Transform Tomorrow, Today

2021 ESG Report

TRANE
TECHNOLOGIES

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Introduction

Transform Tomorrow, Today

As a global climate innovator, 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 achieve our sustainability commitments and support our customers in their own decarbonization efforts. We are proud to publish the 2021 ESG report and provide critical updates on the long-term value we are creating by doing business to benefit the world.

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Non-Financial Statements European Union Directive →

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United Nations Sustainable Development Goals →
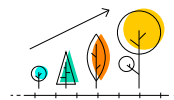
THE GIGATON CHALLENGE

We are reducing one gigaton — one billion metric tons — of carbon emissions (CO_2e) from our customers' footprint by 2030.

Read more →
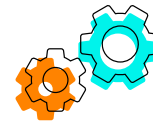
OPERATIONAL EXCELLENCE

The Trane Technologies plant in Clarksville achieved triple project success in refrigerant elimination, electricity demand reduction, and water efficiency.

Read more →
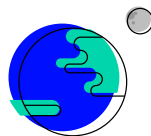
OPERATION POSSIBLE

Collaboration is essential to solving the world's biggest problems, so at Trane Technologies, innovation involves everyone.

Read more →
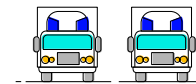
CUSTOMER SUSTAINABILITY

Jesse M. partners with Trane to achieve his efficiency and cost-saving goals, and truly transform tomorrow, today.

Read more →

ESG Highlights 2021

The Gigaton Challenge

We're reducing one gigaton of carbon emissions (CO_2e) from our customers' footprint by 2030.
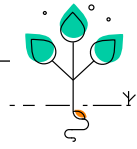
50M

mtCO$_2$e reduced from our customer carbon footprint since 2019 (product use + systems efficiency) in contribution to our Gigaton Challenge

Supplier Diversity

We're committed to supporting diverse-owned businesses when we source products and services.

$435M+

spent with diverse-owned suppliers in 2021

Learning & Development

We invest in our workforce and help them advance their careers with our innovative learning programs as part of our commitment to create Opportunity for All.

11 hours

on average spent on formal training by each employee in 2021

Investing in a Sustainable Future

We're investing in underrepresented communities, helping young people to dream big and to live out those dreams.

$11M+

in philanthropic giving during 2021 to build a sustainable future

Key Awards

73

2021 EcoVadis Gold medal winner

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

S&P Dow Jones Sustainability North America and World Indices

JUST
AMERICA'S MOST
COMPANIES
CNBC
2022

Listed on the Top 100 Listing for 2021

2nd of 32 companies in Building Materials and Packaging industry

Gender Parity

We aim to achieve gender parity in senior leadership positions by 2030.

15%
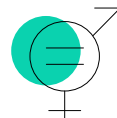
increase in women holding senior leadership positions in 2021

Dear Fellow Shareholders

Every day at Trane Technologies, we boldly challenge what's possible for a sustainable world. Climate change, urbanization, indoor environmental quality and other megatrends are intensifying, and so is customer demand for sustainable solutions. We are innovating further and faster, taking action today to transform the world for a better tomorrow.

Sustainability is Our Business Strategy.

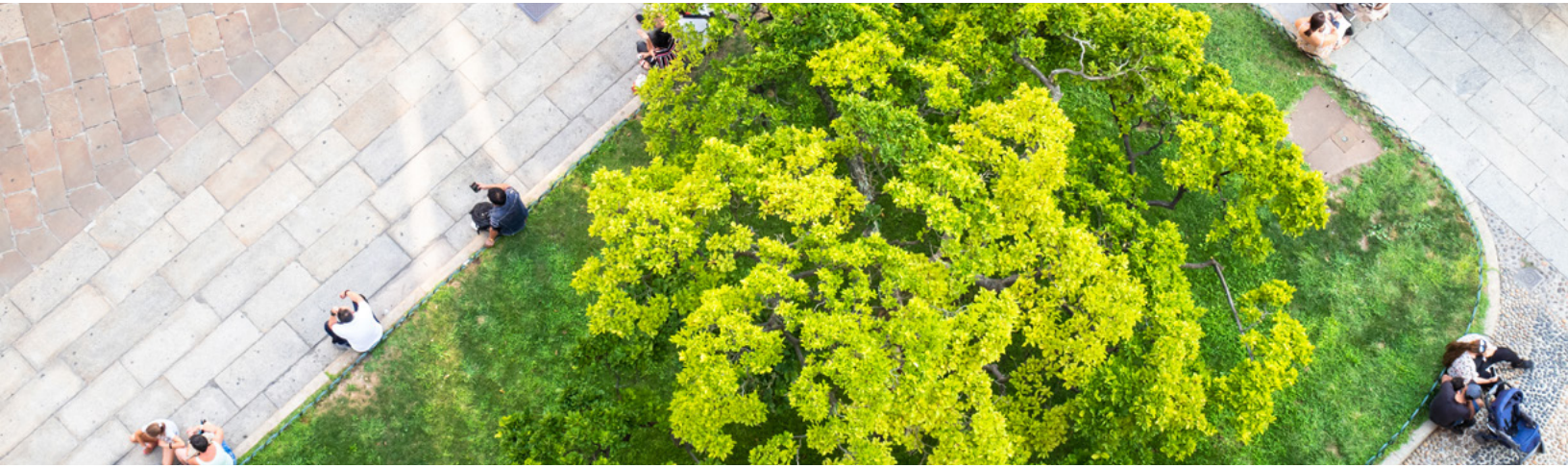Sustainability has long been at the core of our strategy. Nearly ten years ago, we led the industry transition to low-global warming potential refrigerants. We established our first set of climate commitments, and exceeded them two years early in 2018. Since then, our ambitions and actions have grown, with significant progress toward our bold 2030 Sustainability Commitments. We are one of only about 50 companies in the world to have two sets of carbon reduction commitments validated by the Science-Based Targets initiative.

We continue to set the pace for what's possible in our industry and for the world, decarbonizing homes, buildings and the cold chain with clean, energy-efficient solutions. We demonstrated our leading-edge approach for the Mater Dei Hospital in Malta with an electric heating and cooling solution that reduced energy use by over 58%, improved air quality and reduced emissions by 2,700 metric tons in its first year alone.

Living Our Purpose Begins With Our People.

Our purpose-driven strategy is powered by our uplifting and inclusive culture. We know that diverse and inclusive teams are more collaborative, creative and better at solving problems. Operation Possible, our employee-led innovation program, is a perfect example of how our people bring their unique ideas forward to identify solutions that will impact the world for generations to come.

In 2021, we continued to further strengthen our culture, creating an agile and flexible environment that keeps our people engaged, productive and safe. We increased diversity in our workforce and enhanced our learning and development offerings to equip leaders, including women and people who are racially and ethnically diverse, with the skills and resources they need to thrive.

Transforming Tomorrow Through Innovation Today.

We also continued our relentless investment in innovation. In 2021, we launched 62 new products and services, continuing to broaden our applications and deepen our advanced technology and analytics offerings. From our Wellsphere™ solutions that control and improve indoor environmental quality, to Advancer Hybrid refrigerated transport units that automatically detect and adjust to low-emission and low-noise urban zones by switching to electric mode, Trane Technologies is enhancing customer performance while sustaining natural environments.

Sustained Exceptional Performance is Proof of Purpose.

Our strategy not only delivers innovative solutions, it also fuels strong financial performance over the long-term. Since 2018, we have delivered revenue growth at a compounded annual growth rate of 5% and increased adjusted continuing earnings per share[1] at a compounded annual growth rate of 14%. Over this same time, we expanded adjusted EBITDA margins[1] by 210 basis points, with exceptional free cash flow[1] that averaged 110% of adjusted net earnings[1]. This supports our balanced capital allocation strategy, focused on deploying excess cash to opportunities with the highest returns for shareholders.

In 2021, our team delivered record bookings, revenue, operating margins and earnings per share. Our strong free cash flow enabled higher levels of investment in business innovation, while returning $1.7 billion to our shareholders

1. These are non-GAAP financial measures. Reconciliation of non-GAAP financial measures can be found preceding the 2022 Notice and Proxy Statement.

through dividends and share repurchases. We are entering 2022 with record backlog of $5.4 billion, up 88% from 2020. Through our comprehensive Business Operating System, we continue to aggressively manage global inflationary, supply chain and COVID-related labor challenges.

Positioned to Consistently Outperform

As a climate innovator, we have a bold vision and ambitious goals for a better future. And through continued innovation, excellence in execution and the power of our people, we're well positioned to create differentiated, long-term value for our shareholders.

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

I'm confident that we will continue leading the market with cutting-edge climate solutions while accelerating the world's progress in solving global sustainability challenges. I am proud to lead Trane Technologies as we continue to transform tomorrow, today.

Dave Regnery
Chair and CEO

Driving Performance Through Sustainability

Before 2010
Focus on environmental and safety compliance

2010
Center for Energy Efficiency & Sustainability (CEES) is founded and begins operating

Launched internal Diversity & Inclusion Council

2011
Launched the first 'Sustainability' addendum

First annual submission to DJSI

2012-2013
Internal and external Sustainability Advisory Councils formed and begin meeting

Conducted first Futures Exercises, Climate Scenario, and Materiality Assessment

2014
First set of major goals announced: 2020 Climate Commitments

2015
We Mean Business partner (Paris Accord)

Launched EcoWise product portfolio

First in our industry to have climate commitments validated by the Science Based Targets Initiative (SBTi)
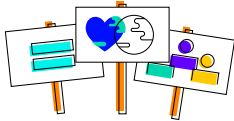
2016
Science-based targets accepted and validated by SBTi for 50% reduction in refrigerant global warming potential and 35% reduction in operational emissions
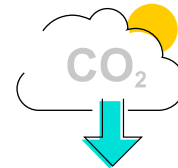
2017
First in our industry to join Paradigm4Parity and CEO Action for Diversity and Inclusion

2018
Achieved 2020 Climate Commitments 2 years ahead of schedule

Launched first formal ESG report

Installed first on-site solar

Signed Paradigm for Parity pledge

2019
Announced 2030 Sustainability Commitments

Invested in first wind power agreement

Received World Environment Center Gold Medal

Joined RE100, EP100 and 3% Club
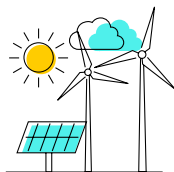
2020
SBTi validates achievement of first generation 2020 Climate Commitments

SBTi validates second generation 2030 Sustainability Commitments, covering product-use and operational emissions

2021
Data submitted to SBTi for 2050 Net-Zero target

Received inaugural Terra Carta Seal for sustainability leadership by HRH The Prince of Wales

2022
Approved for Net-Zero target and our third round of science-based targets with SBTi

Years in purple designate years since launch of Trane Technologies

Non-Financial Statements European Union Directive

Introduction

The information below, and the policies and related content elsewhere in this report, describes the performance and impact of Trane Technologies plc, a public limited company incorporated in Ireland in 2009, through the environmental, social, human rights and business practices we work to uphold.

The European Union (Disclosure of Non-Financial and Diversity Information by certain large undertakings and groups) Regulations 2017 (S.I. 360/2017) (as amended) (the "2017 Regulations") require us to disclose certain non-financial information in the Directors' Report (the "Irish Directors' Report") accompanying our Irish statutory financial statements. For the purposes of the 2017 Regulations, the sections entitled Description of Business

Model, Environmental Matters, Employee Matters, Social Matters, Human Rights, and Anti-Corruption and Anti-Bribery set out below are incorporated by reference into the Irish Directors' Report.

Our 2021 Annual and ESG Reports also provide information that may be relevant to investors in assessing sustainability commitments and achievements but, except as expressly provided above, the 2021 Annual and ESG Reports are not incorporated by reference into the Irish Directors' Report. Copies of the 2021 Annual Report and ESG Report can be accessed at www.tranetechnologies.com.

Description of Business Model

Trane Technologies is a global climate innovator that brings efficient and sustainable climate solutions to buildings, homes and transportation driven by strategic brands Trane and Thermo King and an innovative, environmentally responsible portfolio of services and products.

In 2021, we generated revenue and cash primarily through the design, manufacture, sale and service of a diverse portfolio of climate control products and services for Heating, Ventilation and Air Conditioning (HVAC) and transport refrigeration solutions. We are focused on growth by increasing our recurring revenue stream from parts, service, controls, used equipment and rentals; improving the efficiencies and capabilities of our operations and products and services for our customers; and applying operational excellence strategies which are central to continued growth of our earnings and cash flow.

Environmental Matters

Approach: Our commitment to sustainability extends to the environmental impacts of our people, operations, and products and services. From the efficiency of our buildings to our progress in managing energy, water and waste, we are focused on reducing our impact on the environment and embedding sustainability throughout our businesses. We engage with key stakeholders to identify the most material sustainability-related matters and metrics for operations strategy as well as public disclosure. We also look at these material topics through the lens of a value chain assessment that we perform. These commitments are embedded in an Environment, Health and Safety ("EHS") Policy that defines our stakeholders, our roles and responsibilities, and our goals and targets with respect to EHS matters and our Business Partner Code of Conduct ("BPCoC").

Due diligence processes: We have a vital role to play in mitigating global climate change by reducing our environmental impact. This responsibility begins by setting specific and measurable climate commitments and working to achieve these goals. We engage in risk-based due diligence of our business partners and suppliers to ensure compliance with international trade laws and regulations. Gathering adherence information also helps us continuously assess and improve our human rights policies. Suppliers must have an effective environmental policy and conduct their operations in a way that protects the environment. They must also obtain and keep current all required environmental permits and meet all applicable environmental rules, regulations and laws in the countries where they operate.

Policy outcomes/Key Performance Indicators: Our global Sustainability Commitment is the foundation of our efforts to increase energy efficiency and reduce the greenhouse gas emissions related to our operations and products. Our Center for Energy Efficiency and Sustainability (CEES) helps our customers and our company leverage best practices in sustainability. It is a strategic business catalyst that helps us understand the benefits that sustainability can have in growing our company and reducing our operational footprint, while helping increase the pace of sustainable innovation. Our energy consumption from fuels and electricity totaled 2.9

billion kilojoules in 2021. Greenhouse gases emitted indirectly through the use of electricity, and directly, through the burning of fuels or emissions of refrigerants, totaled 394,896 metric tons of CO_2e.

- Absolute energy consumption in 2021 — 2,791,321,430,000 (equivalent to 818,056 MWh; 2.9 billion kilojoules)

- Absolute Scope 1 and 2 emissions in 2021 —394,896 metric tons CO_2e in 2021

Employee Matters

Approach: As a global company that employs more than 36,000 people, we are committed to building a diverse, inclusive and uplifting workplace, where everyone can bring their full, best self to work. We are committed to providing a safe, secure environment that supports the health, well-being, safety and productivity of our people.

Investing in our team members and creating a culture where they feel engaged and included is key to unleashing the power of their innovation and creativity. This commitment to our employees is formalized through several policies designed to protect the fundamental rights of people associated with our business and maintain overall integrity. These policies include: our EHS Policy that addresses employee health and safety among other matters, a Global Human Rights Policy, U.S. Equal Employment Opportunity Policy, and our Policy Prohibiting Harassment and/or Discrimination. All policies are made available to our employees worldwide and affirm these commitments.

Due diligence processes: We provide anti-harassment training to all salaried employees and ensure all policies are clear and available to employees globally. Creating and sustaining a safety-focused, zero-incident culture is a priority. We communicate our safety expectations through quarterly CEO town hall meetings and monthly EHS meetings at the facility and service-organization levels. In addition, to support our commitments to advance diversity and inclusion, we were the first in our industry to sign up for important business coalitions such as Paradigm for Parity — dedicated to achieving gender parity in corporate leadership, and CEO Action for Diversity and inclusion — committed to advancing diversity and inclusion at work. We are also a founding member of the OneTen Coalition which is committed to training, hiring, and advancing one million Black Americans over the next ten years.

Policy outcomes/Key Performance Indicators: Consistently high annual employee engagement scores demonstrate that we are cultivating an uplifting culture where our people are learning, thriving and expanding their capabilities. We offer a range of learning experiences for managers and employees to enhance our culture of inclusion. Because conversations about culture, diversity, and inclusion can be challenging, we encourage these conversations to facilitate constructive discussions that can foster an uplifting and inclusive workplace. For example, our annual CEO Day of Understanding ensures we share progress toward our diversity and inclusion goals, and our Bridging Connections series helps us create authentic connections. Our Employee Resource Groups (ERGs) serve as a catalyst for our people to appreciate the strength and value of our diverse workforce. In 2021, more than 11,000 people globally participated in ERG events — a 70% increase compared to 2020. In addition:

- 23.1% of management positions were held by women

- 24.6% of senior leadership positions were held by women

- 89% of our people participated in the annual employee engagement survey

- near top quartile employee engagement score

Social Matters

Approach: Through a variety of social sustainability initiatives, we seek to engage directly with the communities where our associates live and work, which helps to create shared value and engage our worldwide team in the mission and purpose of the company. Our commitment to social sustainability is also expressed through our supplier diversity program.

Our most prominent community initiatives include the Sustainable Futures program, which promotes increased learning for underrepresented students by enhancing learning environments, accelerating student success and opening career pathways. We are taking action on specific social and environmental imperatives that create shared value, result in sustained customer and employee loyalty, and improve the communities where we have business operations. These actions include increasing the representation of women and racially and ethnically diverse people in the fields of science, technology, engineering and math, addressing nutrition and food waste reductions. Our supplier diversity program embraces suppliers whose ownership is diverse, including racially and ethnically diverse people, women, veterans, LGBTQ individuals or people with disabilities.

Due diligence processes: We track employee and community engagement data including the hours and number of volunteers who participate in community or sustainability initiatives. We use a 7-step strategic sourcing process that includes a Supplier Diversity Matrix, which enables us to avoid using price as the primary driver for supplier selection.

Policy outcomes/Key Performance Indicators: Implementing the Sustainable Futures program has contributed to increases in global contributions as measured by the number of associates who have participated in community or sustainability initiatives, the total number of hours volunteered and the dollar value of philanthropic giving. And, our supplier diversity program continues to drive economic growth for diverse-owned businesses.

- Added 71 new diverse suppliers, representing $5.9M in spending, in 2021.

- $11,302,397 in total philanthropic giving

- 29,541 hours volunteered by employees globally

Human Rights Approach: We believe in fundamental standards that support our commitment to our employees, our business partners, our customers and our communities. We have adopted a number of policies that support our commitment to human rights.

Our Global Human Rights Policy aligns with basic working conditions and human rights concepts advanced by international organizations such as the International Labor Organization and the United Nations. Our Modern Slavery and Human Trafficking Statement outlines our commitment to taking steps to ensure that human trafficking and forced labor is not taking place in our supply chain or business. Our BPCoC prohibits human trafficking, including forced or child labor.

Due diligence processes: We engage in reasonable due diligence and screening of customers and distributors to ensure compliance with laws that regulate international trade. We also established a Global Procurement Sustainability Council to work with suppliers on improving conditions and addressing non-compliances.

In 2021, we used our supplier risk assessment process to review 417 suppliers for environmental impacts. Trane Technologies did not identify any suppliers as having significant actual and potential negative environmental impacts.

Policy outcomes: Our Global Human Rights Policy is communicated to employees through our Code of Conduct training, which includes a course on anti-human trafficking.

Anti-Corruption and Anti-Bribery

Approach: We are proud of our strong business ethics and sustainable business practices, and our Leadership Principles. Our purpose, Code of Conduct and Leadership Principles are core to how we operate and serve customers.

Our BPCoC applies to all entities doing business with us and communicates our expectations that our business partners will practice the highest legal, moral and ethical standards when conducting our affairs.

Due diligence processes: Business partners and service providers are risk-rated and vetted with higher risk third parties undergoing enhanced compliance due diligence. We leverage the services of a third-party vendor to research issues from thousands of global public records databases.

Policy outcomes: Salaried employees receive role-based, online compliance training every year. In 2021, 100% of U.S. salaried employees received anti-corruption training.

11ᵗʰ

consecutive year (2nd as Trane Technologies) named to the Dow Jones (DJSI) North America Index

Top 100 Listing

for JUST Capital and 2nd in our Industry

7ᵗʰ

consecutive year FTSE4Good (2nd as Trane Technologies)

Awards & Rankings

Each year, we take bold steps to create a sustainable future and make progress towards our 2030 Sustainability Commitments, including our Gigaton Challenge, net-zero commitment, and our dedication to Diversity & Inclusion across our enterprise. We're honored and proud to share our awards and ratings for our industry-leading sustainability efforts from some of the world's top organizations.

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

JUST AMERICA'S MOST JUST COMPANIES ACNBC 2022

SUSTAINALYTICS a Morningstar company

Dow Jones Sustainability Index (DJSI)

- 11th consecutive year (2nd as Trane Technologies) on North America Index, renamed to World index

Just Capital

- Overall Rank: 93/954 companies
- Industry Rank: 2/32 building materials & packaging companies
- JUST 100 listing

Sustainalytics

- 11th percentile globally
- 5th percentile Building Products Industry Leader

EcoVadis

- 97th percentile; Gold Medal award winner
- 72/100 advanced overall score

FTSE4Good

- 7th consecutive year (2nd as Trane Technologies)
- 61% higher score than industrial sector average

CDP

- Climate ranking: B
- Water ranking: B
- We were also selected for Stories of Change from CDP in 2020. We were 1 of 11 companies — and the only manufacturing company — to be recognized for the positive impact created that year.

Listings and Other Awards

In addition to the ratings and rankings we received in 2021, a series of prominent listings recognized Trane Technologies for our performance and company culture.

- Fortune's list of World's Most Admired Companies

- Fortune's list of One of the Best Workplaces

- Forbes' list of America's Best Employers for Diversity and Women

- Reuters 2021 Responsible Business Award

- Sustainable Markets Initiative — HRH Terra Carta Seal

- Financial Times ranking for 'European Climate Leaders 2021'

- Military times best employers for veterans

- Human Rights Campaign — Corporate Equality Index

- The Irish Times Top 1,000 Companies listing

- 3BL Media 100 Best Corporate Citizens
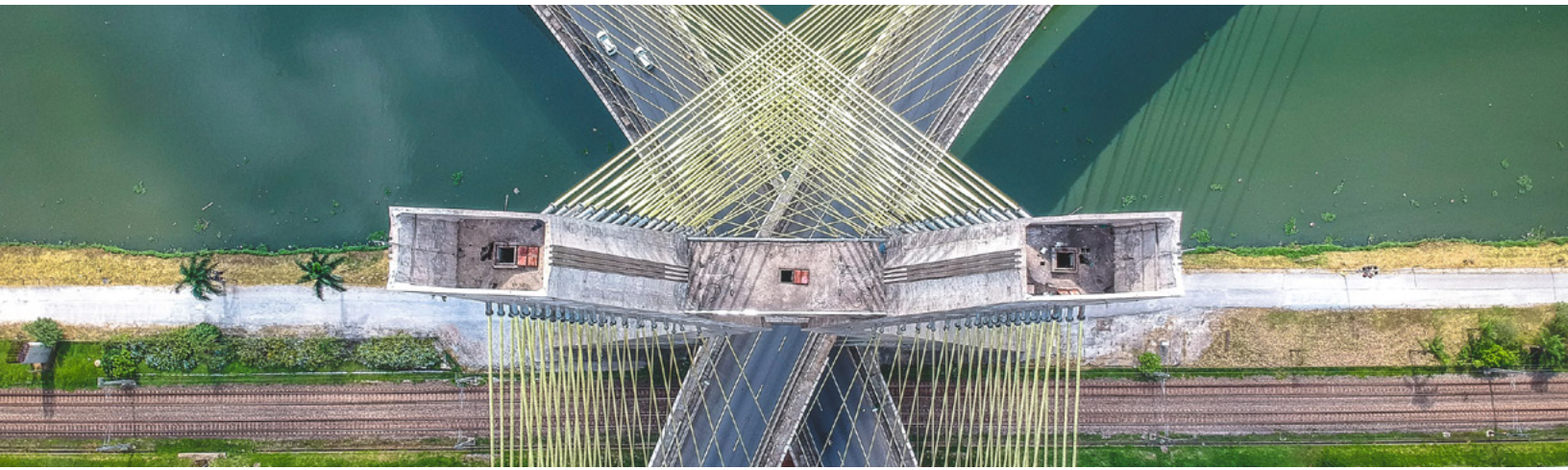
Data & Frameworks

GRI 102-52

As Trane Technologies continues to transform tomorrow, today, we publish an annual ESG report covering our process for and progress in addressing ESG topics that are relevant and material to the company and our stakeholders. This report covers 2021 enterprise-wide information and data for Trane Technologies, unless otherwise noted. View our **ESG Data Center**.

Materiality

GRI 102-46, 102-47

A formal materiality process defines our ESG priorities, shapes our strategy, guides our goal setting, and defines our resource allocation and reporting. We start by reviewing our business priorities and conducting a peer analysis. Then, based on quantitative and qualitative research and feedback from stakeholders, we identify and capture priority topics in a matrix that provides a snapshot of the ESG challenges and opportunities of highest importance. Our most material ESG topics — the non-financial topics that are of greatest impact to our business and stakeholders — fall in the upper-right quadrant of the materiality matrix.

Our most recent materiality assessment, refreshed in 2018, identifies ESG issues as:

- Energy Efficient and Low Emissions Products
- Technology and Innovation
- Diversity and Inclusion
- Energy
- Emissions
- Product Life Cycle
- Board Oversight
- Innovation for Emerging Markets

- Training and Development
- Financial Performance
- Equal Remuneration
- Supplier Environmental Conditions
- Company Culture
- Public Policy
- Access to Cooling and Comfort

Climate change impacts many of these topics. As a result, identifying opportunities to address climate change is a key component of our ESG strategy. Read more about **our approach**.

We are committed to reporting on these topics and continually enhancing our disclosures on these issues. This report outlines our management approach, data, and initiatives for each of these material topics. It is compiled and reviewed by our subject matter experts, the Center for Energy Efficiency and Sustainability (CEES), our internal and external Sustainability Leadership Councils, and our Board of Directors. We plan to update our materiality assessment in 2022.

Materiality, as used in this report, and sometimes referenced as "ESG materiality," is different than the definition used in the context of filings with the Securities and Exchange Commission (SEC). Issues deemed material for purposes of this report and for determining our ESG strategies may not be considered material for SEC reporting purposes. Read more about our materiality assessment and governance processes.

Reporting Our Progress

GRI 102-54

Our annual ESG report aligns with leading ESG and sustainability reporting frameworks including:

Global Reporting Initiative (GRI): The GRI Standards are fundamental to our reporting process. This report has been prepared in accordance with the GRI Standards: Core option. See our **GRI Content Index** for an overview of disclosures on our material ESG topics.

Sustainability Accounting Standards Board (SASB): As a diversified manufacturer, we report to both the Electric & Electronic Equipment and the Industrial Machinery & Goods industries. See our **SASB Disclosure** for details.

Task Force on Climate-related Financial Disclosures (TCFD): We strongly support TCFD and align with the Task Force's voluntary disclosures. See our **TCFD Disclosure** for details.

World Economic Forum (WEF) Stakeholder Capitalism Metrics: We disclose our performance against the WEF's Stakeholder Capitalism Metrics to demonstrate our performance on sustainability topics and contributions to the United Nations Sustainable Development Goals (UN SDGs). See our **WEF Stakeholder Capitalism Metrics Disclosure** for details. Read more about our **alignment with the UN SDGs**.

CDP (formerly known as the Climate Disclosure Project): We voluntarily respond to CDP's Climate Change and Water questionnaires.

ESG information is integrated into our annual financial reporting — a reflection of our business focus on sustainability and commitment to meeting the requirements of the **European Union's Directive on Non-Financial Disclosures**. See our non-financial statements in our **2021 Annual Report**.

A Note about Our Data

GRI 102-46, 102-56

Throughout this report, we define our organizational boundary using the financial control approach and report on Scope 1 and 2 greenhouse gas (GHG) emissions using the GHG Protocol Initiative's guidelines. We believe this most accurately reflects the direct impact of our operational footprint. The company's Scope 3 product-related emissions are those emissions associated with the product-use phase and cover greater than 95% of the revenue associated with the diverse product portfolio. For data associated with the company's 2030 Gigaton Challenge commitment, heating and cooling output is normalized for growth in order to capture product performance improvements.

We report data from newly opened and acquired facilities as soon as valid data is available. For recently closed or sold facilities, the data is included for the time period a site was part of the company to ensure year-over-year comparisons remain consistent. As such events occur, baselines are adjusted to account for these operating footprint changes. As our data collection system continues to mature and improve, the environmental data we report improves in accuracy and expands in breadth.

Data is presented in absolute terms, and is normalized by company revenue (intensity). Our safety data is normalized by the number of hours worked.

Our environmental, health, and safety (EHS) data and GHG emissions data are assured annually by a third party, including the product use emissions contributing to the Gigaton Challenge. View the results in our **2021 assurance statement**.

Forward-Looking Statements

This report contains certain forward-looking statements, which are statements that are not historical facts, including statements regarding our 2030 Sustainability Commitments; our pathway to net-zero by 2050; other ESG targets, goals, commitments, and programs; and other business plans, initiatives, and objectives. These forward-looking statements are based on our current expectations and are subject to risks and uncertainties, which may cause actual results to differ materially from our current expectations. These forward-looking statements generally are identified by the words "believe," "project," "expect," "anticipate," "estimate," "forecast," "outlook," "intend," "strategy," "plan," "may," "could," "should," "will," "would," "will be," "will continue," "will likely result," or the negative thereof or variations thereon, or similar terminology generally intended to identify forward-looking statements. All such statements are intended to enjoy the protection of the safe harbor for forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended. Our actual future results, including the achievement of our targets, goals, or commitments, could differ materially from our projected results as the result of changes in circumstances, assumptions not being realized, or other risks, uncertainties, and factors. Such risks, uncertainties, and factors include the risk factors discussed in Item 1A of our most recent Annual Report on Form 10-K and subsequent quarterly reports on Form 10-Q filed with the SEC. We urge you to consider all the risks, uncertainties, and factors identified above or discussed in such reports carefully in evaluating the forward-looking statements in this report.

United Nations Sustainable Development Goals

The United Nations (UN) Sustainable Development Goals (SDGs) inspire individuals, businesses, and nations to create a more sustainable and equitable world. In line with that ambition, we set our 2030 Sustainability Commitments to tackle climate change impacts and gender equality issues. Our deep expertise in the heating and cooling sector allows us to implement and scale industry-changing innovations. We want our commitments to inspire others, ourselves, and call on those within our industry to join our transformative efforts. We used Trucost's SDG Evaluation Tool to understand where Trane Technologies could make the most meaningful impacts. Based on the evaluation, we aligned our actions with three SDGs:
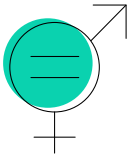
SDG 5: Gender Equality

Our 2030 Sustainability Commitments align with SDG 5 and reflect our goal of achieving gender parity in senior leadership as part of our efforts to create Opportunity for All. We continuously evaluate our hiring practices across our value chain to improve where and how we recruit talent, develop our workforce, promote from within, and hold our leaders accountable for enabling opportunities for everyone.

Many of our Learning & Development programs focus on helping women grow into leadership positions at our company. Our Sustainable Futures community engagement programs focus on uplifting underrepresented groups, including women and girls, through access to science, technology, engineering, and math (STEM) education and pathways to green and STEM career opportunities. Additionally, through our seven-step strategic sourcing process, we evaluate our suppliers on various factors, including their Diversity & Inclusion policies. We have a supplier diversity program and continually grow our spend with women-owned businesses.
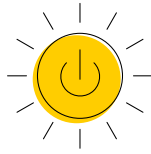
SDG 7: Affordable Clean Energy

At Trane Technologies, we acknowledge the UN's call to accelerate energy efficiency in the heating and transport sectors. That's why we're implementing energy efficiency measures across our enterprise and purchasing renewable energy for our operations. As part of RE100 we're committed to sourcing 100% renewable energy by 2040, ahead of RE100 requirements. Additionally, we manufacture energy efficient products and energy management solutions to reduce our customers' consumption profiles. Our 2030 Sustainability Commitments, including the Gigaton Challenge, reflect our ongoing focus on product solutions that help buildings and transportation consume less energy without sacrificing performance.

SDG 13: Climate Action

Trane Technologies actively works to reduce GHG emissions caused by heating and cooling and food loss during transportation. As a global leader in the heating and cooling industry, we take bold actions to decarbonize our footprint internally and externally, including:

- Using low-global warming potential (GWP) refrigerants.
- Developing system-level energy efficient product solutions.
- Providing fully electric heating and transport refrigeration products.
- Initiating renewable energy programs.
- Educating our workforce, suppliers, customers, and other stakeholders on the effects of climate change.

Further SDG Support

We're doing our part to make a positive impact on society by supporting additional UN SDGs through our actions and initiatives. Examples of our support include:

SDG 2: Zero Hunger

Operation Possible, our crowd-sourcing innovation program in 2021 tackled the challenge of "Co-Existence of Food Loss and Hunger." Team members generated almost 300 solution ideas aligned with our commitment to increase access to fresh food, which is under our Gigaton Challenge pillar. Multiple concepts are already under development with prototyping and validation for in-market use. Read more about Operation Possible in Technology & Innovation.

SDG 3: Good Health & Well-being

We provide market-competitive benefits and offer an Employee Assistance Program. We support our team members through our parental leave and family care policies. Read more about our benefits in Company Culture.

SDG 4: Quality Education

We're proud of the learning culture at Trane Technologies, and work to advance every employee's career growth. For example, our Women in Action (WIA) program provides our women team members with leadership skills taught through targeted learning and content. Our educational support extends beyond our workforce, as we contribute to organizations like Project Scientist, which enhances access to STEM education for young girls. Read more about our Learning & Development programs, as well as educational support in line with our Diversity & Inclusion actions.

SDG 9: Industry, Innovation, and Infrastructure

We're leading the way in resilient and efficient infrastructure through our building automation services and advanced heating and cooling systems. Read more about our Technology & Innovation solutions that align with sustainable infrastructure.

