



# ESG Data Center

## Environmental

<b>Greenhouse Gas Emissions</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
<b>Scope 1 Regional GHG Emissions (metric tons CO<sub>2</sub>e)</b>			
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
<b>Scope 2 Regional GHG Emissions (metric tons CO<sub>2</sub>e)</b>			
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
<b>Scope 1 and 2 GHG Emissions Breakdown (metric tons CO<sub>2</sub>e)</b>			
<b>Total Scope 1 GHG emissions</b>	<b>314,077</b>	<b>276,285</b>	<b>257,632</b>
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
<b>Total Scope 2 location-based GHG emission</b>	<b>154,646</b>	<b>139,207</b>	<b>137,264</b>
<b>Total Scope 1 and 2 location-based GHG emissions</b>	<b>468,723</b>	<b>415,493</b>	<b>394,896</b>
<b>Normalized total Scope 1 and 2 location-based GHG emissions (metric tons CO<sub>2</sub>e/USD)</b>	<b>36</b>	<b>33</b>	<b>28</b>

<b>Greenhouse Gas Emissions</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Reduction in absolute Scope 1 and 2 location-based GHG emissions from 2019 baseline	–	53,230	73,826
<b>Reduction of GHG emissions intensity, including location-based Scope 2 emissions, from a 2019 baseline (metric tons/USD)</b>	<b>–</b>	<b>2.49</b>	<b>7.91</b>
<b>GHG intensity ratio for the organization</b>	<b>32</b>	<b>28</b>	<b>23</b>
<b>Scope 2 Adjusted Emissions (metric tons CO<sub>2</sub>e)</b>			
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
<b>Total Scope 1 and 2 absolute market-based GHG emissions</b>	<b>424,760</b>	<b>351,173</b>	<b>318,718</b>
<b>Reduction in Scope 2 GHG emissions by renewable energy from 2019 baseline</b>	<b>23%</b>	<b>44%</b>	<b>54%</b>
<b>Reduction in total Scope 1 and Scope 2 GHG emissions by renewable energy from 2019 baseline</b>	<b>7%</b>	<b>14%</b>	<b>18%</b>
Percent reduction in absolute Scope 1 and 2 market-based GHG emissions from 2019 baseline	–	17%	25%
<b>Scope 3 GHG Emissions (metric tons CO<sub>2</sub>e)</b>			
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
<b>Other Air Emissions (metric tons)</b>			
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

<b>Energy</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
<b>Absolute Energy Use (billion kJ)</b>			
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
<b>Total energy consumption</b>	<b>3,037</b>	<b>2,811</b>	<b>2,945</b>
<b>Normalized energy use (billion kJ/million USD)</b>	<b>0.2323</b>	<b>0.2257</b>	<b>0.2083</b>

<b>Energy</b>		<b>2019</b>	<b>2020</b>	<b>2021</b>
<b>Energy Consumption and Sales (billion kJ)</b>				
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
<b>Reduction in energy consumption achieved as a direct result of conservation and efficiency initiatives</b>		<b>2.49</b>	<b>25.2</b>	<b>22.7</b>
<b>Renewable Energy Data</b>				
<b>Renewable energy generated (billion kJ)</b>		<b>23.06</b>	<b>22.40</b>	<b>23.17</b>
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
<b>Percentage grid electricity</b>		<b>79%</b>	<b>58%</b>	<b>49%</b>
<b>Percentage renewable electricity</b>		<b>21%</b>	<b>42%</b>	<b>51%</b>
<b>Number of RE100-compliant sites</b>		<b>–</b>	<b>15</b>	<b>20</b>
<b>Reduction in Scope 2 GHG emissions by renewable energy from 2019 baseline</b>		<b>23%</b>	<b>44%</b>	<b>54%</b>
<b>Trane Technologies Renewable Energy Sources</b>				
<b>Renewable Energy Projects</b>	<b>Location</b>	<b>Type</b>	<b>2021 Production</b>	<b>REC Treatment</b>
Trenton Solar Project	Trenton, NJ, USA	On-Site Solar PV	1,994 MWh	Utility owns RECs <sup>1</sup>
Columbia Solar Project	Columbia, SC, USA	On-Site Solar PV	1,575 MWh	Utility owns RECs <sup>1</sup>
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.

<b>Waste</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
<b>Waste Generated (metric tons)</b>			
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
<b>Total solid waste generated</b>	<b>10,521</b>	<b>8,798</b>	<b>6,859</b>
<b>Reduction in solid waste generated from 2019 baseline</b>	<b>–</b>	<b>16%</b>	<b>35%</b>
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
<b>Waste Disposal (metric tons)</b>			
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
<b>Packaging Data</b>			
Emissions avoided from returnable packaging projects (metric tons CO <sub>2</sub> e)	>1,000	>22	415.5
Solid waste avoided from returnable packaging projects (metric tons)	>1,000	>200	1,360

