







# Trane Technologies' progress toward 2030 Sustainability Commitments through 2023

We track and publicly report our progress toward our sustainability commitments. We have received limited assurance by an independent third party on the product use emissions data included in the Gigaton Challenge pillar and select environmental, health and safety (EHS) data we collect as part of our Leading by Example pillar, as seen in our [2023 Limited Assurance Report](#).



## Gigaton Challenge






KEY: ▲+ Tracking ahead ▲ Progressing toward goal — Acceleration needed ▼ Behind goal

Sustainable Development Goal	2030 goal	Targets	Performance indicators	Progress through 2023
  	Significantly reduce customer carbon footprint	Reduce customer carbon footprint by 1 gigaton (or 1 billion mtCO <sub>2</sub> e).	Reduced customer carbon footprint by 157 million mtCO <sub>2</sub> e since 2019.	▲+
  	Provide access to comfort and fresh food	Innovate and commercialize low-cost sustainable products for developing markets <sup>1</sup> we don't currently serve.	Approximately 100 new products launched each year since 2020.	▲

1. Developing markets are defined by cross-functional teams' regular participation in emerging technology research and development, regular connections with our customers and the markets' performance.













## Leading by Example

Sustainable Development Goal	2030 goal	Targets	Performance indicators	Progress through 2023
	Achieve carbon neutral operations	Continue to reduce our carbon emissions and offset any remaining carbon emissions with Carbon Credits.	Reduced operational emissions intensity for Scope 1 and Market-based Scope 2 by 59% vs 2019.	▲+
	Design systems for circularity	Targets across product life cycle stages.	In 2023, we launched a new Design for Sustainability and Circularity module as part of our product development process, and met our commitment for low-carbon steel to represent 20% of annual use.	▲
	Reach zero waste disposed of in landfills	Eliminate waste entering landfills through reducing, reusing and recycling.	Achieved 39 locations operating as zero waste to landfill in 2023, including 85% of our manufacturing facilities; decreased non-hazardous waste to landfill by 66% vs 2019. <sup>1</sup>	▲+
 	Achieve net-positive water use in water-stressed locations	Reduce our water consumption and improve water quality and access to clean water in stressed areas.	Reduced water usage by 26% versus our 2019 baseline in areas classified as water-stressed.	▲
	Achieve 10% absolute reduction in energy consumption	Reduce our absolute energy through energy reduction projects at our locations and electrification of our fleet.	Absolute energy use from our operations totaled approximately 3 trillion kilojoules — a 4% reduction since 2019, even as demand and production increased.	▲

1 We define zero waste to landfill sites as a 90%+ diversion rate.



## Opportunity for All

Sustainable Development Goal	2030 goal	Targets	Performance indicators	Progress through 2023
   	Achieve workforce diversity reflective of our communities	Increase racial and ethnic diversity of our salaried population in the United States from 17% to 26% by 2030 — an increase of 50% from baseline.	Increased racially or ethnically diverse salaried employees from 17% in 2020 to 20.6%	▲
 	Advance gender parity in senior leadership positions	Increase women in management roles from 22% to 35% by 2030.	Increased women in management from 22% in 2020 to 25.2%.	▲
	Maintain world-class safety metrics	Lost Time Incident Rate (LTIR): 0.06.	LTIR: 0.10, which is equivalent to our 2019 baseline, world class performance compared to peers.	—
		Total Recordable Incident Rate (TRIR): 0.60.	TRIR: 0.83, which is equivalent to our 2019 baseline.	—
	Provide market-competitive wages and benefits and leading wellness offerings for global workforce	Targets are market specific.	All employee compensation is assessed for market competitiveness and gender/race parity. U.S. hourly starting wages are 200%+ above state minimum wages on average.	▲
	Invest \$100 million in building sustainable futures for underrepresented communities	Enhance healthy learning environments and access to healthy foods.	Provided nearly a half million dollars to Carolina Farm Trust to increase community access to fresh, healthy food and agricultural jobs and education.	▲
		Expand access to science, technology, engineering and mathematics (STEM) education and pathways for green and STEM careers.	Provided STEM experiences in each of our global regions, expanding our non-profit network to approximately 35 partners.	▲
	Dedicate 500,000 employee volunteer hours in our communities	Mobilize employees in our communities around the world to volunteer with non-profit organizations.	Employees volunteered over 237,000 hours since 2019, bringing us to 47% of our goal.	▲+