SDG 10: Reduced Inequalities

We made Opportunity for All a core pillar of our Sustainability Commitments and realize that a diverse, inclusive workforce that reflects our communities will support Trane Technologies' future growth and innovation. That's why we're investing in underrepresented communities, building diverse hiring pipelines, and aiming for gender parity in senior leadership roles. Learn more about our Diversity & Inclusion initiatives.

SDG 11: Sustainable Cities and Communities

We actively work to improve air quality and reduce emissions and ambient noise through our innovative products and services. For example, the electrification of Thermo King products and the hybridization of our own fleet help improve air quality by eliminating or reducing emissions during operation.

SDG 12: Responsible Consumption and Production

We implement strict sourcing processes and hold our suppliers accountable through policies like our Business Partner Code of Conduct and Global Human Rights Policy, among others. We also invest significant resources in creating an inclusive supply chain by sourcing from minority-owned businesses. Read more about our Supplier Diversity practices.

Trane Technologies joined a project led by the U.S. Business Council for Sustainable Development (BCSD) that aims to develop materials marketplaces using industrial ecology to help businesses exchange and source materials as part of their waste streams. Our work with the BCSD contributes to six SDGs: Decent Work and Economic Growth (SDG 8); Industry, Innovation, and Infrastructure (SDG 9); Sustainable Cities and Communities (SDG 11); Responsible Consumption and Production (SDG 12); Climate Action (SDG 13); and Partnerships for the Goals (SDG 17).

Ambitions

At Trane Technologies, we're committed to solving some of the world's biggest challenges by innovating sustainable solutions, giving back to our communities, and changing our industry for the better.

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Sustainability Commitments →

Decarbonization: Gigaton Challenge →

Customer Focused Solutions →

Sustainability Commitments

At Trane Technologies, we recognize that climate change is real, exacerbated by human activity, and requires urgent action to limit global temperature rise to 1.5°C, or less, above pre-industrial norms to avoid the most catastrophic impacts predicted by the Intergovernmental Panel on Climate Change (IPCC). To secure a sustainable future, we think bigger, act bolder, and challenge what is possible for a better world using the latest climate science as our guide. From our position at the forefront of innovation, the future is filled with possibility.

No part of our value chain is left untouched by our Sustainability Commitments. We are engaging every step of the way to build a more sustainable future.
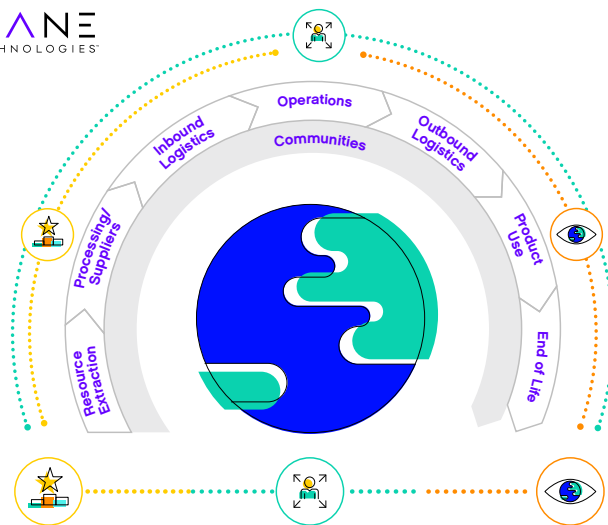
Leading by Example

Carbon neutrality
Zero waste to landfill
Net positive water
Absolute energy reduction

Opportunity for All

Diversity & Inclusion
Gender equality
World-class safety
Corporate citizenship
Competitive wages, benefits
& wellness globally

Gigaton Challenge

Reduce customer footprint by 1 gigaton

Design systems for circularity

Provide access to comfort
& fresh food

Our Science-Based Targets

We achieved our first set of science-based targets in 2018, two years early, and set bold new commitments for 2030. Our emissions reduction commitments align with the Paris Climate Accord net-zero targets consistent with limiting global temperature rise to no more than 1.5°C. Our near-term science-based targets for Scopes 1, 2, and 3, which have been verified by the **Science Based Target Initiative** (SBTi), will guide our emissions reduction efforts through 2030, with emphasis on reducing our largest source — the emissions generated from customer use of our products. We set three science-based targets: one long-term 2050 target and two near-term 2030 targets. Once we achieve near-term targets, we will continue reduction efforts and invest in carbon sequestration technologies to achieve our long-term goal of net-zero emissions by 2050.

LONG TERM: OUR 2050 TARGET

- Trane Technologies is committed to a **2050 net-zero target** in alignment with the latest from the United Nations Framework Convention on Climate Change (UNFCCC) Race to Zero campaign. We submitted our net-zero target to the SBTi for official validation against the world-first Net-Zero Corporate Standard published in October 2021. This will be our third approval by SBTi.

NEAR TERM: OUR 2030 TARGETS

- Within our own operations, we commit to reduce absolute Scope 1 and 2 GHG emissions by 50% below 2019 levels by 2030.

- To tackle our largest area of impact, customer use of our products, we commit to reduce Scope 3 GHG emissions by 55% per cooling ton below 2019 levels by 2030.

Product emission reductions also contribute to our **Gigaton Challenge**. Our Gigaton Challenge is the largest climate commitment related to product emission reductions within a single decade of any company globally. Furthermore, the company has received validation from the SBTi for our climate commitments that cover all scopes. Through the Gigaton Challenge, we commit to eliminating one billion metric tons of CO_2e from our customers' footprint by 2030.

Read about **our strategies to achieve our science-based targets.**

Carbon Neutrality

We also commit to achieving carbon neutral operations in 2030. Until then, we are focused on minimizing our Scope 1 and 2 emissions so that in 2029 we will need to purchase as few verified carbon offsets as possible to achieve neutrality.


"We're trying to act as we think everybody should act."

—W. Scott Tew, VP of Sustainability & Executive Director, Center for Energy Efficiency & Sustainability

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Carbon offsets are a popular tool in the business community to achieve carbon neutrality while still emitting GHGs into our atmosphere. Projects funded through offset purchases are helpful in fighting climate change, but will not sequester carbon at a rate fast enough to avoid catastrophic planetary changes. Instead of relying on offsets alone, or as a majority to achieve our goal, we will invest the funds we would otherwise have used to purchase offsets every year into projects that actually reduce our absolute Scope 1 and 2 emissions.

The Three Pillars of our 2030 Sustainability Commitments

As we work toward a more sustainable future, we have set additional goals for 2030 that are aligned with multiple UN SDGs. Our 2030 Sustainability Commitments cover our entire value chain and use our technology and innovation expertise to address global megatrends affecting the communities where we work and live. We categorize these goals and our science-based targets into three focus areas. Download one-pagers on the **2030 Sustainability Commitments** and the **Gigaton Challenge**.
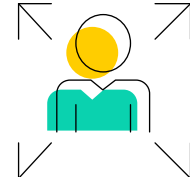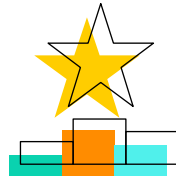
Gigaton Challenge

Reduce customer carbon footprint by **1 gigaton**[1]

- ✓ Accelerate clean technologies that heat and cool buildings in sustainable ways
- ✓ Increase energy efficiency in buildings, homes, and transport environments
- ✓ Reduce food loss in the global cold chain
- ✓ Transition out of high-Global Warming Potential Refrigerants by 2030 — ahead of regulation
- ▪ Design systems for circularity
- ▪ Provide access to comfort and fresh food

Our Gigaton Challenge rallies our team members to innovate to reduce our Scope 3 emissions and address global challenges related to climate change. Read more about the **Gigaton Challenge**.

1. 1 billion metric tons of CO_2e

Leading by Example

- ▪ Achieve carbon neutral operations
- ▪ Deliver zero waste to landfills
- ▪ Become net positive with water use
- ▪ Reduce absolute energy consumption by 10%[2]

We lead our industry in responsible operations and encourage our suppliers to follow. Read more about our approach to **GHG emissions**, **waste**, **water**, and **energy**.

2. Compared to 2019 baseline

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 for workforce
- ▪ Invest $100 million in building sustainable futures for under-represented communities
- ▪ Dedicate 500,000 employee volunteer hours in our communities

We create new possibilities and a better world for our people and our communities. Read more about our approach to **Diversity & Inclusion**, our **global workforce**, **safety**, and **corporate citizenship**.

We also participate in multiple coalitions, working together with like-minded companies in the pursuit of a better planet. These coalitions help keep us accountable as we strive to accomplish our goals.

RE100 & EP100

Trane Technologies is a member of RE100, with a goal to source 100% renewable electricity by 2040, and a member of EP100, with a goal to double our energy productivity by 2035 from a 2013 baseline.

FIRST MOVERS COALITION (FMC)

Trane Technologies is an inaugural member of the First Movers Coalition launched in 2021 at the Conference of the Parties (COP26) in Glasgow, Scotland. FMC members agree to set an ambitious purchasing target for a hard-to-abate material. We have committed to purchasing at least 10% near-zero carbon steel by 2030 and to encourage others to follow our lead.

RACE TO ZERO

In 2021, Trane Technologies joined this global campaign from the UNFCC to rally leadership and support from businesses, cities, regions, and investors for a healthy, resilient, zero-carbon recovery that prevents future threats, creates decent jobs, and unlocks inclusive, sustainable growth.

ONETEN COALITION

Trane Technologies is a founding member of the OneTen Coalition, a coalition of more than 30 business leaders committed to training, hiring, and advancing one million Black Americans over the next 10 years.

PARADIGM FOR PARITY

Trane Technologies is a member of the Paradigm for Parity, a coalition of business leaders, board members, and academics who are committed to addressing the gender gap in corporate leadership.

DISABILITY:IN

Dave Regnery, our Chair and CEO, signed the Disability:IN CEO Letter in 2021, extending Trane Technologies' commitment to advance equality and inclusion for all. Disability:IN envisions a global economy in which people with disabilities participate meaningfully and fully.

Progress Toward 2030 Sustainability Commitments

We track and publicly report our progress toward our sustainability commitments. Data included in the Gigaton Challenge and Leading by Example pillars are **assured by a third party**.

Gigaton Challenge

SDG	2030 Goal	Targets	Progress Toward Goal	KPI Indicators
	Reduce customer carbon footprint by 1 gigaton	Reduce customer carbon footprint by 1 gigaton (or 1 billion mtCO$_2$e).	Reduced customer carbon footprint by 50 million mtCO$_2$e since 2019.	▲⁺
	Design systems for circularity	Targets across product life cycle stages.	Created a Circularity Council to guide circularity strategy and design systems for circularity. Joined the REMADE coalition.	▲
	Provide access to comfort and fresh food	Innovate and commercialize low-cost sustainable products for developing markets[1] we don't currently serve.	Launched over 100 new products and services since 2019.	▲

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

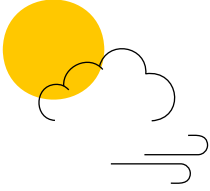| SDG	2030 Goal	Targets	Progress Toward Goal	KPI Indicators
	Achieve carbon neutral operations	Continue to reduce our carbon emissions and offset any remaining carbon emissions with Carbon Credits.	We reduced our operational emissions for Scope 1 and market-based Scope 2 by 25% versus 2019.	▲⁺
	Reach zero waste disposed of in landfills	Eliminate waste entering landfills through reducing, reusing, and recycling non-hazardous waste.	At year end, 22 locations were operating at zero waste to landfill. This represents 54% of our global manufacturing footprint. In 2021, we diverted almost 3,500 mt more waste from landfill to recycling/reuse than in 2020.	▲⁺
	Achieve net positive water use in water-stressed locations	Reduce our water consumption, improve water quality and access to clean water in stressed areas.	We reduced water usage by 18% 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 electronification of our fleet.	We improved our total energy efficiency by nearly 3% versus 2019.	▲⁺

Opportunity for All

SDG	2030 Goal	Targets	Progress Toward Goal	KPI Indicators
	Achieve workforce diversity reflective of our communities	Increase racial and ethnic diversity of our salaried population in the U.S. from 17% to 26% by 2030 — an increase of 50%.	We increased racially or ethnically diverse salaried team members in the U.S. from 17.4% to 18.4% in 2021.	▲⁺
	Achieve gender parity in senior leadership roles	Achieve gender parity in senior leadership positions by 2030.	We increased women in senior leadership from 21.7% to 24.6% in 2021.	▲⁺
		Increase women in management roles from 22% to 35% by 2030.	We increased women in management from 21.8% to 23.1% in 2021.	▲⁺
	Maintain world-class safety metrics	Lost Time Incident Rate (LTIR): 0.06	LTIR: 1% reduction since 2019	▲
		Total Recordable Incident Rate (TRIR): 0.60	TRIR: 10% increase since 2019	▼
	Provide market-competitive wages and benefits and leading wellness offerings for global workforce	Targets in development.	Our U.S. hourly team members start with wages that average 191% above state minimums, and 100% of our employees have access to our Employee Assistance Program.	▲
	Invest $100 million in building sustainable futures for under-represented communities	Enhance healthy learning environments and access to healthy foods.	We donated computers and equipment to schools around the country.	▲
		Expand access to STEM education and pathways for green and STEM careers.	We introduced girls and underrepresented minorities to STEM skills and career pathways.	▲
			Contributed more than $11 million to charitable organizations, including $1 million to Project Scientist in 2021.	▲
	Dedicate 500,000 employee volunteer hours in our communities	Mobilize employees in our communities around the world to volunteer with non-profit organizations.	Launched 8 hours of time off per year for salaried employees to volunteer in their communities. Employees completed 82,282 volunteer hours since 2019.	▲

KEY

▲⁺ Ahead of goal

▲ On track to meet goal

▼ Behind goal
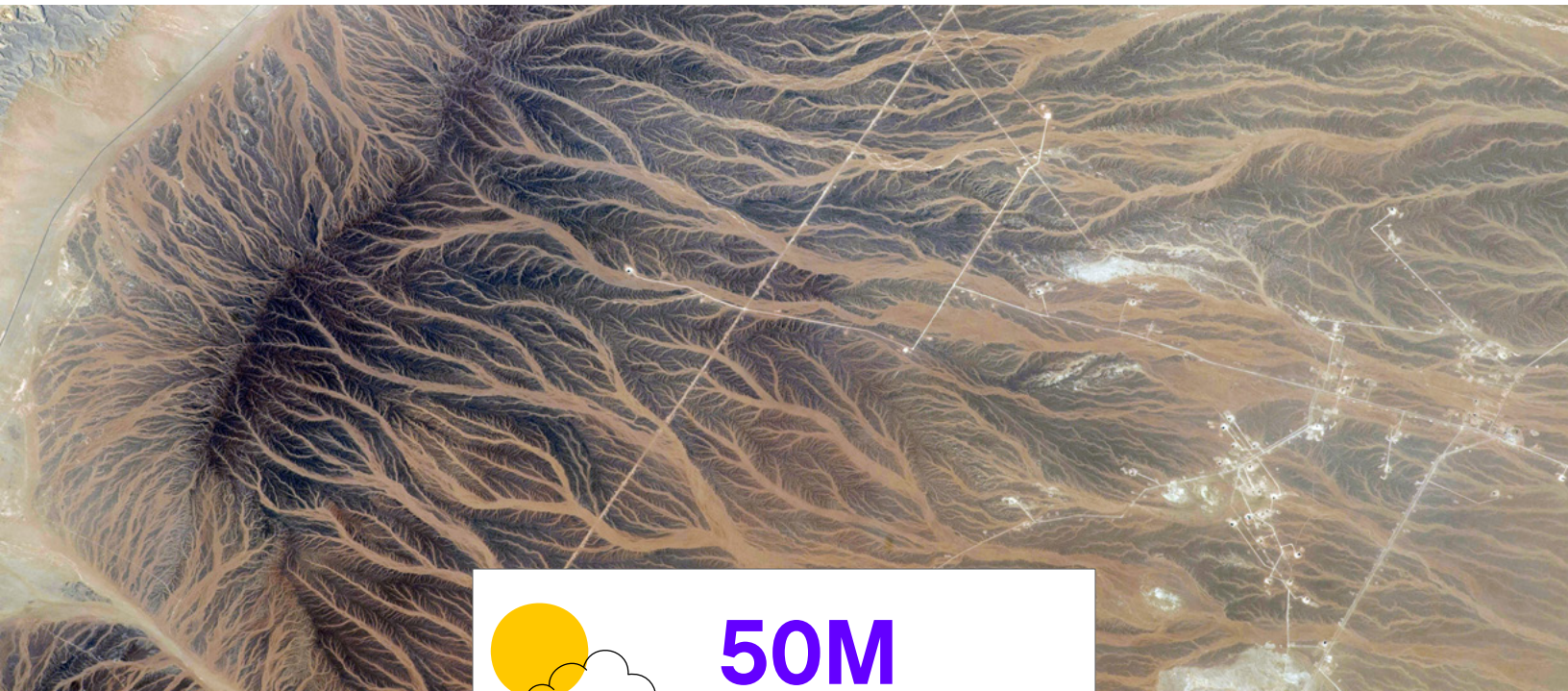
50M

mtCO$_2$e contributed to the
Gigaton Challenge since 2019

Decarbonization: Gigaton Challenge

Based on our calculations and climate science research, approximately 15% of global annual GHG emissions relate to heating and cooling buildings and homes, and nearly another 10% comes from food lost in transport or never consumed. The rising concentration of GHGs in our atmosphere is warming the planet at an alarming rate and increasing risks of natural disasters that threaten human life and well-being. As a global climate innovator, Trane Technologies is uniquely positioned to lead a movement to tackle climate change and empower our customers to decarbonize. And that's just what we're doing.

We are reducing one gigaton — one billion metric tons — of carbon emissions (CO$_2$e) from our customers' footprint by 2030.

This reduction equates to the annual emissions of Italy, France, and the U.K. combined.

Progress to
eliminating
1 billion mtCO$_2$e

5%

CO$_2$e
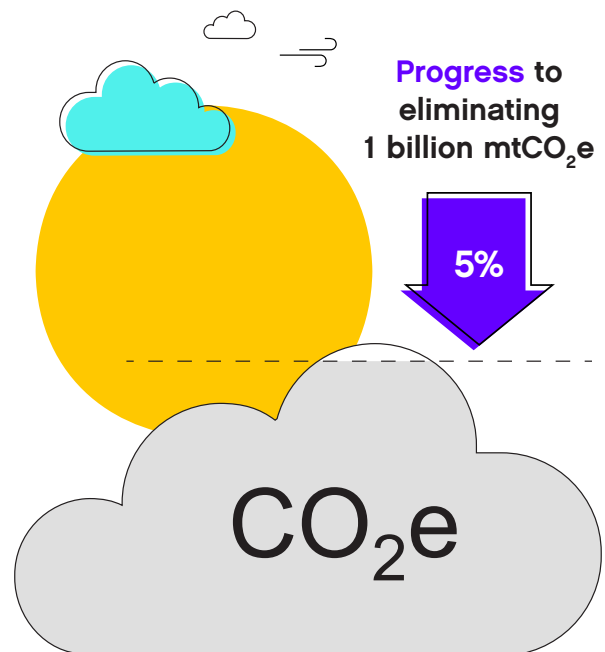
The Gigaton Challenge Guides Us

The Gigaton Challenge is the first-of-its-kind climate commitment related to customer product use of any B2B company. It guides our mission to change the way the world heats and cools buildings and moves refrigerated cargo. The cumulative reduction in our customers' carbon emissions from the use of our products and services from 2019 through 2030 contributes to our achievement of the Gigaton Challenge. Four levers provide the largest opportunity for customer decarbonization and will help us achieve the Gigaton Challenge:

High Efficiency Equipment

Accelerate use of high efficiency equipment with an entire system-level approach to buildings, homes, and transport; utilizing climate management to further enhance energy efficiency, expand electrification, reduce costs, and strengthen regulatory resiliency.
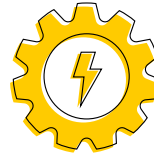
System-level Energy Efficiency

Increase projects that include building envelope improvements, controls, lighting upgrades, as well as energy and maintenance services.
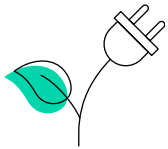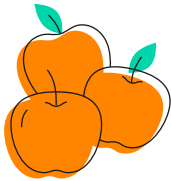
Reduce Food Loss

Increase sales of temperature-controlled transportation in developing countries in order to reduce food loss in the global cold chain.

Refrigerant Transition Management

Transition equipment ahead of new GWP regulations and encourage an increase in refrigerant reclamation through our Reclaim Program.

"Trane's services are an opportunity to positively impact the sustainability goals of our customers and our business — contributing to the Gigaton Challenge. Working with customers we continuously enhance and optimize system efficiency and reduce carbon impact. Ultimately lowering customer reliance on the electric grid, while limiting customer's total cost of ownership."

—Andrea Rago, Director, Building Services Product Management, Commercial HVAC Americas

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Read more about the products and services that contribute to the Gigaton Challenge.

Calculating our Pathway to Success

Every year until 2030, Trane Technologies will calculate the reduction in product emissions and emissions avoided through services for that year. Our goal is to have the cumulative of each year's contribution add up to one billion metric tons of CO_2e by 2030.

For every product sold within a calendar year — covering our complete product portfolio of over a million configured and non-configured products — we calculate the total emissions it will generate through end-of-life. To do so we use the following equation:

Annual Product Emissions Calculation

Electricity emissions
((Annual kwh consumption * capacity) / product efficiency) * localized electric grid factors

+

Fuel emissions
(Annual fuel consumption * capacity) / (product efficiency) * fuel emission factors

+

Refrigerant emissions
((1- recovery rate) + leak rate) * refrigerant charge * GWP
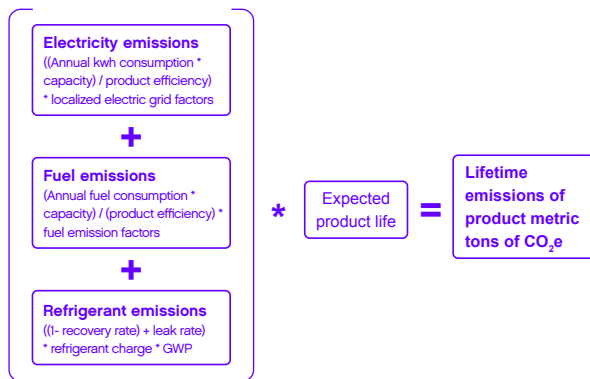
* Expected product life **=** **Lifetime emissions of product metric tons of CO_2e**

Annually, we add the emissions generated by all products sold during that calendar year together and compare that to the emissions generated by all products sold during our baseline year, 2019. The difference in emissions between the current year and baseline year is that year's product emissions contribution to the Gigaton Challenge. This annual absolute product emissions reduction is externally assured and contributes to our Scope 3 science-based target. Read more about our science-based targets.

We made the conscious decision to set 2019 as our baseline year, rather than including our achievements from the past five or 10 years, because the planet needs our industry to change now. Our ambition is to make a significant impact as quickly as possible.

We also calculate the cumulative customer emissions avoided through our services. Because no universal standard is widely applied to calculate avoided emissions, our calculation methodology is proprietary. The avoided emissions from annual services positively contribute to the Gigaton Challenge. We measure and calculate avoided emissions separately from absolute emissions reductions, though both are important aspects of the Gigaton Challenge. Read more in our Gigaton Challenge Playbook.

Gigaton Calculation

Annual Product Emissions Contribution

Baseline
2019 Product Use Emissions

Annual Reduction in Emissions

High Efficiency Equipment

Electrification

Refrigerants

2030 Gigaton Achievement

2019   Cumulative Reduction in Emissions Over Years   2030

Annual Services Avoided Emissions

Services that help us reduce our customer carbon footprint which are calculated separately from our product emissions. ALL avoided emissions are a positive contribution.

People-Powered

To meet this bold commitment and support our customers, every team member from every department at Trane Technologies is oriented to "boldly challenge what's possible for a sustainable world" — our company purpose.

Communications & Marketing

The communications team helps educate our team members about the biggest areas of opportunity for our customers. Marketing teams provide information to assist our customers in making the best investments for themselves and the planet.

Finance

The finance team uses metrics to meet financial expectations while helping track business progress. Financial and ESG metrics become valuable information that enhances how we respond to the market and inspires innovation, which leads to a more sustainable world.

Data Analytics

Data analytics help shape our business strategies by providing valuable insights. Analytics is truly at the core of everything we do, and therefore plays a huge role in our enterprise's financial and sustainability successes.

Information Technology

As a global organization, IT is instrumental in effectively providing connected tools and developing database solutions. Our team continuously improves system automation response, ultimately allowing for more sustainable customer solutions and business insight capabilities.

Global Integrated Supply Chain (GISC)

Our GISC teams support the reduction of embodied carbon in our products through lean manufacturing and little-to-no waste systems. These decarbonizing efforts enable our enterprise to build more value for our customers and continue to lead by example within our industry.

Engineering

The engine that drives technological sophistication of our engineering and manufacturing processes is our engineering team. By working with our product management teams our engineers can further enhance the energy efficiency of equipment and improve services, continually driving down energy intensity for our customers.

Human Resources

At the forefront of attracting and retaining talent, the HR team focuses on building an organization with the talent and competencies to enhance our products to meet our customers' evolving needs in energy management capabilities.

Product Management

Our talented product management teams keep a constant pulse on our markets and drive the innovation needed to attract our customers. They work closely with our engineering and sales teams to ensure our business grows with sustainability at the core of everything we do.

Sales

Our amazing team of sales leaders builds true relationships with customers, old and new. They have the opportunity to communicate key solutions, including our ability to electrify heating and mobile refrigeration, as well as manage the energy consumption and demand of whole buildings, homes, and transport fleets.

Looking Forward

Bold commitments like the Gigaton Challenge demonstrate how Trane Technologies is leading our industry to a more sustainable future. As we innovate and work with customers to improve the way we heat and cool buildings and transport perishable cargo around the world, we will continue to share knowledge and inspire other companies to make equally ambitious commitments. We must all be involved in transforming tomorrow, today.

Customer Focused Solutions

At Trane Technologies, we focus every aspect of our business on helping our customers achieve their goals and lead sustainable lives. We know our customers want to and can make an impact on the planet. As one of our customers said, "one person can change a neighborhood, and a neighborhood can change the world." We lead on sustainability for our customers to partner with them to build a sustainable world for future generations.

Our innovations in electrification, energy efficiency, and the use of low-global warming potential refrigerants in our products help customers reduce the indirect emissions from their buildings, homes, and refrigerated transport without sacrificing safety or operating performance. To ensure our Residential HVAC equipment is the most reliable and sustainable in the industry, Trane products are put through 16 weeks of bone-chilling cold and blistering heat in repeating two-week sessions at the Systems Extreme Environmental Test lab in Tyler, Texas. By putting our heating and cooling units through five years worth of wear and tear in the matter of a few months, we reinforce our philosophy of making products our customers can rely on for years and years. Read more about our products.

We are so dedicated to supporting our customers in their decarbonization goals that we have committed to our Gigaton Challenge — to eliminate one billion metric tons of carbon emissions from our customers' footprint by 2030. This commitment is ambitious. It is the largest climate commitment related to customer product use of any B2B company — and essential to combatting climate change.

HIGHLIGHT

Jesse and Denise M. partner with Trane to truly transform tomorrow, today.

Jesse M. sees his home as a system that creates a sustainable environment for his family and community. He has remained a champion for sustainability for more than 40 years and a Trane customer for over 12. He looked for the best value when replacing his failing HVAC unit. After extensive research, he selected Air Control, a Trane Company Specialist Dealer who recommended the Trane XL18i 18 SEER Heat Pump. In 2021 alone, he avoided almost 10 metric tons of CO_2 with the combination of his insulated building envelope, solar panels, and HVAC system. The system provides unmatched efficiency gains, which fit his sustainability plan and exceeded his cost savings goals. He views sustainability as the first step to protecting future generations and opts to support companies, like Trane, who lead by example.

"We're not going to get to a more sustainable world through legislation alone, but through people waking up and seeing what we're doing to our planet. People working together, hand in hand, with companies like Trane Technologies are going to do more for the planet than anything else."

—Jesse M., Trane customer

Customer Satisfaction

The well-being of our customers and the planet is at the center of everything we do, so we strive for customer satisfaction with the performance of our products as well as their impact on the earth.

Trane Residential and Thermo King products are distributed by certified dealers who build meaningful relationships with our end customers and help them find the right products to meet their unique needs. Dealers participate in extensive training to fully understand our brand and must maintain a high customer satisfaction rating to sell our products. Many of our dealers have been selling our products for over 25 years.

We always strive to exceed customer expectations, so we listen to our customers and use their input to drive our strategic growth programs. We measure satisfaction through customer relationship surveys that provide insight into our customers' sentiment and loyalty. Surveys are analyzed using a dashboard that measures critical key performance indicators (KPIs), including our custom Net Promoter Score (NPS). Our team reviews over 8,000 comments left by residential product customers on our website by grouping them into themes, providing additional qualitative feedback for our analysis.

We also capture channel and end-customer feedback for each business quarterly, through a global measurement process. Feedback is reviewed by business leaders who develop action plans to address items that require corrective action to meet stated NPS targets. Progress toward complete customer satisfaction is reported annually.

PRAIRIE TRAILS SCHOOL

Trane partnered with the River Trails School District in the funding and development of Prairie Trails School as a net-zero energy building, which produces more clean electricity than it uses, contributing to the district's sustainability goals and saving the school more than $30,000 annually.

Read More →

SCOTTISH WATER HORIZONS

Trane supported Scottish Water Horizons in a custom-designed heat recovery system that reduces heating fuel use by 140,000 liters and avoids ~380 $mtCO_2e$ annually.

Read More →

EUROPEAN CONTAINER SERVICES (ECS)

ECS partnered with Thermo King to install Thermo-lite solar panels and TracKing telematics, reducing each trailer's emissions by ~200 $mtCO_2e$ per year, on top of the 26% reduction in diesel-related consumption.

Read More →

CALLIE'S HOT LITTLE BISCUITS

In the midst of the COVID-19 pandemic, Thermo King supported a small business owner with last-mile cold storage solutions when she pivoted to deliver her baked goods straight to customers' doors.

Read More →
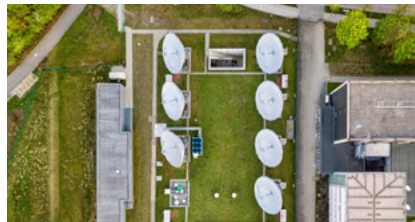
NORTHC DATA CENTER

NorthC Data Center partnered with Trane in the installation of a closed loop system called the Aalsmeer Energy Hub. Natural gas use was reduced 60% at the three connected facilities and Trane Chillers electricity consumption was reduced by 20%.

Read More →

MATER DEI HOSPITAL

When Mater Dei Hospital, the largest hospital in Malta, wanted to reduce reliance on its outdated boiler system, partnering with Trane Technologies became the obvious choice.

Read More →

Environment

We boldly challenge what's possible by following the latest climate change science to achieve our science-based targets, reduce our environmental impacts, and reduce our customers' emissions from product use.
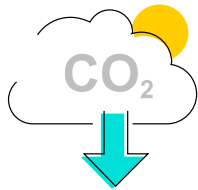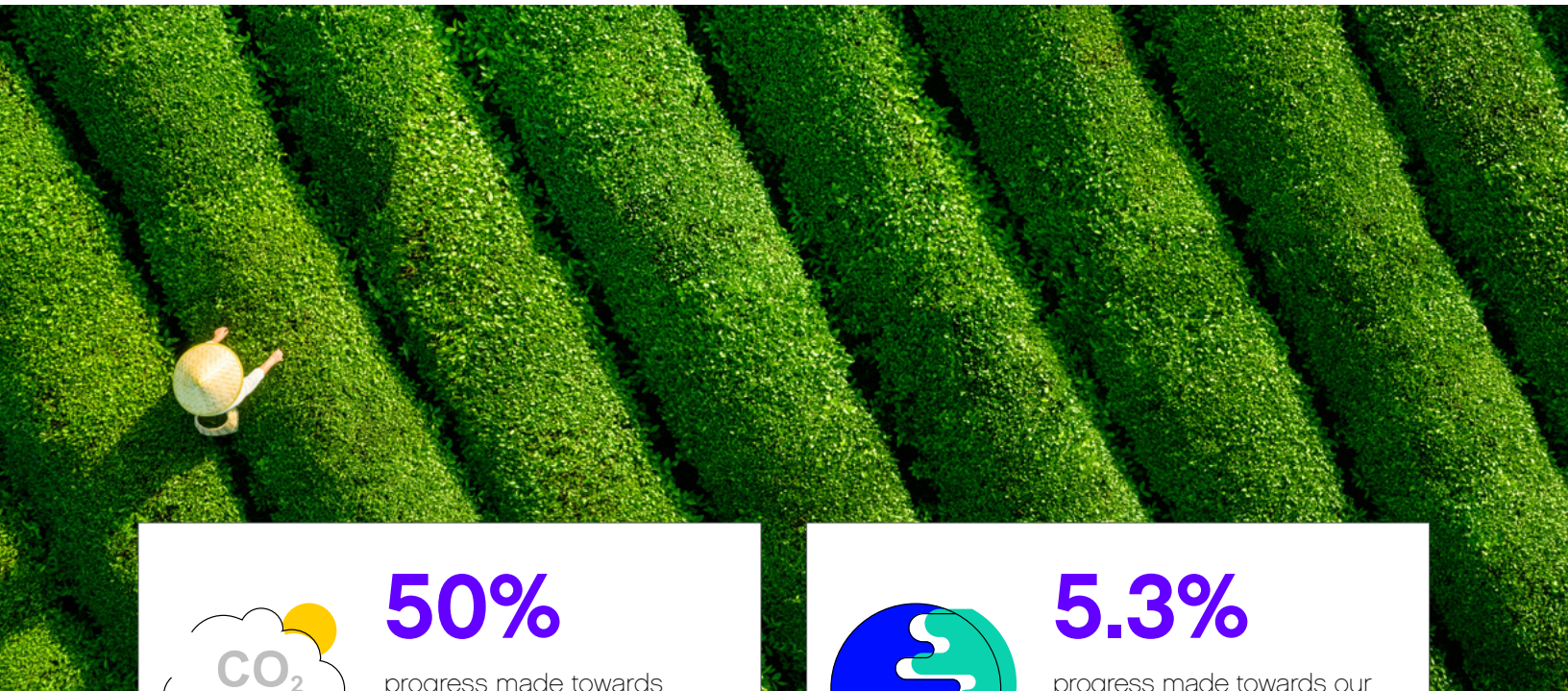
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Climate Change Impact →
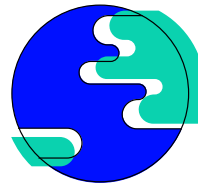
Greenhouse Gas Emissions →

Energy →

Waste →

Water →

50%

progress made towards our science-based target to reduce Scope 1 and 2 absolute emissions by 50% from a 2019 baseline by 2030

5.3%

progress made towards our science-based target to reduce Scope 3 emissions by 55% per cooling ton by 2030

Climate Change Impact

As an industry leader, we are uniquely positioned to address climate change by reducing emissions through innovative building automation services that improve energy efficiency and refrigerated transportation technologies that reduce food loss. Our solutions reflect our efforts to continually reduce emissions and transform tomorrow, today.

