



ESG Data Center

Environmental

| Greenhouse Gas Emissions | 2019 | 2020 | 2021 |
|--|----------------|----------------|----------------|
| Scope 1 Regional GHG Emissions (metric tons CO₂e) | | | |
| North America | 246,474 | 199,536 | 171,120 |
| Latin America | 21,791 | 20,877 | 45,796 |
| Europe, the Middle East, Africa | 29,052 | 41,789 | 31,005 |
| Asia Pacific | 16,760 | 14,084 | 9,711 |
| Scope 2 Regional GHG Emissions (metric tons CO₂e) | | | |
| North America | 121,483 | 109,500 | 101,406 |
| Latin America | 11,469 | 10,080 | 13,375 |
| Europe, the Middle East, Africa | 5,561 | 4,984 | 4,233 |
| Asia Pacific | 16,133 | 14,643 | 18,250 |
| Scope 1 and 2 GHG Emissions Breakdown (metric tons CO₂e) | | | |
| Total Scope 1 GHG emissions | 314,077 | 276,285 | 257,632 |
| Emissions from fuels used in manufacturing | 48,417 | 44,192 | 46,533 |
| Emissions from fuels used in service vehicles | 63,950 | 58,158 | 60,814 |
| Emissions from refrigerant leaks in manufacturing processes and cooling equipment | 198,481 | 171,389 | 147,754 |
| Fugitive volatile organic compound (VOC) emissions from manufacturing processes | 3,228 | 2,546 | 2,531 |
| Biogenic emissions | 0 | 0 | 0 |
| Total Scope 2 location-based GHG emission | 154,646 | 139,207 | 137,264 |
| Total Scope 1 and 2 location-based GHG emissions | 468,723 | 415,493 | 394,896 |
| Normalized total Scope 1 and 2 location-based GHG emissions (metric tons CO₂e/USD) | 36 | 33 | 28 |

| Greenhouse Gas Emissions | 2019 | 2020 | 2021 |
|---|----------------|----------------|----------------|
| Reduction in absolute Scope 1 and 2 location-based GHG emissions from 2019 baseline | – | 53,230 | 73,826 |
| Reduction of GHG emissions intensity, including location-based Scope 2 emissions, from a 2019 baseline (metric tons/USD) | – | 2.49 | 7.91 |
| GHG intensity ratio for the organization | 32 | 28 | 23 |
| Scope 2 Adjusted Emissions (metric tons CO₂e) | | | |
| Total unadjusted location-based Scope 2 GHG emissions | 143,525 | 132,845 | 132,877 |
| Avoided GHG emissions from electricity generated by on-site solar/photovoltaic systems | 2,299 | 1,992 | 2,077 |
| Avoided GHG emissions from purchased or supplier-provided RECs | 1,244 | 4,381 | 20,857 |
| Avoided GHG emissions from VPPA renewable energy credits | 29,299 | 51,584 | 48,857 |
| Total avoided GHG emissions from renewable energy | 32,841 | 57,957 | 71,791 |
| Total adjusted market-based Scope 2 GHG emissions | 110,683 | 74,888 | 61,086 |
| Total Scope 1 and 2 absolute market-based GHG emissions | 424,760 | 351,173 | 318,718 |
| Reduction in Scope 2 GHG emissions by renewable energy from 2019 baseline | 23% | 44% | 54% |
| Reduction in total Scope 1 and Scope 2 GHG emissions by renewable energy from 2019 baseline | 7% | 14% | 18% |
| Percent reduction in absolute Scope 1 and 2 market-based GHG emissions from 2019 baseline | – | 17% | 25% |
| Scope 3 GHG Emissions (metric tons CO₂e) | | | |
| Product Use (assured) | 365 million | 331 million | 366 million |
| Business Travel (assured) | 30,340 | 3,788 | 1,895 |
| Upstream leased assets (estimate) | 67,000 | 65,613 | 63,141 |
| Upstream and downstream distribution and transportation (estimate) | 135,628 | 136,434 | 98,245 |
| Other Air Emissions (metric tons) | | | |
| NOx | 102.51 | 92.93 | 97.76 |
| SOx | 6.64 | 5.43 | 5.57 |
| Volatile Organic Compound (VOC) emissions | 269.03 | 212.13 | 210.94 |

