Bold Action for a Sustainable Future

2020 ESG Report

TRANE TECHNOLOGIES

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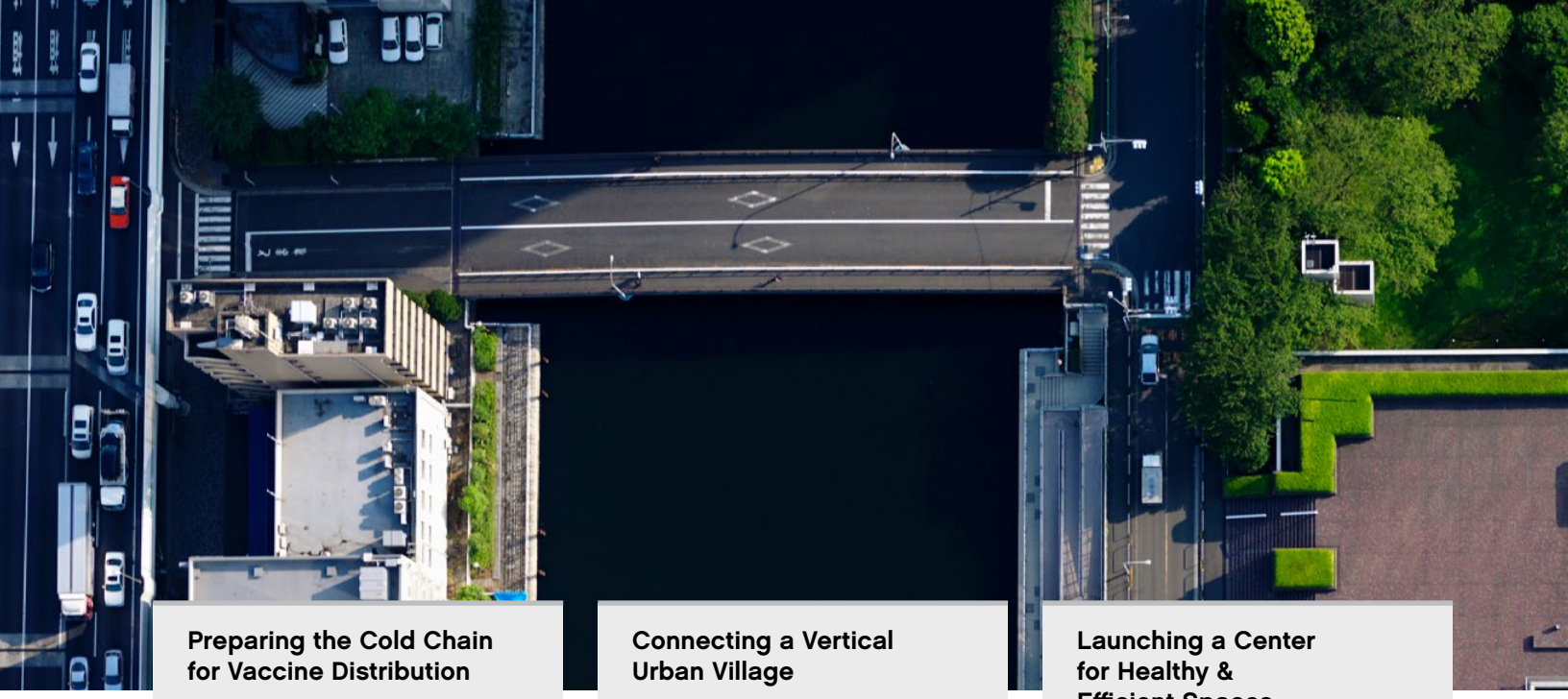


Preparing the Cold Chain for Vaccine Distribution

As pharmaceutical companies developed and tested COVID-19 vaccines, Trane Technologies' Thermo King® innovated refrigerated transport and storage solutions to meet the requirements of the new vaccines. Some vaccines required ultra-low temperatures — as cold as -70 degrees Celsius. Starting with a solution initially developed to transport sushi-grade fish, we deployed our portfolio of products to enable efficient vaccine transport via air, sea, rail, ground, and last-mile. Our number one goal? Minimizing vaccine loss and getting the life-saving solution to the global community.

Connecting a Vertical Urban Village

Once a dormant building that sat idly for almost 20 years, Crosstown Concourse is now a thriving hub in Memphis, TN. Trane Technologies installed over 1,200 pieces of connected equipment throughout the facility's buildings to optimize operations, track tenant energy use, and troubleshoot issues. To date, Crosstown Concourse's energy costs and carbon emissions have decreased 3% each year since the building's 2017 re-opening. The facility is on track to save $760,000 in annual utility costs and 8,400 tons of carbon emissions per year, all contributing to our Gigaton Challenge.

Launching a Center for Healthy & Efficient Spaces

As the COVID-19 pandemic shut down schools, offices and entertainment venues, awareness grew around the importance of safe indoor air. Trane Technologies knew it could convene leaders and catalyze efforts to build resilience for businesses and communities. As a result, we launched the Center for Healthy and Efficient Spaces (CHES) in September 2020. Led by our vice president of innovation & product excellence, Rasha Hasaneen, CHES is bringing together experts and technologies inside and outside the company to address indoor environment challenges during and beyond the pandemic.

Bold Action for a Sustainable Future

At Trane Technologies, we embrace the opportunity to do what's right for our people and planet to create a better world for all. Sustainability is not a buzzword for us. It is core to our business strategy and extends throughout our operations, products, services, and people.

Our 2020 ESG report is proof of the bold actions we're taking to create a sustainable future: for our company, for our planet, and for our communities.

Introduction

More than ever before, 2020 required visionary leadership and the courage to act. Even in the face of difficult choices, we remained focused on making progress in our business through our ESG commitments. Even as we responded to the challenges of 2020, we remained steadfast to our commitments and made progress in our ESG performance.

Environmental, Social and Governance Data

We're proud to present the ESG highlights and our progress toward the 2030 Sustainability Commitments in this report. With bold leadership and the support of our employees and customers, we've embedded sustainability throughout our business creating long-term value for our stakeholders.

Featured Progress

RELIEF FOR EMPLOYEES DURING COVID-19

We've expanded mental health resources, provided monetary relief to employees facing hardships, provided back-up daycare options and more

$1.4M

In Helping Hand funding given to 1,083 employees in 2020 during the pandemic

COVID-19 RAPID RESPONSE

In early 2020, COVID related shutdowns began impacting our global suppliers. In response, we developed the Trane Technologies Critical Supplier Designation and helped suppliers meet production needs during the COVID-19 pandemic

THE GIGATON CHALLENGE

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

7.7M

Metric tons of CO_2e reduced from our customer carbon footprint (product use + systems efficiency) in 2020

GENDER PARITY

Creating opportunity for all

We create new possibilities and a better world for our people and our communities by achieving gender parity in leadership and workforce diversity. 21.7% of our leadership positions are now held by women

80

Our employee engagement score, which measures Pride, Energy and Optimism and reflects high levels of engagement in our new company

97.2%

of key talent retained

Key awards

FORTUNE WORLD'S MOST ADMIRED COMPANIES 2020

Forbes 2020 THE BEST EMPLOYERS for DIVERSITY POWERED BY STATISTA

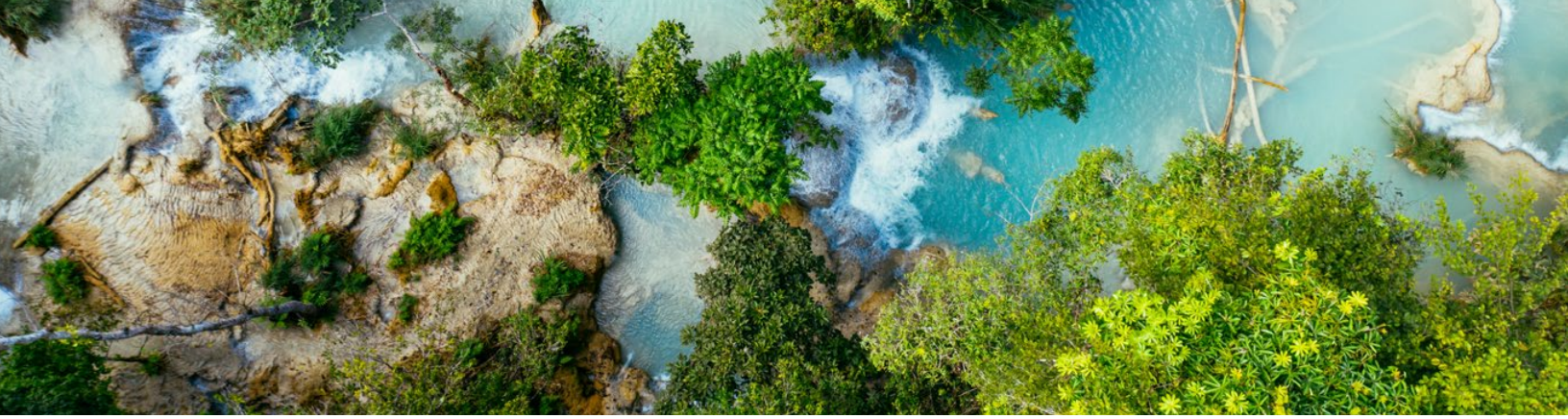
MEMBER OF Dow Jones Sustainability Indices In Collaboration with RobecoSAM 10TH YEAR, 1st as Trane Technologies

FTSE4Good 6TH YEAR

CDP DRIVING SUSTAINABLE ECONOMIES

CLIMATE RANKING OF A-

1 of 11 companies selected for Stories of Change from CDP



Letter to Shareholders

We launched Trane Technologies in early 2020 clearly aligned around one purpose: to boldly challenge what's possible for a sustainable world. We were then quickly met with extraordinary circumstances. We put our purpose into action from the start — taking immediate steps to take care of each other and to continue serving the essential needs of our customers and the world.

Even as we responded to the uncertainty caused by the global pandemic, we leveraged our strong financial position and continued to invest in our businesses. We simplified, streamlined and focused our organization as a global climate innovator. We engaged team members from around the world in developing new Leadership Principles, which define what we value most.

Leading in a Changing World

As the pandemic intensified, we recreated every facet of our production lines to keep our people safe. We prioritized the essential needs of our customers, including hospitals, warehouses, data centers and schools. We brought decades of experience in indoor environmental quality to the forefront with ready-now solutions, new innovation and the launch of our Center for Healthy and Efficient Spaces.

We also continued to partner with pharmaceutical companies, logistics providers, food producers and grocers on end-to-end cold chain transport and storage. When we learned of vaccines in development that required even colder solutions — negative 70 degrees Celsius — we leveraged our new ultra-cold Super Freezer. This product, along with our wide range of other cold chain solutions, continues to support safe and efficient distribution and storage of the vaccine and other perishables around the world.