Our Footprint

In 2019, Trane Technologies completed a GHG emissions inventory, aligned with the GHG Protocol, of our Scope 1, 2, and 3 emissions to serve as a baseline for the next 30 years. Using a baseline that represents a recent average production year, rather than a baseline from five or 10 years ago, pushes us to set more ambitious emissions reduction targets and strategies. It also helps us avoid overstating our contributions toward emissions reduction goals. Bold leadership and ambition combined with transparency is what's essential to achieving a more sustainable world.

Though we are dedicated to reducing emissions across all three scopes, we focus our efforts on our largest area of impact within Scope 3, customer use of our products. These emissions, which alone make up approximately 90% of our carbon footprint, are addressed through our Gigaton Challenge. The emissions generated from our operations (Scopes 1 and 2) account for less than 1% of our total emissions and are addressed through multiple strategies.

Find details of our full value chain drivers on the next page in our Decarbonization Graphic.

Emissions Reduction Commitments

We developed our climate change strategy based on the latest scientific research and a dedication to limiting global temperature rise to no more than 1.5°C. Our strategy includes near-term Scope 1, 2, and 3 emissions reduction targets, verified by the Science Based Targets Initiative, and a long-term 2050 net-zero target, which has been submitted for verification this year. We also commit to achieving carbon neutral operations in 2030.

Our climate change ambitions also led us to create the Gigaton Challenge, which represents the largest reduction commitment of any B2B enterprise due to our baseline of 2019.

The Gigaton Challenge is one component of our 2030 Sustainability Commitments. These commitments reach every corner of our value chain, extending from supplier expectations to team member engagement and customer solutions. We strive to lead by example on climate action, and we will continue to challenge ourselves with decarbonization efforts.

HIGHLIGHT

In 2020, Trane Technologies became a founding member of Drawdown Labs. Participating companies devote resources to help the world reach a point when the level of GHGs in the atmosphere begins to steadily decline. Drawdown Labs serves as a testing ground where companies can cultivate equitable climate solutions. In 2021, we advanced climate leadership by collaborating with corporate leaders and team members on decarbonization topics. Our ongoing discussions with the consortium of private sector partners look beyond net-zero and help us stay at the forefront of climate solutions.

TRANE TECHNOLOGIES

Our Carbon Footprint by Scope and Corresponding 2030 Emissions Reduction Commitments

93.43% CO$_2$e

6.46%

0.12%

▼ 93.37% of total emissions addressed by Gigaton Challenge

CO NEUTRAL — Science-based Target Scopes 1 & 2

Science-based Target Scope 3

| UPSTREAM							OUR OPERATIONS					DOWNSTREAM		
Employee Commuting	Upstream Logistics	Business Travel	WWT	Leased Assets	Waste From Operations	Purchased Goods & Services	Electricity	Refrigerants	Fossil Fuels	Owned Vehicles	Manufacturing & Offices	Product End of Life	Use of Sold Products	Downstream Logistics
SCOPE 3							SCOPE 2		SCOPE 1			SCOPE 3		

Commitment to Transparency

Trane Technologies maintains a strong commitment to transparency, governance, and reports in accordance with the Global Reporting Initiative (GRI): Core option. We also disclose performance against SASB metrics and the World Economic Forum (WEF) Stakeholder Capitalism Metrics. We support the Task Force on Climate-related Financial Disclosures (TCFD) and voluntarily disclose information based on the Final Recommendations Report, and respond to CDP's Climate Change and Water questionnaires.

Our environmental, health, and safety (EHS) data and GHG emissions data are assured annually by a third party, including the product use emissions contributing to the Gigaton Challenge. View the results in our 2021 assurance statement.
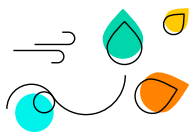
25%

reduction in operational Scope 1 and 2 market-based emissions from a 2019 baseline
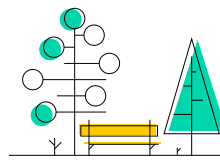
106,042

mtCO$_2$e reduced in Scope 1 and 2 market-based emissions from a 2019 baseline

Greenhouse Gas Emissions

GRI 103-1, 103-2

We work toward a sustainable future by reducing GHG emissions in our worldwide operations, transportation fleets, and product manufacturing processes. We continually improve our reduction strategies to achieve our science-based targets to reduce our absolute Scope 1 and 2 GHG emissions by 50% by 2030 from a 2019 baseline and reduce our Scope 3 GHG product use intensity metric of emissions per cooling ton by 55% over the same timeframe.

Our Vice President of Center for Energy Efficiency & Sustainability (CEES) oversees our emission reduction strategy and works with key senior leaders to help create annual goals, obtain science-based validation of our reduction targets, and track our progress towards our decarbonization efforts. Our operational emission reduction strategy is lead by the Vice President of Environmental, Health, and Safety who also monitors and reports on all of our internal progress and targets. Our strategic business units and individual operation locations adopt site-specific annual emissions reduction goals and monitor

performance using the Benchmark ESG/Gensuite™ platform and customized Tableau GHG Dashboards and reports. Each location enters its monthly energy use and other activity data into the Gensuite™ platform, which calculates monthly emissions using physical properties and emissions factors. Trane Technologies follows an annual internal assurance process and conducts an internal audit to confirm the accuracy of our emissions calculations. We then use an independent third party to verify our Scope 1, 2, and 3 GHG emissions data. Read our 2021 assurance statement.

Scope 1 and 2 Emissions

GRI 103-2, 103-3

Trane Technologies is investing in emissions reduction strategies across our operations so that we may achieve carbon neutrality in 2030 with minimal verified carbon offsets. Read more about our commitment to carbon neutrality.

25% Reduction in Absolute Market-Based Scope 1 & 2 GHG Emissions
From a 2019 Baseline
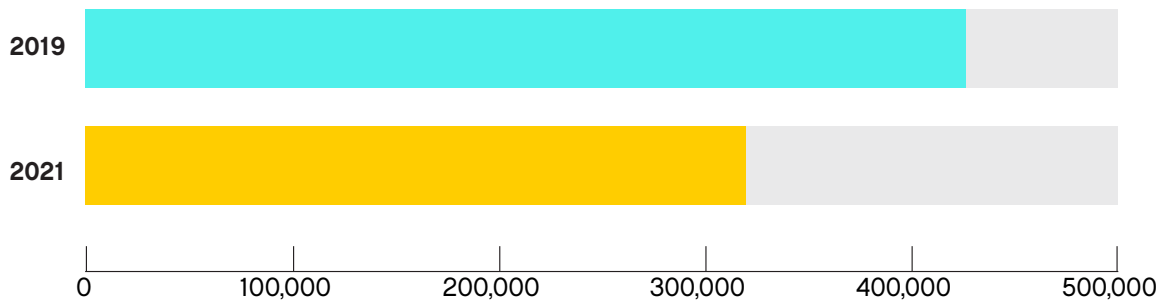
In 2021, our Scope 1 and 2 market-based GHG emissions decreased by 32,455 metric tons of CO_2e compared to 2020. We reduced our market-based operational emissions intensity by 25% from a 2019 baseline, and we achieved a 16% reduction in absolute location-based GHG emissions from a 2019 baseline. Read more about our GHG emissions metrics in the **ESG Data Center**.

REFRIGERANT EMISSIONS

Emissions from refrigerant loss accounts for approximately 55% of our Scope 1 GHG emissions. Hydrofluorocarbon (HFC) refrigerants are especially potent GHGs that have 100 to 1,000 times higher global warming potential (GWP) than carbon dioxide. According to **Project Drawdown**, addressing HFC refrigerants is the number-one way to combat climate change. Trane Technologies has dedicated many years of innovation and advocacy to this issue. Our leaders were deeply engaged during the Kigali Accord negotiations. The Accord was signed by 170 countries just after the Paris Climate Accord, which committed signatories to reduce their use of HFC refrigerants.

Our manufacturing operations follow refrigerant management standards and work with the goal of eliminating leaks and reducing direct GHG emissions. In 2021, we updated our technical procedures to define key equipment specifications and outlined administrative controls that help reduce routine leaks and accidental losses at our manufacturing facilities. Through refrigerant management and the transition to low-GWP refrigerants, we have lowered our GHG emissions from refrigerant leaks by approximately 25% from a 2019 baseline.

ELECTRICITY EMISSIONS

Trane Technologies commits to reducing our energy consumption by 10% by 2030 from a 2019 base year. We regularly examine our direct energy consumption at our factories and look for opportunities to improve our operational practices through low energy and lean manufacturing. We also continually optimize energy use across our enterprise by shifting to energy efficient and electric equipment. In 2021, we have made a 3% improvement in total energy efficiency from a 2019 baseline.

We have consistently made Scope 2 improvements by reducing our electricity use, contracting with power companies that only supply renewable electricity, installing on-site solar power generation systems, and by the delivery of Renewable Energy Credits (RECs) through virtual power purchase agreements (VPPAs). In 2021, we reduced our total Scope 1 and Scope 2 GHG emissions 18% by using renewable energy.

FUEL EMISSIONS

In 2021, the fuel efficiency of our fleet remained relatively unchanged compared to 2020. Despite disruptions to vehicle supply chains, we continued modernizing our fleet by purchasing hybrid vehicles and operated over 450 by the end of 2021. Our Logistics Team continues to monitor technology and infrastructure advancements to plan for a shift to fully electric vehicles. In 2021, our fleet used 5.7 million gallons of gasoline and 5.4 million gallons of diesel fuel. Our fleet's average fuel efficiency decreased slightly to 19.3 miles per gallon.

Air Emissions
(NOx, SOx, and Direct VOCs)

17% reduction in other air emissions
from a 2019 baseline

METRIC TONS

	2019	2021

(Bar chart with y-axis from 0 to 400 metric tons)

HIGHLIGHT
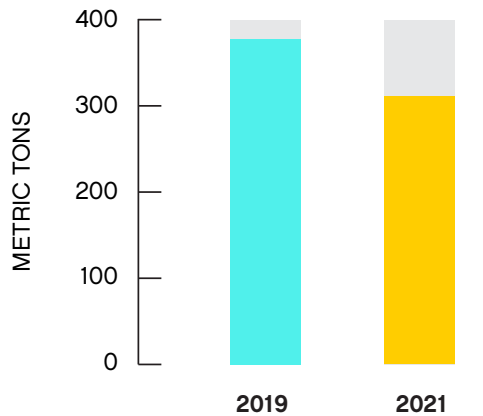
Clarksville Projects

In 2021, we made significant improvements to our Clarksville, Tennessee, plant. We previously tested customer equipment using refrigerant gases like R410A, but after a multi-year project at the facility, we switched to Nitrogen-Hydrogen and Helium mixes for testing; both 0 GWP gases. The switch allowed our plant to avoid nearly 50,000 $mtCO_2e$ annually — the annual emissions equivalent of over 10,800 passenger cars. We upgraded light fixtures in addition to the refrigerant replacements, saving around 285,000 kWh per year in electricity consumption. Finally, in 2021, we completed an Indoor Air Quality (IAQ) project and a cooling tower replacement. The IAQ project enhanced indoor environmental air quality for our team members, and the new cooling tower resulted in a water use reduction of approximately 3 million gallons. At Trane Technologies, we consider these plant upgrades a triple success, one that exemplifies our innovative approach to solving environmental challenges.

Scope 3 GHG Emissions

GRI 305-3

The largest portion of our global carbon footprint comes from customer product use within Scope 3, which alone accounts for 90% of our total emissions. It therefore represents our biggest opportunity for emissions reduction efforts. That's why we set a science-based target to reduce Scope 3 emissions by 55% per cooling ton as an intensity metric and created the Gigaton Challenge — to inspire the transition to advanced technologies that reduce emissions from product use. Our current progress is a 5.3% reduction in emissions per cooling ton for 2021 compared to our 2019 baseline. We also had our Scope 3 data and process assured by an external third party. Three strategies implemented during our product development process help reduce our product use emissions:
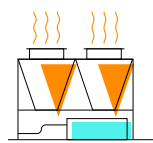
High Efficiency Equipment: Higher efficiency products consume less electricity and have fewer related indirect GHG emissions. We continually expand our product portfolio to include more innovative and efficient equipment to help our customers decarbonize.

Electrification: Transitioning from fossil fuel-sourced products to electricity-sourced products — such as replacing a boiler with a heat pump — reduces reliance on fossil fuels. We offer customers world-class electrical product options to support their decarbonization efforts.

Refrigerant Transition Management: We innovate products that use next-generation, low-GWP refrigerants that enable our customers to transition away from high-GWP refrigerants and reduce their HFC emissions. We also help our customers manage their refrigerants by reclaiming and recycling used refrigerants.

In 2021, we enhanced our methodology for calculating Scope 3 product use emissions to include the variety of products and services we offer. We now include the several million products and services sold annually in our absolute emissions number. As a result, and to increase transparency, we adjusted our baseline year to 2019 and Scope 3 product use emissions to 363 million metric tons of CO_2e. We are proud to report that we achieved a 5.3% reduction in our Scope 3 product use emissions intensity metric, emissions per cooling ton. This shows that we are on track to achieve our science-based Scope 3 target. It also indicates steady progress towards the Gigaton Challenge with a reduction of 50 million metric tons of CO_2e since 2019. Read more about our energy efficient and low emissions products.

Though they are comparably small, we also reduce our upstream and downstream distribution and transportation emissions through route optimization, fuel efficiency, and shipment utilization improvement projects with logistics partners. Read more about our Scope 3 emissions in the ESG Data Center and our logistics strategy.

Looking Forward

The reduction strategies we use to meet our near-term science-based targets will continue to be crucial to achieving net-zero emissions by 2050. Once we achieve carbon neutral operations and almost halve the emissions generated from customer use of our products in 2030, we will continue to invest in technologies to reduce and sequester any remaining emissions from our products, guided by the latest scientific climate change research.

We will also continue to refine our internal carbon pricing strategy for Scope 1 and 2 emissions. By assigning a price to a metric ton of carbon dioxide through our internal approach, we can better understand the economic impacts of our emissions on Trane Technologies. We expect to drive energy efficiency and decarbonization investments as we refine our calculations. Read more about carbon pricing in our CDP Climate response.

2021 Scope 3 Emissions (mtCO₂e)
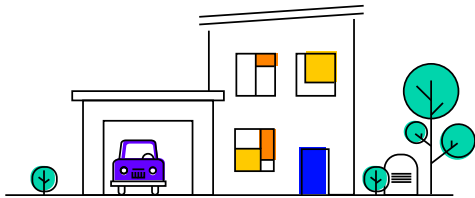
366 million

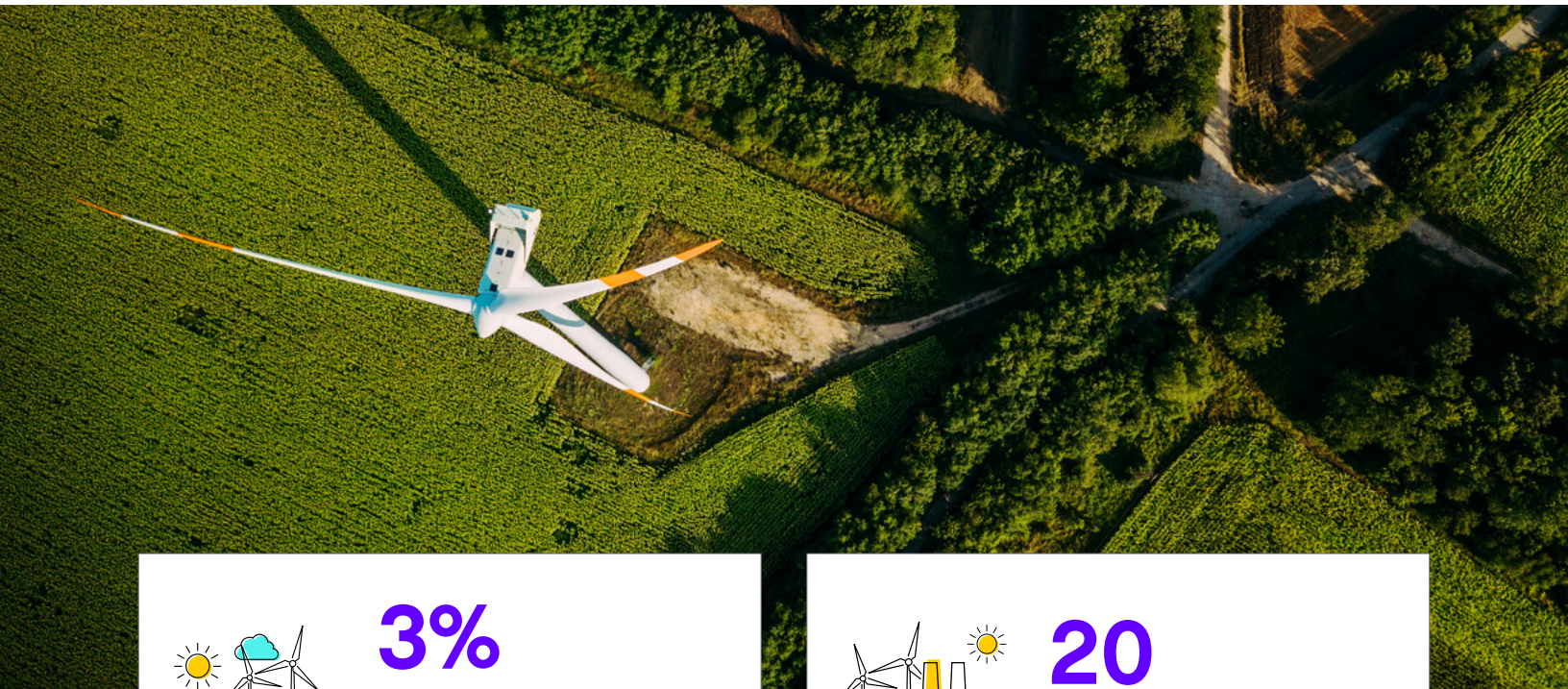emissions from product use (assured)

1,895

emissions from business travel (assured)

63,141

emissions from upstream leased assets (estimate)
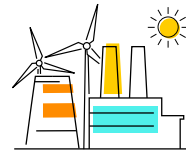
98,245

emissions from upstream and downstream distribution and transportation (estimate)

3%

reduction in absolute energy consumption since 2019

20

facilities operating on 100% renewable electricity

Energy

GRI 103-1, 103-2

The energy we use to power our manufacturing facilities and business operations indirectly impacts the global community through the GHG emissions related to generation of that energy. We reduce our impact and cost of operations by improving our energy efficiency, reducing our energy consumption, and transitioning to 100% renewable energy use. By 2030, we plan to achieve a 10% reduction in absolute energy consumption against a 2019 baseline, which will contribute to the achievement of our science-based target to reduce absolute Scope 1 and 2 emissions by 50% below 2019 levels and achieve carbon neutral operations, both by 2030. Read more about our sustainability commitments.

Progress toward these goals is managed and tracked by each business unit at each location and overseen by our Vice President of Environmental, Health, and Safety. During 2021, Trane Technologies developed a new Enterprise Energy Management Policy signed by our CEO. The policy captures our commitments to energy efficiency improvements across all business functions and operations.

Energy Breakdown

GRI 103-3, 302-1,

SASB RT-EE-130a.1, RT-IG-130a.1

In 2021, our operations consumed approximately 2,945 billion kilojoules (kJs), a 3% reduction from our 2019 baseline. Our energy intensity ratio (our total direct energy consumption divided by our total annual revenue) decreased to 0.21. Of the energy consumed, 51% was from renewable sources. Our EHS management team completes an annual internal audit to confirm the accuracy of our energy use data. This data is also verified by a third party as part of a limited data assurance audit. At the end of 2021, we had five International Standards Organization (ISO) 50001-certified sites, three LEED-certified sites, and three Green Globe-certified sites.

Energy Mix and Intensity

Legend:
- Fuel
- Electricity
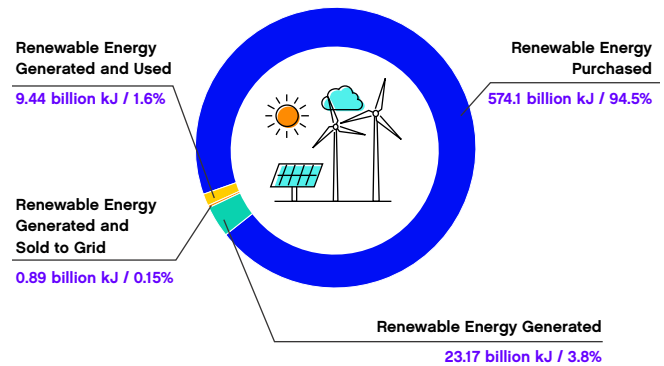- Renewable electricity
- Normalized energy use (billion kJ/million USD)

Employee Green Teams and the Trane Energy Services Team help us innovate and implement site-specific energy efficiency improvements at each Trane Technologies location. Our membership in multiple coalitions rooted in the clean-energy economy also awards us technical assistance and opportunities for collaboration to achieve our goals. After achieving our goal to reduce energy intensity by 35% for U.S. operations by 2019 under the DOE Better Plants Program, Trane Technologies established a new Better Plants commitment in 2021 to reduce energy intensity by 20% in the next 10 years. We are also committed to doubling our energy productivity by 2035 from a 2013 baseline through the EP100 coalition and achieving an annual energy efficiency improvement of 3% through the Three Percent Club. We are on track to achieve these goals.

ENERGY EFFICIENCY

GRI 302-3, 302-4

At Trane Technologies, we continuously reduce our overall energy consumption to increase business productivity and reduce GHG emissions. Within our operations, we use the same whole-system approach to energy efficiency as we offer our customers. We install passive heating and cooling techniques to reduce the needed load from HVAC systems, automate mechanical systems to reduce energy waste, and design smarter systems that support renewable energy integration and shift electricity demand during peak periods to reduce consumption of carbon-intense electricity from the grid. By the end of 2021, we also modernized our fleet to 7% hybrid and full electric vehicles.
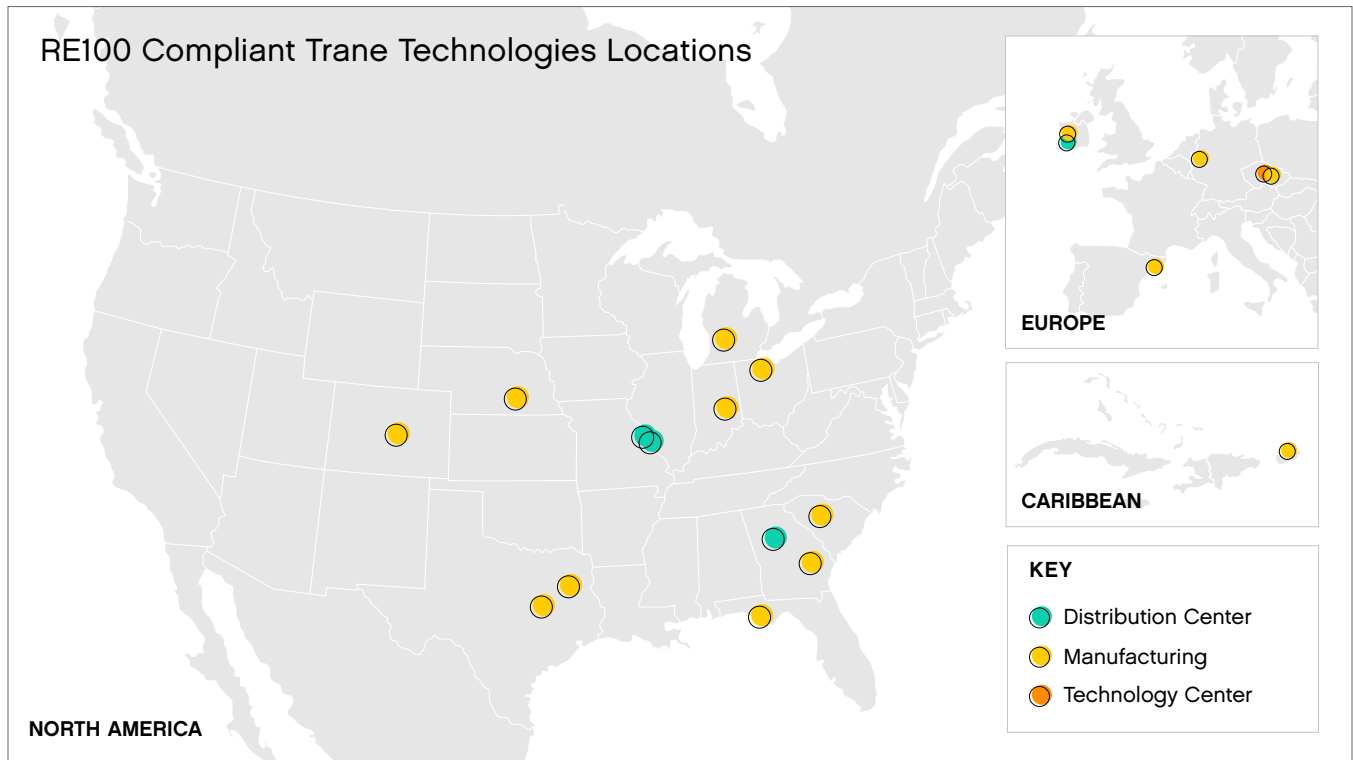
RENEWABLE ENERGY

Sourcing renewable energy to power our operations is a significant part of our energy management strategy. We source renewable-based electricity from our own on-site photovoltaic/solar generation systems, through contracts with power suppliers who provide electricity directly from renewable systems (solar, wind, or water), and contracting for long-term power purchase agreements.

2021 Renewable Energy Breakdown

Renewable Energy Generated and Used: 9.44 billion kJ / 1.6%

Renewable Energy Purchased: 574.1 billion kJ / 94.5%

Renewable Energy Generated and Sold to Grid: 0.89 billion kJ / 0.15%

Renewable Energy Generated: 23.17 billion kJ / 3.8%

As part of our membership in RE100, we set a goal to source 100% renewable electricity globally by 2040. We are on track to achieve our goal, and this year, 20 Trane Technologies locations (see mapping below) operated with 100% of their electricity provided directly or indirectly from renewable sources. These locations are RE100 compliant operations sites and make up over 50% of Trane Technologies' global electricity use.

RE100 Compliant Trane Technologies Locations

NORTH AMERICA

EUROPE

CARIBBEAN

KEY
- Distribution Center
- Manufacturing
- Technology Center

Large-scale investments in renewable energy production are vital to shifting to a clean-energy economy. We invested in on-site solar energy generation at three of our facilities — Trenton, NJ, Columbia, SC, and Taicang, China — to reap the benefits of operational and cost consistency, which is especially important in parts of the world with uncertain electricity prices and availability, and to maintain close claims on credits. We partnered with local power companies to purchase the on-site photovoltaic (PV) systems located at our facilities in Trenton, NJ, and Columbia, SC. The power companies own the renewable energy attributes generated by the PV systems, and Trane Technologies purchases Renewable Energy Certificates (RECs) in the matching amount of the renewable electricity generated. The energy generated at our Taicang, China, manufacturing facility is used to power our operations directly and excess is sold to the grid during off-peak

times. In the last few months of 2021, we completed installation of a PV system at our Zhongshan, China, facility, which will begin generating solar electricity in 2022. These solar installations address about 14% of the electricity load across these three manufacturing sites.

We also participate in a virtual power purchase agreement (VPPA) with the Seymour Hills windfarm in Texas, which began generating electricity in June 2019. By generating renewable electricity, contracting with power companies who only supply renewable electricity, and the delivery of RECs through our VPPA, we achieved a reduction of 54% in our market-based Scope 2 GHG emissions since 2019.
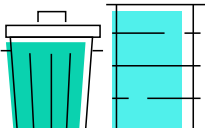
Read more about our **emission reductions**.
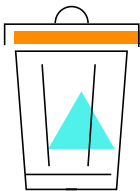
Trane Technologies Renewable Energy Sources

Project	Location	Type	2021 Production	REC Treatment
Trenton Solar Project	Trenton, NJ, USA	On-Site Solar PV	1,994 MWh	Utility owns RECs[1]
Columbia Solar Project	Columbia, SC, USA	On-Site Solar PV	1,575 MWh	Utility owns RECs[1]
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.
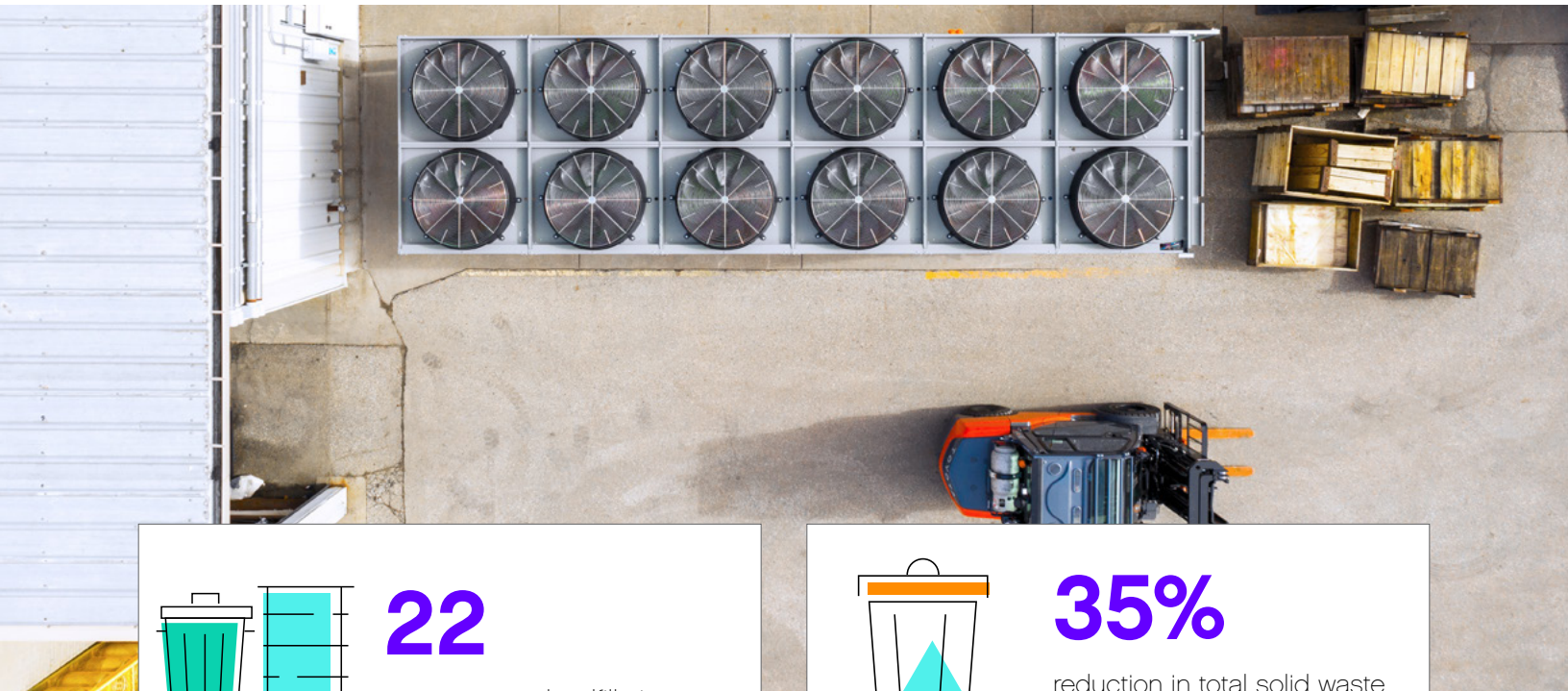
22

zero waste to landfill sites

35%

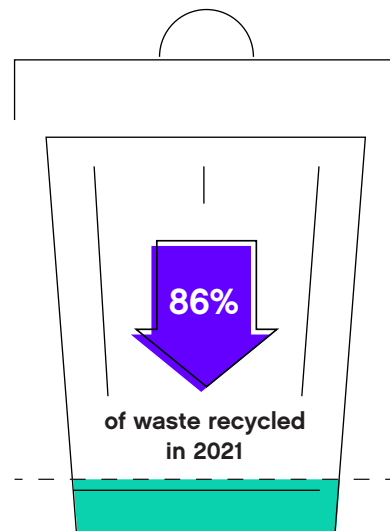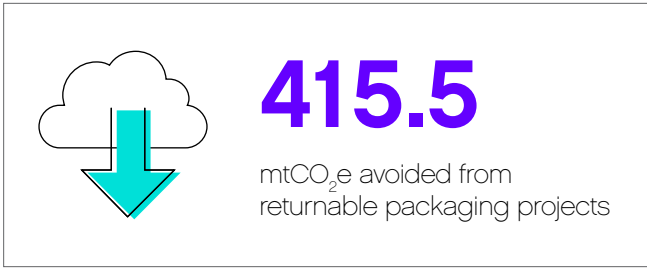reduction in total solid waste generated since 2019

Waste

At Trane Technologies, we are enhancing our waste reduction strategy by beginning to include circular economy principles that reach all our operations from product design and manufacturing through each product's end-of-life.

