



THIS IS OTIS

# Made to move you™

**OTIS** © 2023 OTIS ELEVATOR COMPANY.

Presenter

## **Sushmita Kirkland** – Atlanta, GA

ERG Governance

Global days of awareness

Large Scale Global Program Deployments

DE&I Learning

Engagement survey action planning



Sr Manager, Diversity, Equity & Inclusion  
Pronouns - She/Her/Hers

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OUR PRESENT

# Moving 2 billion people every day

World's leading provider of elevators, escalators and moving walkways

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~13.7 BILLION  
2022 net sales

~2.2 MILLION  
units under service

~69,000  
colleagues

~41,000  
field professionals

170 YEARS  
of industry-leading innovation

Serving customers  
in more than

200 COUNTRIES  
AND TERRITORIES



OUR PRESENT

**We give  
people freedom  
to connect and thrive  
in a taller, faster,  
smarter world**

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FUTURE-FOCUSED

# Focused on the future

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“We’re investing in areas like data analytics, machine learning and cloud computing to meet the needs of our passengers and customers in the digital age.”

– Judy Marks, Chair, CEO & President



FUTURE-FOCUSED

# Our People Aspiration

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*“At Otis, we reflect the communities where we live and work, we ensure all our voices feel safe, welcomed and heard, and we provide equitable opportunities to grow and contribute at our best.”*

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ENVIRONMENTAL, SOCIAL & GOVERNANCE

# Connect & thrive

We're focused on what matters most to our passengers, customers, colleagues and society: connecting at a human level and allowing people to thrive in a more sustainable and hopeful world that we build together.

## Health & Safety

Prioritize the health & safety of our colleagues & the riding public

## People & Communities

Foster a diverse, equitable & inclusive culture in the workplace & our communities

## Environment & Impact

Reduce the environmental impact of our products, services and operations

## Governance & Accountability

Continue to uphold the highest standards of ethics & integrity



United Nations  
Global Compact



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# Our ESG goals at a glance

## HEALTH & SAFETY

- Achieve zero-harm workplace
- Offer well-being and resilience services to all colleagues worldwide through an Employee Assistance Program.
- Educate all field professionals and subcontractors annually on life-saving Cardinal Rules

## ENVIRONMENT & IMPACT

**100%**

Factories certified ISO 14001 by 2025

**100%**

Factories eligible for zero-waste-to-landfill certification by 2025

**50%**

Reduction in Scope 1 & 2 emissions by 2030

**Carbon-neutral**

Factory electricity by 2030

## PEOPLE & COMMUNITIES

- Achieve gender parity in our executive ranks by 2030
- Increase colleague favorability for the inclusive culture category in the company's engagement survey by 4 percentage points by 2025
- Direct 50% of total global giving to STEM programs by 2025
- Impact 15,000 students globally through STEM-focused programming across the learning and vocational training continuum to improve livelihoods and help build the workforce of tomorrow by 2030
- Dedicate 500,000 colleague volunteer hours in support of vibrant communities, STEM education and social equity efforts globally by 2030

## GOVERNANCE & ACCOUNTABILITY

- Spend at least 20% of U.S. supplier dollars with diverse suppliers



# Commitment to Parity

Women currently represent more than one-third of Otis executives globally and 40 percent in the United States. Otis has pledged to realize parity of 50 percent women executives globally by 2030.

**Otis commits  
to achieving  
gender parity  
by 2030**



# Commitment to Parity

Becomes first in the vertical transportation industry to sign Paradigm for Parity's® gender parity commitment. Will implement Paradigm for Parity's® 5-point Action Plan to accelerate pace.

Otis has committed to:

- Eliminating, or minimizing, unconscious bias in the workplace;
- Significantly increasing the number of women in senior operating roles;
- Measuring targets and maintaining accountability through regular progress reports;
- Basing career progress on business results and performance, rather than physical presence in the office; and
- Providing sponsors, not just mentors, to women well-positioned for long-term success.