Bold Action and Innovation

These emerging needs only amplified the importance of our long-term sustainability strategy. Climate change is adversely affecting weather events, air quality and human health, with a disproportionate impact on those who suffer from socioeconomic inequalities. With 15% of the world's carbon emissions coming from heating and cooling buildings and another 10% from global food loss, we are in a leadership position to **be** the change.

We have put a stake in the ground with aggressive 2030 commitments, including our Gigaton Challenge, which commits to eliminating one gigaton of carbon emissions from our customers' footprints. We also have committed to carbon neutral operations, gender parity in leadership, and workforce diversity reflective of our communities. We are uniquely positioned to provide innovative solutions that deliver on these commitments and accelerate the world's progress.

We launched more than 50 new solutions in 2020 to do just that. In transport refrigeration, our new Advancer trailer unit cools faster, requires 30% less fuel per trip and uses 60% less energy to manufacture. And, the new Sintesis Balance, a fully electric HVAC unit, offers zero emission heating and cooling when paired with a renewable energy source. We continue to accelerate digital connectedness to enhance system performance and energy efficiency, reaching more than 20,000 connected buildings and over 1 million pieces of connected equipment in 2020.

Strong Performance Culture

We delivered resilient financial performance in a challenging year, demonstrating the strength of our sustainability strategy. Strong execution, transformation actions and cost-containment enabled us to expand profitability on a modest revenue decline. Revenue was $12.5 billion, and adjusted EBITDA margins* expanded by 20 basis points, delivering exceptional free cash flow* of $1.7 billion, or 158% of adjusted net earnings*, and $507 million in dividends.

Underlying our strong financials is an operational flywheel, where relentless, high levels of business reinvestment enable continuous outperformance over the long-term. In 2020, we added significant fuel to this flywheel by reimagining the company. Our business transformation will deliver $300 million in annualized savings by 2023, which fundamentally improves our cost structure and our margin profile, while enabling us to accelerate investment in market-leading innovation to further outgrow our end markets — consistently. As a climate innovator with a focused sustainability strategy, outstanding cash flow generation, and balanced capital deployment, we are well positioned to continue delivering long-term value to our shareholders.

"As a climate innovator with a focused sustainability strategy, outstanding cash flow generation, and balanced capital deployment, we are well positioned to continue delivering long-term value to our shareholders."

Optimistic Future

At Trane Technologies, we want to create a better world. We are challenging the status quo and taking decisive action now to create a sustainable future where communities thrive, where equality is foundational, and where the environment is protected for future generations.

It's this type of passion and purpose that sets Trane Technologies apart, and it's how we will change the industry, and ultimately change the world.

Thank you for joining us. Please stay safe.

Michael W. Lamach
Chairman and CEO

*These are non-GAAP financial measures. Reconciliation of non-GAAP financial measures can be found preceding the 2021 Notice and Proxy Statement.

Non-Financial Statements

The information below, and the policies and related content elsewhere in this report, describes the performance and impact of Trane Technologies plc (formerly known as Ingersoll-Rand 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 2020 Annual Report and ESG Report also provide information that may be relevant to investors in assessing sustainability commitments and achievements but, except as expressly provided above, the 2020 Annual Report and ESG Report are not incorporated by reference into the Irish Directors' Report. Copies of this 2020 Annual Report and ESG Report can be accessed at www.TraneTechnologies.com.

Description of Business Model

We are 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 environmentally responsible portfolio of products and services.

In 2020, 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 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 to improve 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 also work to systematically ensure that our suppliers share our values and adhere to our standards as specified in our BPCoC. 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 Climate 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 2.8 billion kilojoules in 2020. Greenhouse gases emitted indirectly through the use of electricity, and directly, through the burning of fuels or emissions of refrigerants, totaled 420,050 metric tons of CO_2e.

- Absolute energy consumption in 2020 — 2,644,944,325,551Btu (equivalent to 775,157 MWh; 2.8 billion kilojoules)
- Absolute Scope 1 and 2 emissions in 2020 — 420,050 metric tons CO_2e

Employee Matters

Approach: As a global organization that employs approximately 37,000 people, we are committed to building a diverse workforce and an inclusive environment in which people of all backgrounds are treated with equality and respect. We work to ensure we provide a safe, secure workplace that supports employee well-being and productivity. Investing in our associates and creating a culture where they feel engaged and included is key to unleashing the power of their innovation and creativity. We have a number of policies to formalize our commitments to our employees and communities including our EHS Policy that addresses employee health and safety among other matters. In addition our Global Human Rights Policy, U.S. Equal Employment Opportunity Policy, and our Policy Prohibiting Harassment or Discrimination are made available to our employees worldwide and affirm these commitments.

Due diligence processes: To reinforce our commitment to cultivate a diverse and inclusive workplace, we were the first company in our industry to enter the Paradigm for Parity Coalition, a pledge to bring gender parity to our corporate leadership structure by 2030. We also provide anti-harassment training to all salaried employees and make clear policies available to employees worldwide. 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.

Policy outcomes / Key Performance Indicators: Consistently high annual employee engagement scores demonstrate that we are creating an environment where our people are learning, thriving and expanding their capabilities. We offer a range of learning experiences for managers and employees to expand our culture of inclusion. Our Bridging Connections sessions create an opportunity for employees to speak openly about topics such as race, gender, ethnicity and sexual orientation, and address issues related to unconscious bias. Our growing number of employee resource groups serve as a foundation to discuss these topics at a deeper level and to engage in the learning and training critical to building a stronger company.

- 25.3% of global workforce are women
- 21.7% of leadership positions are held by women
- 90% participation rate in annual employee engagement survey
- World-class 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 our Glocal (global + local) program that encourages our employees to partner with local nonprofits and community organizations to advance our social sustainability efforts and nurture authentic engagement. 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 female representation in the fields of science, technology, engineering and math, addressing nutrition and food waste reduction and supporting housing and shelter needs. Our supplier diversity program embraces suppliers whose ownership is primarily minorities, 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 Glocal and our supplier diversity 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.

- $380.4 million in purchased goods and services from diverse-owned businesses
- $10.9 million in total charitable contributions
- 49% of employees globally participated in virtual community or sustainability initiatives

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 underline 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 2020, we used our supplier risk assessment process to review the environmental, social and governance practices of our suppliers, including human rights. We worked with suppliers on improving conditions and all were found to be in compliance.

Policy outcomes: Our Global Human Rights Policy is communicated to employees through our Code of Conduct training. As part of our annual compliance training, we have implemented a full training course dedicated to anti-human trafficking.

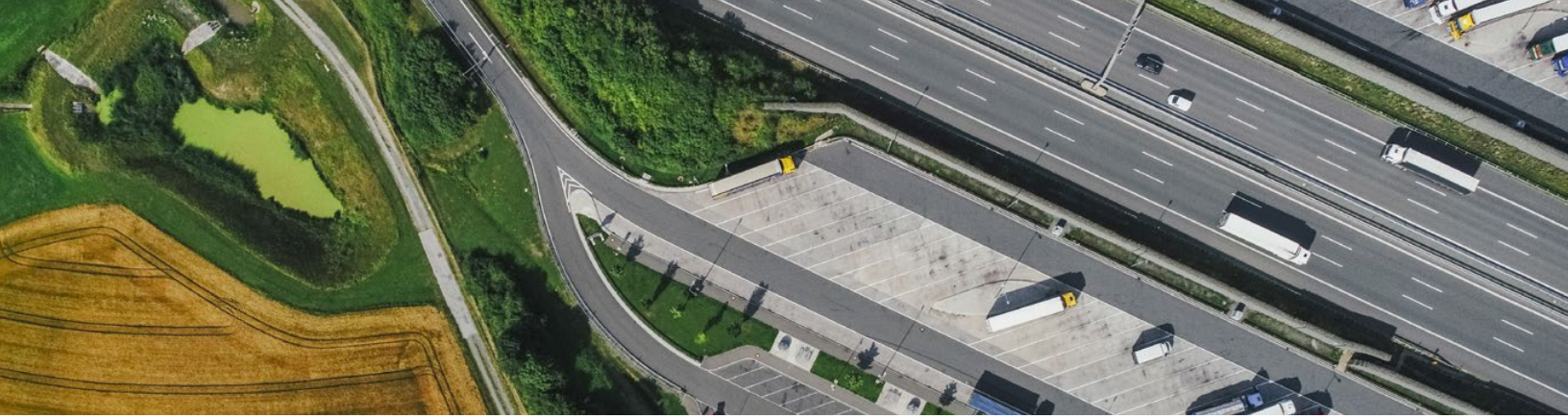
Anti-Corruption and Anti-Bribery

Approach: We are proud of our strong business ethics and sustainable business practices, and our values centered in integrity, respect, teamwork, innovation and courage. Our values, ethics and commitment to sustainability 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 adhere to 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 conduct compliance screenings from thousands of global public records databases.

Policy outcomes: Salaried employees receive role-based, online compliance training every year. In 2020, 100% of U.S. salaried employees received anti-corruption training.



COVID-19 Response

As the breadth and depth of the pandemic became apparent, we remained steadfast to our core strengths and strategy. That meant maintaining world-class employee safety, acting with integrity in all we do, supporting our communities and continuing to focus on our commitment to build a more sustainable world.

There are data points throughout this report that will look unique this year and potentially in the future because of the short- and long-term impacts COVID-19 has had on our industry and business. Where possible, we provide additional information and explanation.

Our Employees

Our team quickly formed a Pandemic Response Team that was responsible for developing policies and procedures to protect our employees, monitor and implement World Health Organization (WHO) and Centers for Disease Control and Prevention (CDC) guidelines, and connect with other companies to identify best practices. As a manufacturer of HVAC and cold chain solutions, the well-being of our frontline production and technician team members was the most important factor in our decision-making process. We successfully:

- Trane Technologies expanded our employee relief fund to support employees impacted by health or financial hardship from COVID-19 in 2020
- Reconfigured thousands of workstations to meet social-distancing guidelines
- Implemented active screening at all operations and required all employees to wear face coverings and perform a self-assessment each day before work
- Completed over 50,000 audits or touch points with our employees to ensure everyone followed COVID 2020 safety protocols
- Implemented travel restrictions, limited meeting sizes, and continued to have flexible work arrangements, enabling employees who could perform their job responsibilities remotely to do so
- Provided back-up daycare and enhanced working parent resources in the U.S.
- Amended U.S. medical plans to cover COVID-19 testing and telehealth visits at no cost to employees
- Enhanced Short-Term Disability Plans for hourly employees in the U.S. to eliminate a waiting period for COVID-19-related illnesses or required quarantine
- Provided frequent communications and webinar resources targeted to crisis concerns such as mental health, childcare and education

Trane Catalytic Air Cleaning Systems

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 prioritized 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.

