

Transform Tomorrow, Today

ESG At-a-Glance 2021

We're dedicated to transforming tomorrow, today through bold ambition and decisive action. Our people help us push boundaries and break down barriers as we strive toward bold goals we know are achievable. Our 2030 Sustainability Commitments are the bedrock of our strategy and support our customers in their own decarbonization efforts.

Through our strategic brands, Trane® and Thermo King®, and our portfolio of innovative, environmentally friendly services and products, we bring efficient and sustainable climate solutions to buildings, homes and transportation.

“As a climate innovator, we have a bold vision and ambitious goals for a better future.”

– Dave Regnery, Chair and CEO

ESG Recognition



Inaugural recipient for Sustainability Leadership by HRH The Prince of Wales



Forbes 2021 lists of America's Best Employers for Diversity & Women



10th consecutive year



Top 100 Listing in 2022
2nd in Building Materials and Packaging industry



11th consecutive year on North America Index, renamed to World index

2030 Sustainability Commitments

We've set the pace for positive change in our industry. Change that can have a transformative impact on our planet, and for future generations. Our purpose is clear: **we boldly challenge what's possible for a sustainable world.**



Gigaton Challenge

- Reduce customer carbon footprint by one gigaton^{1,2}
- Design systems for circularity
- Increase access to heating, cooling and fresh food



Leading by Example

- Achieve carbon neutral operations
- Reach zero waste disposed of in landfills
- Achieve net positive water use in water-stressed locations
- Reduce absolute energy consumption by 10%²



Opportunity for All

- Achieve workforce diversity reflective of our communities
- Achieve gender parity in senior leadership roles
- Maintain world-class safety metrics
- Provide market-competitive wages, benefits, and leading wellness offerings
- Invest \$100 million in building sustainable futures for under-represented students
- Dedicate 500,000 employee volunteer hours in our communities

2021 was a strong year for Trane Technologies as we advanced our strategy to lead sustainably.

We are uniquely positioned to pioneer a movement to tackle climate change and help the world decarbonize. And that's just what we're doing. As we scale today's technology and innovate for tomorrow, our diverse, inclusive and uplifting culture will ensure we accelerate progress for our customers and communities.

Environment

Greenhouse Gas Emissions

50 million metric tons of CO₂e reduced from our customers' carbon footprint since 2019

106,042³ metric tons of CO₂e reduced from our operations*

Energy and Renewable Energy

3% reduction in absolute energy use*

51% of electricity demand met with renewables in 2021

Water

18% decrease in water use in water-stressed regions, with 1.4% decrease in water use overall*

Circularity

1,360 metric tons of solid waste reduced from returnable packaging projects in 2021



Uplifting our people and communities.

Throughout 2021 we continued to prioritize the health and well-being of our people through a portfolio of benefits and programs that support physical, social, emotional and financial well-being. Our goal is for our people to thrive at work, at home, and in their communities. **These are a few highlights.**

Social

Gender Parity

24.6% women in senior leadership positions, a 15% increase over 2020

Supplier Diversity

\$435.1M was spent with U.S. diverse-owned businesses

Engagement

79 score for employee engagement, measuring Pride, Energy and Optimism and reflecting high levels of engagement in our company

Employee Safety

6% reduction in lost-time incident rate (LTIR)

Employee Volunteerism

30,041 total hours volunteered by Trane Technologies' employees in 2021

Citizenship

\$11.3M+ philanthropic giving (foundation, in-kind and employee fundraising and donations), a 5% increase in year-over-year giving

31% of employees globally participated in community or sustainability initiatives

Governance

Leadership

In 2021, 5 of the 12 directors on our Board were women

Board-Level Accountability through the Sustainability, Corporate Governance and Nominating Committee

Executive Leadership ensures alignment on ESG goals throughout organization

Outside and independent Advisory Council on Sustainability provides guidance on ESG

Internal Sustainability Strategy Council aligns ESG practices across businesses and regions

Center for Energy Efficiency and Sustainability (CEES) leads day-to-day ESG integration

Ethics & Risk Management

100% participation of salaried workforce in ethics and compliance training

Rigorous enterprise risk management process with Board oversight

0 suppliers identified as having significant negative environmental impacts

100% direct material spend assessed for risk quarterly

- Launched Operation Possible, an employee-powered innovation program that harnesses the diverse experiences and spirit of optimism of our people to develop sustainable solutions that will impact the world
- Implemented a global wellness platform, providing online access to our people and their families for programs such as mindfulness, nutrition and fitness
- Accelerated our "Future of Work" initiative that includes flexible scenarios for working depending on individuals' roles, work styles and needs
- Encouraged all global employees to complete COVID-19 vaccinations, offering up to four hours of paid time off per inoculation