<b>Water</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Water use (million cubic meters)	2.94	2.78	2.90
Normalized water use (cubic meters/million USD)	225	233	205
<b>Percent of total water use at sites in areas of high to extremely high water stress</b>	<b>10%</b>	<b>8%</b>	<b>8%</b>
<b>Wastewater used in water stressed locations (cubic meters)</b>	<b>295,381</b>	<b>226,368</b>	<b>242,512</b>
<b>Reduction in water use in water-stressed regions from 2019 baseline</b>	<b>–</b>	<b>23%</b>	<b>18%</b>
<b>Trane Technologies sites in areas of high to extremely high water-stress</b>	<b>15</b>	<b>14</b>	<b>14</b>
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
<b>Total</b>	<b>Hourly</b>	<b>22.1%</b>	<b>3,888</b>	<b>77.9%</b>	<b>13,695</b>	<b>17,583</b>
	<b>Salaried</b>	<b>28.7%</b>	<b>5,374</b>	<b>71.3%</b>	<b>13,349</b>	<b>18,723</b>

  

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.) <sup>1</sup>	-	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%
<b>Leadership positions (director level, vice president and above)</b>	<b>23.1%</b>	<b>76.9%</b>	<b>21.7%</b>	<b>78.3%</b>	<b>24.6%</b>	<b>75.4%</b>
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
<b>Racially &amp; ethnically diverse<sup>1</sup> (U.S.) overall</b>	<b>-</b>	<b>36%</b>	<b>36%</b>
Salaried	-	18%	18%
Hourly	-	51%	52%
<b>Promotion rates (overall)</b>	<b>-</b>	<b>4%</b>	<b>7%</b>
Women	-	6%	8%
Men	-	4%	6%
Racially & ethnically diverse (U.S.)	-	6%	7%
White	-	5%	8%
<b>Members of our board of directors: women</b>	<b>-</b>	<b>5</b>	<b>5</b>
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

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

<b>Company Culture</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>			
<b>Employee Engagement Survey Results</b>						
Diversity & Inclusion Index score	–	76	76			
Sustainability Index score	–	79	79			
<b>Average Employee Engagement Survey score</b>	<b>–</b>	<b>80</b>	<b>79</b>			
<b>Participation rate</b>	<b>–</b>	<b>90%</b>	<b>89%</b>			
<b>U.S. Parental Leave Data</b>	<b>2019</b>		<b>2020</b>		<b>2021</b>	
	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>
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 <sup>1</sup>	258 <sup>1</sup>
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% <sup>2</sup>	84.2% <sup>2</sup>

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.

<b>Corporate Citizenship</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
<b>Employee &amp; Community Engagement Data</b>			
Percent of employees globally who volunteered in community or sustainability initiatives	36%	49%	31%
Volunteer participants	17,044	15,811	10,748
<b>Hours volunteered</b>	<b>31,682</b>	<b>20,559</b>	<b>30,041</b>
Value of employee volunteering time during paid working hours	\$805,673	\$548,284	\$784,371
<b>Global Contributions</b>			
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
<b>Total philanthropic giving</b>	<b>\$9,653,427</b>	<b>\$10,933,910</b>	<b>\$11,472,236</b>
Percent increase year over year in philanthropic giving	–	13%	5%

<b>Learning &amp; Development</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
<b>Average Number of Learning &amp; Development Hours</b>			
All employees	8	14	11.2
Salaried employees	9	–	18.2
Hourly employees	6	–	3.5

<b>Occupational Health &amp; Safety Data</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Total recordable incident rate (per 200,000 hours worked) <sup>1</sup>	0.86	0.80	0.95
Lost time incident rate (per 200,000 hours worked) <sup>2</sup>	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
<b>Work-related fatalities</b>	<b>0</b>	<b>0</b>	<b>0</b>
Total hours worked (among employees and supervised employee contractors)	79,229,015	72,715,458	76,124,615
<b>Number of lost time incidents per million hours worked</b>	<b>0.52</b>	<b>0.41</b>	<b>0.51</b>

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

<b>Human Rights Data</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
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%

<b>Supplier Diversity Data</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Supplier diversity score <sup>1</sup>	–	4.25	4.25
Number of diverse suppliers added	–	103	71
<b>Diverse-owned business spend</b>	<b>\$532 million</b>	<b>\$380.4 million</b>	<b>\$435.1 million</b>
Percent of spend with diverse-owned businesses	–	6%	6.8%
<b>Percent increase in diverse-owned business spend</b>	<b>–</b>	<b>11.1%</b>	<b>14.3%</b>
<b>Diverse-owned business spend since inception of program in 2013</b>	<b>&gt;\$2.6 billion</b>	<b>&gt;\$3 billion</b>	<b>&gt;\$3.4 billion</b>
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

<b>Lobbying Expenditures</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
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

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

<b>Energy Efficient &amp; Low Emissions Products</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
<b>Clean Revenue percentage<sup>1</sup></b>	<b>25%</b>	<b>30%</b>	<b>35%</b>
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.

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



<b>Technology &amp; Innovation Data</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
New products and services launched	–	54	62
New patent filings	–	–	>145

<b>Supply Chain Transparency &amp; Performance</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
<b>Supplier Data</b>			
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%
<b>Supplier Risk Assessment Data</b>			
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% <sup>1</sup>	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%
<b>Logistics Data</b>			
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 <sub>2</sub> e)	–	–	211.36

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