Our Customers

Our products and services improve the comfort, quality, and health of indoor environments in homes, buildings and mass transit, and support the safe transport of food, vaccines, and medicine. During the pandemic these solutions became even more important as the world looked to safely reopen offices and schools and bring life-saving vaccines to the global community. Partnering with our customers on the right solutions was a top priority.

Preserving the Great Indoors

People want to trust the air they breathe and have the confidence that the indoor spaces where they work, play, learn and live are protecting their health and well-being. To address these rapidly evolving expectations and market needs, Trane Technologies launched the Center for Healthy and Efficient Spaces (CHES) to convene leading internal and external experts to advance indoor environmental quality (IEQ) policy, strategies and solutions, establishing a roadmap for more resilient and sustainable communities and spaces.

Through idea exchange, research, partnership development and advocacy, the Center guides our efforts, and those of our industry, on issues tied to the effect that indoor environments can have on the health, productivity and well-being of people while continuing to advance sustainable outcomes for the world.

Synexis®-made Dry Hydrogen Peroxide™ (DHPTM) solutions for schools and other spaces reduce the presence of viruses, bacteria and mold in the air and on surfaces. This is another great example of how we're innovating and integrating with partners on indoor air quality and meeting demand for air cleaning solutions.

DISTRIBUTING VACCINES TO THE WORLD

Considering the urgent, global need for protection from COVID-19, and the ongoing need to distribute vast quantities of vaccine, the world can't afford breaks in the cold chain. Our Thermo King refrigerated transport and storage products (-70°C to +40°C) for air, ocean and road, as well as our flexible storage solutions, are being used throughout the cold chain — including at vaccine administration locations. We are helping move the vaccine to the people who need it across the Americas, Asia Pacific, Middle East and to all 28 countries in Europe. That means partnering with pharmaceutical and logistics companies, local health boards, governments and international aid organizations to ensure safe, timely delivery to even the most logistically complex and remote regions.

Our Communities

In support of the COVID-19 response, teams across the organization pivoted to quickly create solutions for emergency funding and support for both key community partners as well as employees in need.

- Trane Technologies expanded our employee relief fund to support employees impacted by health or financial hardship from COVID-19 in 2020
- The Foundation provided nearly $1 million in matching funds to supplement contributions employees made to support their colleagues
- Thermo King provided significant discounts to support an emergency food effort that delivered approximately 65,000 meals to needy families in rural New York counties
- Thermo King also provided on-site refrigeration to a food pantry in Panama City, FL for 40,000 pounds of food that fed 2,000 people
- The Foundation directed hundreds of thousands of dollars to local community organizations to support critical needs such as daily transportation to emergency day programs for homeless students in Charlotte, NC and relief grants for families in Davidson, NC to cover essential household needs
- Our CHVAC teams helped hospitals prepare for a high volume of COVID-19 patients

Awards & Rankings

10th

consecutive year, 1st as Trane Technologies, named to the Dow Jones North America Index (DJSI)

#27

on the Corporate Knights 2021 Global 100

8th

consecutive year as part of Fortune World's Most Admired Companies

Making a Difference for Our Environment

External recognition is one sign that our sustainability efforts are making a difference. For ten consecutive years, and our first as Trane Technologies, we have been named to the Dow Jones North America Index (DJSI). Continued placement on this index series showcases progress toward our sustainability targets, and our position as an ESG leader among peer companies.

Our Listings

We are honored to have been awarded the following listings — and are up to the challenge of making even bigger changes as we set out to achieve our 2030 Sustainability Commitments.

- Fortune's list of World's Most Admired Companies
- Forbes' list of America's Best Employers for Diversity
- Corporate Equality Index
- Climate Leadership Awards – Excellence in Greenhouse Gas Management
- National Society of Black Engineers – SEEK Award
- HRD Magazine Global Top 100 list
- National Institute of Manufacturing Leadership Award – Talent Management & Sustainability categories
- 3BL Media 100 Best Corporate Citizens
- NAM Sustainability Leadership Award

Our Awards, Rankings and Recognitions

We are proud to highlight our 2020 ESG awards, rankings and recognitions as we keep sustainability at the center of all we do.

FTSE4Good

6th consecutive year (1st as Trane Technologies)

61% higher score than industrial sector average

CDP
DRIVING SUSTAINABLE ECONOMIES

Climate Ranking of **A-**

Water Ranking of **B**

We were also selected for **Stories of Change** from CDP this year. We were **1 of 11 companies** — and the only manufacturing company — to be recognized for the positive impact we have had.

ecovadis

98th percentile; **Gold Medal** award winner

70/100 score; Advanced Overall

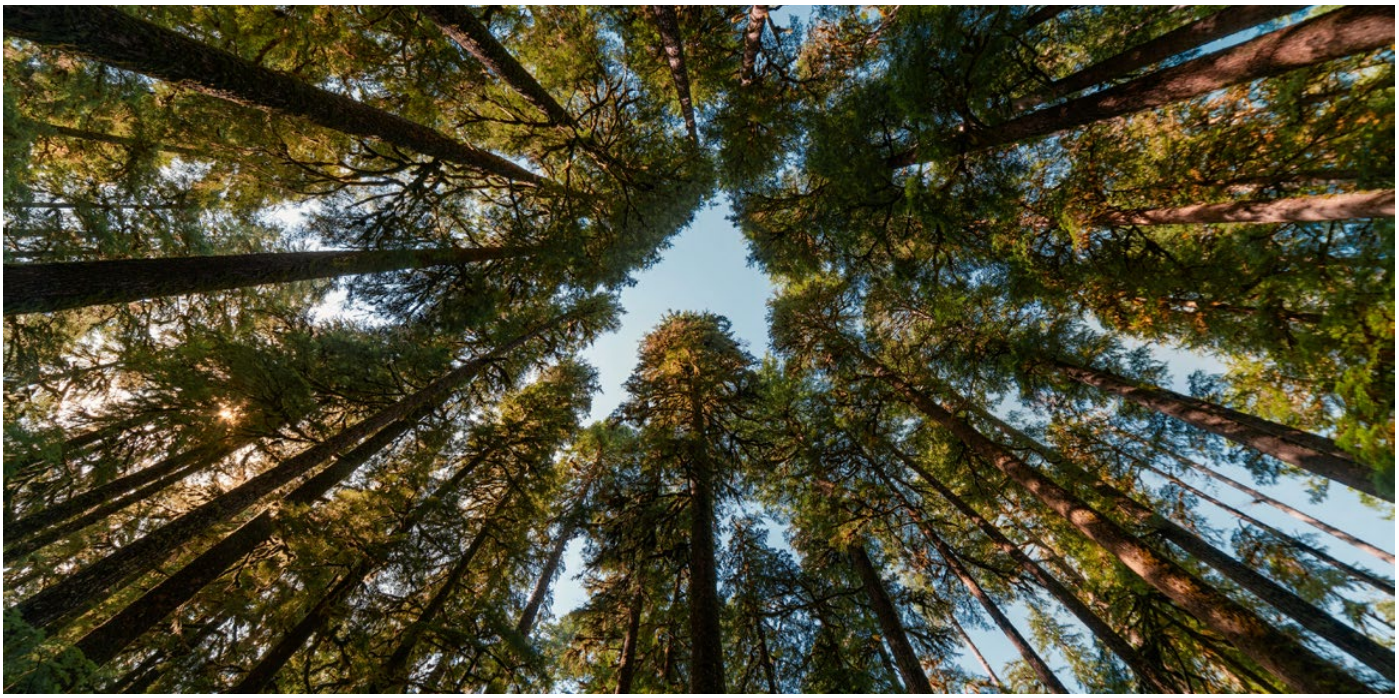
JUST capital

160th Overall out of 800+

SUSTAINALYTICS

7th percentile Globally

2nd Building Products Industry Leader ranking



Report & Data

Our Report & Data

Our annual ESG reporting covers our process for, and progress in, addressing environmental, social and governance topics that are relevant to the company and our stakeholders. This report covers 2020 enterprise-wide information and data for Trane Technologies, unless otherwise noted.

Materiality

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 both quantitative and qualitative research and feedback from internal and external 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 our stakeholders — fall in the upper right-hand quadrant of the materiality matrix.

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

- Energy-Efficient and Low-Emission 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 is an issue that impacts many of those topics. As a result, identifying opportunities to address climate change is a key component of our ESG strategy.

We are committed to reporting on these topics and to enhancing our disclosures on these issues whenever possible. 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) and our sustainability leadership council.

Reporting Our Progress

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

Global Reporting Initiative (GRI): The GRI Standards are fundamental to our reporting process. See our GRI Content Index, which is aligned to the core option, 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.

We also 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 2020 Annual Report.

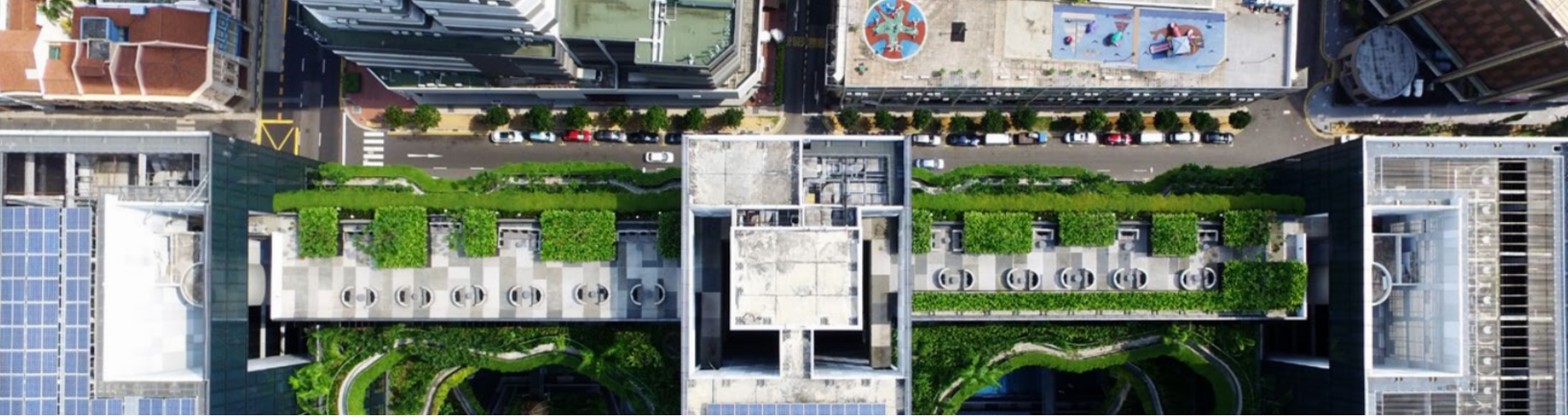
A Note About Our Data

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 represent those emissions associated with the product use phase and cover greater than 75% of the revenue associated with the diverse product portfolio. For data associated with the company's 2030 gigaton commitment, heating and cooling output is normalized in tons 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 environment data we report improves in accuracy and expands in breadth.