Progressing through these steps will help to achieve the long-term goal of establishing gender parity across Otis' leadership by 2030, a goal also shared by the more than 120 other Paradigm for Parity® member companies.

# Commitment to Disability Inclusion

Otis Chair, CEO & President Judy Marks today joined other global business leaders in signing the CEO Letter on Disability Inclusion by Disability:IN, a leading organization for advancing equality and inclusion for people with disabilities worldwide.

**Our  
CEO is**



As part of the agreement, Otis commits to three key actions:

1. Participate in the annual Disability Equality Index, a corporate benchmarking tool for disability equality.
2. Share important information on disability inclusion that details its impact on business performance.
3. Acknowledge that Otis is aware of increasing investor interest in understanding how companies are inclusive of people with disabilities.

# Our Commitment to Change

“This six-point framework publicly commits us to specific actions to ensure that Otis is a place where every voice feels safe, welcomed and heard.”

– Judy Marks, Chair, CEO & President



Conduct an **independent review** of our company to uncover and eliminate biases affecting any colleagues in our hiring, compensation, professional development and other business practices.



Accelerate anti-racism, unconscious bias and inclusion learning for colleagues at all levels of the organization and throughout their Otis careers.



Create an advisory group to ensure transparency and hold us accountable for achieving measurable progress toward a diverse, inclusive culture.



Amplify our ongoing commitment to STEM and vocational **education**, as we join with community and business partners to **invest in and build a diverse talent pipeline**.







Make social justice and racial equality an integral part of our **community giving, volunteerism and external reporting** programs.



Promote and expand **mental health and well-being** benefits, policies and practices to support our colleagues.

# Our ESG goals for People & Communities

Otis is committed to fostering an inclusive culture where every voice feels safe, welcomed and heard. We strive to continue cultivating an environment where growth and innovation are celebrated. By ensuring an equitable and inclusive work environment, we empower our people. And through our community impact initiatives, we interact meaningfully and create positive change in our communities

PEOPLE & COMMUNITIES		
GOAL	2022 RESULTS	SDG ALIGNMENT
Achieve gender parity in our executive ranks by 2030	<b>39.2%</b> female executives, a 3.2 point increase from 2021. Added an ESG performance multiplier to our executive short-term incentive program, which may increase or decrease the payout factor	
Increase colleague favorability for the inclusive culture category in the company's engagement survey by 4 percentage points by 2025 (against a baseline of 71% favorability)	<b>72%</b> favorability achieved, a 1 point increase from our baseline	
Direct 50% of total global giving to science, technology, engineering and math (STEM) programs by 2025	<b>51%</b>	
Impact 15,000 students globally through STEM focused programming across the learning and vocational training continuum to improve livelihoods and help build the workforce of tomorrow by 2030	<b>~1,600</b> students impacted <b>&gt;2,500</b> cumulative students impacted	
Dedicate 500,000 cumulative colleague volunteer hours in support of vibrant communities, STEM education and social equity efforts globally by 2030	<b>&gt;43,000</b> volunteer hours	

# OTIS Recognitions

“At Otis, we believe that our organization should reflect the global communities where we live and work. We are committed to creating an environment where all voices feel safe, welcomed, and heard, and to providing equitable opportunities for colleagues to grow and contribute their best,” said Alecia Smith, Otis director of Diversity, Equity & Inclusion.



# OTIS Recognitions

## Meet the Otis ELC Scholars, The Aspiring Leaders of Tomorrow

October 04, 2023 FARMINGTON, CONNECTICUT, UNITED STATES



ELC HONORS SYMPOSIUM

MEET OUR 2023 OTIS SCHOLARS

WAGAR AHMED

ALISA DRAKE

ERIKA IGARASHI-CUMMINGS

NATALYA JONES

LESLIE KOFFI

NATHAN MORLU

OTIS

Read their bios at [elcscholars.com](https://elcscholars.com)

## Otis Named Among America's Greenest Companies by Newsweek

September 29, 2023 FARMINGTON, CONNECTICUT, UNITED STATES



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