| Energy | 2019 | 2020 | 2021 |
|---|---------------|---------------|---------------|
| Absolute Energy Use (billion kJ) | | | |
| Direct (fuel use) | 1,880 | 1,720 | 1,806 |
| Natural gas | 783 | 752 | 786 |
| Gasoline | 791 | 713 | 763 |
| Diesel | 217 | 191 | 183 |
| Propane | 61 | 48 | 52 |
| Solar electricity generated and used | 9.5 | 8.9 | 9.4 |
| Aviation fuel | 17.7 | 6.9 | 12.2 |
| Indirect (electricity) | 1,158 | 1,091 | 1,139 |
| Total energy consumption | 3,037 | 2,811 | 2,945 |
| Normalized energy use (billion kJ/million USD) | 0.2323 | 0.2257 | 0.2083 |

| Energy | | 2019 | 2020 | 2021 |
|---|---|--|------------------------|--|
| Energy Consumption and Sales (billion kJ) | | | | |
| Total electricity consumption | | 1,158 | 1,091 | 1,139 |
| Total heating consumption | | 783 | 752 | 786 |
| Total cooling consumption | | 0 | 0 | 0 |
| Total steam consumption | | 0 | 0 | 0 |
| Total electricity sold | | 0.94 | 1.43 | 0.89 |
| Total heating sold | | 0 | 0 | 0 |
| Total cooling sold | | 0 | 0 | 0 |
| Total steam sold | | 0 | 0 | 0 |
| Reduction in energy consumption achieved as a direct result of conservation and efficiency initiatives | | 2.49 | 25.2 | 22.7 |
| Renewable Energy Data | | | | |
| Renewable energy generated (billion kJ) | | 23.06 | 22.40 | 23.17 |
| Renewable energy generated and sold to grid (billion kJ) | | 0.94 | 1.43 | 0.89 |
| Renewable energy generated and used (billion kJ) | | 9.48 | 8.91 | 9.44 |
| Renewable energy purchased (billion kJ) | | 234.99 | 450.86 | 574.10 |
| Percentage grid electricity | | 79% | 58% | 49% |
| Percentage renewable electricity | | 21% | 42% | 51% |
| Number of RE100-compliant sites | | – | 15 | 20 |
| Reduction in Scope 2 GHG emissions by renewable energy from 2019 baseline | | 23% | 44% | 54% |
| Trane Technologies Renewable Energy Sources | | | | |
| Renewable Energy Projects | Location | Type | 2021 Production | REC Treatment |
| Trenton Solar Project | Trenton, NJ, USA | On-Site Solar PV | 1,994 MWh | Utility owns RECs ¹ |
| Columbia Solar Project | Columbia, SC, USA | On-Site Solar PV | 1,575 MWh | Utility owns RECs ¹ |
| Taicang Solar Project | Taicang, China | On-Site Solar PV | 2,622 MWh | Company owns renewable energy attributes from 100% of generation |
| Seymour Hill Wind Farm VPPA | Northern Texas, USA | Wind VPPA | 105,892 MWh | Company owns and retires RECs |
| Use of Zero Carbon Electricity | Bari, Italy; Galway & Shannon, Ireland; Essen, Germany | Direct supply of 100% renewable electricity by local power provider | 5,072 MWh | – |
| Vendor Provides RECs or GOs | Barcelona, Spain; Hastings, NE, USA; Prague ETC & Kolin, Czech Republic; Tyler, TX, USA | Power company purchases and retires RECs/Guarantees of Origin (GO) for a portion or 100% of Trane Technologies electricity | 44,965 MWh | Power provider retires RECs/GOs on behalf of Trane Technologies |

1. The RECs from this project are owned by the utilities. We purchase replacement RECs, equal to the amount of solar generated by the PV system, from other renewable energy facilities in the U.S.

| Waste | 2019 | 2020 | 2021 |
|--|---------------|--------------|--------------|
| Waste Generated (metric tons) | | | |
| Total hazardous waste generated | 1,008 | 874 | 1,043 |
| Total non-hazardous waste generated | 32,569 | 30,490 | 31,826 |
| Total waste generated | 33,577 | 31,364 | 32,869 |
| Total solid waste generated | 10,521 | 8,798 | 6,859 |
| Reduction in solid waste generated from 2019 baseline | – | 16% | 35% |
| Normalized hazardous waste (metric tons/million USD) | 0.0771 | 0.0701 | 0.0738 |
| Normalized non-hazardous waste (metric tons/million USD) | 2.49 | 2.45 | 2.25 |
| Number of sites that achieved zero waste to landfill by year-end | 14 | 17 | 22 |
| Waste Disposal (metric tons) | | | |
| Non-hazardous waste to landfill | 5,564 | 6,143 | 4,249 |
| Non-hazardous waste recycled | 23,055 | 22,565 | 26,011 |
| Normalized non-hazardous waste to landfill (metric tons/million USD) | 0.43 | 0.49 | 0.30 |
| Normalized non-hazardous waste recycled (metric tons/million USD) | 1.76 | 1.81 | 1.84 |
| Packaging Data | | | |
| Emissions avoided from returnable packaging projects (metric tons CO ₂ e) | >1,000 | >22 | 415.5 |
| Solid waste avoided from returnable packaging projects (metric tons) | >1,000 | >200 | 1,360 |