Data is presented in absolute and normalized by company revenue (intensity) terms. We use the A410000 Trade Revenue (Net) to normalize environmental and energy data which provides valuable insights into the level of eco-efficiency across our diversified operations and allows benchmarking against the performance of other capital goods companies. Our safety data is normalized by the number of hours worked.

Our environmental, health and safety data are assured annually by a third party; view the results of our 2020 assurance statement.



United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) seek to solve the biggest and most complex challenges of our time. In line with that ambition, we set our 2030 Sustainability Commitments to tackle important issues such as climate change and gender equality. We have deep expertise and the scale to implement industry-changing innovations. We want our commitments to inspire others and call on those within our industry to join us.

We are one of the first companies that worked with the Trucost SDG Evaluation Tool to better understand where Trane Technologies could make the most meaningful impact. The tool helped us see where we could contribute most significantly to the following SDGs:

Climate Action (SDG 13)

Take urgent action to combat climate change and its impact: The global demand for affordable, reliable energy and access to cooling and comfort is increasingly contributing to climate change. Trane Technologies can dramatically reduce two major sources of greenhouse gas emissions: first, we can reduce emissions related to heating and cooling of residential and commercial buildings; and second, we can continue to improve the global cold chain to safely deliver medicine and vaccines to save lives and to reduce emissions related to food that decomposes. We are uniquely positioned at the intersection of rapidly rising global emissions and the delivery of innovative solutions to dramatically reduce them.

We are also reducing greenhouse gas (GHG) emissions and increasing energy efficiency in our operations and through our products by accelerating the use of clean technologies, increasing the efficiency of our systems and transitioning out of high-global-warming potential refrigerants.

Affordable Clean Energy (SDG 7)

Ensure access to affordable, reliable, sustainable, and modern energy for all: We are implementing energy efficiency measures across our enterprise and meeting more of our energy needs through renewable energy. As part of our 2030 Commitments, we have a goal to increase access to heating, cooling, and fresh food, and to operate with 100% renewable energy. In response to COVID-19, in 2020, the company launched the Center for Healthy & Efficient Spaces to help ensure access to indoor environments that are both safe and efficient.

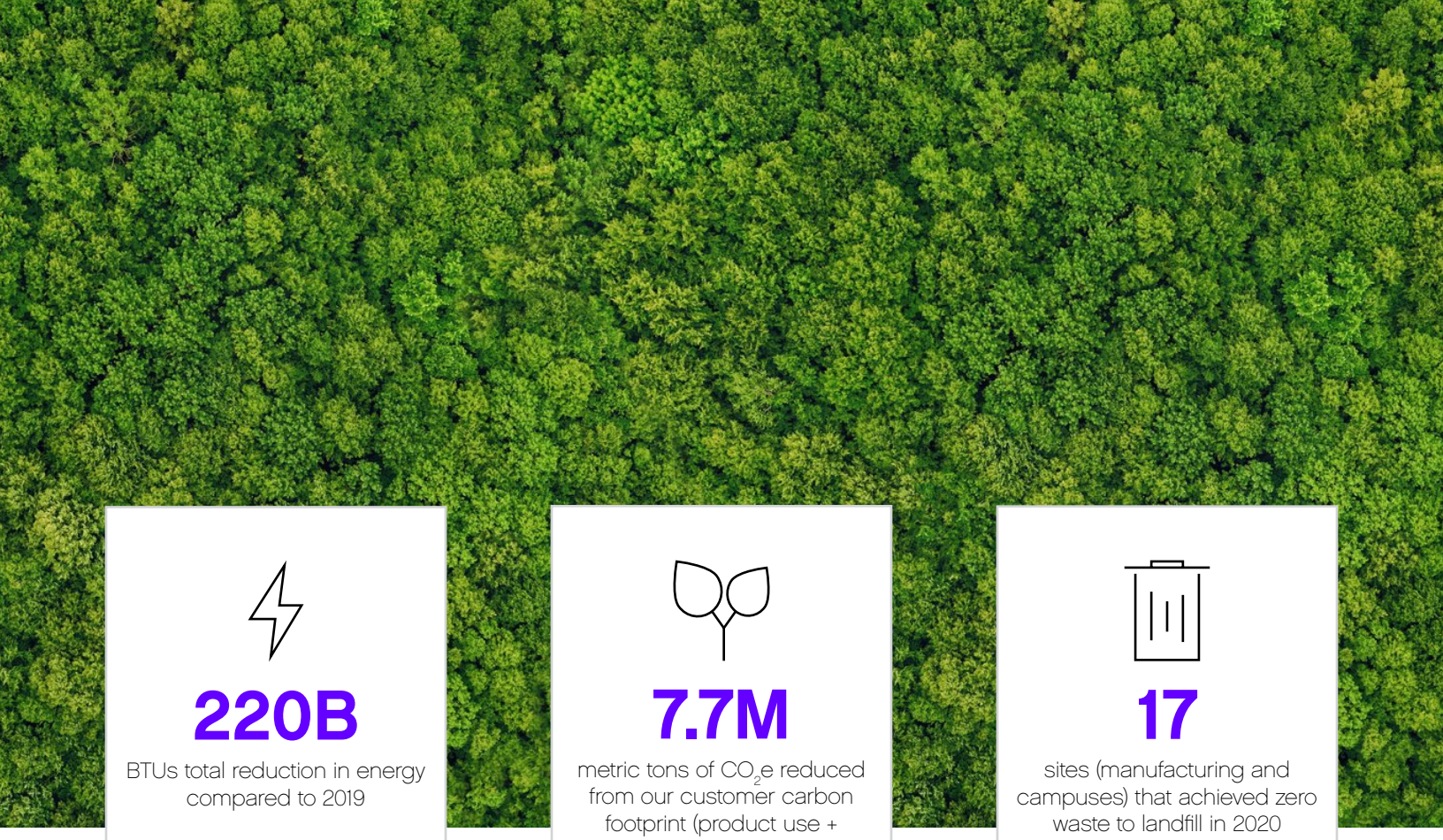
In addition, our energy efficient equipment and coordinated technology services can dramatically reduce the energy consumption and demand within buildings, homes and transport systems. Within this decade, it is crucial that we scale these infrastructure improvements globally as they will provide the necessary efficiencies that enable a faster transition to clean energy electric grids across the planet. Our Gigaton Challenge, part of our 2030 Commitments, is one of the key ways we are galvanizing our employees to focus on solutions that help buildings, homes and transport systems use less energy while still meeting the expectations our customers have.

Gender Equality (SDG 5)

Achieve gender equality and empower all women and girls: We were the first in our industry to enter the Paradigm for Parity Coalition when our CEO signed the pledge in 2017. 21.7% of our leadership positions are now held by women and there are five women serving on our Board of Directors. We are working relentlessly to fulfill the pledge and bring gender parity to our corporate

leadership structure by 2030. To support these goals, we are working across the full value chain to improve where and how we recruit talent, how we develop and promote from within, and how we hold our leaders accountable in creating opportunity for all. Additionally, through our seven-step strategic sourcing process, we avoid using price as the primary driver for supplier selection. Instead, we consider a range of factors as agreed upon by a cross-functional team, including supplier diversity, quality and risk. We are also working toward our target to spend $15 billion with women-owned businesses through 2021.

To increase our impact, we have also aligned our citizenship targets with Quality Education (SDG 4) and Zero Hunger (SDG 2). Read more about our 2030 Sustainability Commitments.



220B

BTUs total reduction in energy compared to 2019

7.7M

metric tons of CO_2e reduced from our customer carbon footprint (product use + systems efficiency) in 2020

17

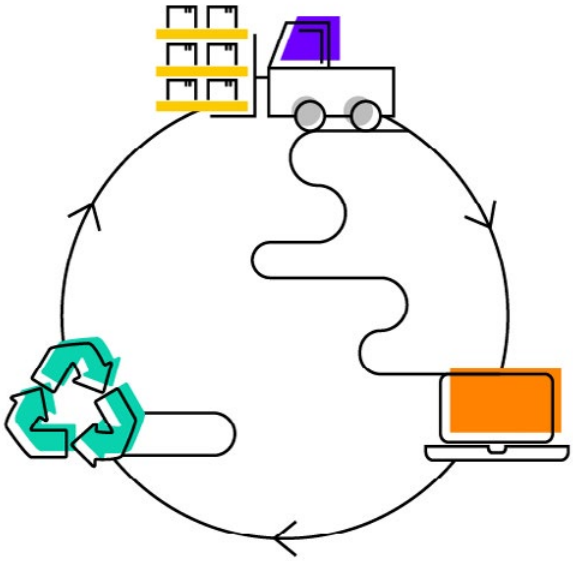
sites (manufacturing and campuses) that achieved zero waste to landfill in 2020

Environment

Our expertise and capabilities make it possible to implement industry-changing innovations. From our Board of Directors and senior leadership to our engineers and employee Green Teams, we are dedicated to climate solutions.

We are responding to the worldwide need for sustainability innovation. Sustainability is core to our growth strategy, product development process, materials selection, resource management and supply chain. We have systemically updated design processes to align with total life-cycle best management practices.

We recognize that what gets measured gets managed and that having ambitious goals can drive an aggressive agenda. **Our 2030 Sustainability Commitments compel us to think bigger and act bolder in order to realize a better future.**



Climate Change

54,681

metric tons of CO_2e avoided globally from our operations compared to our 2019 baseline

220B

BTUs total of reduced energy compared to 2019

Doing What It Takes to Make a (Huge) Difference

We are committed to reducing our customer carbon footprint by one gigaton of CO_2e by 2030.

This is the largest customer climate commitment made by any B2B company, and our math shows that this reduction could equate to 2% of the world's annual emissions — the equivalent of the annual emissions of Italy, France and the U.K. combined.

Climate change is one of the greatest challenges of our time. The increasing concentration of greenhouse gases (GHGs) in our planet's atmosphere is warming the planet at an alarming rate. This warming is leading to increased risks of natural disasters that threaten human life and our well-being with prolonged heat waves and droughts, stronger hurricanes, more frequent wildfires and floods, and significant undesirable ecological changes.

Approximately 15% of global GHG emissions are related to heating and cooling buildings, and another 10% comes from food lost in transport or never consumed. This means that as climate innovators, we are uniquely positioned to lead a movement to tackle climate change and reduce the rate of atmospheric GHG concentration. We are committed to changing the way the world heats and cools buildings and how it moves refrigerated cargo.