During the product development process, our engineers consider the recyclability and efficiency of each material used. This can help improve our rate of recycling and identify opportunities for remanufacturing at product end-of-life. They also consider the manufacturing process for each product line to conserve natural resources and reduce potential production by-products like material waste and pollution. These benefits are not only better for the planet, but also create cost-saving opportunities for our business. Read more about our product life cycle, materials, and approach to circularity.

Trane Technologies is committed to zero waste to landfill company-wide by 2030. At the end of 2021, 22 of our sites globally achieved zero waste to landfill, representing over 50% of our manufacturing locations. We track and internally report our waste output from operations monthly and contract with a third party to handle disposal. We conduct studies at our key sites with our waste management

partners to identify opportunities to improve cardboard and wood recycling, and at some Trane Technologies locations, we use waste-to-energy operations when physical recycling outlets are unavailable. See more waste metrics in our **ESG Data Center**.

86%

of waste recycled in 2021

415.5

mtCO$_2$e avoided from returnable packaging projects

1,360

mt of waste avoided from returnable packaging projects

Packaging

Within our manufacturing operations, supplier packaging is the primary waste material sent to landfill. We work with our suppliers to minimize packaging waste using our Supplier Packaging Guidelines. These guidelines outline best practices in material packaging that minimize cost, maximize safety and quality, and promote a preferred sequence of reduce, reuse, and recycle. We encourage our suppliers to use reusable/returnable packaging for all shipments to be a preferred supplier of Trane Technologies. Since 2019, an additional 30+ suppliers have partnered with Trane Technologies to convert from expendable to returnable packaging solutions. We use returnable packaging programs at 14 North American manufacturing sites, reducing more than 1,000 metric tons of packaging annually. Read more about how we achieve sustainability goals with **suppliers**.

HIGHLIGHT

In 2021, Trane Technologies partnered with supplier Kings Eco on a packaging improvement project. The new reusable and stackable packaging allows us to optimize truck space and reduce the number of trucks needed to complete a shipment from nine trucks per month to four. This results in an annual reduction of 67 tons of CO$_2$ and 56 tons of solid waste.
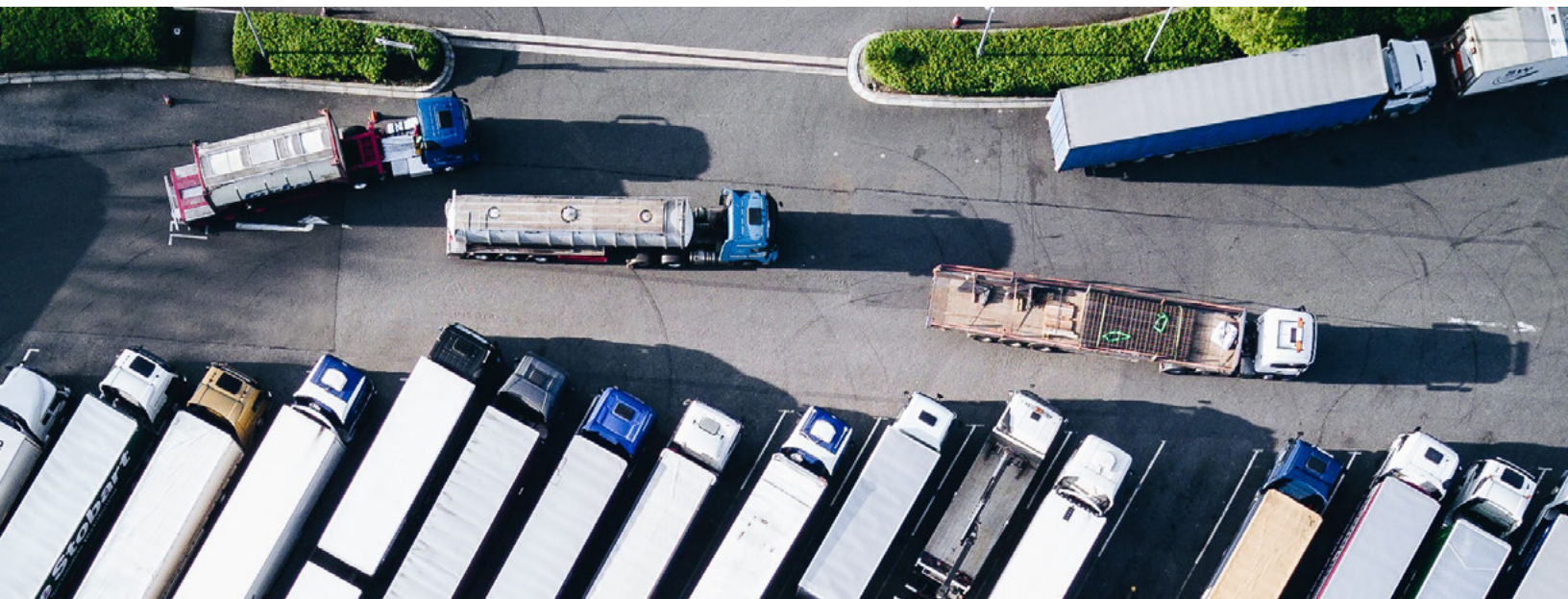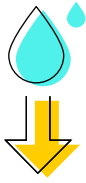
18%

water use reduction at facilities in water-stressed regions since 2019
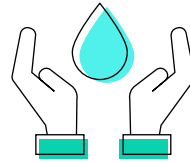
1.4%

reduction in total water use since 2019

Water

Trane Technologies' use of water within our manufacturing process is minimal; however, we recognize water as a critical element of the natural and social ecosystems, and the risk that water scarcity poses to communities around the world. We assess our water scarcity risk annually using the World Resources Institute Aqueduct tool during our enterprise-wide risk assessment and consider our risk to be low.

We operate 14 facilities within water-stressed areas. Per the World Resources Institute definitions, a Trane Technologies facility is considered to be in a water-stressed locale if it has a risk score of 3 or greater for Physical Risks Quantity, Physical Risks Quality, Regulatory & Reputational Risks, or Overall Risk. These facilities with high to extremely high water-stress risks account for only 8% of our total water use in 2021. Nevertheless, we continually work to minimize our water use and protect natural watersheds while looking for ways to capture water and return it to bodies of water with the ambition to achieve a net positive impact on water in water-stressed areas by 2030.

We track monthly water use using the Benchmark ESG/Gensuite™ EHS management system. Since 2019, we decreased our water use at facilities located within water-stressed regions by 18%. We are a member of the Alliance of Water Stewardship and continue to work with our peer companies and non-governmental organizations (NGOs) to develop solutions that will restore and improve water conditions in water-stressed areas so millions of people will maintain access to safe drinking water.

Effluent discharge is monitored against local and federal regulatory limitations using the WaterWatch™ tool within the Benchmark ESG/Gensuite™ platform. For each effluent, we maintain internal action thresholds to recognize changing conditions and adjust pretreatment systems before a regulatory discharge limit is exceeded. Our operating standards and procedures help us strive for zero wastewater exceedances every year. See more water metrics in our **ESG Data Center**.

We have completed the CDP Water disclosure annually since 2008. Read our **2021 disclosure**.

Social

We respect our team members and recognize that every individual's unique background and perspective brings value to our business, which is why we strive to create an uplifting culture where our team members can thrive.

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Global Workforce →
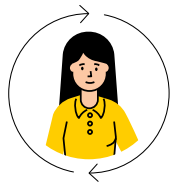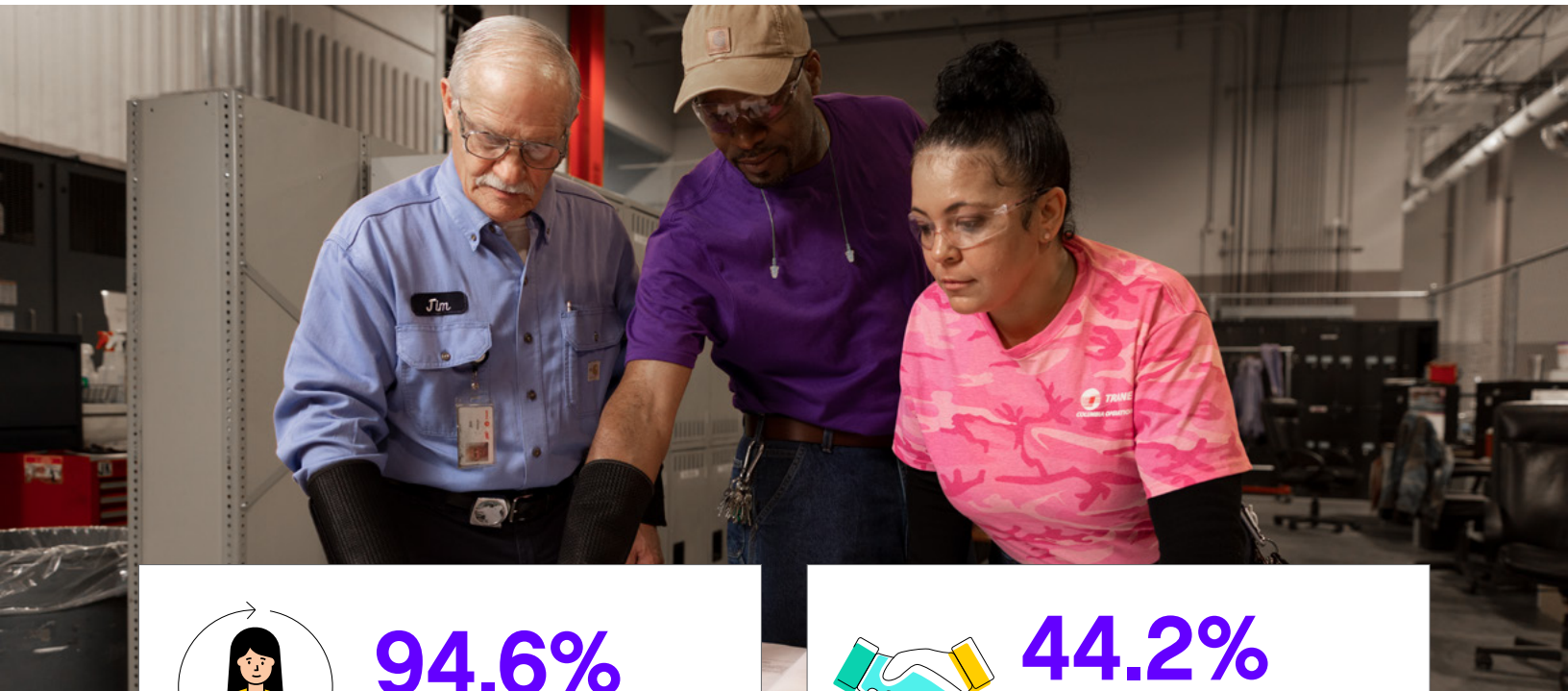
Company Culture →

People: Diversity & Inclusion →

Corporate Citizenship →

Learning & Development →

Occupational Health & Safety →

Human Rights →

Supplier Diversity →
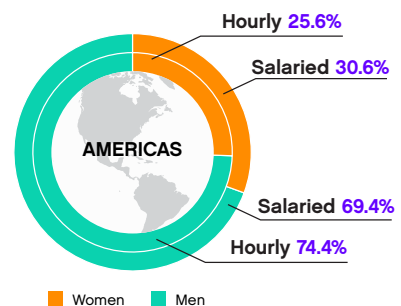
94.6%
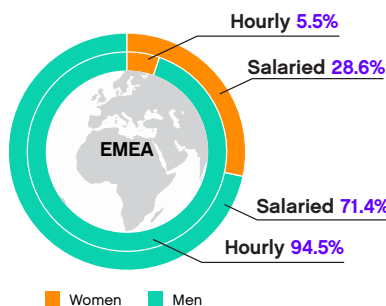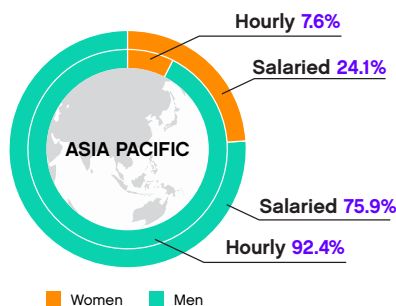key talent retention rate in 2021

44.2%
of new hires in 2021 identified as racially or ethnically diverse

Global Workforce

Our workforce brings new, innovative ideas to our business. Our people help us push the boundaries of what's possible by improving processes, developing new solutions for our customers, and contributing to our organization's bold 2030 Sustainability Commitments. Worldwide, 39,557 people bring their unique ideas and perspectives to Trane Technologies every day. We employ 36,434 full-time hourly and salaried staff, and 3,123 contractors worldwide. We strive to create an inclusive, uplifting culture that empowers all team members to think and act boldly.

As a result of our focus on creating Opportunity for All and our dedication to providing team members with industry-leading development opportunities, our key talent retention rate in 2021 was 94.6%. Our company-wide voluntary retention rate was 89.5% and we hired 7,321 new team members this year. Learn more about our global workforce in the ESG Data Center.

2021 Workforce Breakdown

ASIA PACIFIC
Hourly **7.6%**
Salaried **24.1%**
Salaried **75.9%**
Hourly **92.4%**

EMEA
Hourly **5.5%**
Salaried **28.6%**
Salaried **71.4%**
Hourly **94.5%**

AMERICAS
Hourly **25.6%**
Salaried **30.6%**
Salaried **69.4%**
Hourly **74.4%**

Women   Men   Women   Men   Women   Men

Future of Work

The dynamic of remote work and flexible time continues to shift at Trane Technologies. We're doing our part to help our workforce achieve a balance between personal and professional responsibilities. Our Future of Work plan, currently being implemented, allows team members to adjust their schedules around personal obligations and establishes expectations for remote, on-site, and hybrid employees. We plan to continuously refine the Future of Work to fit our team members' needs.



HIGHLIGHT

Career Advancement

Looking for work during the pandemic, Earnell learned about the Charlotte Urban League's HVAC program, which receives grant funding from the Trane Technologies Foundation. Earnell enrolled, studied diligently, and received his HVAC certification. He joined Trane Technologies' four-year service technician program, where he continues his training and certification. Through the Trane Technologies apprenticeship, Earnell earns credits that he intends to transfer directly to a four-year college. He's excited to have his own van and work on the preventative maintenance team, which performs tasks such as cleaning hospital cooling towers. Earnell loves his apprenticeship because of the challenge, variety, and positive support he receives from his team. We're proud of our team members like Earnell and strive to support people across our enterprise with access to career advancement training.
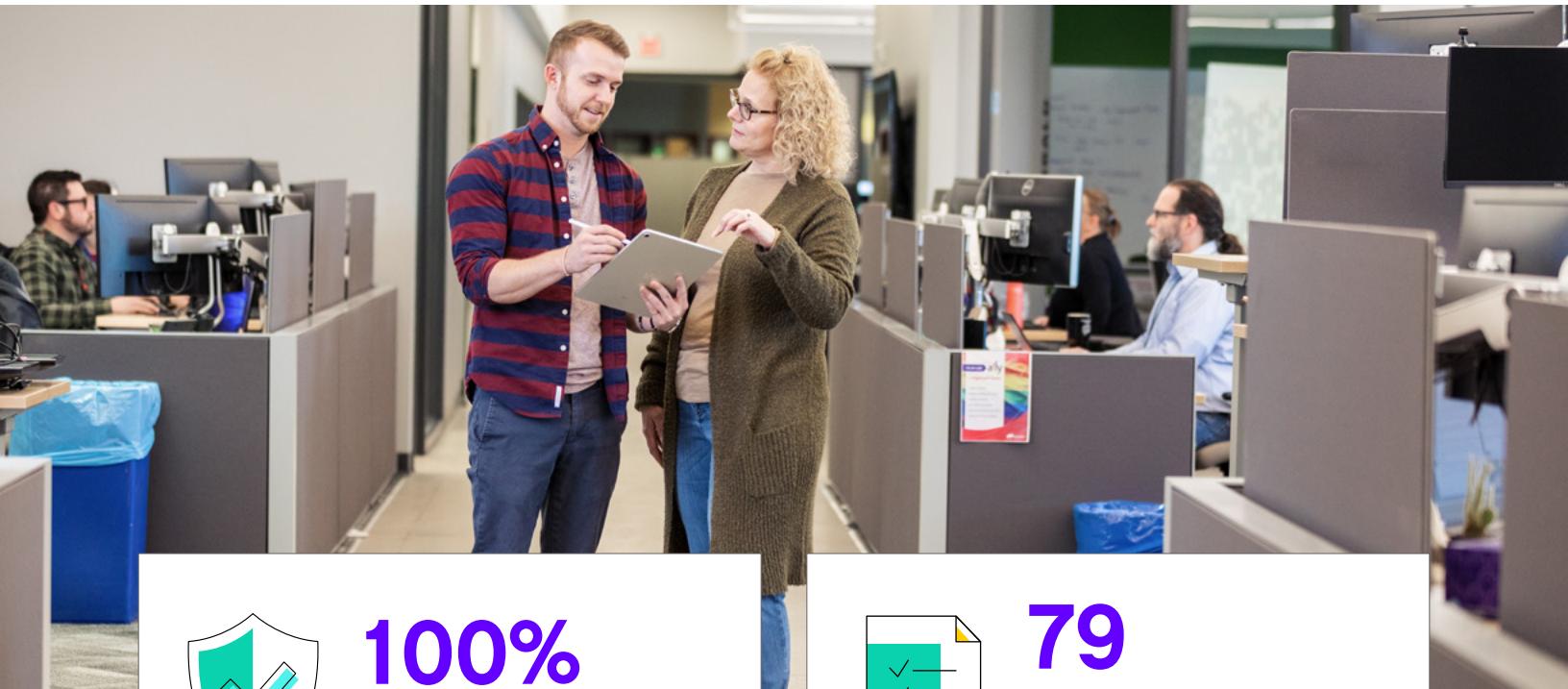
100%
of our global employees have
access to well-being programs
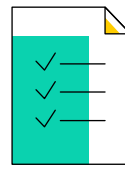
79
average annual employee
engagement survey score
in 2021

Company Culture

GRI 103-1

Our strategy to create a sustainable world includes uplifting our people, culture, and communities. At Trane Technologies, we strive to create a working environment where our team members can grow and advance, and we want our workforce to hold an optimistic vision for their future. We believe enthusiastic team members who are proud to work for our company, energized by their work, and optimistic about the future are more engaged and better able to help our customers.

Maintaining World-Class Engagement

We maintain an annual employee engagement survey to identify areas for improvement in our policies, benefits, and workforce development support. The survey regularly assess how our people feel about the workplace, including topics such as ethics, manager support, inclusion, career development, and work-life balance. The results inform our competitive benefits strategy and help us meet the needs of both our hourly and salaried workforce.

We use a proprietary engagement index to measure Pride, Energy, and Optimism at Trane Technologies. In 2021, we asked our team members to provide feedback about our existing work culture and company purpose. Despite the ongoing challenges from the pandemic, the results were overwhelmingly positive. In 2021, we achieved an average employee engagement score of 79. In our Diversity and Inclusion Index, we scored 76, and we scored 79 in our Sustainability Index, reflecting a high level of engagement. Eighty-nine percent of team members participated in the survey this year. According to benchmarks from our third party survey provider, Glint, our company-wide engagement scores are nearly top quartile among thousands of companies across all industries. We strive to improve our engagement levels every year and create Opportunity for All.

GRI 103-3

Employee Engagement Survey Results

Topic	Survey Question	Average Score
Diversity and Inclusion Index	**Belonging** — "I feel a sense of belonging at this company."	76
	Equal Opportunity — "Regardless of background, everyone at Trane Technologies has an equal opportunity to succeed."	
	Respectful Treatment — "I am treated with respect and dignity."	
	Sensitive Topics — "At this company, I feel comfortable discussing difficult and sensitive topics."	
Sustainability Index	**Company Purpose** — "Our company is recognized as a global leader in sustainability."	79
	Company Purpose — "I believe in our company's purpose to boldly challenge what's possible for a sustainable world."	
	Corporate Citizenship — "Trane Technologies does a good job supporting the communities in which it does business."	

Employee Value Proposition

GRI 103-2

In 2021, we redefined our Employee Value Proposition (EVP) and aligned it with our purpose and sustainability strategy. We designed the EVP to further connect team members to our company's purpose, strategies, and leadership principles. The EVP enables Trane Technologies to focus on offerings that are globally relevant, differentiating, and that matter to our current and prospective team members. As a result, we:

- Maintain an uplifting, engaging culture across the enterprise.

- Attract, develop, and retain the best and most diverse talent to align with our company's aspirations.

Team members at Trane Technologies belong to a leading team that shares an even greater purpose: to boldly challenge what's possible for a more sustainable world. We are optimistic people who believe in a better future and in the power of inclusion and collaboration to transform tomorrow, today.

UPLIFTING OTHERS

We lift each other up and care about the success and well-being of others.

MAKING AN IMPACT

We succeed together by striving daily to create a lasting, positive impact on our planet.

THRIVING AT WORK AND AT HOME

We thrive, supported by meaningful benefits, compensation, and opportunities for rewarding careers.

Parental Leave

At Trane Technologies, we design our Total Rewards program to meet the needs of our global workforce. We offer market-competitive benefits to team members in every country in which we operate. In some localities, we offer differentiated programs that often exceed regulated requirements. For example, in addition to the paid maternity leave provided through the Family and Medical Leave Act in the U.S., we offer paid leave for four additional weeks to eligible birth mothers. In addition, the program offers birth fathers, adoptive parents, secondary care givers, foster parents, and parents of a surrogate child two weeks of paid leave.

In 2021, 17,819 Trane Technologies team members were eligible for parental leave. Trane Technologies defines eligible team members as salaried/non-union hourly team members. For union team members parental leave is a bargained benefit. Eligible team members receive paid time off to bond with their child after birth, adoption, or foster care placement. Of the 17,819 eligible Trane Technologies team members, 382 took parental leave in 2021.

In 2021 we launched the New Additions program to provide additional support for new parents. To celebrate their parenthood journey, team members receive branded gift boxes that include information to connect them with available resources and to provide important reminders at critical moments — upon registering for maternity or paternity leave; the birth, adoption, or foster placement of child; and in preparation for returning to work.

We provide hourly and salaried team members with adoption assistance to further support families. Our support helps families reduce the costs associated with the legal adoption process by providing reimbursement for expenses related to adoption.

U.S. Parental Leave Return to Work Rate[1]

Men   98%

Women   94%

1. Completed benefits in 2021 and were still employed 30 days after completing benefits.

Employee Well-Being

Wellness is central to the Trane Technologies EVP. We integrate wellness into our culture through a portfolio of benefits that support physical, social, emotional, and financial well-being so that team members can thrive at work, at home, and in their communities. We offer wellness activities with financial incentives for team members in the U.S. who enroll in our medical plan. Additionally, we recognized the urgent need to enhance our well-being programs at the onset of the COVID-19 pandemic. We improved our well-being programs by:

- **Strongly encouraging all global team members to get COVID-19 vaccinations.** We provided all global team members with up to four hours of paid time off per vaccine and booster dose to support vaccine uptake. In addition, the wellness program for all U.S. employees participating in the company-sponsored medical plan provided an incentive for those who completed the full primary COVID-19 vaccination regimen.

- **Giving 100% of our team members access to company-sponsored wellness offerings, including a global Employee Assistance Program.** In 2021, we accelerated access to the program in all remaining countries, ensuring all Trane Technologies team members and their family members could access free counseling and other services.

- **Implementing a global wellness platform in 2021, which provides all team members access to online wellness programs covering an array of topics like mindfulness, resiliency, and nutrition.** The platform is available to all team members, who can also invite family members to join. By launching this offering, we transformed our annual corporate physical challenge program into a more holistic wellness challenge focused on fitness, nutrition, resiliency, and mindfulness.

- **Completing our first global mental health pulse survey to understand the evolving needs, concerns, and priorities of our team members.** In 2021, 15% of our global workforce provided feedback on the survey. An international workstream, sponsored by executive leaders, will use this feedback to expand mental health and emotional well-being services.

- **Providing relief through the Helping Hand program.** In 2021, 411 team members received assistance from our Helping Hand Fund, which was created to help associates facing financial hardship immediately after a qualified disaster or an unforeseen personal hardship.

We continue to prioritize support for working parents, with a focus on the lingering challenges of the pandemic. Back-up care and working parent resources have been a long-standing component of our benefits and wellness offerings for our hourly and salaried team members. With increasing need due to the pandemic, we have expanded and enhanced these offerings to better support evolving needs:

- Increased the back-up childcare and elder care benefit to allow for more coverage days.

- Added educational resources, including learning pods for school-aged children and online academic and tutoring resources to support working parents.

- Expanded the Future of Work initiative to create Flex Time and Flex Place policies.

At Trane Technologies, we regularly assess our employees' compensation for market competitiveness and parity across different genders as well as racial and ethnic groups. We institute rigorous pay practices to ensure we compensate our team members fairly, equitably, and competitively. In the U.S., we pay our workers hourly starting wages that are on average 191% above state minimum wages.

15%
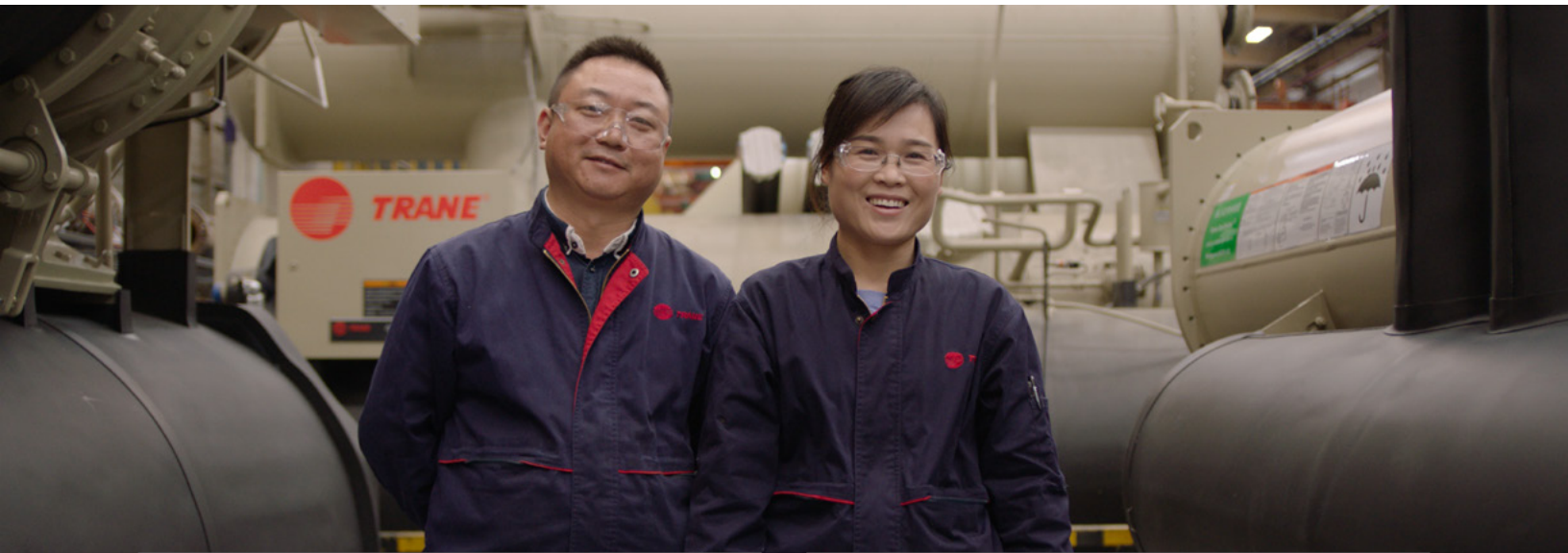
increase in women holding senior leadership positions in 2021

36.4%

representation of racially or ethnically diverse employees among our U.S. workforce

People: Diversity & Inclusion

GRI 103-1

We're committed to cultivating a diverse and inclusive workplace where everyone can thrive. Since 2010, we've grown our offerings to include a variety of Employee Resource Groups and Inclusion Networks worldwide. We want to reinforce a sense of belonging and community at Trane Technologies with ongoing opportunities for learning, conversation, and celebration throughout the year. Our team members embody our leadership principles to create a safe, inclusive working environment every day.

We know that diverse teams are more innovative and collaborative, capable of solving problems, and best positioned to realize a better world for future generations. We enable Opportunity for All by prioritizing workforce diversity that reflects our communities, working towards gender parity in senior leadership roles, and cultivating an uplifting culture that is purpose-driven, inclusive, and engaging.

In 2021, we accelerated progress towards our 2030 Sustainability Commitments by linking the financial compensation of our top 2,300 leaders with our environmental and social sustainability goals, which include our commitments to advancing Diversity & Inclusion.
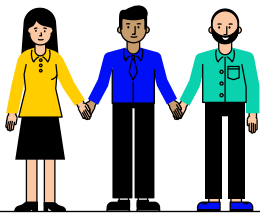
Diversity & Inclusion Governance

GRI 103-2

Oversight of our Diversity & Inclusion strategy begins with our Board of Directors. Our Human Resources and Compensation Committee regularly reviews diversity, inclusion, and other human capital management matters and discusses these topics with the Board of Directors. Our internal Diversity Council is a broad, cross-functional group of global leaders representing each part of our business. Their input and involvement ensure that our Diversity & Inclusion goals integrate with our core business practices. Leaders at Trane Technologies have diversity goals and are responsible for inclusive hiring practices. Our Human Resources and Compensation Committee manages remuneration linked to Diversity & Inclusion goals.

Our Approach to Diversity & Inclusion

At Trane Technologies, we nurture an inclusive culture where people can bring their best selves to work every day. To cultivate inclusivity, we promote and enable employee-led networks that bring people together, create community, and build bridges of understanding. We strive to provide development opportunities that deepen compassion and understanding, and we work to remove systemic barriers to success with our policies and procedures.

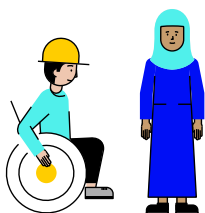Our plan for enhancing Diversity & Inclusion is organized into the following strategies:

Inclusive Culture

Nurture an inclusive culture where people bring their best selves to work everyday
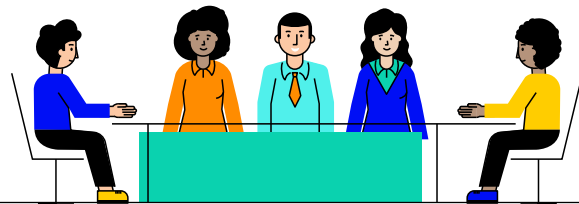
Accountable Leaders

Hold leaders accountable for achieving Diversity & Inclusion goals

Diverse Workforce

Achieve diverse workforce representation

Marketplace Leadership

Lead and influence our suppliers, customers, and channel partners to be diverse and inclusive

Social Impact

Build sustainable futures through community partnerships and contributions that create Opportunity for All.

Inclusive Culture

EMPLOYEE RESOURCE GROUPS (ERGs)

We activate our inclusive culture through ERGs and Inclusion Networks that serve as a catalyst for our people to learn about other cultures, embrace differences, and appreciate the strength and value of our diverse workforce.

Our ERGs include several thousand members who organized 100 community engagement events for more than 11,000 people globally in 2021. Our ERGs include:

- Women's Employee Network

- Black Employee Network

- PRIDE: LGBT + Allies Employee Network

- Global Organization of Latinos

- InterGenerational Employee Network

- Asian Employee Resource Group

- Veteran's Employee Resource Group

- VisAbility Employee Resource Group

HAVING COURAGEOUS CONVERSATIONS

Conversations about culture, diversity, and inclusion are an important way to highlight leadership commitment and create authentic connections for our employees. Throughout our journey to build a diverse and inclusive workplace, we've kept the need for these open, occasionally challenging, conversations at the forefront. We recognize that constructive discussions can foster an uplifting and inclusive workplace that will help transform the future. When people feel heard and respected, a sense of belonging and inclusion follows. We also know that diverse and inclusive teams are more successful and innovative.

Since signing the CEO Action for Diversity and Inclusion pledge in 2017, we have hosted an annual CEO Day of Understanding, which helps us strengthen the power of inclusion at Trane Technologies. The CEO Day of Understanding is an important way to create authentic connections for our team members. It highlights our progress toward our Diversity & Inclusion goals and empowers our people to share their own stories.

Through our Bridging Connections series, we create safe spaces for our team members to share, listen, and learn from one another. This series draws on our ability to discuss challenging topics in a respectful environment to create collective optimism and realize a better future. In 2021, our conversations focused on discrimination, immigration, and increasing awareness about mental health. Additionally, we encourage team members to hold smaller, more intimate discussions in their locations. Our Diversity & Inclusion team provides resources to help facilitate and lead these enriching conversations.

HIGHLIGHT

Accountable Leaders

In May 2021, we announced that our annual incentive plan for leaders, historically based on financial performance metrics, would include an ESG factor based on several sustainability metrics. The incentive plan consists of an annual target for increasing women in management roles globally and increasing racial and ethnic diversity in the U.S. salaried workforce. These goals support our company's 2030 Sustainability Commitments to achieve gender parity in leadership, a workforce diversity reflective of our communities, and community initiatives that support equitable education and pathways to green and STEM careers.

Diversity & Inclusion Development Programs

Sustaining a highly engaged and high-performance culture requires consistent team member learning and development investment. We curate experiences for growth and development to create an uplifting and inclusive culture that will shape the future we envision. Our diversity and inclusion learning experiences equip our people with the skills and resources to succeed in their current roles and prepare for future ones.

INCLUSIVE CULTURE LEARNING EXPERIENCE

We continue to lead our industry in advancing diversity and inclusion. The Inclusive Culture Learning Experience, launched in 2021, is a comprehensive learning path that enables heightened inclusivity through learning, self-reflection, and real-life inclusive leadership practices. We require participation from our people leaders but encourage all team members to engage in the program.