| Water | 2019 | 2020 | 2021 |
|--|----------------|----------------|----------------|
| Water use (million cubic meters) | 2.94 | 2.78 | 2.90 |
| Normalized water use (cubic meters/million USD) | 225 | 233 | 205 |
| Percent of total water use at sites in areas of high to extremely high water stress | 10% | 8% | 8% |
| Wastewater used in water stressed locations (cubic meters) | 295,381 | 226,368 | 242,512 |
| Reduction in water use in water-stressed regions from 2019 baseline | – | 23% | 18% |
| Trane Technologies sites in areas of high to extremely high water-stress | 15 | 14 | 14 |
| Wastewater permit exceedances | 2 | 1 | 3 |

Social

| Global Workforce | | | | | | |
|------------------|-----------------|--------------|--------------|--------------|---------------|---------------|
| Location | Employee Type | Women | | Men | | Grand Total |
| Asia Pacific | Hourly | 76% | 64 | 92.4% | 782 | 846 |
| | Salaried | 24.1% | 1,159 | 75.9% | 3,641 | 4,800 |
| EMEA | Hourly | 5.5% | 126 | 94.5% | 2,145 | 2,271 |
| | Salaried | 28.6% | 616 | 71.4% | 1,539 | 2,155 |
| Americas | Hourly | 25.6% | 3,698 | 74.4% | 10,768 | 14,466 |
| | Salaried | 30.6% | 3,599 | 69.4% | 8,169 | 11,768 |
| Total | Hourly | 22.1% | 3,888 | 77.9% | 13,695 | 17,583 |
| | Salaried | 28.7% | 5,374 | 71.3% | 13,349 | 18,723 |

| New Employee Hires | 2019 | 2020 | 2021 |
|---|------|-------|-------|
| Total new hires | – | 3,837 | 7,321 |
| Women (global) | – | 31.1% | 29.2% |
| Salaried | – | 34.5% | 35.0% |
| Hourly | – | 29.6% | 25.6% |
| Management | – | 31.5% | 32.6% |
| Leadership | – | 26.3% | 52.0% |
| Racially & ethnically diverse overall (U.S.) ¹ | – | 47.9% | 44.2% |
| Salaried | – | 23.5% | 25.5% |
| Hourly | – | 57.8% | 54.1% |

| Gender Diversity Data | 2019 | | 2020 | | 2021 | |
|--|--------------|--------------|--------------|--------------|--------------|--------------|
| | Women | Men | Women | Men | Women | Men |
| Governance body (Executive Leadership Team) | 33.3% | 66.7% | 12.5% | 87.5% | 13.3% | 86.7% |
| Leadership positions (director level, vice president and above) | 23.1% | 76.9% | 21.7% | 78.3% | 24.6% | 75.4% |
| All management positions (all levels of management) | - | - | 21.8% | 78.2% | 23.1% | 76.9% |
| Workforce | 24.3% | 75.7% | 25.3% | 74.7% | 25.5% | 74.5% |

| Racial & Ethnic Diversity Data | 2019 | 2020 | 2021 |
|---|----------|------------|------------|
| Racially & ethnically diverse¹ (U.S.) overall | – | 36% | 36% |
| Salaried | – | 18% | 18% |
| Hourly | – | 51% | 52% |
| Promotion rates (overall) | – | 4% | 7% |
| Women | – | 6% | 8% |
| Men | – | 4% | 6% |
| Racially & ethnically diverse (U.S.) | – | 6% | 7% |
| White | – | 5% | 8% |
| Members of our board of directors: women | – | 5 | 5 |
| Members of our board of directors: men | – | 8 | 7 |