Ambitious goals guide us. Our 2030 Sustainability Commitments affect every major part of our business and extend across the value stream — from operations to supply chains, and from customer solutions and employee and community development to governance. We are leading by example and have committed to achieving carbon neutral operations globally this decade. We are the first industrial manufacturer to set a commitment to reduce our customers' carbon footprints by 1 billion metric tons of CO_2e. We call this our Gigaton Challenge.

The Gigaton Challenge represents the largest science-based customer-facing emissions reduction commitment of any B2B (as a percent of emissions). Achieving this would be the equivalent of preventing emissions from 98 billion gallons of diesel fuel. This reduction could equate to 2% of the world's annual emissions, or the annual emissions of Italy, France and the U.K. combined.

By the end of 2020, we reduced our customer carbon footprint (product use + systems efficiency) by more than 7.7 million metric tons of CO_2 equivalent (CO_2e) globally compared to a 2019 baseline. We have also reduced

the GHG emissions intensity of our operations by 7.3% and reduced absolute energy use by 220 billion British thermal units (BTUs) and electricity consumption by 18,625 megawatt hours (MWh).

We are also focused on risk management and disclosure. Trane Technologies strongly supports the Task Force on Climate-related Financial Disclosures (TCFD), which launched to help companies understand, measure, and respond to climate change risks and opportunities. Last year, we expanded our reporting to include information and voluntary disclosures that are aligned with TCFD's final recommendations report.

In 2020, Trane Technologies became a founding member of Drawdown Labs. A program of Project Drawdown, Drawdown Labs is a consortium of private sector partners aiming to go beyond 'net zero' to scale climate solutions in the broader world. Trane Technologies will work with this new collaborative group to advance the next level of business leadership on corporate climate action, engaging both with other companies and our own employees. One recent example includes a virtual learning session for all employees on decarbonization pathways titled *What is "De-Carbonization" and what does this trend mean for Trane Technologies?*, in which Project Drawdown researchers spoke to our staff on decarbonization in the industrial sector. We look forward to continuing our work with Drawdown Labs and engaging further with this cross-sectoral group of climate leaders.

Greenhouse Gas Emissions

7.3%

reduction in operational emissions intensity compared to 2019

7.7%

improvement in total energy efficiency since 2019

We design programs and identify improvements in our operations, fleet, and product manufacturing that enable us to reduce emissions and achieve our targets. Each year an independent, third party assures our sustainability data including Scope 1, 2, and 3 GHG emissions. Trane Technologies follows an internal assurance process to monitor activity data/material usage and calculate results for operations and fleet sustainability performance. We also perform an annual internal audit to ensure the integrity of our process for collecting product GHG emissions data.

Our GHG reduction strategy is managed at the enterprise level and is overseen by our Vice President of Environmental, Health and Safety (EHS). Key senior leaders are directly involved in establishing year-over-year reduction goals and also the longer-term strategy in how and when we will reach carbon neutrality. Our year-over-year GHG reduction goals are then applied to each strategic business unit and location and monitored monthly through our electronic GHG Dashboard.

Compared to 2019, in 2020 we reduced our greenhouse gas (GHG) emissions by more than 54,681 metric tons of CO_2e and reduced energy consumption by nearly 8%. We acknowledge that these achievements are in part due to the unusual circumstances as a result of COVID-19 restrictions, which resulted in an unanticipated drop in our energy and GHG footprints.

Approximately 34% of our operational Scope 1 and 2 GHG emissions are from electricity use. Refrigerants, an essential component of many of our products, are also a significant source of emissions. These compounds, also called hydrofluorocarbons (HFCs), have higher global warming potential than carbon dioxide and account for approximately 40% of our Scope 1 and 2 emissions.

We continually make improvements in our refrigerant management systems that reduce direct GHG emissions and decrease manufacturing costs. For example, we updated our technical procedures to define key equipment specifications and outline administrative control measures helping to reduce routine leaks and accidental losses for our facilities during manufacturing. These small changes add up to big impacts. Through refrigerant management and transition, we have achieved a 7.3% reduction in operational emissions intensity compared to 2019.

We have also aligned our public policy advocacy with our ambitions to phase out HFCs and increase energy efficiency.

Approach

We are becoming more efficient in our operations and optimizing our energy use to increase business productivity. Some of our energy efficiency initiatives include optimizing HVAC systems, installing controls and building automation services, eliminating leakage in compressed air systems, upgrading lighting and installing thermal and energy storage systems and converting to low energy footprint manufacturing equipment. We also are purchasing hybrid vehicles as an interim step in electrifying our Service Fleet.

Our multifaceted strategy to achieve carbon neutral operations by 2030 includes the following focus areas:

- Phasing out of refrigerants with high-global-warming potential
- Finding ways to reduce our energy use to meet the 10% absolute reduction target
- Investing in both on-site renewable energy generation as well as off-site power purchase agreements on our way to achieving our target to operate with 100% of our electricity generated by renewable sources
- Completing electrification and route optimization of our Service Team's fleets
- Revamping our manufacturing systems to be less energy intensive through product design for manufacturing
- Installing building automation services to reduce energy waste

We will continue to improve energy efficiency of all owned properties, electrify heating and our vehicle fleet as well as further improve the way we handle our refrigerants while phasing out the high-global-warming potential ones. This will help us to drive our emissions as close to zero as possible. To achieve a neutral balance, we will purchase carbon credits for any direct emissions we cannot eliminate.

EMISSIONS BREAKDOWN

SCOPE 1 REGIONAL GHG EMISSIONS BREAKDOWN	2020	2019
North America Region	199,053	246,473
Latin America	20,891	21,791
Europe, the Middle East and Africa	39,594	27,829
Asia Pacific	14,084	16,760
SCOPE 2 REGIONAL GHG EMISSIONS BREAKDOWN	**2020**	**2019**
North America Region	109,490	121,483
Latin America	10,080	16,128
Europe, the Middle East and Africa	4,982	5,561
Asia Pacific	14,639	17,819

GHG EMISSIONS (UNITS: METRIC TONS CO_2E)		2020	2019
Direct CO_2e (GHG Scope 1)		273,621	312,853
Breakdown of Scope 1 emissions	Emissions from fleet	55,422	62,256
	Emissions from refrigerants	170,432	198,480
Indirect CO_2e (GHG Scope 2) (location-based emissions from electricity)		139,193	154,641
Total (Scope 1 and 2 emissions)		412,814	467,494
Normalized GHG emissions (metric tons/USD)		33.15	35.75
Reduction of absolute GHG emissions (metric tons of CO_2e compared to 2019 baseline)		-54,681	N/A
Reduction of GHG emissions intensity (2019 baseline)		-2.61	N/A

Carbon Neutral Operations

Trane Technologies is committed to achieving carbon neutrality for our Scope 1 and Scope 2 GHG emissions by 2030. We'll achieve this goal by reducing our direct energy consumption at our factories and for our service fleets; generating or purchasing electricity from wind, solar or other renewable systems; shifting to low-GWP refrigerants in our manufacturing processes; and applying carbon credits for any remaining GHG emissions that cannot be eliminated.

Trane Technologies has reduced Scope 2 market-based electricity GHG emissions by 43% since 2019, in part due to the COVID-19 shutdowns and the impact on energy usage. We have consistently seen Scope 2 improvements by reducing our electricity usage, contracting with power companies who only supply renewable electricity, installing on-site solar power generation systems, and by purchasing Renewable Energy Credits (REC) through virtual power purchase agreements (VPPA).

GHG EMISSIONS ADJUSTMENTS FOR RENEWABLE ENERGY

GHG EMISSIONS ADJUSTMENTS FOR RENEWABLE ENERGY (UNITS: METRIC TONS CO_2E)	2020	2019
Detailed Breakdown of Direct CO_2e (GHG Scope 1) Emissions		
Emissions from fuels used in manufacturing	45,217	48,889
Emissions from fuels used in Service vehicles	55,422	62,256
Manufacturing processes & cooling equipment refrigerant leaks	170,432	198,480
Fugitive VOC emissions from manufacturing processes	2,550	3,228
Total Scope 1 emissions	273,621	312,853
Adjusted and Unadjusted Indirect CO_2e (GHG Scope 2) (emissions from electricity)		
Unadjusted Scope 2 electricity GHG emissions (market-based)	131,959	143,525
Avoided GHG from Electricity Generated by On-site Solar/Photovoltaic Systems/ Renewable Energy Credits	3,233	3,543
Avoided GHG from VPAA Renewable Energy Credits	53,756	29,299
Total Avoided GHG from renewable energy	56,810	32,841
Scope 2 GHG emissions adjusted for renewable energy	75,149	110,683
Total Scope 1 and Adjusted Scope 2 GHG Emissions	348,771	423,537
GHG Emissions Improvements from Renewable Energy		
Reduction in Scope 2 GHG Emissions by Renewable Energy	43%	23%
Reduction in Total Scope 1 and Scope 2 GHG Emissions by Renewable Energy	14%	7%

SCOPE 3 GHG EMISSIONS

Driving down value chain (Scope 3) emissions is one of our biggest sustainability challenges and opportunities. That's why we were one of the first companeis to set a goal related to the emissions of our products.

MATERIAL SCOPE 3 EMISSIONS (UNITS: METRIC TONS CO_2E)	2020	2019
Product use	242 million	244 million
Business travel (assured)	3,788	30,340
Upstream leased assets (estimate)	65,613	67,000
Upstream and downstream distribution and transportation (estimate)	136,434	135,628

Other Scope 3 emissions categories, such as waste generated in operations, are not material to our business. Read more in our annual CDP Climate Change questionnaire.

