

Accelerating action for impact

ESG At-a-Glance 2023

We believe that our actions have the power to drive innovation, create sustainable solutions for our customers, uplift communities and positively shape our industry. Propelled by our purpose, we are at the forefront of addressing global challenges through tangible actions and impact. With our brands, Trane® and Thermo King®, we are delivering energy-efficient and low-emissions heating and cooling solutions and helping our customers become more sustainable.

Our [2023 ESG Report](#) is a demonstration of the advancements we've made towards our ambitious 2030 Sustainability Commitments, and it highlights the sustainable outcomes we deliver to our customers and society.

“ In 2023, Trane Technologies achieved yet another year of very strong financial performance while delivering on our bold sustainability commitments. The urgent need for climate action is clear — and so is our purpose to boldly challenge what’s possible for a sustainable world.

Dave Regnery, Chair and Chief Executive Officer

EMBEDDING SUSTAINABILITY

People powered

At Trane Technologies, we integrate sustainability into every role and function to meet our 2030 Sustainability Commitments. In fact, every salaried team member is encouraged to have a sustainability focused goal in their annual objectives, enhancing the different ways our teams embed the work into their everyday activities.

- **Finance:** Our [Finance team](#) develops processes to further incorporate sustainability considerations into our financial strategy and decisions to prepare for the evolving sustainability and integrated disclosure landscape.
- **Information Technology (IT):** Our [IT function](#) created an IT Sustainability Team to evaluate and implement initiatives aimed at reducing carbon emissions. This team also organized a workshop that emphasized energy-efficient programming to reduce energy utilization in IT systems.
- **Sales:** Our [Sales team](#) in Dubai successfully piloted a customer rebate program on the purchase of more efficient Trane® heating, ventilation and air conditioning (HVAC) equipment in return for old equipment. This pilot demonstrated a successful circularity initiative that reduced waste, improved operational costs and efficiencies for our customers and provided economic returns for our business and partners.

Follow our Embedding Sustainability stories in our [2023 ESG Report](#).

2030 Sustainability Commitments

Our [2030 Sustainability Commitments](#) cover our entire value chain and use our innovation expertise to address challenges that affect the communities where we work and live. Along with science-based targets for our emission reduction commitments, we track our 2030 goals in three focus areas:



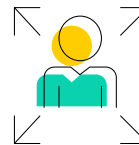
GIGATON CHALLENGE

To achieve our [Gigaton Challenge](#), we are helping our customers significantly reduce their carbon emissions by delivering high-efficiency systems, refrigerant transition management and increasing access to climate-controlled transportation to reduce food loss.



LEADING BY EXAMPLE

We demonstrate our commitment to [Leading by Example](#) in our operations by reducing energy consumption, waste to landfill and water withdrawals. Through internal collaboration and meaningful partnerships, we design systems for circularity that reduce our reliance on virgin materials, keep products in service longer and reduce waste.



OPPORTUNITY FOR ALL

Our commitment to creating [Opportunity for All](#) guides our efforts to uplift our team members so they can succeed as we find solutions to evolving challenges. We're focused on building a workforce that reflects the diversity of our community, and are investing in the wellbeing and career development of our team members so they can thrive. Through community investment and employee volunteerism, we are creating new possibilities and shaping sustainable futures.

ESG data & recognition

Our strong results in 2023 build upon our track record of delivering on our bold sustainability commitments. As we scale today's technology and innovate for tomorrow, our diverse, inclusive and uplifting culture helps us accelerate progress for our customers and communities.

Member of
**Dow Jones
Sustainability Indices**
Powered by the S&P Global CSA

Member of Dow Jones Sustainability Indices: 13th consecutive year on North America Index, 3rd on World Index



Ranked 56th on the JUST 100 List; Industry Rank: 1st in the Building Materials & Construction industry



Ethisphere® Institute: Recognized as one of the 2024 World's Most Ethical Companies®^[3]



2nd consecutive year on the A List for Climate^[1]



Fortune World's Most Admired Companies^[2]

Environment

GREENHOUSE GAS EMISSIONS

157M

metric tons of CO₂e reduced from our customers' carbon footprint^[4]

195,300+

metric tons of CO₂e reduced from our operations^[4]

ENERGY

4%

absolute energy reduction, even as demand and production increased^[4]

68%

of electricity demand met with renewables in 2023

WATER

26%

decrease in water use in water-stressed regions, with 33% decrease in water use overall^[4]

CIRCULARITY

1,616

metric tons of solid waste reduced from returnable packaging projects in 2023

Social

GENDER PARITY

25.2%

of all management positions held by women

SUPPLIER DIVERSITY

91

new diverse suppliers added in 2023

EMPLOYEE ENGAGEMENT

80

out of 100 score for engagement, measuring Pride, Energy and Optimism

CITIZENSHIP

\$18.8M+

philanthropic giving (foundation, volunteerism, in-kind, and employee fundraising and donations), a 19% increase in year-over-year giving

EMPLOYEE VOLUNTEERISM

92,517

total hours volunteered by employees in 2023, reaching 47% of our 2030 goal

Governance

LEADERSHIP

50%

of directors on our Board are women

ESG MANAGEMENT

- Board-level accountability and governance for ESG matters through committee structures and charters
- Center for Energy Efficiency & Sustainability (CEES) leads day-to-day ESG integration, with guidance from internal and external Sustainability advisory councils

ETHICS & RISK MANAGEMENT

100%

participation of salaried workforce in ethics and compliance training

- Rigorous enterprise risk intelligence process with Board oversight
- Zero suppliers identified as having significant negative environmental impacts

1 CDP scores include letter grades A to D-. Over 15,000+ companies scored.

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4 Compared to 2019 baseline.