1. Classified into five minimum categories by the US Census: White, Black or African American, American Indian or Alaska Native, Asian, and Native Hawaiian or Other Pacific Islander

| Global Workforce | | | |
|----------------------------------|--------------|--------------|--------------|
| Global Workforce Data | | | |
| Full-time employees | 47,178 | 34,646 | 36,434 |
| Contractors | 3,164 | 3,108 | 3,123 |
| Key talent retention rate | 96.1% | 97.2% | 94.6% |

| Company Culture | 2019 | 2020 | 2021 | | | |
|--|--------------|-------------|--------------|------------|--------------------|--------------------|
| Employee Engagement Survey Results | | | | | | |
| Diversity & Inclusion Index score | – | 76 | 76 | | | |
| Sustainability Index score | – | 79 | 79 | | | |
| Average Employee Engagement Survey score | – | 80 | 79 | | | |
| Participation rate | – | 90% | 89% | | | |
| U.S. Parental Leave Data | 2019 | | 2020 | | 2021 | |
| | Women | Men | Women | Men | Women | Men |
| Employees who were eligible for parental leave | 4,709 | 13,725 | 4,624 | 11,934 | 4,978 | 12,841 |
| Employees who took parental leave | 130 | 312 | 106 | 253 | 119 | 263 |
| Employees who returned to work | 124 | 306 | 102 | 247 | 112 ¹ | 258 ¹ |
| Return to work rate | 95% | 98% | 96.2% | 97.6% | 94.1% | 98.1% |
| Employees who returned to work and were still employed after 12 months | 86% | 91% | 86.9% | 89.9% | 78.3% ² | 84.2% ² |

1. Completed benefits in 2021 and were still employed 30 days after completing benefits.

2. Completed benefits in 2020 and were still employed 12 months after completing benefits.

| Corporate Citizenship | 2019 | 2020 | 2021 |
|--|--------------------|---------------------|---------------------|
| Employee & Community Engagement Data | | | |
| Percent of employees globally who volunteered in community or sustainability initiatives | 36% | 49% | 31% |
| Volunteer participants | 17,044 | 15,811 | 10,748 |
| Hours volunteered | 31,682 | 20,559 | 30,041 |
| Value of employee volunteering time during paid working hours | \$805,673 | \$548,284 | \$784,371 |
| Global Contributions | | | |
| Charitable fundraising | \$1,007,855 | \$3,170,136 | \$1,692,459 |
| Charitable contributions | \$1,818,910 | \$1,048,499 | \$2,235,053 |
| In-kind giving | \$415,502 | \$969,319 | \$1,442,378 |
| Administrative overheads | \$150,407 | \$88,893 | \$103,709 |
| Trane Technologies Foundation donations to community partners | \$5,455,080 | \$5,108,779 | \$5,214,266 |
| Total philanthropic giving | \$9,653,427 | \$10,933,910 | \$11,472,236 |
| Percent increase year over year in philanthropic giving | – | 13% | 5% |

| Learning & Development | 2019 | 2020 | 2021 |
|---|-------------|-------------|-------------|
| Average Number of Learning & Development Hours | | | |
| All employees | 8 | 14 | 11.2 |
| Salaried employees | 9 | – | 18.2 |
| Hourly employees | 6 | – | 3.5 |

| Occupational Health & Safety Data | 2019 | 2020 | 2021 |
|--|-------------|-------------|-------------|
| Total recordable incident rate (per 200,000 hours worked)¹ | 0.86 | 0.80 | 0.95 |
| Lost time incident rate (per 200,000 hours worked)² | 0.10 | 0.08 | 0.10 |
| Employee lost time frequency rate (per million hours worked) | 0.10 | 0.08 | 0.09 |
| Contractor lost time frequency rate (per million hours worked) | 0.11 | 0.05 | 0.23 |
| Employee occupational illness frequency rate (per million hours worked) | 0 | 0 | 0 |
| Work-related fatalities | 0 | 0 | 0 |
| Total hours worked (among employees and supervised employee contractors) | 79,229,015 | 72,715,458 | 76,124,615 |
| Number of lost time incidents per million hours worked | 0.52 | 0.41 | 0.51 |

1. (recordable injuries x 200,000) / total hours worked by employees

2. (recordable injuries resulting in lost work time x 200,000) / total hours worked by employees

| Human Rights Data | 2019 | 2020 | 2021 |
|--|-------------|-------------|-------------|
| Salaried employees trained on anti-harassment (U.S.) | 100% | 100% | 100% |
| Employees able to access anti-harassment policy | 100% | 100% | 100% |
| Salaried employees trained on anti-corruption (U.S.) | 100% | 100% | 100% |

| Supplier Diversity Data | 2019 | 2020 | 2021 |
|--|--------------------------|------------------------|--------------------------|
| Supplier diversity score ¹ | – | 4.25 | 4.25 |
| Number of diverse suppliers added | – | 103 | 71 |
| Diverse-owned business spend | \$532 million | \$380.4 million | \$435.1 million |
| Percent of spend with diverse-owned businesses | – | 6% | 6.8% |
| Percent increase in diverse-owned business spend | – | 11.1% | 14.3% |
| Diverse-owned business spend since inception of program in 2013 | >\$2.6 billion | >\$3 billion | >\$3.4 billion |
| Percent of spend with women-owned businesses | – | 3.8% | 4.1% |
| Percent increase in women-owned business spend | – | 18.8% | 15.4% |

1. We measure our program against the National Minority Supplier Development Council's eight best practices. Scores are 0 to 5.