FUEL-RELATED EMISSIONS

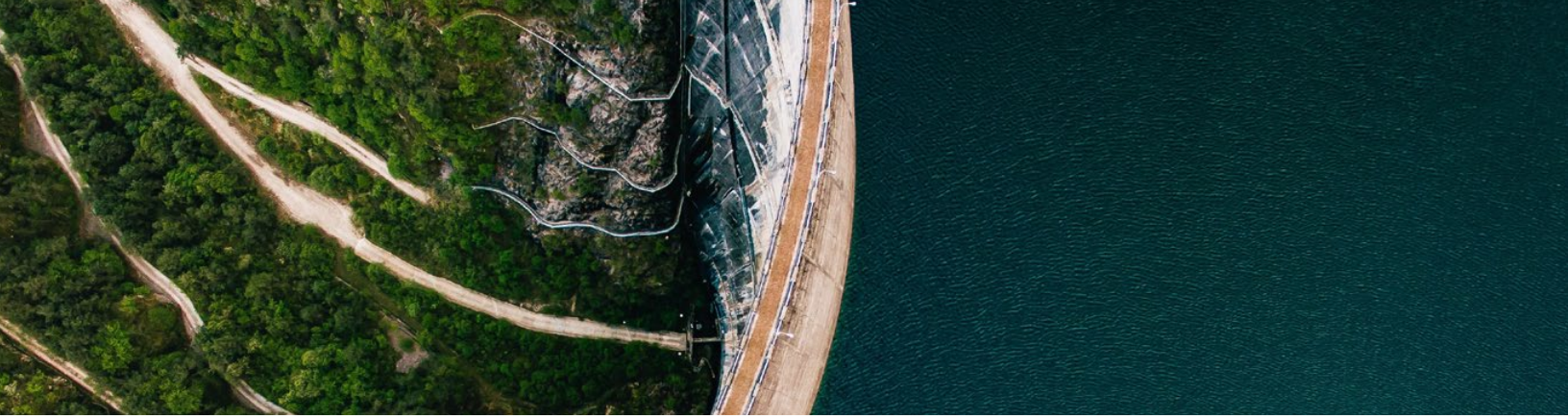
In 2020, the fuel efficiency of our fleet decreased by 2.64% compared to 2019. Through the process of converting to a hybrid fleet, our fleet fuel efficiency decreased slightly from 16.99 miles per gallon in 2019 to 16.54 miles per gallon in 2020. We placed new vehicles in service in 2020 that have better fuel economy and engine performance compared to large displacement vehicles.

We drove further efficiencies in fleet operations through virtual customer engagement and by fleet telematics. The COVID pandemic also contributed to reduced vehicle miles during 2020. These measures reduced emissions and fuel usage by 6,833 metric tons of GHG emissions, over 700,000 gallons of gasoline, and 58,700 gallons of diesel for 2020 vs 2019.

ECOWISE™ PORTFOLIO

Our EcoWise portfolio reduces the GHG emissions footprint of our refrigerant-bearing products and offers our customers more sustainable choices. EcoWise products are specifically designed for next-generation, low-global warming potential (GWP) refrigerants without sacrificing energy efficiency, safety and operating performance.

NOX AND SOX EMISSIONS* (UNITS: METRIC TONS)	2020	2019
NOx	91.50	101.43
SOx	5.06	6.25
VOLATILE ORGANIC COMPOUND (VOC) AIR EMISSIONS* (UNITS: METRIC TONS)	**2020**	**2019**
Direct VOC emissions	213	269



Energy

233B

KJ decrease in absolute energy use in 2020

22.4B

KJ of renewable energy generated in 2020

Our Energy Use

In 2020, it took approximately 780,556 megawatt hours (MWh) to power our manufacturing plants worldwide — 64,668 MWh less than in 2019. The difference is equivalent to the annual greenhouse gas (GHG) emissions of more than 113,456 passenger vehicles. We improve operational efficiency to optimize our energy use, increase business productivity and reduce emissions through a strategic transition to electrified heating and renewable energy sources.

In 2020, we achieved a 1% reduction in energy intensity as a direct result of conservation and energy efficiency initiatives.

We pursued certification standards at several of our sites around the world. At the end of 2020, we had 5 ISO 50001-certified sites, 3 LEED-certified sites and 3 Green Globe-certified sites.

By 2030 we plan to achieve a 10% reduction in absolute energy consumption and achieve carbon neutral operations.

ENERGY EFFICIENCY

Emissions intensity and energy intensity go hand-in-hand. To reduce our operational GHG emissions intensity, we take a holistic, whole-system approach to the energy efficiency of both buildings and the vehicle fleets in our global operations. Focusing on energy efficiency drives us toward solutions that are better for the environment and better for business. We go beyond repairing and replacing old equipment to save money. We improve the building envelopes, upgrade lighting, add passive heating and cooling techniques to reduce need load from HVAC, automate mechanical systems to reduce energy waste, design smarter systems that support renewable energy integration and shift electricity demand to reduce strains on the grid.

We are always pushing further and have committed to reduce our absolute energy consumption 10% by 2030.

Our total energy efficiency has improved by nearly 8% since 2019. Important energy efficiency initiatives include:

- Signing onto the Alliance to Save Energy's Three Percent Club, which requires Trane Technologies and Thermo King businesses to improve energy efficiency by 3% annually.

- Updating elements of our Business Operating System to further integrate energy efficiency into manufacturing and services delivery standard work.
- Using the expertise of the Trane Energy Services team to assess and drive energy efficiency improvements across our operations.
- Implementing other initiatives, including optimized HVAC systems, employee Green Team programs, automated mechanical system control and re-lamping.

RENEWABLE ENERGY

TRENTON SOLAR PROJECT	**Location: Trenton, New Jersey**
	Type: On-Site Solar
	Estimated Annual Production: 1,990 kW
	Status: Online
	REC Treatment: REC Swap*
COLUMBIA SOLAR PROJECT	**Location: Columbia, South Carolina**
	Type: On-Site Solar PV
	Estimated Annual Production: 1.35 MW direct current
	Status: Online
	REC Treatment: REC Swap*
TAICANG SOLAR PROJECT	**Location: Taicang, China**
	Type: On-Site Solar
	Estimated Annual Production: 2,800 kW
	Status: Online
	REC Treatment: Company owns renewable energy attributes from 100% of generation
SEYMOUR HALL WIND FARM VPPA	**Location: Northern Texas**
	Type: Wind virtual purchase power agreement (VPPA)
	Estimated Annual Production: 110,000 MWh
	Status: Online
	REC Treatment: Company owns and retires RECs

*REC Swap: The Renewable Energy Credits (RECs) from this project are sold to the utility to meet RPS requirements. We purchased replacement RECs from other renewable energy facilities in the U.S.

In Trenton, NJ and Columbia, SC we have agreements to sell the renewable energy attributes we generate to the local utility. To work toward our operational goals, we replace what is sold with Renewable Energy Credits (RECs) in the matching amount of the renewable electricity we generated. RECs are certificates corresponding to 1 Megawatt of energy produced from renewable sources.

We generate solar energy at our Taicang, China manufacturing facility, which is used to power our operations. We also sell some of it to the grid during off-peak times. In total, the solar installations address about 14% of the electricity load at these three manufacturing sites.

Our VPPA with the Seymour Hills windfarm in Texas began generating electricity in June 2019, helping reduce our U.S. Scope 2 GHG emissions from electricity use by about 30% since then. That is the equivalent of taking 11,585 cars off the road.

Between generated renewable electricity and purchases through our VPPA, our investments resulted in a reduction of 43% in our market-based Scope 2 GHG emissions in 2020.

We believe large-scale investments in renewables are vital to shifting to a clean-energy economy. Direct investment in on-site renewable energy has several advantages. It can provide the clearest claim to the renewables and have a direct impact on our operations. In parts of the world with uncertain electricity prices and availability, on-site renewable energy ensures greater operational continuity.

ABSOLUTE ENERGY USE

ABSOLUTE ENERGY USE (BILLION KJ)	2020	2019
Direct (fuel use)	1,710	1,876
Indirect (electricity)	1,100	1,167
Total	**2,810**	**3,043**
Normalized energy use (billion KJ/million USD)	0.226	0.233
Natural gas	771	802
Gasoline	699	791
Diesel	178	203
Propane	56	62
Aviation fuel	7	18
Renewable energy (see full Renewable Energy data below)	8.9	9.5
Total direct energy	1,719	1,885

RENEWABLE ENERGY DATA

2020 RENEWABLE ENERGY DATA	AMOUNT (BILLION KJ)
Renewable energy generated	22.4
Renewable energy generated and sold to grid	21.0
Renewable energy generated and used	8.9
Renewable energy purchased	438.8

Trane Technologies operated 15 global locations with 100% of their electricity provided directly or indirectly from renewable sources.

Trane Technologies has achieved a significant step in efforts to achieve RE100. For 2020, fifteen of our global locations realized RE100 with 100% of their electricity delivered from renewable energy sources. The associated renewable-based electricity originates from our own on-site photovoltaic/solar generation systems, directly contracting with power suppliers who provide electricity from renewable systems (solar, wind or water), or purchasing and retiring Renewable Energy Credits as indirect sources of electricity. As a member of RE100, We believe large-scale investments in renewables are vital to shifting to a clean-energy economy.

TRANE TECHNOLOGIES OPERATING WITH 100% RENEWABLE ELECTRICITY FOR CY 2020 INCLUDE THE FOLLOWING:

LOCATION	TYPE	LOCATION	TYPE
Atlanta, GA, USA	Distribution Center	Hastings, NE, USA	Manufacturing
Bridgeston Enterprise Way, MO, USA	Distribution Center	Kolin, Czech Republic	Manufacturing
Bridgeston, MO, USA	Distribution Center	Pueblo, CO, USA	Manufacturing
Barcelona, Spain	Manufacturing	Shannon, Ireland	Manufacturing
Essen, Germany	Manufacturing	Tyler, TX, USA	Manufacturing
Freemont, OH, USA	Manufacturing	Waco, TX, USA	Manufacturing
Galway, Ireland	Manufacturing	Prague, Czech Republic	Technology Center
Grand Rapids, MI, USA	Manufacturing		

Moving Toward Carbon Neutrality

Achieving carbon neutral operations is a critical step in addressing climate change in alignment with the Paris Agreement's goal of limiting global warming to 1.5 degrees by 2050. We have already reduced our operational emissions intensity by 53% compared to 2013 levels. We will continue to focus on improving energy efficiency, electrifying heating and investing in both on- and off-site renewable electricity generation across our enterprise in pursuit of this goal.

In 2020, one example of this took place at our Thermo King Navigate Line in Galway, Ireland. We teamed up with the Department of Mechanical and Industrial Engineering to map the carbon footprint of our existing production line. The assessment determined that we can achieve carbon neutrality through a combination of low-energy consumption assembly equipment, on-site solar electricity generation, bio-based liquefied petroleum gas and diesel, and carbon offsets for the balance of GHG emissions. We look forward to implementing these initiatives to measure and assess their success. This is just one of many examples of how we're addressing climate challenges.

Trane Technologies wins NAM Sustainability Leadership Award

Trane Technologies won the NAM Sustainability Leadership Award for achievements in energy reductions in our operations.

Energy-Efficient & Low-Emissions Products

Providing sustainable solutions is core to who we are. That is why we are focused on pushing the limits on what is possible for energy efficiency in climate control. These efforts support our goal to reduce our customer carbon footprint by one gigaton of CO_2e by 2030 — our Gigaton Challenge.

The CTO and Chief Strategy Officer oversee the work of the company's strategy and innovation teams. These teams help the businesses understand opportunities related to efficiency and to strengthen their portfolio of products and services both now and in building out the future portfolio roadmap. On the product side, efficiency performance levels are standardized and set by external standard setting bodies (by ASHRAE 90.1 for commercial products or US EPA's Energy Star designation for example). For transport, emission levels are set by standards at the country, state and local levels. Additionally, the services that we provide in addition to products (such as building automation) contribute to a higher level of efficiency performance that is measured through audits and verified by sub-meters or utility consumption reports at the building or sub-building level.