WOMEN'S LEADERSHIP PROGRAMS

In 2021, we more than doubled participation in our women's leadership programs, enrolling the largest volume of women to date, indicating meaningful value even as we shifted to virtual-only offerings. The majority of participants were satisfied with the programs and would recommend them. Program participants noted that they intend to apply the skills learned in their current and future roles, a strong indicator of program success and retention.

Our Women's Leadership Program (WLP) is a five- to six-month immersive learning program to advance women leaders into senior positions. Approximately 200 leaders have completed the WLP since it began in 2012.

We offer the Women on the Rise program for those who aspire to more senior roles in the company. The eight-week virtual course focuses on self-awareness, personal branding, and strategic thinking. Since 2019, approximately 100 women have graduated from the Women on the Rise program.

As part of our **2030 Sustainability Commitments** to achieve gender parity in senior leadership roles, and advance women's career development at an even faster rate, we created the Women in Action (WIA) program. This program provides women in leadership with quick, convenient access to content that promotes the development of leadership skills and addresses the unique challenges faced by women in business. The program is delivered online through a series of short videos, book

summaries, activities, reflective thinking exercises, and virtual connections that provide focused content in specific competency areas. Approximately 800 women have participated in the WIA program since its inception in 2020.

"The Women in Action program was great — especially the group sessions that we could come together and discuss. I also enjoyed my small accountability group and the discussions we were able to have. The course material was very relevant to my job and insightful."

—2021 WIA participant
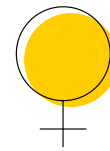
Women's Leadership Program (WLP)

~200

graduates as of 2021.

Women on the Rise

~100

graduates as of 2021.

Women in Action

~800

graduates as of 2021.

Building a Diverse Workforce

We know that to lead the change we want to see in our business, industry, and world, we must commit to cultivating a workforce that reflects the communities where we live and work. To create a more diverse workforce by 2030, we aim to achieve gender parity in senior leadership positions, dramatically increase women in management positions, and increase the amount of racially and ethnically diverse people in our salaried U.S. workforce by 50%.

Our approach to attracting, hiring, and advancing diverse talent includes:

- Expanding our network of recruiting partners.

- Identifying high-performing yet often-overlooked talent.

- Developing future team members through targeted learning programs.

OUR APPROACH TO RECRUITING

As part of our efforts to increase diverse representation in our global workforce, we work to attract, interview, and hire a diverse slate of candidates. To foster this candidate pipeline, we've partnered with key industry and professional organizations to recruit early- and mid-level talent, such as:

1. Society of Women Engineers (SWE)

2. National Society for Black Engineers (NSBE)

3. Society for Professional Hispanic Engineers (SHPE)

4. HBCU Connect

5. The Mom Project

6. Corporate America Supports You

SOCIAL IMPACT

At Trane Technologies, we're committed to contributing to the well-being of our communities and the health of our planet. Our Sustainable Futures citizenship strategy underscores the critical link between our company and the communities where we live and work. The approach focuses on three pillars designed to help underrepresented communities: enhance learning environments, advance student success, and create pathways to green and STEM careers.

We work to advance student success and build new pathways to green and STEM careers through our work with community partners. Our growing network of dedicated non-profit partners includes NC3, the Urban League of Central Carolinas, Project Scientist, Climate Generation, NSBE SEEK, and others. This collective supports our mission to bolster academic achievement among underrepresented students, increase diverse recruiting, and access a rich pipeline of diverse talent. In 2021, we provided Project Scientist with a three-year, $1 million grant to advance the non-profit's STEM curriculums.

Our Partners

We aspire to achieve racial equity and social justice in the U.S. and around the world. In 2021, we continued to support and grow several industry initiatives aimed at equal representation in the workforce like the Paradigm for Parity and OneTen Coalition. These initiatives help us engage with stakeholders who can guide our Diversity & Inclusion policies, practices, and commitments.

CEO ACTION FOR DIVERSITY AND INCLUSION

We were among the first companies to join CEO Action for Diversity and Inclusion in 2017. Today, nearly 2,000 CEOs have signed the pledge. As part of the commitment, each member company is urged to create open, trusting environments where they can have complex, sometimes difficult, dialogue about diversity and inclusion. Each year since signing the pledge, our CEO has proudly hosted the CEO-led Day of Understanding with our team. Each year, thousands of team members from across our organization meet to discuss diversity and inclusion topics.

NAM PLEDGE FOR ACTION

Our former Chair and CEO, Mike Lamach, introduced the National Association of Manufacturers' (NAM) Pledge for Action. The pledge is an 11-point commitment for manufacturers to advance justice, equality, and opportunity for all people of color. Companies pledge to enhance advocacy for people of color, provide access to education and training opportunities, and increase diversity across the business value chain. Our commitments to Diversity & Inclusion initiatives, recruitment practices, and workforce development strategies align with the NAM Pledge for Action, which we continue to support.

PARADIGM FOR PARITY

In 2017, we became the first in our industry to enter the Paradigm for Parity Coalition, a pledge to bring gender parity to our corporate leadership structure by 2030. We underscored this commitment with our 2030 Sustainability Commitments.

HIGHLIGHT

Disability:IN

In April 2021, we signed Disability:IN's CEO Letter to advance disability inclusion. Disability:IN envisions a global economy in which people with disabilities participate meaningfully and fully. The non-profit works to dismantle misconceptions about people with disabilities and advance inclusive business cultures. As one of the signatories, we are extending our commitment to advance disability equality and inclusion as we continue to build a sustainable future that empowers everyone.

Our 2021 Performance

GRI 103-3, GRI 405-1

We set goals to ensure we meet our 2030 Sustainability Commitments for gender parity. Women now occupy five out of twelve seats on our Board of Directors, and representation of women in management roles increased from 21.7% in 2020 to 23.1% in 2021. Representation of women in senior leadership roles at Trane Technologies increased from 21.4% in 2020 to 24.6% in 2021. In total, women comprise 25.5% of our global workforce.

We aim to create a workforce reflective of our communities. By 2030, Trane Technologies is committed to increasing the racial and ethnic diversity of its U.S. salaried workforce to 36%, a 50% increase over 2019. In 2021, we increased racially or ethnically diverse salaried team members from 17.4% to 18.4%. See more metrics in the ESG Data Center.

Gender Parity

6%

Increase in women in management positions

15%

Increase in women in senior leadership positions
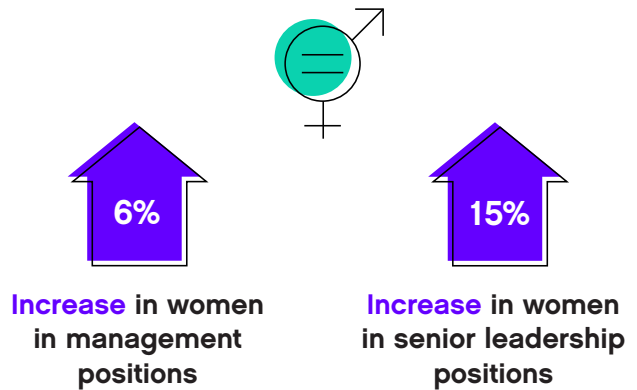
2021 Racially & Ethnically Diverse Employees (U.S.)

36.4%
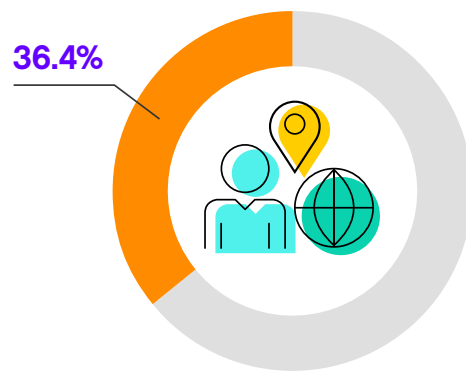
■ Employees who identify as racially or ethnically diverse

Looking Forward

At Trane Technologies, we're committed to hiring a workforce representative of our communities and realize that creating an uplifting culture is paramount to our success. We actively invest in diverse hiring initiatives to inspire passionate and pioneering people to join our company. We know that transformative innovation occurs when people feel respected and heard.

As part of our inclusivity practices, we're introducing voluntary self-identification for our team members in 2022 to help us better understand our workforce demographics. We want our employees to thrive in an environment where they feel accepted and show up as the best version of themselves.

It's vital that everyone, starting at the top, takes responsibility for creating a diverse enterprise. Our senior leaders now have annual Diversity & Inclusion goals to support our **2030 Sustainability Commitments**. These new goals demonstrate our dedication to advancing diverse and inclusive practices across our organization.

30,041

volunteer hours completed by employees in 2021

$11M+
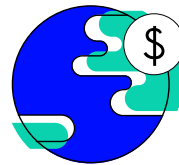
in philanthropic giving in 2021

Corporate Citizenship

At Trane Technologies, our team members are passionate about contributing to a sustainable future. What we choose to invest in today can transform tomorrow by helping young people to dream big and to live out those dreams. As part of our 2030 Sustainability Commitments, we're investing $100 million and 500,000 employee volunteer hours over the next decade in a generation of learners with the potential to transform our way of life — and our world.

The three pillars of the Sustainable Futures strategy are focused on uplifting and engaging students from underrepresented communities throughout their educational journeys:
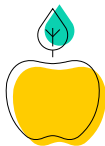
Enhance Learning Environments

- Indoor Environmental Quality solutions and expertise for healthy homes and classrooms optimize learning

- Access to healthy food and medicines for students and their families for improved wellness

Accelerate Student Success

- Introduction of STEM and sustainability concepts to under-represented populations

- Enhanced childhood literacy to build skills and love of learning
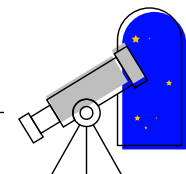
Open Career Pathways

- Improved perception and familiarity with manufacturing, engineering, and technical careers

- More entryways for diverse workers to access green and STEM professions

Engaging Employees

Giving back is central to Trane Technologies' culture, and our people are passionate when it comes to volunteerism. In 2021, 10,748 team members across the globe completed 30,041 volunteer hours in their local communities.

We work to make every volunteer hour meaningful by creating opportunities that support community needs while leveraging our teams' greatest strengths. In the last year, volunteers from our manufacturing floors used their expertise in Lean principles to significantly improve through-rates at a partner non-profit's COVID-19

vaccine distribution center, and team members from our operations in Latin America worked across time zones to mentor Spanish-speaking students in the U.S. as they explored a career in STEM.

To support our people in giving back to their communities, we launched a Global Volunteer Time program in 2021 that provides a full paid workday for salaried team members to participate in volunteer activities. A similar program is now being launched for our hourly people around the world. And to further our commitment to serving our communities, we hold ourselves accountable by incorporating these tenets into our annual performance assessments. Read more about **employee objectives**.

2021 Employee Engagement Data
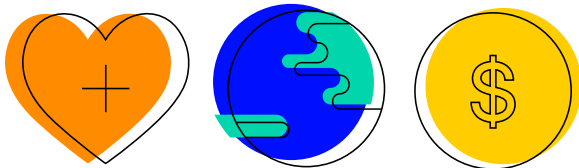
10,748

volunteer participants worldwide

30,041

total hours volunteered

31%

of team members volunteered in community or sustainability initiatives globally

$784,371

value of employee volunteering time during paid work hours

Partnering for Success

To advance our Sustainable Futures strategy, we partner with numerous non-profit organizations around the world whose local expertise and relationships help us maximize our impact within each community. Vital to our partner selection process is their ability to create unique and meaningful connections to strengthen outcomes for underrepresented students and communities. In 2021, we continued to build new community partnerships and strengthen our capacity in all three pillars of our Sustainable Futures strategy with the help of some incredible partners.

FEEDING AMERICA

Feeding America, a nationwide network of food banks, and our Thermo King business collaborate on a program called We Move Food to provide support to hunger relief organizations globally. We provide direct grants, special pricing on transport refrigeration products and maintenance, and volunteer hours from our team members to support local food pantries. This year, we expanded the program model to include education from our experts on the impact of food transport to help food systems run more effectively and efficiently.

NC3

We are a founding sponsor of NC3, a U.S. network of dedicated trade industry professionals that provide teachers and students in over 1,000 U.S. schools with competitive Career and Technical Education certifications at no cost. Trane Technologies' sponsorship includes grant funding and certifications in Data Analytics, residential HVAC, and Building Automation Systems.

REDEEM DETROIT

Redeem Detroit launched in 2010 to provide vocational training and career placement to help people create viable pathways out of poverty. More than a decade later, scores of at-risk youth and young single moms credit Redeem Detroit for giving them the tools to create stable lives. This year, we helped them with grant dollars from the Trane Technologies Foundation and donated HVAC equipment and training from local Trane Technologies engineers, putting Redeem's students on the pathway to skilled and lucrative careers that can help them transform their communities.

CAROLINA PANTHERS STEM CHALLENGE

In partnership with the Carolina Panthers football organization, we held a STEM contest during which students from six North and South Carolina schools worked with young professionals from our **Advanced Development Program** to imagine and design a professional stadium of the future. Each team developed an impressive physical model using advanced sustainability concepts which was judged by a panel of industry leaders, including two of our senior executives. The competition was so intense the judging panel made a call on the spot to award all six schools with cash prizes. Read more about the **Challenge**.

DIGI BRIDGE

In 2021 Trane Technologies supported North Carolina-based non-profit, Digi Bridge in developing new STEAMLabs in four Title 1 schools in the Charlotte Mecklenburg Schools district where students learn advanced skills in cyber security, coding and robotics, data visualization, and more.

TEEN TURN

Teen Turn is an award-winning non-profit with programs that excite the imaginations of teenage girls by introducing them to dynamic women in STEM, opening their eyes to STEM professions, and ultimately placing them in exciting STEM careers. This year, our Thermo King team in Europe partnered with Teen Turn to introduce girls to the world of transport refrigeration. One student is going on to pursue her degree in Automation and Robotics at the Galway Mayo Institute of Technology, thanks to sponsorship from Thermo King Europe.

Governance

Our Sustainable Futures strategy and our Trane Technologies Foundation are governed by a Global Corporate Citizenship Council, comprising leaders from across the organization who are selected for their commitment to service, knowledge of our business, and ability to engage our teams. Of these leaders, 60% identify as women or racially or ethnically diverse. The Global Council ensures strategy alignment with company purpose and principles, oversees planned initiatives, reviews grant requests in North America, helps mitigate exposure to risk, and inspires employee engagement in our community outreach programs. Three Regional Corporate Citizenship Councils work in conjunction with the Global Council to enable consistent global execution of our corporate citizenship strategy, providing local direction of the programs and activities in Asia Pacific; Europe, the Middle East and Africa; and Latin America. Like the Global Council, each Regional Council benefits from the participation of senior local business and functional leaders who provide expert guidance and coordination for teams around the world.

Global Contributions

In 2021, we increased our philanthropic giving by 5% from 2020 to a total of over $11 million. Our dedication to our communities will continue in the years to come. See more metrics in our **ESG Data Center**.
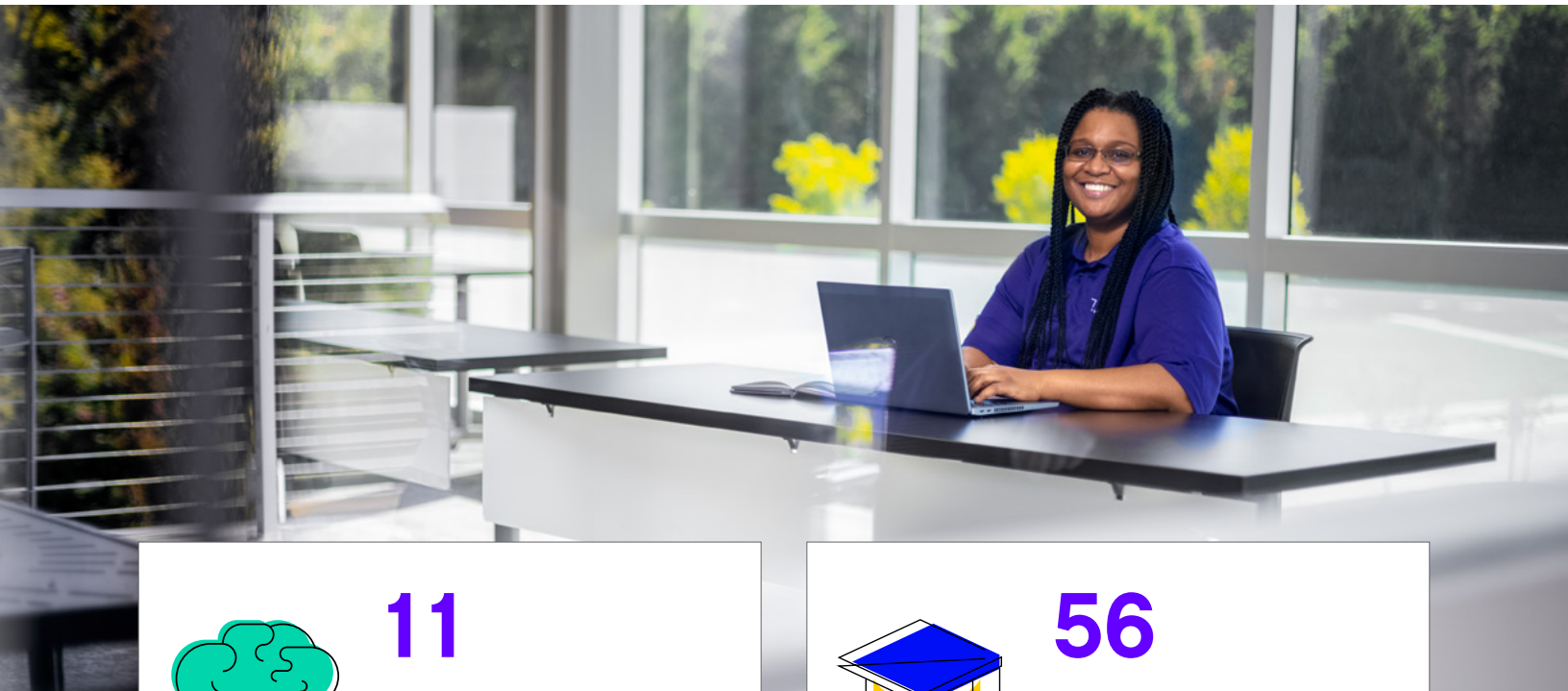
11

hours of formal classroom training, on average, that our employees completed in 2021

56

graduates from the Team Leader Development Program in 2021

Learning & Development

GRI 103-1, 103-2, 404-1, 404-3

We provide our team members with **comprehensive learning and development solutions** designed to support them as they grow in their careers. Team members at every level in the company can access these innovative, impactful learning and development programs. These dynamic learning programs focus on team member advancement and demonstrate our efforts to enhance the future of Trane Technologies team members.

We offer industry-leading learning programs through the Trane Technologies University educational platform and the Trane and Thermo King Business Technical Training Teams. We're committed to helping our team members gain better economic opportunities by enhancing their professional skills.

In 2021, our team members averaged 11 hours of formal training per year. One hundred percent of salaried employees and sixty-one percent of our total global employee population receives regular performance and career development reviews.

We believe that most career learning and development happens organically on the job. Ninety percent of learning opportunities at Trane Technologies occurs on the job, with 10% provided in a structured environment. An organic learning approach allows our team members to develop their skills in the flow of work and receive real-time support from their manager and peers. Through our commitment to training, we deliver enterprise-aligned learning and development with clear business impacts by:

- Developing agile solutions that meet evolving business priorities.

- Enhancing team-based learning and development.

- Continuing team member development for their current role and the next.

- Nurturing a feedback-rich environment.

- Mentoring leaders who build capable teams.

- Supporting a coaching culture.
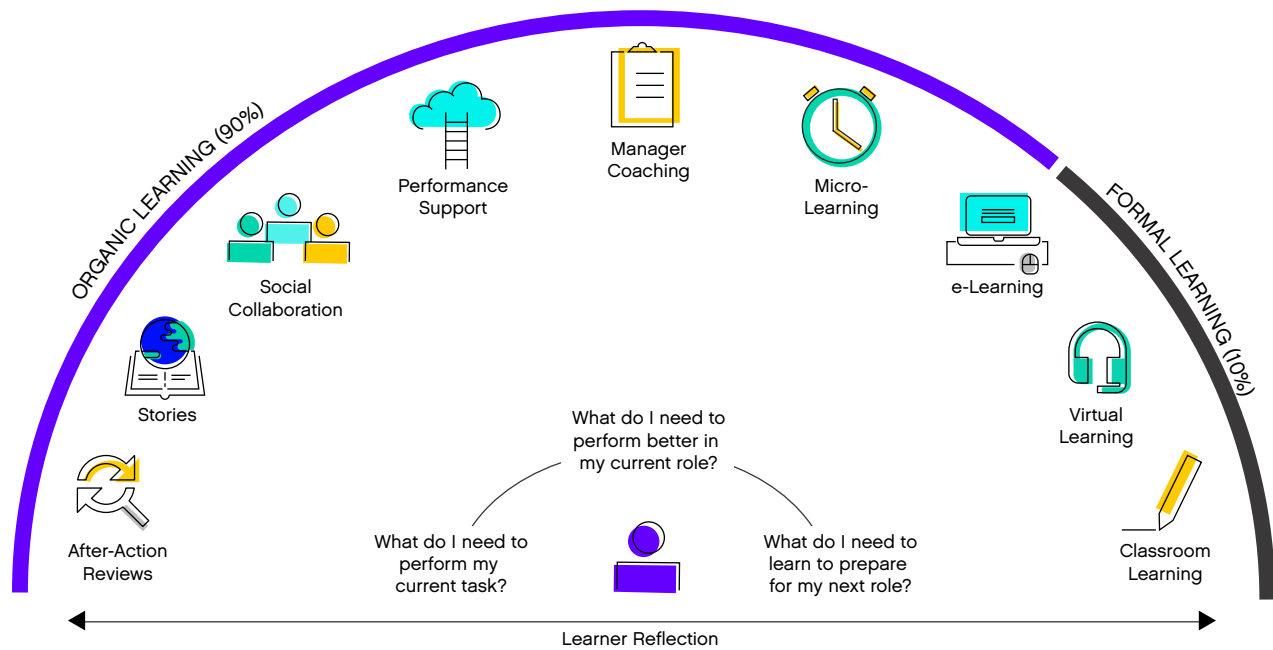
Members of the Enterprise Learning Team and Technical Learning Teams meet with Trane Technologies' six Strategic Business Unit (SBU) Presidents and Function Heads throughout the year to align on workforce development strategies. The members assess talent development needs and create targeted learning programs for each SBU's workforce. Additionally, our Global Learning Leader Council, chaired by Trane Technologies University's Chief Learning Officer (CLO), meets bimonthly. The council comprises learning leaders who oversee our educational programs, platforms, and process.

Trane Technologies University's CLO meets with our CEO and Chief Human Resources Officer (CHRO) biannually to discuss education and training initiatives. During these reviews, the CLO, CEO, and CHRO work to ensure alignment between the company's enterprise strategy and our workforce's future learning and development needs.

Our learning oversight process guides our educational investment decisions to the most relevant learning materials for our workforce. Our Enterprise Leadership Team and Board of Directors prioritize education and ensure investment each year to support the continuous upskilling of our workforce.

Learning & Development Resources

GRI 103-3, 404-2

Team members can access resources on our intranet to learn at their own pace through on-demand training. We encourage team members to reflect on their training and ask questions like, "What resources do I need to perform in my current position?" "How can I perform better at my current tasks?" "What do I need to learn to prepare for my next role?" We provide our team members with access to several unique platforms and a variety of programs to advance their skillsets. This robust on-demand training develops potential leaders from across our global operations and helps us create Opportunity for All.

TRANE TECHNOLOGIES UNIVERSITY

In 2021, we redesigned every Trane Technologies University program to align with our company's purpose, strategy, leadership principles, and diverse and inclusive culture. Virtual delivery continued in 2021, which allowed team members to self-pace their training and reflect on processes to apply their new skills. Trane Technologies University is proud to offer two innovative leadership programs that coach employees at pivotal career points and help them transition into leadership positions.

INDEPENDENT & SYNCHRONOUS LEARNING | EXECUTIVE SPONSORSHIP | PEER COLLABORATION | NEURO-LEADERSHIP
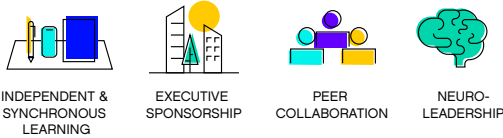
Leading for Impact Program

We created this 16-week program for Mid-Career High-Potential Leaders to help them develop a growth mindset, communicate more effectively, build their influencing skills, and take steps to own and accelerate their careers.

EXECUTIVE COACHING | 360 FEEDBACK | DEVELOPING DIVERSE TEAMS | ACTION LEARNING | STRATEGY INTEGRATION

Executive Leadership Program

This six-month program for Executive High-Potential Leaders develops and accelerates a mindset that boldly challenges what's possible for a sustainable world. Learners build skills in three critical leadership dimensions: Strategy, Executive Leadership, and Execution.

Team members can access Trane Technologies University learning content through three internal channels:

- The MyLearning Platform promotes leadership and development content to team members through a user-friendly dashboard. MyLearning is a one-stop learning platform for team members to track the time they spend on professional development. We use MyLearning to deliver the Inclusive Culture Learning Program, which prioritizes inclusivity through self-reflection and real-life scenarios. Additionally, the MyLearning Platform hosts several self-paced learning paths, such as Gender Equality in Leadership that educates team members on how to navigate gender-related differences in the workplace.

- The Trane Technologies University "Grow You" channel delivers on-demand and just-in-time micro-learning content on resiliency, change, and curiosity skills, as well as Lean and Agile leadership topics.

- Our online Global Learning Library hosts thousands of training programs, audiobooks, and videos. Team members can select a learning competency profile through the library and sign up for customized emails that suggest learning content based on their profile selections. Users can earn and share badges by completing specialized topic modules and obtain externally recognized certificates, like those offered by the Project Management Institute. Since the launch of the Global Learning Library in June 2021, approximately 5,800 team members have attended 35,000 hours of training and earned 8,700 badges.

HIGHLIGHT

The Micro-Learning Concept

Trane Technologies launched the Grow You channel in 2020. The innovative concept provides micro-learning opportunities for our team members by quickly pushing comprehensive content to their intranet dashboards. Learning modules include short videos and interactive elements to engage team members on topics aligned with Trane Technologies' enterprise priorities. The Grow You channel publishes content monthly to ensure employees have a chance to continuously learn and engage with their colleagues across the globe.

"Amazing! A strong step in the learning experience for every single Trane Technologies employee."

—Services Leader, Trane Commercial EMEA

"Happy to see we have access to such great learning content and can take charge of our own development!"

—Innovation Initiatives Leader, Corporate, EMEA

WOMEN'S DEVELOPMENT PROGRAMS

We're rising to the challenge to make sure women have equal opportunity and support to advance into leadership positions in our company. We designed our suite of women's learning programs to equip women at various stages in their careers with the tools and resources needed to achieve success. Read more about our women's development programs in People: Diversity & Inclusion.

ENGAGE YOUR EMPLOYEES

Engaging Your Employees (EYE) helps leaders understand how to create a supportive work environment. After completing EYE training, each leader develops a plan to address engagement and retention priorities. Approximately 4,100 managers have completed EYE since the program's launch in 2013. In 2021, Trane Technologies delivered 11 global EYE workshops to approximately 215 managers. Leaders who participate report higher engagement scores for their employee engagement index surveys; some score 7+ points higher than previous years.

TEAM LEADERSHIP DEVELOPMENT PROGRAM

The Team Leader Development Program (TLDP) is an eight-week, cohort-based program available to hourly team members at our manufacturing sites. Participants spend 25% of their time in a classroom setting, and 75% of their time learning in real-time, on the job. During these eight weeks, participants actively learn and apply their new management and communication skills. Program participants receive one-on-one coaching, development, and feedback from mentors to help them build their leadership capabilities.

The TLDP program helps potential managers build teamwork skills and focuses on collaboration. Since the program's inception in 2014, 30 certified facilitators have taught over 1,100 Trane Technologies participants in 43 locations globally. In 2021, 56 participants in our manufacturing sites graduated from the TLDP.

Each TLDP graduate moves into a leadership role by supporting a team of approximately eight team members on production lines. Since the program's inception, Trane Technologies has seen twice the promotion rate compared to those who do not complete the TLDP.

"I've been in management positions before, but the tools we learned in TLDP really helped with how to approach people. [The program] made me view everything differently and look at each process to see how I can make things simpler with my processes for myself and for my team. It also gave me a lot of confidence in boosting people up. My main focus is the team. That's what really makes it is the team, the people."

—1st Shift Team Leader, Panama City, Florida

GRADUATE TRAINING PROGRAM

We designed the five-month Graduate Training Program (GTP) to prepare promising engineers for a rewarding career in technical sales. Recognized as the industry's most comprehensive training program, the GTP provides intensive technical, business, sales, and leadership training, emphasizing ethical and professional standards. Graduates move into an immersive, six-month, on-the-job training role and mentoring period before taking on their new career path at Trane Technologies.

The GTP attracts promising engineering talent from universities worldwide. Since 1926, over 7,000 Trane Technologies Account Managers worldwide have completed the GTP, and in 2020 and 2021, we conducted the first-ever hybrid GTP with virtual and on-site meetings. In 2021, 90 engineers completed the program.

LEADERSHIP EDUCATION ADVANCEMENT PROGRAM

We designed Trane Technologies' Residential Leadership Education Advancement Program (LEAP) to introduce our brands, products, programs, leadership principles, and sales tools to internal Account Managers and external Territory Managers. Since the launch of LEAP in 2017, over 230 people have completed the program. In 2021, we conducted the 17-week program virtually and advanced 22 graduates. In 2022, we kicked off the first of two hybrid cohorts with virtual and in-person training.
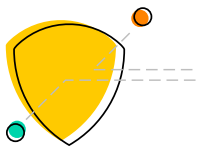
0.10

lost-time incident rate per
200,000 hours worked in 2021
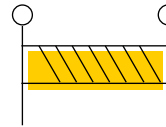
87%

of employees say Trane
Technologies is committed
to safety

Occupational Health & Safety

We take a proactive approach to occupational health and safety (OHS) and provide our workforce with the tools they need to stay safe at their worksite. Trane Technologies prioritizes a safety-focused culture and strives to achieve zero injuries and zero incidents across the enterprise.

Safety at Trane Technologies starts at the top, with our Chair and CEO, Dave Regnery, overseeing the company's OHS strategy. Our Behavior Based Safety program establishes a global structure to promote open discussions with management and team members regarding work-related hazards and safety issues. We communicate safety expectations through CEO town hall meetings as well as monthly meetings at both the facility and service organization levels. These meetings raise awareness of safety risks and preventive measures while providing a channel through which team members can share best practices.

Occupational Health & Safety Strategy

At Trane Technologies, we're building a data-centric OHS strategy to track safety metrics across the organization. We use these metrics to evaluate the company's progress towards its OHS goals and identify opportunities to make policy improvements. The quantitative metrics and qualitative feedback we collect from team members inform our approach to training procedures and OHS education.

We implemented a 2030 goal to achieve and maintain world-class safety performance, defined as a lost-time incident rate (LTIR)[1] of 0.06 and a total recordable incident rate (TRIR)[2] of 0.60. In 2021, we achieved an LTIR of 0.10, a 1% reduction over a 2019 baseline, and a TRIR of 0.95, a 10% increase over a 2019 baseline. Read more about our OHS metrics in the **ESG Data Center**.

1. Injuries resulting in lost labor time x 200,00 / total hours worked by employees
2. Recordable injuries x 200,000 / total hours worked by employees

HIGHLIGHT

Wellsphere™ Digital Management Solutions

In 2021, Trane introduced new digital indoor environmental quality management solutions that provide building owners and facility managers with actionable insights for healthier and more efficient indoor spaces and occupant peace of mind. Trane's Indoor Air Quality (IAQ) Services connect monitoring and control solutions to achieve optimal air quality and HVAC efficiency. The new IAQ dashboard brings monitoring to life and allows building owners to visualize the system and collect performance data.

"We're pleased to combine our unmatched building insights and data with new capabilities that keep building managers more informed and in control of their air quality and energy efficiency."

—Donny Simmons, President,
Commercial HVAC Americas

We provide team members with the tools and knowledge they need to perform their jobs safely. When an incident occurs on the job, we seek immediate medical care for the team member and take temporary containment actions if needed. We conduct full investigations into the incident with root cause analysis and take corrective actions where appropriate.

Our OHS auditing program follows Occupational Safety and Health Administration (OSHA) requirements and includes our internal EHS management guidelines, which often go beyond regulations. During the audits, we look for safety performance of violations and workplace hazards that could endanger personnel. When our audit team identifies an OHS risk, we require the facility to take corrective action to enhance safety.

Our Ongoing COVID-19 Response

In 2021, our Global COVID Pandemic Response Team proactively responded to the ever-changing needs of managing through a global pandemic. The team worked diligently to evaluate the latest country, state, or local health guidance and incorporate necessary actions into Trane Technologies' requirements to protect our team members, operations, and customers. We continued mitigation efforts such as active screening, the use of face coverings, social distancing, travel restrictions, remote work where possible, limiting meeting sizes, and disinfection protocols. We invested millions of dollars into our facilities' HVAC systems to enhance IAQ. We also performed approximately 75,000 COVID-related inspections within our operations and customer locations throughout the year to verify that our pandemic protocols were followed.
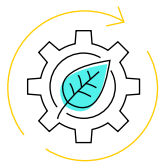
209

suppliers assessed for
environmental impacts in 2021

100%

of global salaried employees
received anti-harassment
training in 2021

Human Rights

Trane Technologies complies with local human rights laws and regulations at its remote and physical worksites around the world. We are committed to operating with integrity and protecting the fundamental rights of people associated with our business. Our detailed Global Human Rights Policy prohibits child labor, forced labor, discrimination, and harassment in the workplace. Our policy also addresses freedom of association, work environment standards, compensation, and employee privacy.

