

# Ambition. Action. Impact.

## ESG At-a-Glance 2022

As a global climate innovator, Trane Technologies has clear ambitions. But ambition alone is not enough—we take action every day to enhance our positive impact on our customers and our communities. Our 2030 Sustainability Commitments are the foundation of our strategy and support our customers in their own decarbonization efforts.

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

“We are propelled by our purpose to boldly challenge what’s possible for a sustainable world. Our bold ambition drives action and positive, lasting impact for our team, customers, shareholders, communities, and the planet.”

– Dave Regnery, Chair and CEO

## 2030 Sustainability Commitments

We’re setting the pace for positive change in our industry. Change that can have a transformative impact on our planet, and for future generations. As one of the first in our industry to build out a [Net Zero pathway](#) our purpose is clear: we boldly challenge what’s possible for a sustainable world.



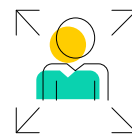
### Gigaton Challenge

- Reduce customer carbon footprint by one gigaton<sup>[1,2]</sup>
- 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%<sup>[3]</sup>



### 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

### ESG Recognition



CDP Climate A list in 2022 and B water score



2nd consecutive year on Forbes 2022 lists of World's Best Employers



2nd consecutive year on Financial Times Europe's Climate Leaders list



Listing in 2023 1st in Building Materials and Packaging industry



12th consecutive year on North America Index, 2nd consecutive year on the World Index<sup>[4]</sup>

<sup>1</sup>1B metric tons of CO<sub>2</sub>e <sup>2</sup>Compared to 2019 baseline <sup>3</sup>Compared to 2019 baseline <sup>4</sup>From Fortune. ©2023 Fortune Media IP Limited. All rights reserved. Used under license. Fortune and Fortune Media IP Limited are not affiliated with, and do not endorse the products or services of Trane Technologies.

## 2022 was a strong year for Trane Technologies as we advanced our strategy to lead sustainably.

Trane Technologies is uniquely positioned to pioneer a movement to help the world decarbonize and tackle climate change. 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

93 million metric tons of CO<sub>2</sub>e reduced from our customers' carbon footprint since 2019

129,506 metric tons of CO<sub>2</sub>e reduced from our operations<sup>[5]</sup>

#### Energy and Renewable Energy

18% improvement in total energy efficiency<sup>[5]</sup>

56% of electricity demand met with renewables in 2022

#### Water

22% decrease in water use in water-stressed regions, with 16.7% decrease in water use overall<sup>[5]</sup>

#### Circularity

2,424 metric tons of solid waste reduced from returnable packaging projects in 2022

<sup>5</sup>Compared to 2019 baseline



### Uplifting our people and communities.

Throughout 2022 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

26.2% women in senior leadership positions

#### Supplier Diversity

113 new diverse suppliers added in 2022

#### Engagement

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

#### Employee Volunteerism

62,274 total hours volunteered by Trane Technologies' employees in 2022

#### Citizenship

\$15.8M+ philanthropic giving (foundation, in-kind and employee fundraising and donations), a 39% increase in year-over-year giving

35% of employees globally participated in community or sustainability initiatives

### Governance

#### Leadership

In 2022, 5 of the 13 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 intelligence process with Board oversight

0 suppliers identified as having significant negative environmental impacts

100% direct material spend assessed for risk quarterly

- Accelerated investment in communities by creating Purple Teams, employee champions, and activators for corporate citizenship work.
- Implemented a Mental Health Hub so people can quickly access information, resources, and support for themselves, their team members, or their families.
- Encouraged courageous conversations during our 2nd Annual Global Diversity & Inclusion Summit, a learning event for our team members with a focus on inclusive leadership and allyship.
- Expanded Sustainable Futures, our corporate citizenship strategy, through a partnership with Discovery Education to provide classrooms with STEM learning tools that connect real-world sustainability goals to challenges students care about.
- Continued Operation Possible, our innovation initiative to source ideas from employees. We put our ideas into practice to fight food loss by designing a cooling cart for street vendors in developing economies.