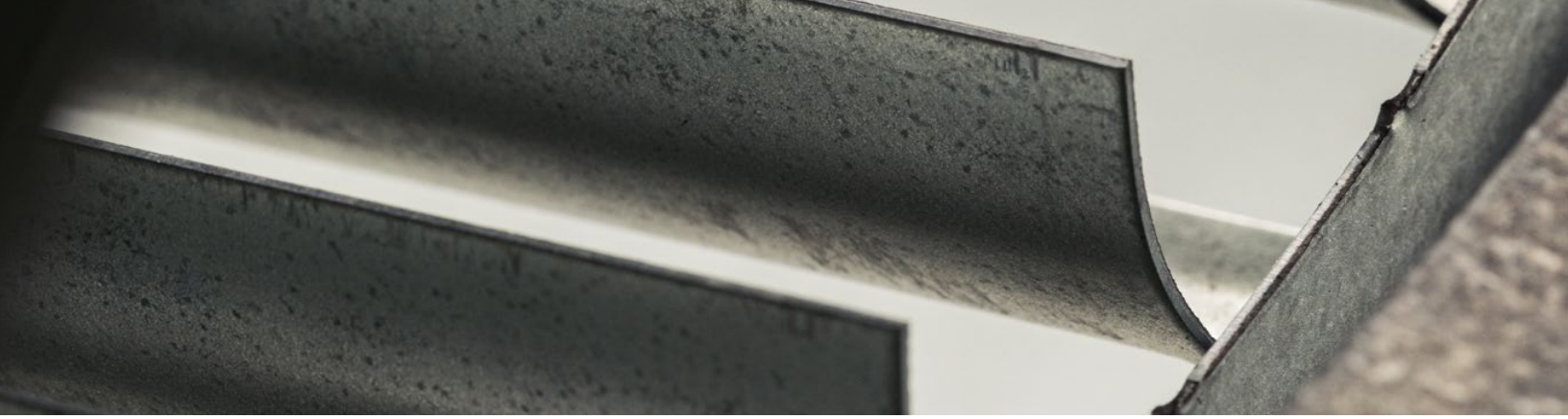
Throughout our strategic businesses' product portfolios we have opportunities to both further enhance energy efficiency and reduce direct emissions by offering customers many products that go well beyond minimum energy efficiency standards. We also continually improve our energy management service offerings, such as Trane Commercial's Energy Performance Service. This service provides building automation technology to ensure a building's mechanical system is consuming electricity when and where it's needed based on the location of the occupants and the building's function. To reduce direct emissions we have products, like high efficiency heat pumps, that can lessen the need for natural gas burning furnaces. We also are leading our industry in providing HVAC systems that use the most advanced low-global warming potential refrigerants. Trane Commercial's EcoWise™ portfolio endorses our products that provide higher-than-minimum energy efficiency and are designed for low-GWP refrigerants. Today, approximately 30% of our revenue is Clean Revenue.*

In June of 2020, our Thermo King business announced the launch of the Advancer truck and trailer unit (TRU) as a re-imagining of the trailer refrigeration unit. The product series offers new design architecture for a bold standard for performance, temperature control, and fleet connectivity. The fuel efficiency of the Advancer is 30 percent better than the market average, and the Advancer's production line uses 60 percent less energy than predecessor trailer production.

OPERATIONAL HIGHLIGHTS

	2020	2019
Clean Revenue %*	30%	25%

*Clean Revenue definition and methodology as defined by Corporate Knights taxonomy for our industry.



Product Life Cycle & Materials

Product Life Cycle

Our products are built for consistency and dependability. In most cases, they are used on a daily basis over a long period of time. Many products operate for 15 to 20 years, or even longer. This means we must anticipate possible future regulations and adapt products today to meet those expected regulatory environments. From design and manufacturing, to use and retirement, we account for sustainability, performance and reliability at all stages of a product's life.

We already provide services that keep our systems in the field for as long as possible through maintenance, reuse, and repair as well as equipment upgrades. Going beyond this, we included a goal to design systems for circularity within our 2030 Sustainability Commitments. We are particularly focused on areas that can have significant impacts on raw material selection, product use and end-of-life considerations. We have organized a Circularity Council of subject matter experts who will determine a roadmap and specific targets to achieve this goal. The Council launched in 2021.

Our Product Development Process (PDP) incorporates life-cycle considerations in product design and development. This helps us meet customer needs, assess risk, embed sustainability and develop intellectual property. The PDP is a management approach that is constantly improved by the Corporate Engineering Excellence team. It involves five phases: concept development, concept validation, design and test, launch preparation, and product launch and support. The PDP includes design for sustainability which can be applied at the various product development phases. These sustainability considerations include raw material selection, use phase energy requirements, resource consumption and end-of-life impacts. Through this approach, we also identify and reduce environmental impact by improving packaging, recycling and manufacturing. In 2020, the PDP generated or improved more than 194 product development projects.

Materials

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, copper, aluminum and plastic composites. We collaborate with suppliers to drive partnerships on sustainability, including reducing packaging waste, shipping costs and related emissions. For more information about our materials management strategy, refer to our Form 10-K.

2020 MATERIALS DATA

- Savings in emissions from returnable packaging projects (annually) of more than 22 tons of CO_2e.
- Reduction in solid waste from returnable packaging projects (annually) of more than 2000 tons.

Services for Use and End of Life Phases

Our products last for many years, but we provide services to extend their lifetimes even further. Our Trane Commercial/Residential and Thermo King divisions provide remanufacturing services for customers to refresh existing HVAC system components and extend the service life of the overall system. For example, our Charlotte, North Carolina remanufacturing operation takes back used compressors, motors and impellers from customers, and returns refreshed equipment that will operate effectively for additional years. Other services we offer include ongoing maintenance, repair, service kits, upgrades, and rentals — all in an effort to extend the life of our products. Finally, all business units provide specific end-of-life product manuals and many have materials take-back programs.

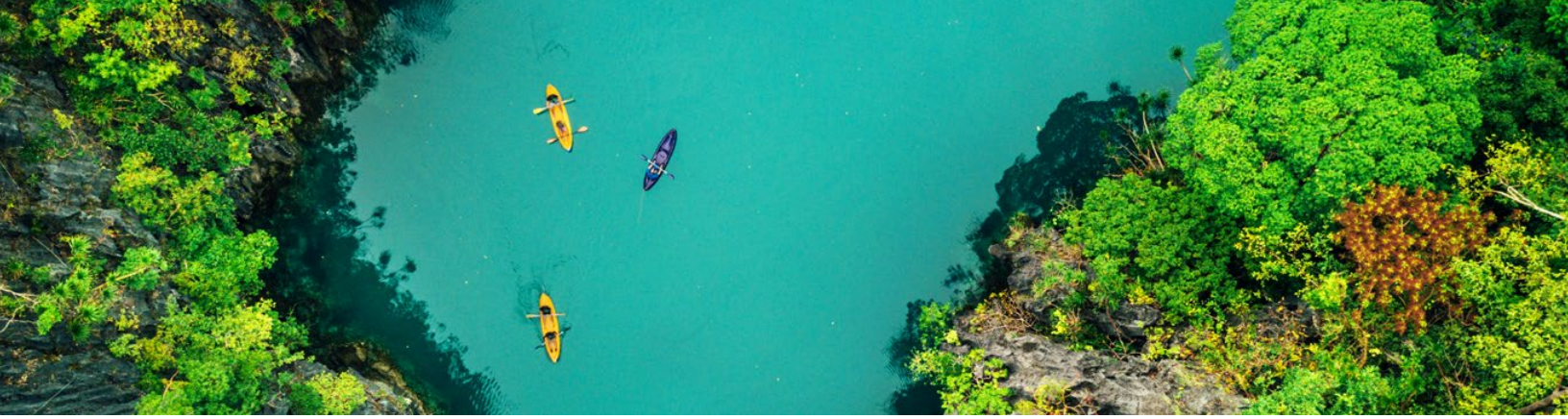
Refrigerant Reclaim

Trane Technologies works with reclaimers in the US as well as our Trane Supply locations to encourage collection of used refrigerants to reduce high GWP hydrofluorocarbons (HFC) emissions. We redesigned the program to accelerate used refrigerant recovery by simplifying the cylinders return process and engaging experienced EPA-certified refrigerant reclaimers for repurposing the used refrigerants. Avoided emissions from recovered refrigerant collected at Trane Technologies locations equates to 3,586 metric tons CO_2e which is a 2.2% increase year-over-year from 2019 to 2020. This program delivers an energy performance improvement for the refrigerant manufacturing segment. This is due to the fact that when you polish/refresh used refrigerant it requires less energy than manufacturing new refrigerants.

Packaging

We are committed to eliminating packaging waste.

Our packaging engineers innovate efficient solutions and partnerships for packaging finished goods and parts. We have a returnable packaging program at 9 North American manufacturing sites to reduce more than 2,000 metric tons from packaging annually. We reduce waste in our supply chain with packaging guidelines for our suppliers that decrease use of hazardous substances, reduce waste and emissions and increase reuse and recycling of materials. Preferred packaging systems are returnable, reusable or recyclable.



Water

23%

decrease in water use in water-stressed regions compared to 2019

5%

decrease in water use from 2019 to 2020

Water Management at Trane Technologies

Water is a critical resource to our planet and our business. We have committed to be net positive in water use by 2030 at locations defined as water stressed — protecting more water than we use. We are improving the quality of watersheds that provide drinking water to millions of people in the water-stressed locations where we have manufacturing operations. We are also in the initial stages of strengthening relationships with peer companies and nongovernmental organizations to develop the mechanisms, governance, partnerships and portfolio solutions to drive restorative measures for water conditions at water-stressed locations.

Water quality for intake and discharge is important at all our sites. We track our water use at each facility monthly through our Gensuite environment management system.

The WaterWatch™ module tracks effluent discharge data and trends against regulatory limitations and reporting requirements. For each effluent limit, we define an internal action threshold to recognize changing conditions and adjust pretreatment systems before a regulatory discharge limit is exceeded. We have developed and implemented operating standards and procedures to drive toward zero wastewater exceedances year-over-year.

This approach resulted in a 5% decrease in our overall water use in 2020 compared to 2019. At sites located in water-stressed regions, we reduced 2020 water use by 23% compared to 2019. Last year, total water from Trane Technologies sites in areas of high to extremely high-water stress accounted for only 8% of total water use. Our total freshwater consumption in 2020 was 2.78 million cubic meters.