Policy Management

An internal team of Legal and Human Resources executives — including the Vice President of Diversity and Inclusion, Vice President of Labor and Employment, and Vice President of Global Compliance — own the Global Human Rights Policy.

In 2021, we updated our Global Human Rights Policy to reaffirm our commitment to fair working conditions and strengthen the connection between our practices and policy actions. In a bold, industry-leading step, our Chair

and CEO, Dave Regnery, signed the policy, demonstrating the importance of protecting human rights in the Trane Technologies value chain. Our policy aligns with the stringent standards set forth by the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and the United Nations Universal Declaration of Human Rights. The policy includes our Modern-Slavery and Human-Trafficking Statement, guided by ILO conventions 29 and 105, and outlines our steps to ensure compliance. We further address child labor with the guidance of ILO convention 138.

BUSINESS PARTNER CODE OF CONDUCT

As a global company, we engage with suppliers and partners worldwide. Our Business Partner Code of Conduct (BPCoC) applies to all entities we work with to deliver our products and services. The BPCoC communicates our high operational expectations regarding legal, moral, and ethical standards when conducting our affairs. Our BPCoC is available in nine languages to ensure accessibility for our global partners.

We define our relationship with suppliers by contracts based on legal and ethical practices. Trane Technologies' contracts contain standard agreements that require suppliers to comply with our BPCoC and uphold fundamental human rights.

In 2021, we assessed 209 suppliers for environmental impacts. Trane Technologies did not identify any suppliers as having significant actual or potential negative environmental impacts.

We engage in risk-based due diligence of our business partners and suppliers to ensure compliance with international trade laws and regulations. Gathering **Code of Conduct** and BPCoC adherence information also helps us assess and improve our human rights policies.

Training

Our workforce receives training on human rights through our Code of Conduct training, which includes a course on anti-human trafficking. Salaried team members in Legal, Human Resources, and Global Integrated Supply Chain also attend a training course on anti-human trafficking based on their job function and associated risks. We conducted 7,054 hours of Code of Conduct and 325 hours of anti-human trafficking training in 2021.

NON-DISCRIMINATION AND ANTI-HARASSMENT

Trane Technologies is an Equal Employment Opportunity employer in the U.S. We provide opportunities regardless of race, sex, color, national origin, creed, religion, pregnancy, age, disability, military/veteran status, sexual orientation, gender identity, genetic information, marital status, or any legally protected status.

We adhere to this policy regarding employment, promotion, demotion, transfer, recruitment or recruitment advertising, layoff or termination, rates of pay, or other forms of compensation and benefits. We also enforce it in selections for training, including apprenticeships and additional terms or conditions of employment.

At Trane Technologies, we follow a strict anti-harassment policy, and we expect the same from our business partners. We consider this standard ever more critical as shifting demographics reshape the global workforce. To help foster an inclusive workplace, we train 100% of our global salaried team members annually on anti-harassment.
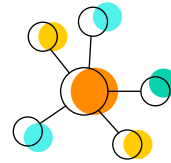
We make our policies and training available to team members through our company intranet and include relevant information based on team member location. We expect our team members and business partners worldwide to remove systemic barriers to professional opportunities.
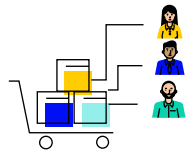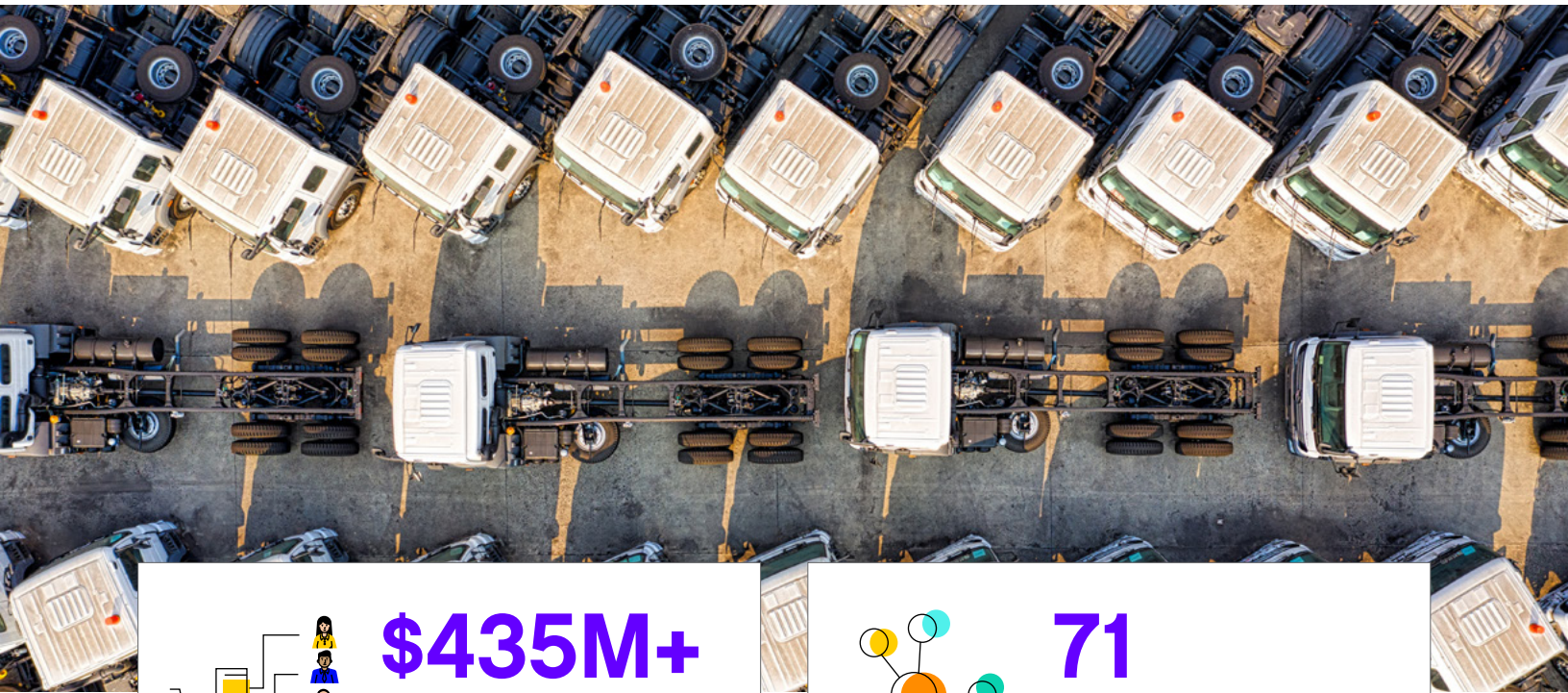
$435M+
spent with diverse-owned suppliers in 2021

71
new diverse suppliers added in 2021

Supplier Diversity

At Trane Technologies, we recognize the value of diversity in our supply chain and actively work to grow our business in partnership with diverse suppliers. We are committed to working with minority-owned, women-owned, veteran-owned, and LGBTQ-owned businesses, and businesses owned by people with disabilities. Our innovative procurement process identifies and pre-qualifies diverse-owned businesses to ensure a robust pipeline of suppliers. Through this process, we added 71 new diverse-owned suppliers, representing $5.9M in spending, in 2021.

We are also dedicated to developing and mentoring our suppliers to help them build stronger partnerships and enhance their capabilities. Individuals from our procurement function sit on the Board of Directors of approximately 15 different organizations that provide scholarships and programming for diverse-owned businesses. In 2021, Trane Technologies was an integral partner in the What's Your Pitch? Innovations Competition hosted by the U.S. Pan Asian American Chamber of Commerce (USPAACC), Southeast Chapter, during which diverse entrepreneurs pitched their business ideas to

a panel of investors, gaining visibility and funds to help them grow. For leadership and ongoing support, Trane Technologies was named the USPAACC Southeast Chapter Corporate Advocate of the Year.

Read more about our dedication to **diversity and inclusion** across our business.

Governance

Through a robust governance structure, we monitor our ESG performance and hold ourselves accountable to our 2030 Sustainability Commitments, aligning the actions of our workforce with our determination to become leaders in creating a sustainable world.

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ESG Management →

Ethics & Risk Management →

Environmental, Health & Safety Management →

Embedding Sustainability: IT →

Public Policy →

Memberships & Partnerships →

Charters →

ESG Management

At Trane Technologies, we make continuous improvements to manage ESG topics. As a purpose-driven company, we have an opportunity to lead the climate industry in ESG best practices. Our company's core purpose is to create a more sustainable world, and we embrace this purpose throughout our organization, starting at the very top. In 2021, we updated our leadership principles to reflect our ongoing prioritization and monitoring of ESG topics. We also clarified the Board of Directors' commitment to ESG topics, codified in a Letter on the Urgency of Sustainability in our 2021 Proxy Statement.

ESG Oversight

GRI 102-18, 102-20

Trane Technologies' Board of Directors oversees ESG matters and helps guide the company towards fulfilling its core purpose. We align our organization's ESG practices with this purpose, including our 2030 Sustainability Commitments and our enterprise policies and standards.

Board Committees

GRI 102-22, 102-26, 102-29, 102-32

Our Board comprises several committees, including the Audit Committee; the Human Resources and Compensation Committee; the Sustainability, Corporate Governance, and Nominating Committee; the Finance Committee; the Technology and Innovation Committee; and the Executive Committee.

The Board of Directors' Sustainability, Corporate Governance, and Nominating Committee oversees the Company's sustainability efforts, including the development and implementation of policies relating to ESG issues. Members monitor the Company's performance against its sustainability and ESG objectives, including the risks of climate change.

Ultimately, the Sustainability, Corporate Governance, and Nominating Committee makes ESG policy recommendations to the Board based on its findings. The ESG recommendations influence the Company's approach to climate change risk assessments and its sustainability goals. The Sustainability, Corporate Governance, and Nominating Committee assists the Board in evaluating the performance of the Board committees and each committee conducts an annual self-evaluation.

The Audit Committee oversees the integrity of the Company's financial statements, including its accounting policies, and financial reporting. It reviews disclosure practices including human capital management and other ESG disclosures included in the Company's periodic reports.

The Technology and Innovation Committee assists the Board in strategies for innovation and solutions aimed at addressing climate change, GHG emissions, energy-efficient and low-emission products, and product life cycle and materials. It supports the Sustainability, Corporate Governance and Nominating Committee in its review of environmental and sustainability practices as needed.

The Human Resources and Compensation Committee reviews key human capital management initiatives related to leadership talent recruitment and retention, diversity and inclusion, pay equity, and hourly wages. The committee sets, reviews, and approves annual ESG factors for the Company's Annual Incentive Matrix (AIM).

LEADERSHIP

The AIM remuneration structure for our top executives and 2,300 leaders across the company includes financial, environmental, sustainability, and workforce diversity goals. These goals include specific annual targets on our path to meeting our ambitious 2030 commitments on emissions reduction, gender parity, and workforce diversity. Our Board of Directors reviews the enterprise leadership team's performance against their ESG goals and reviews their sustainability strategies, among other performance factors.

ADVISORY COUNCIL ON SUSTAINABILITY

Our management and leadership teams at Trane Technologies consult an independent council for ESG topic guidance. The Advisory Council on Sustainability advises our company on the impacts of climate change, infrastructure development, energy policy, circular design, product impacts, social progress, and emerging technology, among other topics. The council helps the company evaluate these issues to understand their impact on Trane Technologies' operations. In addition to the Advisory Council on Sustainability, Trane Technologies participates in global initiatives to discuss climate change risks that shape our actions. See a full list of our Charters for more detail.

BOARD OF DIRECTORS

Audit Committee   Human Resources and Compensation Committee   Sustainability, Corporate Governance, and Nominating Committee   Finance Committee   Executive Committee   Technology and Innovation Committee

ENTERPRISE LEADERSHIP TEAM

Advisory Council on Sustainability (External)   Internal Sustainability Strategy Council   Center for Energy Efficiency and Sustainability (CEES)

Strategic Business Unit (SBU) & Enterprise Functions   Enterprise Risk Management Committee (ERMC)

DAILY ESG MANAGEMENT

Our Center for Energy Efficiency and Sustainability (CEES) integrates sustainability practices into our everyday operations. CEES also facilitates our work with governments, NGOs, universities, and industry leaders. The team tracks and discloses our progress against commitments while carefully monitoring emerging requirements and ESG trends.

In addition to the CEES, our business units recently began developing sustainability councils, which guide the respective business unit's sustainability strategies that support Trane Technologies' 2030 Sustainability Commitments. We encourage the expansion of these councils, as their creation allows each business unit to find its own path to our sustainability goals.

HIGHLIGHT

Employee Goals

Starting in 2021, all salaried team members have a sustainability goal as part of their annual performance review objectives. We give our team members the freedom to choose how they approach sustainability and define their goal. Some decide to integrate a goal into their daily job at Trane Technologies, while others volunteer in their community or define their own sustainability-related objective. Our Human Resources Team noticed intense interest in the new performance review approach throughout 2021. The feedback was positive; team members enjoyed the chance to explore sustainability independently and align their actions with our ESG practices in a way that resonated with them.

IMPLEMENTED SUSTAINABILITY METRICS IN CREDIT FACILITIES

Trane Technologies maintains two $1 billion senior unsecured revolving Credit Facilities, one of which matures in April 2023 and the other in June 2026. The facilities support our commercial paper program and can be used for working capital and other general corporate purposes. The terms of the 2026 Credit Facility include ESG metrics related to two of our sustainability commitments: a reduction in GHG intensity and an increase in the percentage of women in management. Trane Technologies' annual performance against these ESG metrics may result in price adjustments to the 2026 commitment fee and applicable interest rate.

Ethics & Risk Management

At Trane Technologies, we hold ourselves to the highest standards of ethical conduct. Sustainability has been thoroughly integrated into our strategy, policies, practices and operations. Doing what is right for our business correlates with what is right for the environment and society. When conflicts do arise, we acknowledge the issue and seek an appropriate balance in moving forward. Our comprehensive **Code of Conduct** demonstrates our commitment to ethical operations throughout our value chain.

We recently updated our **Global Human Rights Policy** and our **Environmental, Health & Safety Policy** to reflect our dedication to protecting workers' rights in our value chain. The values we outline in these policies serve as our global minimum business standards across our value chain. For more information about our ethics and risk management practices, read our **2021 Annual Report**, and **ESG Management**.

Code of Conduct

Trane Technologies' Code of Conduct embodies the standards we expect our team members to uphold. Our comprehensive Code covers labor relations, human rights, diversity, equal employment opportunities, affirmative action, and harassment. It defines our company values and determines how we engage with stakeholders across our value chain. The essence of our Code is simple:

- We act lawfully and ethically.

- We speak up and report unethical conduct.

- We do what's right, always.

Our Code applies to every team member, regardless of their role or location, and the Board of Directors (when acting in connection with their Trane Technologies-related duties). We also expect our business partners to operate with the highest legal, moral, and ethical standards, as outlined in our Business Partner Code of Conduct (BPCoC).

The Audit Committee of our Board of Directors reviews our compliance programs to assess how well the programs address all applicable anti-corruption laws. Trane Technologies' Global Business Integrity Council works with regional-level councils to set, approve, and operationalize compliance practices.

Salaried team members at Trane Technologies complete Code of Conduct training annually. Once they complete the training, team members must attest that they will uphold our Code. Code of Conduct training complements our anti-corruption, conflicts of interest, fraud and financial crimes, IT security awareness, and sexual harassment prevention training.

Our team members can report ethical concerns and issues through several channels. They may contact the Ethics Helpline or raise an issue with their manager, Human Resources, the Legal Department, the Ethics and Compliance Group, or the Internal Audit and SOX Compliance Group. We take Code violations seriously by investigating reported violations and taking action to remediate, as appropriate, to ensure compliance.

Anti-Corruption

Our Code of Conduct and Anti-Bribery and Corruption Policy hold our team members to ethical and legal compliance standards. The Policy prohibits team members from giving or offering anything of value in exchange for business advantage. This includes a complete ban on facilitation payments to secure routine government functions.

We conduct due diligence reviews for business partners and service providers based on risk ratings. Trane Technologies engages a third-party vendor to research issues by scanning thousands of public record databases. Trane Technologies can identify which potential business partners meet our high ethical standards by using this compliance process.

Environmental, Health & Safety Management

At Trane Technologies, we operate in a way that protects the environment and safeguards our people. We integrate robust Environmental, Health, and Safety (EHS) practices into our everyday functions. We publish an enterprise-wide EHS Policy, and align our standards to comply with the global, national, state, and local EHS statutes at our operational sites, often exceeding regulatory requirements. We're committed to cultivating a zero-injury and zero-incident culture across our operational footprint.

As part of our EHS Policy, we take preventive safety measures, like performing maintenance on manufacturing equipment and updating our medical and pandemic response plans. Our EHS standards are scientifically sound and aligned with the latest guidance from regulatory bodies, including the U.S. OSHA and ISO.

Our EHS Council continuously monitors emerging trends and regulatory changes by engaging with EHS regulators in our operational locations. The council regularly updates our policies to reflect new developments. Additionally, we analyze internal performance data and conduct internal and third-party audits of our facilities. We submit our data and procedures annually to a third party for assurance, and our EHS management system incorporates key elements of ISO 14001 and ISO 45001 standards.

Our Environmental, Health & Safety Policy

In 2021, our Chair and CEO, Dave Regnery, reaffirmed our EHS Policy. The policy represents a promise to our employees, customers, partners, shareholders, and communities that we will strive for safety excellence in the workplace, and that we remain committed to protecting the environment.

Our CEO and the Senior Vice President of Supply Chain and Operational Services serve as the executive sponsor of our company's EHS Policy. Our Divisional EHS Leaders and Enterprise EHS Team meet regularly to review our EHS management standards, set annual performance targets, and review performance metrics. KPIs include leading and lagging metrics, like injury rates and GHG emissions reductions. Each quarter, sponsors of our EHS Policy meet at a townhall event to review performance and discuss the company's EHS strategy.

To achieve a zero-injury and incident culture and meet our environmental goals, we require our contract, hourly, and salaried team members to participate in EHS training. Our EHS training programs integrate environmental protection practices, such as energy reduction strategies and the reuse and recycling of materials, with jobsite safety procedures. During 2021, our team members received training on COVID-19 prevention measures, job-specific EHS training, and annual EHS refresher training. New team members and contractors received initial EHS training specific to their work location or project assignments. Through training, employees learn how to integrate EHS practices into their everyday activities.

As part of our EHS Policy, we set annual targets to measure, manage and communicate our environmental performance. We follow our Business Operating System (BOS) standard work that includes programs to prevent pollution, reduce waste, limit energy consumption, and conserve water. We work to reduce our use of nonrenewable natural resources, increase the reuse and recycling of materials, and decrease our GHG emissions.

Our BOS includes requirements for EHS incident, crisis, hazard management, and response plans. In the event of an EHS incident, we take appropriate corrective actions to prevent reoccurrence at the specific location and across the enterprise.

During the onset of the global COVID-19 pandemic, we quickly formed an internal Pandemic Response Team. The team monitored global COVID-19 conditions and the frequently updated guidelines from the World Health Organization and the U.S. Centers for Disease Control and Prevention to make actionable recommendations to facility leaders on methods to prevent spread of the virus. Our facilities continue to follow the latest guidelines when it comes to testing, face coverings, and social distancing, as well as encouraging staff vaccinations.

HOW WE MONITOR PERFORMANCE

Environment and Climate Change
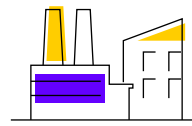
Pollution prevention, environmental management, and integrated permitting

Air quality

Water supply management, including a water quality management system

Wastewater discharge management
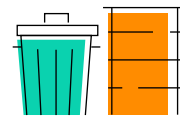
Waste management

Safety Procedure

General safety and health management
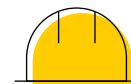
Personal protective equipment
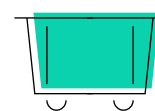
Hazardous substance management and dangerous substances
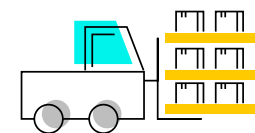
Physical and mechanical hazards

Fire protection

HIGHLIGHT

Air Filtration

The Trane Catalytic Air Cleaning system includes a multilayered approach to in-duct air cleaning including special filtration, photocatalytic oxidation and UV light systems to remove pathogens and particulates from the air in health care facilities. In areas with specialized needs, such as isolation rooms and operating theaters, proper pressurization and airflow keep pathogens from spreading. We are experts in meeting the needs of healthcare facilities, as well as operations like research laboratories and pharmaceutical manufacturers, providing specialized climate solutions to meet strict standards in air quality. Find out how a Thai hotel used our advanced air filtration systems to safely welcome visitors to its rooms.

Audits and Due Diligence

Our facilities conduct annual EHS self-assessments according to a standard company-wide protocol. We use the findings from these assessments to identify opportunities in our EHS performance and adjust our management practices accordingly.

In 2021, third-party consultants audited the EHS practices at a portion of our factories, distribution centers, parts stores, and field service work locations. The audit interval depends on the site's complexity and size. It also depends on the staffing and the nature of manufacturing operations onsite, as well as the regulatory EHS requirements from local, state, or federal authorities.

During acquisitions, we employ a comprehensive EHS integration model and complete formal due diligence that includes EHS inspections. Our EHS integration model includes orientation training, compliance-based auditing, risk assessments, implementation of our EHS management system, and data reporting procedures.

We did not receive any significant fines in 2021 for environmental non-compliance and prescribed to the underlying elements of Precautionary Approach Principle 15 of the 1992 United Nations Conference on Environment and Development (Rio Declaration). We work to reduce or eliminate the use of hazardous substances employed in our business operations where possible, like our cross-functional effort to redesign our manufacturing processes and product offerings to shift to low-GWP refrigerants. We continue to evolve our business operations to align with the Precautionary Principle.
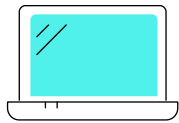
1,700+

laptops donated to support access to STEM education
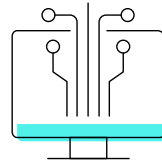
120,000+

pounds of waste diverted from landfills through recycling and refurbishment

Embedding Sustainability: IT

Every corner of our business rises to the challenge of creating a sustainable world. When Trane Technologies introduced new ESG goals, the Information Technology (IT) Department began exploring ways to contribute to the targets, support the company's direction, and engage IT team members in sustainable practices. Over the last several years, as a function, IT has been active in hardware recycling, PC donation, and STEM programs.

Hardware Recycling

To stay current and secure, our IT team refreshes the company's hardware and infrastructure on a regular schedule. We partner with an outside firm that either recycles or refurbishes our used hardware depending on the type of equipment. Through our partner's recycling and refurbishment program, we diverted over 120,000 pounds of steel, wire, aluminum, circuit boards, batteries, and plastic from landfills last year.

STEM and Education

We believe access to technology greatly enhances student learning. Since 2019, our team members have played a key role in supporting our partner Project Scientist and other non-profits in their communities. In 2020, we partnered with **Eliminate the Digital Divide** (E2D) to provide laptops to Charlotte, North Carolina, families that did not own the technology necessary for remote learning. In 2021, we expanded our donation program by providing laptops to underserved schools and charities globally. To date, we have donated over 1,700 laptops (and counting!).

Employee Engagement

In 2021, we hosted our annual IT conference virtually and invited all our global IT associates to attend. We dedicated one of the three days to sustainability and asked our team members to share personal tips and practices. Ideas ranged from picking up trash at the beach to power conservation, plastic reduction, recycling, gardening tips, and composting strategies to reduce food waste. We used the conference to connect our team members' actions with their business unit's sustainability targets and Trane Technologies' 2030 Sustainability Commitments.

IT Sustainability Team

In 2021, volunteers from all regions and various IT functions formed the IT Sustainability Team. This team creates awareness, promotes sustainable best practices, and drives IT-focused projects that help achieve our 2030 commitments. For example, the team supports our Opportunity for All pillar by leading educational technology

HIGHLIGHT
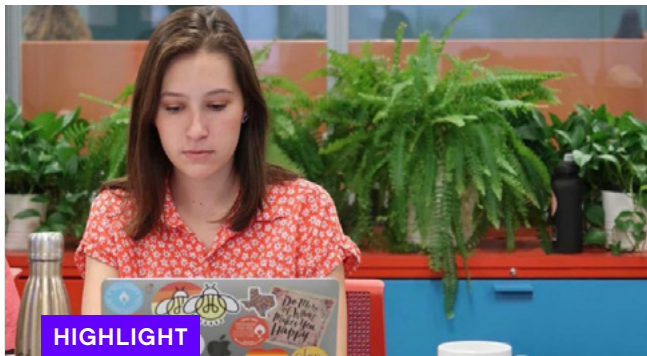
Internships and the Advanced Development Program (ADP)

Our IT Department leverages workforce development programs as one way to build a holistic, sustainable IT organization. Trane Technologies' college interns may enter the ADP program upon graduation. Our ADP participants can rotate through multiple IT disciplines — including cybersecurity, infrastructure, applications, and business partnering — where they gain valuable work experience on critical projects. ADP participants work in different business units throughout our organization, rotating into new roles to gain experience across our company.

initiatives in underserved communities worldwide. Beginning in 2022, the Sustainability Team will kick off a campaign to crowd-source sustainability projects from IT Department team members. The function will sponsor and participate in these projects together and support additional initiatives aligned with Trane Technologies' 2030 Sustainability Commitments.

Cybersecurity

Cybersecurity is an ongoing focus for Trane Technologies. We continually improve our cybersecurity processes by monitoring threats and taking preventive actions to keep our business and our customers safe. Our measures and controls protect intellectual property, ensure continual operations at our manufacturing sites, and safeguard customer data.

Additionally, we engage third parties to test and manage our systems. Third parties help Trane Technologies assess cybersecurity maturity and improve performance in an ever-evolving landscape of threats. In 2019, we worked with a third party to conduct a risk assessment based on the National Institute of Standards and Technology's (NIST) Cybersecurity Framework. Based on the results of the assessment, we took a series of actions to improve our cybersecurity maturity score, including:

- Modernizing customer and employee multi-factor authentication systems.

- Implementing data-loss prevention tools to safeguard confidential information.

- Strengthening monitoring tools and response procedures to identify and quickly address threats.

- Applying a risk-based approach to improve effectiveness of cybersecurity governance and compliance systems.

We require all salaried workers to complete annual cybersecurity training, which highlights specific threats and scenarios. Our cybersecurity strategy is directed by the Chief Information Security Officer (CISO) and is overseen by the Board of Directors' Audit Committee. Senior management briefs the Board's Audit Committee regularly. A team of cybersecurity incident responders, led by Trane Technologies' CISO, monitors company operations in real-time. We publish information on cybersecurity risks and management in our Annual Report.

Public Policy

GRI 103-1, 103-2

At Trane Technologies, we step up and advocate for sustainable change. We support public policy efforts to reduce emissions, advance energy-efficient product technologies, and promote the use of low-global warming potential (GWP) refrigerants.

Our Government Affairs Steering Committee meets with the Enterprise Leadership Team every quarter to discuss policies and review issue areas. Trane Technologies decides how to prioritize and support relevant policies by completing these reviews. In 2021, we continued to develop our policy operations by engaging governments across the globe, hiring new representatives to work in Europe, the Middle East, China, and Latin America. Our Government Affairs team works with policymakers globally to advance legislation based on science to address climate change.

Our Sustainability Advisory Council helps inform our approach to environmental issues like emissions reduction. The Council's findings guide our educational approach to government officials and industry bodies worldwide about energy efficient products and low-GWP technologies.

In 2021, we participated with and led working groups for several national and international organizations, including the American Society of Heating, Refrigerating, and Air Conditioning Engineers (ASHRAE), the UN, and ISO. We served as a resource to state and local governments to help them understand the next-generation refrigeration landscape. We also worked with the California Air Resources Board and groups in China and India to determine ways to achieve the Paris Accord and Kigali Amendment commitments. Read more about our contribution to these commitments in the 2030 Sustainability Commitments section of our report.

HIGHLIGHT

COVID-19 Vaccine Distribution

As manufacturers worked tirelessly to produce vaccine supplies and fight the COVID-19 pandemic, they ran into a problem: how could they distribute the mRNA-based vaccines that require ultra-cold storage temperatures? The advanced mRNA vaccines require storage at varying degrees of ultra cold temperatures, depending on the formula, during distribution. Governments and manufacturers turned to industry experts for products that could help with distribution.

Trane Technologies immediately began developing ultra-cold storage technology to assist with global vaccine distribution. We continued to supply ultra-cold storage solutions throughout 2021, doing our part to fight the COVID-19 pandemic.

Energy & Emissions Policies

Trane Technologies supports public policy efforts to decarbonize energy grids and enhance access to emissions reduction technologies. As part of our leading decarbonization efforts, we advocate for low-cost access to renewable energy sources for businesses and homeowners. We also promote policies to continue advancing energy efficient, low-emissions product availability. Advocacy is a critical component of achieving our bold Sustainability Commitments and reducing our customers' carbon footprint through the Gigaton Challenge. In 2021, as part of our public policy support, we:

- Lobbied in support of the Energy Savings and Industrial Competitiveness Act and the American Innovation and Manufacturing Act.

- Advocated for policies that encourage non-battery energy storage like thermal energy storage technologies in the U.S.

- Advocated for clean energy plans and beneficial electrification strategies in several regions and the U.S.

- Supported U.S. federal tax incentives that encourage energy efficiency in new and existing homes.

- Advocated for sustainable building policies in several geographic regions and countries.

- Participated in renewable energy forums to share our experience and advance renewable energy awareness.

- Participated in the U.S. Department of Energy Cold Climate Heat Pump Challenge to demonstrate effectiveness of the application across all climate zones.

REFRIGERANT POLICIES

We support policies related to next-generation refrigerants and commit to using lower-GWP refrigerants in our products. As an industry leader, we offer our customers choices and guidance on transitioning to low-GWP refrigerant alternatives. For example, Thermo King announced that it will shift to lower-GWP refrigerants as a standard for all new truck and trailer products. The transition could reduce the carbon footprint of refrigerants used by its customers' long-haul, middle-mile, and last-mile delivery fleets by nearly 50%. Mid-2022 model years will come standard with the lower-GWP refrigerant, one year ahead of the California Air Resources Board law requiring Transport Refrigeration Units to use refrigerants with a GWP below 2,200.

We continue to introduce and evaluate next generation refrigerants for global markets to ensure our products provide the best balance of performance, safety, reliability, and accessibility, and advocate policies that support this transition.

HIGHLIGHT

Urbanization drives resource consumption and increases pollution in cities around the world. Through our legislative support efforts, we advocate for pollutant thresholds to improve air quality, and we design our products to align with the policies we support. For example, in Sweden, we integrated a Thermo King FRIGOBLOCK unit with an all-electric Volvo FE distribution truck. The zero-emissions and low-noise solution allows a Swedish food delivery company to operate in special Ultra-Low Emission Zones regulated by European Union governments. The integration contributes to our Gigaton Challenge by reducing downstream customer emissions and meets the type of stringent emissions controls we support.

Political Activity

GRI 103-3, 415-1

We strictly adhere to all laws and regulations governing corporate political activities. The laws of many countries prohibit or strictly limit contributions by corporations to political parties and candidates. Although our team members may engage personally, Trane Technologies prohibits them from doing so on behalf of the company or as a company team member.

In the U.S., we manage a non-partisan political action committee (PAC), which complies with all applicable laws and is regulated by the Federal Election Commission (FEC). Under the FEC, we publicly disclose all funds received by the PAC and resulting contributions to federal candidates in the FEC Campaign Finance database. We do not permit our team members to receive reimbursement from the company for personal contributions to political parties and candidates. In 2021, we spent $804,508 in lobbying expenditures. Read more about our political contributions in the ESG Data Center.

527 ORGANIZATIONS AND SUPER PACS

Trane Technologies has not contributed to 527 organizations — political organizations created under Section 527 of the Internal Revenue Code other than political action committees and candidates — and we have no intention of doing so. We also do not, and have no intention to, contribute to federal independent expenditure-only committees, also known as "super PACs."

POLICY ASSOCIATIONS

In 2021, we belonged to the following U.S. trade, industry, and policy associations:

- Advanced Energy Economy (AEE)

- Air Conditioning, Heating and Refrigeration Institute (AHRI)

- Alliance to Save Energy (ASE)

- American Council for Energy Efficient Economy (ACEEE)

- Beijing Yuanshan Foundation — China

- Business Council for Sustainable Energy (BCSE)

- California Energy Storage Alliance (CESA)

- Charlotte Regional Business Alliance

- Consortium for Energy Efficiency (CEE)

- Digital Climate Alliance

- Energy Storage Association (ESA)

- European Partnership for Energy Efficiency (EPEE)

- Foundation for Excellence — India

- Guangzhou Zhikun Charity Foundation — China

- Midwest Energy Efficiency Alliance (MEEA)

- Manufacturers Alliance for Productivity and Innovation (MAPI)

- National Association of Energy Service Companies (NAESCO)

- National Association of Manufacturers (NAM)

- North Carolina Chamber of Commerce

- North Carolina Building Performance Association (NCBPA)

- North Carolina Sustainable Energy Association (NCSEA)

- Northeast Energy Efficiency Partnerships (NEEP)

- Renewable Energy Buyers Association (REBA)

- South Central Partnership for Energy Efficiency as a Resource (SPEER)

- Southeast Energy Efficiency Alliance (SEEP)

- Southwest Energy Efficiency Partnerships (SWEEP)

- The Alliance for Responsible Atmospheric Policy (ARAP)

- The Energy and Resources Institute (TERI) — India

- U.S. Business Council for Sustainable Development (US BCSD)

- U.S. Green Building Council (USGBC)

- International WELL Building Institute (IWBI)

- World Business Council for Sustainable Development (WBCSD)

- World Economic Forum (WEF)

Looking Forward

As industry leaders in climate innovation, we stand at the forefront of addressing our planet's climate challenges. We marked the beginning of our new **2030 Sustainability Commitments** in 2019 and made significant advancements in 2021.

