethics and our commitment to doing the right thing, everywhere, every time. To learn more about our ethical standards, visit www.utc.com/Our-Company/Ethics-And-Compliance.

▲ Our employees share a commitment to acting with integrity and upholding our Code of Ethics.

We provide the necessary training and resources to foster a culture of trust, respect and integrity. We encourage open