Governance

| Lobbying Expenditures | 2019 | 2020 | 2021 |
|--|-------------|-------------|-------------|
| Total monetary value of Trane Technologies' financial and in-kind lobbying contributions made directly and indirectly by the organization. | \$680,370 | \$632,680 | \$804,508 |
| Employee contributions to Trane Technologies' political action committee (U.S. Only) | \$27,658 | \$22,056 | \$15,284 |

Products & Innovation

| Circularity: Product Life Cycle & Materials | 2019 | 2020 | 2021 |
|---|-------------|-------------|---------------|
| Product Life Cycle Data | | | |
| New product development projects generated or improved by the PDP | – | 194 | 181 |
| Avoided emissions from refrigerant reclamation program (metric tons CO ₂ e) | 157,370 | 174,241 | 197,056 |
| Materials Data | | | |
| Percentage of recycled input materials used to manufacture the organization's primary products and services | – | – | 44% |
| Revenue from remanufactured products and remanufacturing services | – | – | \$100 million |

| Energy Efficient & Low Emissions Products | 2019 | 2020 | 2021 |
|--|--|---|---|
| Clean Revenue percentage¹ | 25% | 30% | 35% |
| Percentage of eligible products, by revenue, that meet Energy Star® criteria | 35% of shipment | 53% of residential revenue | 41% of revenue from Residential Furnaces and Residential & Light Commercial Central Air-conditioners and Heat Pumps |
| Revenue from renewable energy-related and energy efficiency-related products | 25% of product & revenue contribute to clean energy transition | 30% of products & revenue contribute to clean energy transition | Approximately 35% revenue from products and services that contribute to the clean energy transition |
| Projects meeting or exceeding quality, design, and cost goals | – | 85% | >85% |

1. This is an estimation of the percentage of revenue Trane Technologies defines as Clean Revenue.

| Technology & Innovation Data | 2019 | 2020 | 2021 |
|--|----------------------|----------------------|----------------------|
| Average revenue from innovation | 18.6% | 20.5% | 20.5% |
| Percent of sales revenue focused on Indoor Air Quality | – | – | 2% |
| Research and development spend | \$236 million | \$165 million | \$193 million |
| Business development spend | – | – | \$300 million |

| Technology & Innovation Data | 2019 | 2020 | 2021 |
|---|-------------|-------------|-------------|
| New products and services launched | – | 54 | 62 |
| New patent filings | – | – | >145 |

| Supply Chain Transparency & Performance | 2019 | 2020 | 2021 |
|---|----------------|------------------|---------------|
| Supplier Data | | | |
| Number of Trane Technologies suppliers across the globe | – | 15,467 | 25,000 |
| Combined annual spend for direct and indirect commodities | \$10.2 billion | \$8.25 billion | \$8.6 billion |
| Direct spend with preferred suppliers | 42% | 34.7% | 35% |
| Preferred suppliers enrolled in ESG reporting platform | – | – | 100% |
| Supplier Risk Assessment Data | | | |
| Total number of suppliers audited for sustainability and business risks through On-Site Assessment (OSA) audits over three years | – | 1,500 | 1,600 |
| Direct material spend subject to On-Site Assessments | 86% | 69% ¹ | 93% |
| Direct material spend assessed on a quarterly basis for risk | 100% | 100% | 100% |
| Percentage of new suppliers that were screened using environmental and social criteria | – | – | 100% |
| Number of suppliers assessed for environmental and social impacts | 501 | 321 | 209 |
| Number of suppliers identified as having significant actual and potential negative environmental or social impacts | 0 | 0 | 0 |
| Significant actual and potential negative environmental or social impacts identified in the supply chain | – | 0 | 0 |
| Percentage of suppliers identified as having significant actual and potential negative environmental or social impacts with which improvements were agreed upon as a result of assessment | – | 0% | 0% |
| Percentage of suppliers identified as having significant actual and potential negative environmental or social impacts with which relationships were terminated as a result of assessment | – | 0% | 0% |
| Logistics Data | | | |
| Reduction in dwell time in North America | – | – | 50% |
| Reduction in empty truck miles driving through Dedicated Carrier Program | – | – | 16% |
| Emissions avoided through Dedicated Carrier Program (metric tons CO ₂ e) | – | – | 211.36 |

1. Due to COVID, we were unable to go on-site to conduct many of the planned OSAs.