2021 was a year that underscored the urgency to act on climate change. We successfully advocated in the U.S. Congress for the passage of the American Innovation and Manufacturing (AIM) Act in 2020 and applauded the Environmental Protection Agency's (EPA's) announcement of HFC production phase downs starting in 2021. We believe the law will yield product innovation while creating jobs and stimulating the economy to the benefit of communities and the environment.

Memberships & Partnerships

Our memberships and partnerships bolster everything we do and are key to our success:

- AHC Group
- Alliance to Save Energy (ASE)
- American Chamber of Commerce in Shanghai (AmCham Shanghai)
- American Belt and Road Working Group under the U.S. Embassy
- American Center for Life Cycle Assessment (ACLCA)
- American Chamber of Commerce in India (AmCham India)
- American Council for an Energy Efficient Economy (ACEEE)
- Association of Climate Change Officers (ACCO)
- Association of Energy Engineers (AEE)
- Association of Physical Plant Administrators (APPA)
- BuildingGreen
- China Federation of Logistics and Purchasing (CFLP)
- China Refrigeration and Air Conditioning Industry Association (CRAA)
- Climate Generation: A Will Steger Legacy
- Corporate Eco Forum (CEF)
- Energy Efficiency Business Coalition (EEBC)
- Energy & Environmental Building Alliance (EEBA)
- First Movers Coalition
- Global Environmental Management Initiative (GEMI)
- GreenBiz Executive Network (GBEN)
- International Code Council (ICC)
- International WELL Building Institute™ (IWBI)

- Manufacturers Alliance for Productivity and Innovation (MAPI)
- National Association of Environmental Management (NAEM)
- National Association of Manufacturers (NAM)
- New Buildings Institute (NBI)
- Renewable Energy Buyers Association (REBA)
- Residential Energy Services Network (RESNET)
- Rocky Mountain Institute (RMI)
- Shanghai Green Building Association (GBCI)
- Shanghai Energy Conservation Center
- Sustainable Energy for All (SEforALL)
- Shanghai Refrigeration Institute
- The Air Conditioning, Heating and Refrigeration Institute (AHRI)
- The Aspen Institute
- The Conference Board
- U.S. Business Council for Sustainable Development (US BCSD)
- U.S. Green Building Council (USGBC)
- U.S. Regional Energy Efficiency Organizations: SPEER, MEEA, SEEA, SWEEP, NEEP, NEEA
- World Business Council for Sustainable Development (WBCSD)
- World Economic Forum (WEF)
- World Environment Center (WEC)
- World Wildlife Fund: Climate Business Network

Charters

We align with numerous charters that support and advance our sustainability goals.

- **Alliance of CEO Climate Leaders** is a flagship community of World Economic Forum member CEOs that agreed to actively engage in global efforts to reduce GHG emissions and to help lead the global transition to a low-carbon, climate-resilient economy.

- **Business Ambition for 1.5°C** is an initiative of the CDP, the UN Global Compact, World Resources Institute, and the World Wide Fund for Nature whereby companies commit to set a long-term, science-based target to reach net-zero value chain GHG emissions no later than 2050.

- **CEO Action for Diversity & Inclusion** is the largest CEO-driven business commitment to advance diversity and inclusion in the workplace, representing more than 1,600 CEOs and presidents.

- **Clean Energy Ministerial (CEM) Advanced Cooling (AC) Challenge** urges governments, companies, and other stakeholders to make, sell, or install super-efficient air conditioners or cooling solutions that are smart, climate-friendly, and affordable. It is a call to action to recognize that access to cooling improves health, productivity, economic growth, and education.

- **Climate and Clean Air Coalition HFC Initiative** partners support the development of HFC inventories and studies, information exchange on policy and technical issues, and demonstration projects to validate and promote climate-friendly alternatives. We also support technologies and various capacity building activities to disseminate information on emerging technologies and practices to transition away from high-GWP HFCs and minimize HFC leakages.

- **Disability:IN's CEO Letter** was signed by Dave Regnery, our Chair and CEO, in April 2021. The letter extends our commitment to advance equality and inclusion for all. Disability:IN envisions a global economy in which people with disabilities participate meaningfully and fully.

- **Digital Climate Alliance** is an ad hoc private sector coalition focused on spearheading U.S. policy and legislative engagement efforts around the nexus between digitalization and corporate sustainability.

- **EP100** is the Climate Group's initiative to bring together companies to commit to doubling their energy productivity. There are more than 123 member companies to date.

- **EP 100 Cooling Challenge** members commit to identifying ways of cooling their operations as efficiently as possible, optimizing the contribution of efficient, clean cooling in meeting their energy productivity goals.

- **First Movers Coalition**, launched at the Climate Change Conference COP26, brings together global companies with supply chains across carbon-intensive sectors. Trane Technologies has committed to purchasing low-carbon steel to help decarbonize the hard-to-abate steel sector.

- **Trane Technologies Global Human Rights Policy** sets forth standards that align with basic working conditions and human rights concepts advanced by international organizations, such as the ILO and the UN.

- **OneTen Coalition:** Trane Technologies is a founding member of the coalition of more than 30 business leaders committed to training, hiring, and advancing one million Black Americans over the next 10 years.

- **Paradigm for Parity** is a coalition of business leaders, board members, and academics who are committed to addressing the gender gap in corporate leadership.

- **Race To Zero** is a global campaign from the UNFCC to rally leadership and support from businesses, cities, regions, and investors for a healthy, resilient, zero-carbon recovery that prevents future threats, creates decent jobs, and unlocks inclusive, sustainable growth.

- **RE100** is The Climate Group's initiative to bring together companies to commit to procuring 100% of their electricity consumed from renewables to accelerate change toward a zero-carbon grid — with more than 280 member companies to date.

- **Sustainable Energy for All (SEforALL)** is an international organization working with governments, the private sector, and civil society to drive further, faster action toward achievement of SDG 7, which calls for universal access to sustainable energy by 2030, and the Paris Agreement, which calls for reducing GHG emissions to limit climate warming to below 2°C.

- **Task Force on Climate-related Financial Disclosures (TCFD)** supports a transition to a low-carbon economy, more efficient allocation of capital, and an improved dialogue between investors and companies.

- **The Cool Coalition** is a global multi-stakeholder network that connects governments and the private sector to finance, academia, and civil society groups to facilitate knowledge exchange, advocacy and joint action toward a rapid global transition to efficient and climate friendly cooling.

- **The Three Percent Club** is a collaboration of governments, the private sector, and financial institutions that commit to working together to put the world on a path to 3% annual efficiency improvement.

- **U.S. Department of Energy (DOE) Better Plants Challenge** Partners provide transparency around their market-leading strategies, actions, and results to help other organizations replicate their success. To date, over 40 leading industrial organizations have stepped up to the Better Buildings, Better Plants Challenge. The DOE Better Buildings, Better Plants partners have saved more than $5.3 billion in cumulative energy costs, representing approximately 12% of the U.S. manufacturing energy footprint.

- **WEConnect International** certifies and connects women-owned businesses to global, corporate buyers.

- **We Are Still In** is an organization of more than 3,900 businesses, mayors, county executives, universities, faith groups, and investors that have committed to standing by the Paris Climate Agreement and working to meet its goals.

- **We Mean Business: Commitment to Reduce Short-Lived Pollutant Emissions** is a coalition of companies that agree to include measurement of HFCs in their GHG accounting and reduce emissions of short-lived climate pollutants (SLCPs). We also engage stakeholders in supply chains to reduce SLCPs, promote best practices, and showcase successful efforts.

- **We Mean Business: Adopt a Science-Based Emissions Reduction Target** leads businesses to recognize the opportunity — and the imperative — to be part of the zero-carbon transition. By setting bold, science-based emissions reduction targets, companies can futureproof growth by ensuring their plans for carbon reduction meet the level of ambition needed to limit the increase in global average temperature in line with the goals of the Paris Agreement.

- **World Economic Forum Stakeholder Capitalism Metrics** is a reporting framework from the WEF initiative seeking to improve how companies measure and demonstrate their contribution to a more prosperous, fulfilled society and a more sustainable relationship with our planet.

Products & Innovation

We're leading our industry and solving our customers' big decarbonization challenges by innovating more efficient and sustainable ways to provide heating and cooling to people around the world.

———

Circularity: Product Life Cycle & Materials →

Energy Efficient & Low Emissions Products →

Technology & Innovation →

Supply Chain Transparency & Performance →

44%
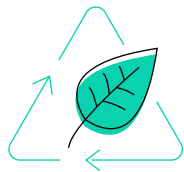
recycled input material sourced in 2021
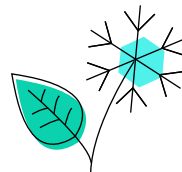
197,056

mtCO$_2$e avoided through refrigerant reclamation in 2021
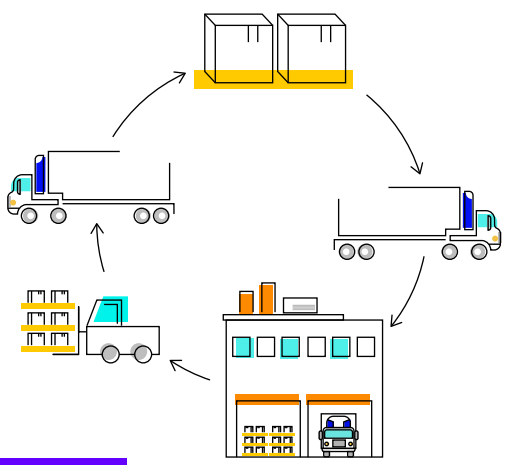
Circularity: Product Life Cycle & Materials

GRI 103-1

In the face of climate change, Trane Technologies is dedicated to decarbonizing the product life cycle — from design and manufacturing through to retirement — of the solutions we develop to help customers decarbonize their own operations. Circular strategies, such as using recycled materials, repair and reuse, and remanufacturing and recycling at the end of a product's useful life, all play a meaningful role in our decarbonization efforts. Not only do we pursue circularity in our own operations, but we also participate in the circular economy within our communities through partnerships and coalitions. Through bold leadership, we believe we can change our industry, and in doing so, change the world.

GRI 103-2

To manage our commitment to circularity, we launched the Trane Technologies Circularity Council in 2021, which meets monthly to drive progress on our 2030 commitment to design systems for circularity. This year, internal and external subject matter experts on the Council built a strong framework from which to support work streams and began expansion and improvement projects dealing with material selection, product design, refrigerant reclaim, and remanufacturing. We also joined REMADE, a coalition focused on advancing the circular economy and reducing embodied energy and emissions of U.S. manufacturing.

HIGHLIGHT

Since 2020, many Trane Technologies manufacturing sites have participated in a circular economy initiative run by the U.S. Business Council for Sustainable Development. The initiative facilitates materials marketplaces using industrial ecology where businesses can exchange waste streams for reuse as inputs into industrial activities. This work reduces our waste-to-landfill and contributes to six of the UN SDGs:

- SDG 8: Decent Work and Economic Growth

- SDG 9: Industry, Innovation and Infrastructure

- SDG 11: Sustainable Cities and Communities

- SDG 12: Responsible Consumption and Production

- SDG 13: Climate Action

- SDG 17: Partnerships for the Goals

Trane Technologies also works to eliminate packaging waste throughout our products' life cycles through circular packaging models. We used returnable packaging programs at 14 North American manufacturing sites to reduce more than 1,360 metric tons of packaging in 2021. Since 2019, an additional 30+ suppliers have partnered with Trane Technologies to convert from expendable to returnable packaging solutions. We also partner with numerous Thermo King North America customers to deliver our products in returnable packaging solutions. Read more about our **packaging strategy**.

Design and Manufacturing

GRI 103-2, 103-3, 301-2

The Corporate Engineering Excellence team oversees and continually improves the product development process (PDP), which guides the design, development, and launch of our products. This team integrates evolving customer needs, new codes and regulations, and life cycle considerations into product development. In 2021, the PDP generated or improved more than 181 new product development projects.

Early in the PDP, a Design for Sustainability module formalizes the consideration of issues such as raw material selection, natural resource consumption, and use-phase and end-of-life product impacts. We engage stakeholders during this module to identify new ways to create value and determine which sustainability attributes customers value most. We also address market standards and regulations for topics such as energy efficiency and other sustainability requirements.

Raw material inputs play an important role in determining a product's sustainability and circularity. Our products contain components from a variety of materials including steel, cast iron, aluminum, copper, and plastic resin. We seek to source our materials responsibly by choosing metals mined and manufactured with a lower carbon footprint and continually increase the recycled content we purchase. In 2021, of the key materials mentioned above, we sourced approximately 44% recycled input material. We use due diligence when sourcing minerals necessary to the functionality or production of our products. Read more about our approach to **procurement and conflict minerals**.

The manufacturing process requires the consumption and use of natural resources, which are finite on our planet. We use a proprietary tool designed to consider the impact of design choices on natural resources, conduct life cycle analyses on key products, and continuously improve our manufacturing process. For example, the manufacturing process for the **Thermo King Advancer** trailer, launched in 2020, uses 60% less energy than previous trailer units.

Product Use

GRI 103-2, 103-3

Once our products are in customer hands, we offer multiple services to ensure they run as efficiently as possible and extend their already long lives. Our intelligent predictive services detect small problems before they become big issues, and our maintenance and repair services extend system lifetimes and reduce wear that drives up energy costs. We also provide comprehensive rental services for short- or long-term solutions, such as for planned maintenance or contingency planning.

As technologies and regulations change, our customers stay on the cutting edge of efficiency and sustainability with building optimization tools that support customers in integrating, monitoring, and managing their building systems remotely. When it is time for an upgrade, we provide an assessment service to determine whether replacing an existing system or retrofitting will offer better return on investment and sustainability benefits. For equipment not quite ready for replacement, an upgrade or retrofit can replace critical components to regain efficiencies and extend equipment life.

We also support our customers with proper refrigerant management and documentation in accordance with regulations, especially during a transition to low-GWP refrigerants. In partnership with EPA-certified reclaimers across the U.S. and our Trane Supply locations, we encourage the collection of used refrigerants to reduce high-GWP HFC emissions.

Product Retirement

GRI 103-2, 103-3

Though our products' lives are long, eventually they must be retired. At Trane Technologies, we reclaim and refurbish or recycle our products to reduce waste and our manufacturing impact on natural resources. All business units provide specific end-of-life product manuals to customers with responsible disposal instructions, and many run materials take-back programs. Our remanufacturing operation in Charlotte, North Carolina, takes back old compressors and motors and gives them a new life by disassembling them, repairing or replacing necessary parts, and reassembling the product to original specifications.

HIGHLIGHT

Refrigerant Reclamation

We improved our reclamation program by expanding take-back operations to all Trane Supply stores throughout the continental U.S. and launched "Tech Rewards," a rewards program to further incentivize the sustainable return of refrigerants at the end of their lives. This service is available to the whole community, as we accept refrigerants from any brand, not just our own. This program delivers an energy performance improvement for the entire refrigerant manufacturing segment due to the lower energy requirements for refreshing used refrigerant compared to manufacturing new refrigerant. The avoided emissions from recovered refrigerant collected at Trane Supply locations in 2021 equates to 197,056 metric tons of CO_2e, which is a 10% increase from 2020.
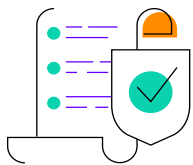
35%

of revenue was estimated as Clean Revenue in 2021
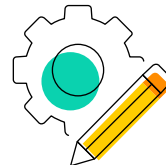
85%

of New Product Development projects met quality, design, and cost goals in 2021

Energy Efficient & Low Emissions Products

GRI 103-1, 103-2

Trane Technologies is a leader in global climate innovation. Our solutions are better for the environment and better for our customers — there is no trade-off.

Driven by our **Gigaton Challenge**, our portfolio of environmentally responsible products and services helps our customers decarbonize to combat climate change. Our Chief Technology and Sustainability Officer oversees strategy and innovation teams that continually look to the future to uncover opportunities that can strengthen our product portfolio and meet customer needs. These opportunities and improvements are then integrated into our product development process (PDP) by our Corporate Engineering Excellence team. Read more about our approach to **product development** and **innovation**.

In 2021, approximately 35% of our revenue was estimated as Clean Revenue. Trane Technologies defines clean revenue as products and services that facilitate energy or emissions reductions including transitioning to next generation refrigerants and increased energy efficiency in built environments and refrigerated transport.

	2021	**2020**	**2019**
Clean Revenue %[1]	35%	30%	25%

1. Trane Technologies defines clean revenue as products and services that facilitate energy or emissions reductions including transitioning to next generation refrigerants and increased energy efficiency in built environments and refrigerated transport.

Decarbonization Levers

GRI 103-3

Trane Technologies solutions help customers decarbonize in three core ways:

- Electrification of comfort and process heating as well as refrigerated transport.

- Managing the low-GWP refrigerant transition.

- Providing solutions for building, home, and transport system energy efficiency.

ELECTRIFICATION OF HEATING TO TRANSITION AWAY FROM FOSSIL FUEL USE

Approximately 15% of global annual GHG emissions, and close to 40% of U.S. annual GHG emissions, relate to heating and cooling commercial and residential buildings. Much of these emissions come from fossil-fuel powered appliances such as furnaces and boilers. Transitioning from these fossil-fuel powered appliances to electric appliances such as heat pumps that can be powered by renewable energy sources can reduce emissions from the built environment.

Trane Technologies is a leading manufacturer of efficient, electric-powered heat pumps for commercial and residential buildings. Heat pumps function as an air conditioner when indoor spaces get hot and a heater when it's cold.

EcoWise Portfolio

Our EcoWise portfolio reduces the GHG emissions footprint of our refrigerant-bearing products and offers our customers more sustainable choices. We specifically design EcoWise products, such as CenTraVac, for next-generation, low-GWP refrigerants without sacrificing energy efficiency, safety, or operating performance.

Sintesis Balance Unit

Our Trane brand offers customers some of the most efficient, quiet, and durable commercial units in the market. The Sintesis above is an innovative Multi-pipe unit that cools one part of your building while heating another part, all in ONE single HVAC unit. When paired with renewable energy, some of these unit solutions can offer zero emission heating and cooling.

TRANSITIONING TO LOW-GWP REFRIGERANTS TO REDUCE HFC EMISSIONS

HFC refrigerants are especially potent GHGs that have a hundred to a thousand times higher GWP than CO_2. Responsible management and disposal of HFC refrigerants is the best way to address climate change, according to **Project Drawdown**. Regulations regarding the use of HFC refrigerants are becoming increasingly strict, and many countries are phasing out their use completely.

At Trane Technologies, we are committed and on track to transition out of high-GWP refrigerants by 2030 — ahead of regulation. We began transitioning well before the Montreal Protocol included any HFC transitions and are leading the rest of the industry to a lower carbon platform. We sell our customer-oriented solutions in more than 30 countries, most of which have no regulations in place, demonstrating the demand for low carbon technologies with high energy efficiency.

OPERATING EFFICIENTLY TO REDUCE SCOPE 2 EMISSIONS ON A PRODUCT AND SYSTEM LEVEL

No matter the type of energy used to power our lives, using less energy overall leads to fewer emissions generated and reduced demand for electricity — both key levers to combat climate change.

Developing efficient products requires technological innovation and customer engagement, and Trane Technologies specializes in both. During our thorough product development process (PDP), we listen to and address customer needs, use durable parts designed in house, and incorporate digitalization capabilities to help customers optimize their operations at a systems level. Our efficient products are climate change solutions and reduce customer costs.

WATCH VIDEO ▶

Thermo King Advancer

Thermo King's Advancer trailer unit, launched in 2020, leads the market in energy efficiency, fuel efficiency, reliability, temperature control, and fleet connectivity. It was designed specifically to contribute to our Gigaton Challenge and operates with a 30% reduction of CO_2 emissions compared to previous units. Our Connected-Suite Telematics offering goes even further to support customers in managing entire fleets of Advancer or other trailer units. Together, these products contribute to a reduction in food loss during transportation.

Product Reliability and Safety

Our products go through rigorous testing to ensure they consistently operate in the most extreme conditions — which is usually when customers need our products the most. At the Systems Extreme Environmental Test lab in Tyler, Texas, Trane products are put through 16 weeks of bone-chilling cold and blistering heat, in repeating two-week sessions. At another Compressor Test lab, our technicians try to break our Climatuff™ compressor, which we've affectionately named Snowball (pictured to the upper right), over 900 ways. Snowball II has been running nonstop since 2000, despite our technicians' best destructive efforts, and has even incased itself in a block of ice. Read more about Snowball I and II.

We measure product reliability and safety against relevant industry standards and codes including UL, NEC, ANSI, and others. Cross-functional PDP project teams identify and account for EHS risks throughout every phase of the PDP. They also conduct a design failure modes and effects analysis to identify and take action to rectify potential failures modes and their causes. We also measure the health and safety of our products against internal metrics of serviceability, reliability, and durability. Each business takes responsibility for tracking noncompliance-related incidents in accordance with the market in which it operates. Since compliance varies based on location, Trane Technologies does not collect business units data or make general statements on this topic at the enterprise level.

Though we often go beyond regulatory requirements for efficiency, we adhere to performance levels set by external standard-setting bodies such as ASHRAE or the U.S. EPA Energy Star® designation for Trane products, and by standards set at the country, state, and local levels for Thermo King products. Sub-meters or utility consumption reports at the building or sub-building level audit and verify the additional efficiency achieved through our services.

We comply with regulations and codes concerning product labeling and service information, marketing communications, and customer safety. The designated legal counsel within each business follows a process to address issues of noncompliance in these areas. Each business takes responsibility for tracking noncompliance-related incidents in accordance with the market in which it operates. Trane Technologies does not collect this data or make general statements on this topic at the enterprise level.
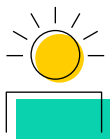
5,000
global employees engaged with Operation Possible in 2021

$193M
invested in sustainability-driven R&D in 2021

Technology & Innovation

GRI 103-1

As we consider the role of our technology and innovation in the climate change equation, it's critical that our products, solutions, and systems address two distinct needs in the market: combating climate change and simultaneously enabling humanity to adapt to the changing climate around us. At Trane Technologies, we are committed to delivering healthy spaces through life-sustaining cooling and high-quality indoor environments that enable people all over the world to adapt and contribute to humanity's resiliency to the effects of climate change. At the same time, we continue to innovate so that those critical solutions become increasingly sustainable over time to combat climate change at its core. It is at this intersection of healthy and efficient spaces that our leadership in technology and innovation enables our sustainability strategy while driving business success and financial performance.

To combat climate change and decarbonize the systems that govern our way of life, we must work across macro systems — or systems of systems — at the intersection of global need and our expertise. This system-level approach and the UN SDGs inform our 2030 Sustainability Commitments and guide our research, development, and innovation strategy. The power of our innovation strategy is in our purpose-driven approach. Our teams deliver market-driven and technology-enabled innovation to bring our purpose to life across the organization and ultimately to our customers.

Technology & Innovation in Practice

GRI 103-2

Our focus on technology and innovation permeates every area of our company because it helps us meet the global challenges of our time while consistently driving business success. By listening to and working with our customers and global suppliers, and applying advanced data analytics and market intelligence, we continually focus our core capabilities and ensure we operate in the right markets.

Global teams and frequent exchange programs foster enterprise-wide collaboration, facilitate knowledge sharing, and build a culture of innovation. Product growth teams, which include product management, engineering, and operations professionals, manage all aspects of our product portfolios, identify new market opportunities, and generate, develop, and launch offerings within our market segments. Business leaders coach teams by applying Lean principles that align to our company-wide business operating system. Our product engineers enhance their skills through regular participation in emerging-technology research and development teams, and our product managers regularly connect with our customers and the market to identify unmet needs we can address. Product growth teams are supported by our engineering technology centers, which amplify our technical capability globally and work to ensure core technical learnings are shared among our business units. Intellectual property generated as a result of this ongoing activity is governed at the business unit level to ensure we are building a strong portfolio of intellectual assets that fuel our competitiveness into the future.

Our enterprise innovation and advanced technology teams manage innovation for emerging markets and seek new technologies to develop new offerings for underserved or undiscovered markets. Through our Technology Development and Innovation processes and our global ecosystem of internal and external partners including accelerators, universities, national labs, NGOs, and clean tech investors, we source and incubate ideas, develop and pilot new technologies, and deploy them to our corresponding business units. Using this world-class approach, the learnings collected through every project contribute to the success of future products and services. A cross-functional, cross-business unit steering committee, including our Chief Technology and Sustainability Officer, oversees each project and an intellectual property committee manages our intellectual assets at the enterprise level and ensures our portfolio of patents across the business units.

Our work through the end of this decade focuses on the following five areas:

- **Transforming Our Core Business:** Identifying and embracing innovation that could transform the way we heat and cool spaces today — including commercial buildings, homes, industrial processes, transit, and transportation of refrigerated goods.

- **Smart, Sustainable Cities:** Innovating ways to decarbonize the built environment, including how cities are built, how they operate, and how people move within them.

- **Sustainable Food Systems:** Developing a sustainable system that minimizes food waste and reduces the climate impact of the food value network, encompassing the entire range of activities from production to consumption. Aligned to the Food and Agriculture Organization (FAO) of the UN concept and framework around Sustainable Food Systems.

- **Sustainable Health Networks:** Addressing the evolution of health and wellness networks and the rise of telehealth, home health and wellness, distributed healthcare, pharma (including vaccines and biopharma), and the transport of high value goods (blood, plasma, organs) within and across these networks. Based on the World Health Organization strategy for environmentally sustainable health systems.

- **Access for All:** Extending the previous four pillars into the area of equity and innovation that enables people all over the world in all economic segments access to life-sustaining heating and cooling, food, healthy spaces, and a healthy planet as basic human rights.

HIGHLIGHT

Acquisition of Farrar Scientific

Aligned to our Sustainable Health Networks pillar, in 2021 we announced the acquisition of Farrar Scientific, a leader in temperature-controlled refrigeration solutions for biopharmaceuticals, and established our Trane Technologies Life Sciences Solutions business. This strategic acquisition extends our reach in the growing biopharmaceuticals market, supplements existing capability in this space, and is our first major acquisition in the life sciences arena. By growing our capability in this critical vertical, we will deliver sustainable solutions throughout this emerging market space and enable the decarbonization of the cold chain in health networks globally.

OPERATION POSSIBLE

Operation Possible is our crowd-sourcing innovation program that engages every team member at Trane Technologies to solve some of the world's biggest problems. An essential part of our innovation practice, Operation Possible is connected to all our innovation pillars. In January 2021, team members submitted almost 400 problems they were inspired to solve in communities facing the impacts of climate change, poverty, or urbanization. The Co-Existence of Food Loss and Hunger was chosen as the challenge to begin solving. Within two months, team members generated almost 300 solution ideas aligned with SDG 2: Zero Hunger and our Access to All pillar. During the summer, team members evaluated and improved their initial concepts through virtual "jam sessions" attended by hundreds of global employees. In October 2021, employee teams presented the final four concepts during an enterprise-wide, live virtual showcase event. Multiple concepts are already under development with prototyping and validation for in-market use. In the first year, 5,000 employees across the world engaged with the Operation Possible program, connecting them to our company purpose and becoming part of the open innovation process. The program — and the spirit of collaboration it achieved — motivated other internal teams to adopt similar crowdsourcing processes, making our innovation more inclusive and diverse.

"During the jam sessions, the energy, the passion and the sense of community that I felt was like nothing I had ever felt before. I felt like it was a safe space to share my ideas, even though there were engineers in the room."

—Brittni Robinson, Senior Corporate Counsel

CENTER FOR HEALTHY & EFFICIENT SPACES

The Center for Healthy & Efficient Spaces (CHES), led by our Vice President of Innovation, guides our efforts, and those of our industry, on issues tied to the effect that indoor environmental quality (IEQ) can have on people's health, productivity, and well-being — while continuing to advance sustainable outcomes for the world.

"This has been a successful first year for our Center for Healthy and Efficient Spaces. Our focus on thought leadership, innovation, partnerships, and indoor air quality testing standards has led to solid results. We believe our approach around assessing, mitigating, and managing indoor environments will meet the evolving need for healthy and efficient spaces and will be critical to ensuring we balance both human and planetary health."

—Rasha Hasaneen, VP Innovation and Executive Director of the Center for Healthy & Efficient Spaces

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IEQ provides a holistic view of the conditions inside a building, including thermal comfort, lighting, acoustics, and indoor air quality (IAQ), and how they affect occupants. As part of our Sustainable Health Networks pillar, CHES convenes leading internal and external experts to simplify the complexity around IEQ to make it meaningful for customers and consumers, and advance IEQ policy, strategies, and solutions.

WATCH VIDEO ▶
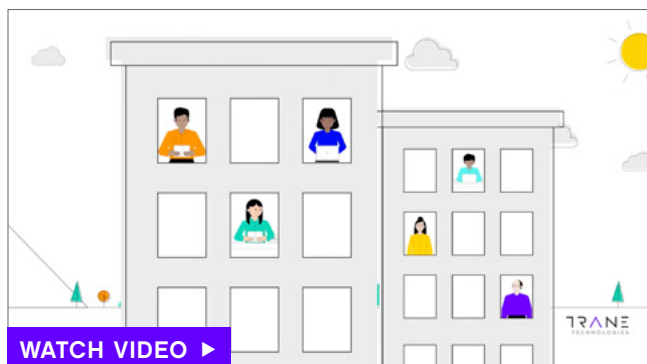
In 2021, we published the second season of our Healthy Spaces podcast (listen here), invested heavily into research and testing of emerging IAQ technologies, and published scientific papers to share findings and bring transparency and clarity to the market of air cleaning devices. In partnership with industry organizations and the International WELL Building Institute, CHES engaged in policy and standards work that resulted in a new building rating that will reward building owners and operators for collecting and using building and human performance metrics to gain insight into, and improve, their IEQ. We also actively participate in relevant ASHRAE committees that aim to create a uniform standard for air quality devices.

Our focus on IEQ is targeted at building the industry's resiliency to future pandemics and establishing our commitment to balancing human health with planetary health. In 2021, the focus on IAQ across our businesses made up approximately 2% of sales revenue and we continue to see strong demand in the marketplace for solutions that deliver both healthy and efficient spaces.

Read more about the Center for Healthy & Efficient Spaces.

HIGHLIGHT

Decarbonizing the Built Environment for Healthier Communities

According to the European Environment Agency, air pollution is the single largest environmental risk in Europe, causing over 300,000 premature deaths a year. Electrification does not only benefit the environment by reducing direct carbon emissions — it can also improve air quality by reducing localized emissions and fine particulate matter, a typical by-product of traditional fossil fuel boiler systems.

Trane helped a hospital in Malta reduce fossil fuel related energy use by over 58% and avoid nearly 6,000 metric tons of CO_2e direct emissions and improve the IEQ for staff and patients alike. Read more.

Our 2021 Performance

GRI 103-3

In 2021, we invested $193 million in sustainability-driven research and development, focusing on:

- Product and system-level improvements such as increasing energy efficiency.

- Developing and implementing lower-GWP refrigerants.

- Reducing material content in products.

- Designing products for circularity.

We have increased this investment over time, aligned to our business growth. By leveraging our enterprise innovation, advanced technology, and engineering technology center teams, this investment has generated revenue from new products at the world-class rate of 20.5%[1] of our overall revenue — ensuring that we are balancing our portfolio between new and mature product lines. This 20.5% is Trane Technologies' Innovation Revenue metric. We define it as the revenue occurring in the current reporting year that is derived from new solutions or new markets launched within the prior 36 months. The Innovation Revenue metric at Trane Technologies is defined as the revenue occurring in this year that is derived from new solutions or new markets launched within the prior 36 months. We have demonstrated this level of R&D effectiveness consistently over the past several years and will continue to invest to grow our business while meeting our 2030 Sustainability Commitments.

We also invested over $300 million in business development activities including mergers and acquisitions, minority investments, and strategic partnerships across multiple sectors including life sciences, the built environment, IEQ, and clean technology. Over 90% of this investment is focused on advancing our sustainability-related objectives.

1. World class performance for revenue from new products — also defined as the portfolio vitality index — is 20-25%, to ensure that mature and emerging products work together to balance risk and opportunity.
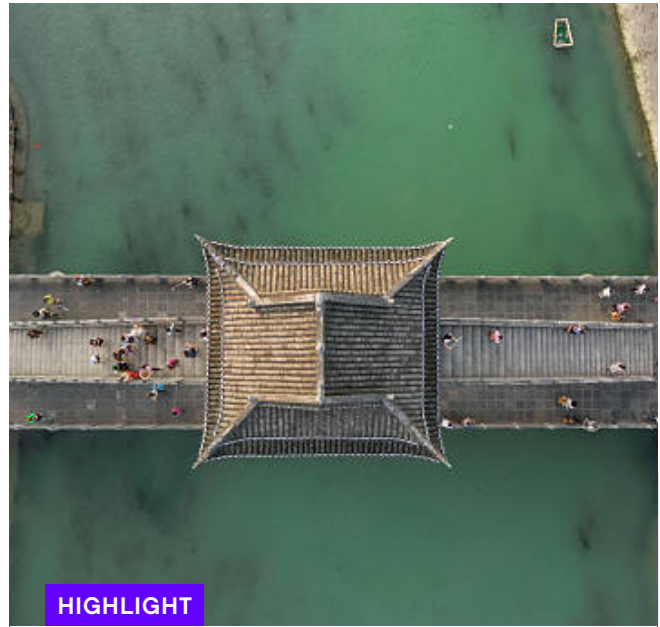
HIGHLIGHT

Recognition: Trane Technologies China

On December 9, 2021, Trane Technologies China was named one of the "2021 Sci-Tech Innovation Leading Companies" at the International Sci-Tech Innovation Festival for its outstanding performance in the field of science and technology innovation and good reputation. It fully recognizes Trane Technologies' outstanding contributions as an innovator and leader in the industry. The 2021 International Sci-Tech Innovation Festival is jointly launched by syobserve. com and a wide range of domestic media, bringing together more than 400 global innovative technology companies to compete on the same stage and present their innovation achievements.
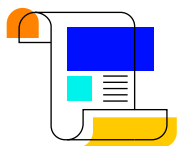
145+
new patent filings
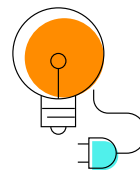
62
new offerings launched
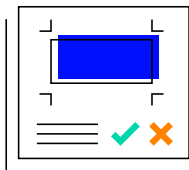
100%

direct material spend
assessed for risk quarterly
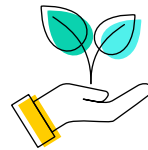
0

suppliers identified as having
negative environmental or social
impacts in our supply chain

Supply Chain Transparency & Performance

GRI 103-1, 102-9

Trane Technologies is a global company with a broad product and service portfolio. Our brands bring sustainable, efficient heating and cooling solutions to buildings, homes, and transportation. All of our manufacturing facilities are located across several countries and we ship products to customers globally.

We source raw materials from more than 25,000 suppliers across the globe. In 2021, our combined annual spend was $8.6 billion for direct and indirect suppliers. We work systematically to ensure that our suppliers share our values and continually improve their environmental and social conditions for the benefit of local communities and our entire planet.

Risk Assessment Process

We assess our supply chain for risk on an ongoing basis through our enterprise and category risk assessment processes. These processes help us assess for risks related to quality and supplier dependency using numerous data, including third-party data from Dun & Bradstreet and Amber Road (critical listing and sanctions). In 2021, 100% of our direct material spend was assessed for risk every quarter. For more information about risk factors associated with our supply chain, see page 14 of our **Form 10-K**.

GRI 103-3, 308-1, 308-2, 414-1, 414-2

Trane Technologies uses our On-Site Assessment (OSA) audits to evaluate sustainability and business continuity risks on a supplier-site specific basis. A team of nine engineers manages the OSA process. Evaluated risks cover several categories including quality management, environmental protection, human rights, labor relations, cyber security, product & safety compliance, and sub-supplier management. Approximately 28% of the OSA focuses on ESG-related topics. Our engineers complete and review these audits on a rolling basis, and every three years, we evaluate approximately 1,200 of our existing suppliers with an OSA. We evaluate all new direct suppliers using an OSA; suppliers must receive a minimum score of 80% to do business with us. In 2021, 209 suppliers, making up about 93% of our direct material spend, were evaluated. None were identified as having significant actual or potential negative impacts on the environment.

Procurement Process

GRI 103-2

Our Global Procurement leadership team, led by our Senior Vice President Supply Chain and Operational Services, designs and oversees our strategic sourcing process so that Trane Technologies receives the highest quality goods and services possible while rewarding and supporting suppliers who operate ethically and sustainably. In 2021, we formalized our procurement practice into a **Sustainable Procurement Policy** that we will continue to enhance in the coming months and years.

During supplier selection, we use an innovative supplier decision matrix that empowers our procurement officers to consider not only price, but also a range of ESG factors such as **supplier diversity**, sustainability, quality, and risk in their decision. A cross-functional team determines the weight of each factor within the matrix based on the type and criticality of ESG to the purchase.

We also maintain a Preferred Supplier Program through which world-class suppliers receive additional growth opportunities while helping us build a supply base aligned with our core values. We streamlined the criteria for becoming a preferred supplier into five categories, including sustainability expectations and consistent reporting on sustainability metrics. At the end of 2021, 35% of direct spend was with preferred suppliers.

Logistics

At Trane Technologies, we work to optimize our logistics from beginning to end to create best-in-class efficiencies in terms of carbon footprint, cycle time, labor, and visibility. Various technologies allow us to optimize delivery routes and track shipments in real-time to monitor disruptions and minimize the time spent by drivers waiting at our facilities to pick up or deliver products. In 2021, we have reduced this dwell time by 50% for dedicated truck routes in North America.

We participate in freight marketplaces that use machine learning, automation, and other software services to identify real-time available capacity and efficiently connect shippers and domestic carriers to reduce transportation costs. SmartWay carriers ship many of our products, achieving a 10% reduction in emissions per mile by using the most advanced fuel-saving technologies available. We also partner with ocean freight providers who use sustainable marine fuel, which reduces GHG emissions up to approximately 19%.

For our residential business, we transitioned from using the services of one-way carriers to a dedicated fleet. In this transition, we improved truck utilization and used optimized routes, which resulted in a 10 to 15% reduction in fuel consumption and near 100% on-time performance. Since implementation, the Dedicated Carrier Program reduced miles driven by empty trucks by 16%, representing an average of 211.36 metric tons of avoided CO_2.

Achieving Shared Sustainability Goals with Suppliers

The Trane Technologies **Business Partner Code of Conduct** (BPCoC) communicates our expectations that suppliers operate ethically at all times. The BPCoC is written and approved by legal and procurement leadership and all policies are approved by Global Procurement leadership. The BPCoC is part of our standard terms and conditions, and we require all new suppliers to agree to it for our onboarding standard work. The BPCoC covers ESG topics and is aligned with the UN Universal Declaration of Human Rights. We expect that all suppliers operate with full compliance themselves, as well as hold their own suppliers to the same high standards. Compliance with the BPCoC is measured during the OSA process.

In addition to adhering to the ethical operating principles outlined in the BPCoC, we ask suppliers to strive toward the goals outlined in our Trane Technologies Supplier Sustainability Expectations for the benefit of our customers and the environment. We manage supplier EHS and sustainability data through Benchmark ESG/Gensuite™, a reporting platform that provides visibility into supplier performance against our standards. At the end of 2021, 100% of preferred suppliers were enrolled and 33% were successfully reporting through the platform. Recognizing that sustainability is a journey, we actively assist our suppliers to apply best practices in resource conservation, packaging, and other topics listed in our expectations; we offer trainings and workshops designed by in-house experts based on the need and interest of our suppliers. We also meet with suppliers regularly to help them understand their OSA score, develop action plans for improvement, and consider them for our Preferred Supplier Program.

Read about our supplier diversity.

Conflict Minerals Statement

Trane Technologies seeks to responsibly source conflict minerals, as defined by the U.S. SEC, and avoid supporting armed groups causing human rights violations. We expect our suppliers to do the same. Currently we use the standard Electronic Industry Citizenship Coalition/GeSI template to survey suppliers and require them to provide sufficient data on their own operations and that of their suppliers, including supporting due diligence records, conflict minerals compliance policies, and evidence of the origin of any conflict minerals contained in products supplied to Trane Technologies.

On an annual basis, we conduct reasonable country of origin inquiries (RCOI) about the minerals specified by Rule 13p-1 of the Securities Exchange Act of 1934, as amended (Conflict Minerals Rule) that are necessary to the functionality or production of products manufactured by the Company. Through due diligence, we identify the source and chain-of-custody of conflict minerals using the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD Framework). Read more about our approach to conflict minerals.

GRI Content Index

Disclosure #	GRI Disclosure Title	2021 Direct Response or Location
102-1	Name of organization	Trane Technologies
102-2	Activities, brands, products, and services	Form 10-K: Part I
102-3	Location of headquarters	170/175 Lakeview Drive Airside Business Park Swords, Co. Dublin, Ireland
102-4	Location of operations	Form 10-K: Item 2
102-5	Ownership and legal form	Form 10-K: Cover page and Item 1
102-6	Markets served	Form 10-K: Item 1
102-7	Scale of the organization	Form 10-K: Part I and Part II
102-8	Information on employees and other workers	Global Workforce
102-9	Supply chain	Supply Chain Transparency & Performance
102-10	Significant changes to the organization and its supply chain	During the reporting year, there were no major changes within our supply chain.
102-11	Precautionary principle or approach	Environmental, Health & Safety Management
102-12	External initiatives	Charters
102-13	Membership of associations	Memberships & Partnerships
Strategy		
102-14	Statement from senior decision-maker	CEO Letter
102-15	Key impacts, risks, and opportunities	Form 10-K: Part I, Item 1A
Ethics & Integrity		
102-16	Values, principles, standards, and norms of behavior	Company Culture Ethics & Risk Management
102-17	Mechanisms for advice and concerns about ethics	Ethics & Risk Management
Governance		
102-18	Governance structure	ESG Management 2021 Annual Report

Disclosure #	GRI Disclosure Title	2021 Direct Response or Location
102-20	Executive-level responsibility for economic, environmental, and social topics	ESG Management 2021 Annual Report
102-21	Consulting stakeholders on economic, environmental and social topics	Data & Frameworks
102-22	Composition of the highest governance body and its committees	ESG Management 2021 Annual Report
102-23	Chair of the highest governance body	ESG Management 2021 Annual Report
102-26	Role of the highest governance body in setting purpose, values and strategy	ESG Management 2021 Annual Report
102-27	Collective knowledge of the highest governance body	ESG Management 2021 Annual Report
102-29	Identifying and managing economic, environment and social impacts	ESG Management 2021 Annual Report
102-32	Highest governance body's role in sustainability reporting	ESG Management 2021 Annual Report
Stakeholder Engagement		
102-40	List of stakeholder groups	Value Chain Data & Frameworks
102-41	Collective bargaining agreements	17.7% of global workforce covered by collective bargaining agreements
102-42	Identifying and selecting stakeholders	Value Chain Data & Frameworks
102-43	Approach to stakeholder engagement	Customer Focused Solutions Value Chain Public Policy
102-44	Key topics and concerns raised	Customer Focused Solutions Value Chain Public Policy
Reporting Practice		
102-45	Entities included in the consolidated financial statements	Form 10-K: Part I
102-46	Defining report content and topic boundaries	Data & Frameworks
102-47	List of material topics	Data & Frameworks
102-48	Restatements of information	Data & Frameworks
102-49	Changes in reporting	Data & Frameworks
102-50	Reporting period	January 1 – December 31, 2021
102-51	Date of most recent report	Apr–21
102-52	Reporting cycle	Annual

Disclosure #	GRI Disclosure Title	2021 Direct Response or Location
102-53	Contact point for questions regarding the report	Carrie Ruddy carrie.ruddy@tranetechnolgies.com
102-54	Claims of reporting in accordance with GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
102-55	GRI Content Index	This table is the GRI Content Index
102-56	External assurance	Data & Frameworks Our environmental, health and safety and GHG data are assured annually by a third party. The assurance process is led by the Vice President, Environmental, Health and Safety, who reports to Senior Vice President, Global Operations and Integrated Supply Chain

Material Topics

Disclosure #	GRI Disclosure Title	2021 Direct Response or Location
Access to Heating and Cooling		
103-1	Explanation of the material topic and its boundaries	Technology & Innovation
103-2	The management approach and its components	Technology & Innovation
103-3	Evaluation of management approach	Technology & Innovation
Custom	New products and services launched	Technology & Innovation ESG Data Center
Company Culture		
103-1	Explanation of the material topic and its boundaries	Company Culture
103-2	The management approach and its components	Company Culture
103-3	Evaluation of management approach	Company Culture
401-1	New employee hires and employee turnover	Company Culture ESG Data Center
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Company Culture ESG Data Center
401-3	Parental leave	Company Culture ESG Data Center
Diversity & Inclusion		
103-1	Explanation of the material topic and its boundaries	People: Diversity & Inclusion
103-2	The management approach and its components	People: Diversity & Inclusion
103-3	Evaluation of management approach	People: Diversity & Inclusion
405-1	Diversity of governance body and employees	People: Diversity & Inclusion ESG Data Center

Disclosure #	GRI Disclosure Title	2021 Direct Response or Location
Emissions		
103-1	Explanation of the material topic and its boundaries	GHG Emissions
103-2	The management approach and its components	GHG Emissions
103-3	Evaluation of management approach	GHG Emissions
305-1	Energy direct (Scope 1) GHG emissions	GHG Emissions ESG Data Center Gases included in the calculation: CO_2, CH_4, N_2O Base year for the calculation: 2019 Source of emissions factors and the GWP rates used: IPCC AR5 – Climate Change 2013; EPA Climate Leaders, Emission Factors for Greenhouse Gas Inventories, March 9, 2018; 2017 Climate Registry Default Emissions Factors Report, Table B.2, March 15, 2017. Consolidated approach for emissions: Financial control Standards, methodologies, assumptions, and/or calculation tools used: World Resources Institute, The Greenhouse Gas Protocol
305-2	Energy indirect (Scope 2) GHG emissions	GHG Emissions ESG Data Center Gases included in the calculation: CO_2, CH_4, N_2O, HFCs, and small quantities of HCFCs (e.g., R22) Base year for the calculation: 2019 Source of emissions factors and the GWP rates used: USA location factors: U.S. EPA, 2018 eGRID, eGRID2018 Summary Tables. PDF, March 9, 2020 Other locations: International Energy Agency, IEA (2020), Emission Factors Consolidated approach for emissions: Financial control Standards, methodologies, assumptions, and/or calculation tools used: World Resources Institute, The Greenhouse Gas Protocol
305-3	Other indirect (Scope 3) GHG emissions	GHG Emissions ESG Data Center

Disclosure #	GRI Disclosure Title	2021 Direct Response or Location
305-4	GHG emissions intensity	GHG Emissions ESG Data Center Organization-specific metric (the denominator): Million USD Types of GHG emissions included in the intensity ratio: Scope 1 and market-based Scope 2 Gases included in the calculation: CO_2, CH_4, N_2O
305-5	Reduction of GHG emissions	GHG Emissions ESG Data Center Gases included in the calculation: CO_2, CH_4, N_2O Base year or baseline: 2019 Scopes in which reductions took place: Scope 1 and market-based Scope 2 Standards, methodologies, assumptions, and/or calculation tools used: GRI 305: Emissions 2015, Disclosure 305-5
305-6	Emissions of Ozone-Depleting Substances (ODS)	Not applicable, Trane Technologies is not a manufacturer of ODSs based on interpretation of GRI 305-6
305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and other significant air emissions	ESG Data Center U.S. EPA, Compilation of Air Pollution Emission Factors (AP-42), U.S. EPA Updated Emission Factors of Air Pollutants from Vehicle Operations in GREET Using MOVES; and vendor technical data sheets Standards, methodologies, assumptions and/or calculation tools used: General calculation method is material usage multiplied by emissions factor
Energy		
103-1	Explanation of the material topic and its boundaries	Energy
103-2	The management approach and its components	Energy
103-3	Evaluation of management approach	Energy
302-1	Energy consumption within the organization	Energy ESG Data Center Standards, methodologies, assumptions, and/or calculation tools used: GRI 302: Energy 2016, Disclosure 302-2 EPA Climate Leaders, Emission Factors for Greenhouse Gas Inventories, 9 March 2018; Climate Change, 2013, The Physical Science Basis, Working Group I Contribution to the Fifth Assessment Report of the Intergovernmental Panel on Climate Change, Chapter 8, Appendix 8.A, Table 8.A.1; 2017 Climate Registry Default Emission Factors report, Table B.2, March 15, 2017

Disclosure #	GRI Disclosure Title	2021 Direct Response or Location
302-2	Energy consumption outside the organization	All energy was consumed within the organization.
302-3	Energy intensity	Energy ESG Data Center Organization-specific metric (the denominator): revenue Types of energy included in the intensity ratio: Fuel, heating, and electricity All energy used was consumed inside the organization.
302-4	Reduction of energy consumption	Energy ESG Data Center Types of energy included in the reductions: fuel, heating, and electricity Base year for targets: 2019 Methodology: GRI 302: Energy 2016: 302-4
Energy Efficient and Low Emission Products		
103-1	Explanation of the material topic and its boundaries	Energy Efficient & Low Emissions Products
103-2	The management approach and its components	Energy Efficient & Low Emissions Products
103-3	Evaluation of management approach	Energy Efficient & Low Emissions Products
Custom	Clean revenue	Energy Efficient & Low Emissions Products ESG Data Center
Financial Performance		
103-1	Explanation of the material topic and its boundaries	Materiality Assessment Value Chain 2021 Annual Report
103-2	The management approach and its components	2021 Annual Report
103-3	Evaluation of management approach	2021 Annual Report
201-1	Direct economic value generated and distributed	2021 Annual Report
Innovation for Emerging Markets		
103-1	Explanation of the material topic and its boundaries	Technology & Innovation
103-2	The management approach and its components	Technology & Innovation
103-3	Evaluation of management approach	Technology & Innovation
Custom	Percent of business development spend focused on sustainability-related objectives	Technology & Innovation ESG Data Center
Product Life Cycle		
103-1	Explanation of the material topic and its boundaries	Circularity: Product Life Cycle & Materials
103-2	The management approach and its components	Circularity: Product Life Cycle & Materials
103-3	Evaluation of management approach	Circularity: Product Life Cycle & Materials

Disclosure #	GRI Disclosure Title	2021 Direct Response or Location
301-2	Recycled input materials used	Circularity: Product Life Cycle & Materials
		ESG Data Center
Public Policy		
103-1	Explanation of the material topic and its boundaries	Public Policy
103-2	The management approach and its components	Public Policy
103-3	Evaluation of management approach	Public Policy
415-1	Political contributions	Public Policy
		ESG Data Center
Supplier Environmental Conditions		
103-1	Explanation of the material topic and its boundaries	Supply Chain Transparency & Performance
103-2	The management approach and its components	Supply Chain Transparency & Performance
103-3	Evaluation of management approach	Supply Chain Transparency & Performance
308-1	New suppliers that were screened using environmental criteria	Supply Chain Transparency & Performance
		ESG Data Center
308-2	Negative environmental impacts in the supply chain and action taken	Supply Chain Transparency & Performance
		ESG Data Center
414-1	New suppliers that were screened using social criteria	Supply Chain Transparency & Performance
		ESG Data Center
414-2	Negative social impacts in the supply chain and action taken	Supply Chain Transparency & Performance
		ESG Data Center
Technology & Innovation		
103-1	Explanation of the material topic and its boundaries	Technology & Innovation
103-2	The management approach and its components	Technology & Innovation
103-3	Evaluation of management approach	Technology & Innovation
Custom	Average revenue from innovation	Technology & Innovation
		ESG Data Center
Training and Development		
103-1	Explanation of the material topic and its boundaries	Learning & Development
103-2	The management approach and its components	Learning & Development
103-3	Evaluation of management approach	Learning & Development
404-1	Average hours of training per year per employee	Learning & Development
		ESG Data Center
404-2	Programs for upgrading employee skills and transition assistance programs	Learning & Development
404-3	Percentage of employees receiving regular performance and career development reviews	Learning & Development
		ESG Data Center

SASB Disclosure

Disclosure #	Disclosure	Industry	Unit	2021 Location or Direct Response
Accounting Metrics				
RT-EE-000.A; RTIG-000.A	Number of units produced by product category	Electrical and Electronic Equipment Industrial Machinery and Goods	Number	Proprietary
RT-EE-000.B; RTIG-000.B	Number of employees	Electrical and Electronic Equipment Industrial Machinery and Goods	Number	Global Workforce 39,557
Energy Management				
RT-EE-130a.1; RTIG-130a.1	1. Total energy consumed, 2. percentage grid electricity, 3. percentage renewable	Electrical and Electronic Equipment Industrial Machinery and Goods	Gigajoules (GJ), Percentage (%)	Energy 1. 2,945 billion kJ energy consumed, 2. 49% grid electricity, 3. 51% renewable
Product Life Cycle Management				
RT-EE-410a.1	Percentage of products by revenue that contains IEC 62474 declarable substances	Electrical and Electronic Equipment	Percent (%) by revenue	Data not available
RT-EE-410a.2	Percentage of eligible products, by revenue, that meet Energy Star® criteria	Electrical and Electronic Equipment	Percent (%) by revenue	In 2021, 41% of revenue from Residential Furnaces and Residential & Light Commercial Central Air-conditioners and Heat Pumps is associated with Energy Star® certified products.
RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	Electrical and Electronic Equipment	Reporting currency	Approximately 35% revenue from products and services that contribute to the clean energy transition.

Disclosure #	Disclosure	Industry	Unit	2021 Location or Direct Response
Hazardous Waste Management				
RT-EE-150a.1	Amount of hazardous waste generated, percentage recycled	Electrical and Electronic Equipment	Metric tons (mt), Percentage (%)	Based on SASB's assessment test, we've determined this isn't material. For more information on this topic, please see our **Waste** page.
RT-EE-150a.2	Number and aggregate quantity of reportable spills, quantity recovered	Electrical and Electronic Equipment	Number, Kilograms (kg)	Based on SASB's assessment test, we've determined this isn't material. For more information on this topic, please see our **Waste** page.
Product Safety				
RT-EE-250a.1	Number of recalls issued, total units recalled	Electrical and Electronic Equipment	Number	Based on SASB's assessment test, we've determined this isn't material. For more information on this topic, please see our **Energy Efficient & Low Emissions Products** page.
RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	Electrical and Electronic Equipment	Reporting currency	Based on SASB's assessment test, we've determined this isn't material. For more information on this topic, please see our **Energy Efficient & Low Emissions Products** page.
Materials Sourcing				
RT-EE-440a.1; RT-IG-440a.1	Description of the management of risks associated with the use of critical materials	Electrical and Electronic Equipment Industrial Machinery and Goods	–	Based on SASB's assessment test, we've determined this isn't material. For more information on this topic, please see our **Circularity: Product Life Cycle & Materials** page.
Business Ethics				
RT-EE-510a.1	Description of policies and practices for prevention of: 1. corruption and bribery and 2. anti-competitive behavior	Electrical and Electronic Equipment	–	Based on SASB's assessment test, we've determined this isn't material. For more information on this topic, please see our **Ethics & Risk Management** page.
RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Electrical and Electronic Equipment	Reporting currency	Based on SASB's assessment test, we've determined this isn't material. For more information on this topic, please see our **Ethics & Risk Management** page.
RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Electrical and Electronic Equipment	Reporting currency	Based on SASB's assessment test, we've determined this isn't material. For more information on this topic, please see our **Ethics & Risk Management** page.

Disclosure #	Disclosure	Industry	Unit	2021 Location or Direct Response
Employee Health & Safety				
RT-IG-320a.1	1. Total recordable incident rate (TIR), 2. fatality rate, and 3. near miss frequency rate (NMFR)	Industrial Machinery and Goods	Rate	Based on SASB's assessment test, we've determined this isn't material. For more information on this topic, please see our **Occupational Health & Safety** page.
Fuel Economy & Emissions in Use-phase				
RT-IG-410a.1	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Industrial Machinery and Goods	Gallons per 1,000 ton-miles	Based on SASB's assessment test, we've determined this isn't material. For more information on this topic, please see our **Greenhouse Gas Emissions** page.
RT-IG-410a.2	Sales-weighted fuel efficiency for non-road equipment	Industrial Machinery and Goods	Gallons per hour	Based on SASB's assessment test, we've determined this isn't material. For more information on this topic, please see our **Greenhouse Gas Emissions** page.
RT-IG-410a.3	Sales-weighted fuel efficiency for stationary generators	Industrial Machinery and Goods	Watts per gallon	Based on SASB's assessment test, we've determined this isn't material. For more information on this topic, please see our **Greenhouse Gas Emissions** page.
RT-IG-410a.4	Sales-weighted emissions of: 1. nitrogen oxides (NOx) and 2. particulate matter (PM) for: a) marine diesel engines, b) locomotive diesel engines, c) on-road medium- and heavy-duty engines, and d) other non-road diesel engines	Industrial Machinery and Goods	Grams per kilowatt-hour	Based on SASB's assessment test, we've determined this isn't material. For more information on this topic, please see our **Greenhouse Gas Emissions** page.
Remanufacturing Design & Services				
RT-IG-440b.1	Revenue from remanufactured products and remanufacturing services	Industrial Machinery and Goods	Reporting currency	**Circularity: Product Life Cycle & Materials** $100M

TCFD Disclosure

Disclosure	2021 Source	
Governance		
a) Describe the board's oversight of climate-related risks and opportunities	2021 ESG Report	ESG Management
	2021 CDP Climate Change Questionnaire	Question C1.1a
b) Describe management's role in assessing and managing climate-related risks and opportunities.	2021 ESG Report	ESG Management
	2021 CDP Climate Change Questionnaire	Questions C1.2 and C1.2a
Strategy		
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	2021 Annual Report	Part I, Item 1a
	2021 ESG Report	Climate Change Impact Greenhouse Gas Emissions Public Policy Energy Efficient & Low Emissions Products Technology & Innovation
	2021 CDP Climate Change Questionnaire	Questions C2.3a and C2.4a
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	2021 Annual Report	Part I, Item 1a
	2021 ESG Report	Climate Change Impact Greenhouse Gas Emissions Public Policy Energy Efficient & Low Emissions Products Technology & Innovation
	2021 CDP Climate Change Questionnaire	Questions C3.3 and C3.4
c) Describe the potential impact of different scenarios, including a 2°C scenario, on the organization's businesses, strategy and financial planning.	2021 CDP Climate Change Questionnaire	Questions C3.2 and C3.2a

Disclosure	2021 Source	
Risk Management		
a) Describe the organization's process for identifying and assessing climate-related risks.	2021 ESG Report	ESG Management Data & Frameworks Climate Change Impact
	2021 CDP Climate Change Questionnaire	Question C2.2
b) Describe the organization's processes for managing climate-related risks.	2021 ESG Report	ESG Management Climate Change Impact
	2021 CDP Climate Change Questionnaire	Question C2.2
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	2021 ESG Report	ESG Management Climate Change Impact
	2021 CDP Climate Change Questionnaire	Question C1.2 and C2.2
Metrics & Targets		
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	2021 ESG Report	United Nations Sustainable Development Goals Climate Change Impact Greenhouse Gas Emissions Energy Energy Efficient & Low Emissions Products Circularity: Product Life Cycle & Materials Technology & Innovation Water Supply Chain Transparency & Performance Ambitions
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	2021 ESG Report	Greenhouse Gas Emissions GRI Content Index ESG Data Center
	2021 CDP Climate Change Questionnaire	Question C4.1a
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2021 ESG Report	Climate Change Impact Greenhouse Gas Emissions Energy Energy Efficient & Low Emissions Products Water Circularity: Product Life Cycle & Materials Ambitions ESG Data Center
	2021 CDP Climate Change Questionnaire	Question C4.1a

WEF Stakeholder Capitalism Metrics Disclosure

Theme	Disclosure	2021 Location or Direct Response
Governance Pillar		
Governing purpose	The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.	2021 Annual Report Data & Frameworks Company Culture
Quality of governing body	Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of underrepresented social groups; stakeholder representation.	2021 Annual Report ESG Management
Stakeholder engagement	A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.	Data & Frameworks

Ethical behaviour; anti-corruption	1. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region.
	
	   a) Total number and nature of incidents of corruption confirmed during the current year, but related to previous years; and
	
	   b) Total number and nature of incidents of corruption confirmed during the current year, related to this year.
	
	2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.
		Ethics & Risk Management

Theme	Disclosure	2021 Location or Direct Response
Ethical behaviour; protected ethics advice and reporting	A description of internal and external mechanisms for: 1. Seeking advice about ethical and lawful behaviour and organizational integrity; and 2. Reporting concerns about unethical or unlawful behaviour and lack of organizational integrity	Ethics & Risk Management
Risk and opportunity oversight	Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.	Form 10-K: Part I, Item 1A
Planet Pillar		
Climate change; GHG emissions	For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent ($mtCO_2e$) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	Greenhouse Gas Emissions
Climate change; TCFD implementation	Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement — to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C — and to achieve net-zero emissions before 2050.	Sustainability Commitments TCFD Content Index
Nature loss	Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).	Data currently unavailable. Trane Technologies is reviewing operational sites and plans to release data in the future.
Freshwater availability	Water consumption and withdrawal in water-stressed areas. Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool. Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.	Water

Theme	Disclosure	2021 Location or Direct Response
People Pillar		
Dignity & equality	Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity).	Global Workforce People: Diversity & Inclusion
	Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.	Proprietary
	1. Ratios of standard entry level wage by gender compared to local minimum wage. 2. Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO.	Proprietary
	An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to: a) type of operation (such as manufacturing plant) and type of supplier; and b) countries or geographic areas with operations and suppliers considered at risk	Proprietary
Health and well-being	1. The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked. 2. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.	Occupational Health & Safety Company Culture
Skills for the future	Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees). Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).	Learning & Development

Theme	Disclosure	2021 Location or Direct Response
Prosperity Pillar		
Employment and wealth generation	Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	Global Workforce
	1. Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organization's global operations, ideally split out by: • Revenues • Operating costs • Employee wages and benefits • Payments to providers of capital • Payments to government • Community investment 2. Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.	2021 Annual Report
	Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.	Form 10-K: Part II
Innovation of better products and services	Total costs related to research and development.	Technology & Innovation
Community and social vitality	The total global tax borne by the company, including corporate income taxes, property taxes, non creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.	Form 10-K: Part II

ESG Data Center

Environmental

Greenhouse Gas Emissions	2019	2020	2021
Scope 1 Regional GHG Emissions (metric tons CO_2e)			
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
Scope 2 Regional GHG Emissions (metric tons CO_2e)			
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
Scope 1 and 2 GHG Emissions Breakdown (metric tons CO_2e)			
Total Scope 1 GHG emissions	314,077	276,285	257,632
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
Total Scope 2 location-based GHG emission	154,646	139,207	137,264
Total Scope 1 and 2 location-based GHG emissions	468,723	415,493	394,896
Normalized total Scope 1 and 2 location-based GHG emissions (metric tons CO_2e/USD)	36	33	28

Greenhouse Gas Emissions	2019	2020	2021
Reduction in absolute Scope 1 and 2 location-based GHG emissions from 2019 baseline	–	53,230	73,826
Reduction of GHG emissions intensity, including locaton-based Scope 2 emissions, from a 2019 baseline (metric tons/USD)	–	2.49	7.91
GHG intensity ratio for the organization	32	28	23
Scope 2 Adjusted Emissions (metric tons CO_2e)			
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
Total Scope 1 and 2 absolute market-based GHG emissions	424,760	351,173	318,718
Reduction in Scope 2 GHG emissions by renewable energy from 2019 baseline	23%	44%	54%
Reduction in total Scope 1 and Scope 2 GHG emissions by renewable energy from 2019 baseline	7%	14%	18%
Percent reduction in absolute Scope 1 and 2 market-based GHG emissions from 2019 baseline	–	17%	25%
Scope 3 GHG Emissions (metric tons CO_2e)			
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
Other Air Emissions (metric tons)			
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

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

Energy	2019	2020	2021
Energy Consumption and Sales (billion kJ)			
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
Reduction in energy consumption achieved as a direct result of conservation and efficiency initiatives	2.49	25.2	22.7
Renewable Energy Data			
Renewable energy generated (billion kJ)	23.06	22.40	23.17
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
Percentage grid electricity	79%	58%	49%
Percentage renewable electricity	21%	42%	51%
Number of RE100-compliant sites	–	15	20
Reduction in Scope 2 GHG emissions by renewable energy from 2019 baseline	23%	44%	54%

Trane Technologies Renewable Energy Sources

Renewable Energy Projects	Location	Type	2021 Production	REC Treatment
Trenton Solar Project	Trenton, NJ, USA	On-Site Solar PV	1,994 MWh	Utility owns RECs[1]
Columbia Solar Project	Columbia, SC, USA	On-Site Solar PV	1,575 MWh	Utility owns RECs[1]
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/Guarentees 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.

Waste	2019	2020	2021
Waste Generated (metric tons)			
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
Total solid waste generated	10,521	8,798	6,859
Reduction in solid waste generated from 2019 baseline	–	16%	35%
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
Waste Disposal (metric tons)			
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
Packaging Data			
Emissions avoided from returnable packaging projects (metric tons CO_2e)	>1,000	>22	415.5
Solid waste avoided from returnable packaging projects (metric tons)	>1,000	>200	1,360

Water	2019	2020	2021
Water use (million cubic meters)	2.94	2.78	2.90
Normalized water use (cubic meters/million USD)	225	233	205
Percent of total water use at sites in areas of high to extremely high water stress	10%	8%	8%
Wastewater used in water stressed locations (cubic meters)	295,381	226,368	242,512
Reduction in water use in water-stressed regions from 2019 baseline	–	23%	18%
Trane Technologies sites in areas of high to extremely high water-stress	15	14	14
Wastewater permit exceedances	2	1	3

Social

Global Workforce

Location	Employee Type	Women		Men		Grand Total
Asia Pacific	Hourly	7.6%	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
Total	Hourly	22.1%	3,888	77.9%	13,695	17,583
	Salaried	28.7%	5,374	71.3%	13,349	18,723

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

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

Company Culture	2019	2020	2021
Employee Engagement Survey Results			
Diversity & Inclusion Index score	–	76	76
Sustainability Index score	–	79	79
Average Employee Engagement Survey score	–	80	79
Participation rate	–	90%	89%

U.S. Parental Leave Data	2019		2020		2021	
	Women	Men	Women	Men	Women	Men
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[1]	258[1]
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%[2]	84.2%[2]

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.

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

Learning & Development	2019	2020	2021
Average Number of Learning & Development Hours			
All employees	8	14	11.2
Salaried employees	9	–	18.2
Hourly employees	6	–	3.5

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

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

Human Rights Data	2019	2020	2021
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%

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

Lobbying Expenditures	2019	2020	2021
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

Circularity: Product Life Cycle & Materials	2019	2020	2021
Product Life Cycle Data			
New product development projects generated or improved by the PDP	–	194	181
Avoided emissions from refrigerant reclaimation program (metric tons CO_2e)	157,370	174,241	197,056
Materials Data			
Percentage of recycled input materials used to manufacture the organization's primary products and services	–	–	44%
Revenue from remanufactured products and remanufacturing services	–	–	$100 million

Energy Efficient & Low Emissions Products	2019	2020	2021
Clean Revenue percentage[1]	25%	30%	35%
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.

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

Technology & Innovation Data	2019	2020	2021
New products and services launched	–	54	62
New patent filings	–	–	>145

Supply Chain Transparency & Performance	2019	2020	2021
Supplier Data			
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%
Supplier Risk Assessment Data			
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%[1]	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%
Logistics Data			
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_2e)	–	–	211.36

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

TRANE TECHNOLOGIES™