WATER DATA

WATER DATA	2020	2019
Water use (million cubic meters)	2.78	2.94
Normalized water use (cubic meters/million USD)	233	225
Wastewater permit exceedances	1	2
Trane Technologies sites in areas of high- to extremely high-water stress	14	15

Waste

We reduced our hazardous waste disposal by

13%

year-over-year.

We successfully had

17

sites with Zero non-hazardous waste to landfill in 2020.

Reducing Waste

Trane Technologies is committed to zero waste to landfill across the company by 2030. Since 2019, seventeen Trane Technologies operations have achieved this designation. While our non-hazardous waste to landfill increased by 12% in 2020, we reduced the amount of hazardous waste disposed by 13%.

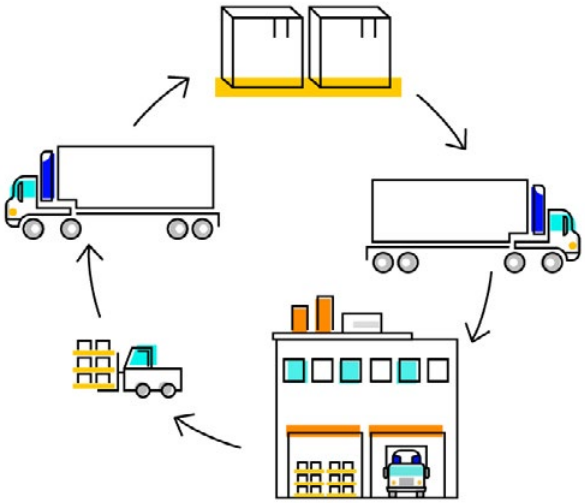
Our manufacturing sites reuse and recycle waste to not only conserve natural resources and reduce pollution, but also to create cost-saving opportunities for our business.

Packaging material is the primary waste our manufacturing facilities send to landfill. We are increasing our returnable packaging program and evaluating options to participate in packaging cooperatives while expanding our network of global recycling partners. Our corporate procurement standards for suppliers restrict once-used packaging for our preferred suppliers.

Our recycling rate decreased by 4% in 2020 compared to 2019; however, we continued a strong rate of recycling of 3.6 pounds of material for every pound of non-hazardous waste sent to the landfill. Our total solid waste disposed was 9,395 metric tons.

Our waste management strategy includes product end-of-life considerations. We incorporate such considerations, such as the recyclability of materials used, in product design and development.

Trane Technologies has also joined a project led by the United States Business Council for Sustainable Development (U.S. BCSD) that aims to develop materials marketplaces using industrial ecology to help businesses exchange and source materials as part of their industrial waste streams. Some of our manufacturing sites are participating in U.S. BCSD state marketplaces.



This work contributes to six of the Sustainable Development Goals (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)

PARTNERSHIPS FOR THE GOALS (SDG 17)

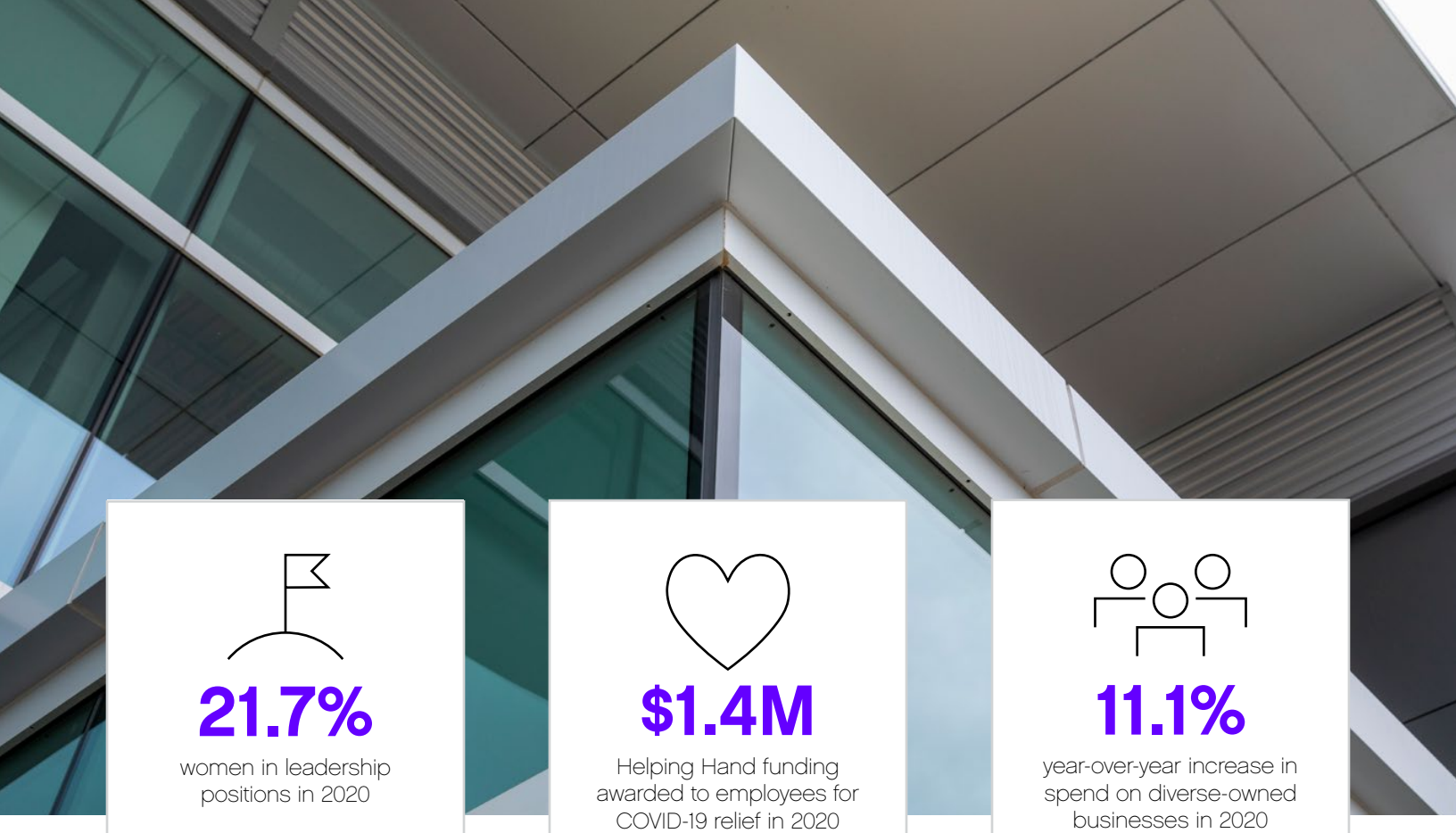
WASTE MANAGEMENT

WASTE DATA (UNITS: METRIC TONS)	2020	2019
Total hazardous waste generated	873	1008
Normalized hazardous waste (metric tons/million USD)	0.0701	0.0771
Total non-hazardous waste generated	30,692	32,569
Normalized non-hazardous waste (metric tons/million USD)	2.46	2.49
Non-hazardous waste to landfill	6,220	5,564
Normalized non-hazardous waste to landfill (metric tons/million USD)	0.50	0.43
Non-hazardous waste recycled	22,169	23,055
Normalized non-hazardous waste recycled (metric tons/million USD)	1.78	1.76

COLLABORATING FOR CHANGE

We partner to increase recycling and divert materials away from the landfill. Studies were conducted with our partners at key sites to identify major equipment changes and material segregation strategies to prepare for enhanced cardboard and wood recycling.

With the challenges in the plastics recycling market, Trane Technologies has increased energy recovery from non-hazardous wastes via waste-to-energy operations. In 2020, Trane Technologies successfully implemented additional returnable packaging projects that advanced our efforts to achieve zero waste related to suppliers' packaging.



21.7%
women in leadership positions in 2020

$1.4M
Helping Hand funding awarded to employees for COVID-19 relief in 2020

11.1%
year-over-year increase in spend on diverse-owned businesses in 2020

Social

Our People and Citizenship

We're investing in the long-term well-being and development of our teams and communities to increase economic mobility, bolster quality of life and create opportunity for all.

Creating Opportunity for All

A key component of our 2030 Sustainability Commitments is creating opportunity for all. We prioritize workforce diversity that reflects our communities, gender parity in leadership roles, and an uplifting culture that is values-based, inclusive, and engages and develops people. We provide wellness offerings for our global employee population and we advance health, nutrition and economic mobility. We constantly strive to ensure that the communities where we live and work have the resources they need to thrive.

The progress and data reported in our 2020 ESG Report, along with our 2030 Sustainability Commitments, show how we are challenging ourselves to solve global challenges and strengthen our communities.

Our Employees

We are Trane Technologies

We're not afraid of making bold commitments. We have the courage to see what's possible in the face of challenges. Our people are the reason we push boundaries and break down barriers.

37,754 total workforce worldwide

Megatrends in workforce dynamics such as aging populations, shifting demographics and digital connectedness continue to evolve and are reshaping the global workforce. In 2020, the COVID-19 pandemic added a new paradigm. Like many businesses, we acted quickly, transitioning some of our employees to work-from-home, and ensuring our frontline workers had the personal protective equipment they needed to safely perform their essential job duties.

We have 34,646 employees and 3,108 contractors worldwide. 17.6% of total employees were covered by collective bargaining agreements in 2020. We embrace differences and value the opinions and contributions of each person. Our goal is to create a dynamic culture where all employees are empowered to think and act boldly.

OUR GLOBAL WORKFORCE

LOCATION	EMPLOYEE TYPE	FEMALE		MALE		GRAND TOTAL
Asia Pacific	Hourly	8%	68	92%	768	**836**
	Salaried	23%	1,102	77%	3,688	**4,790**
EMEA	Hourly	5%	110	95%	2,133	**2,243**
	Salaried	30%	630	70%	1,496	**2,126**
Americas	Hourly	27%	3,537	74%	9,963	**13,500**
	Salaried	30%	3,315	70%	7,836	**11,151**
Total	Hourly	22%	3,715	78%	12,864	**16,579**
	Salaried	28%	5,047	72%	13,020	**18,067**

Company Culture

80
Engagement Score - 90% participation

100%
of global employees with access to company-sponsored wellness programs

97.2%
of key talent retained

At Trane Technologies, we are climate innovators with the courage to look at our world's challenges and see endless opportunity. We aren't afraid to make bold commitments that set new standards to enhance the health and well-being of our communities, customers, employees and planet.

As part of our transformation in 2020, we seized the opportunity to work with our employees to refresh our culture to fulfill our new purpose and strategies. We asked employees about our existing culture, identified aspects of our culture to evolve over time, and articulated new leadership principles applicable to all employees.

Our leadership principles incorporate core aspects of who we are and how we will work together as Trane Technologies to achieve our goals as a new company. They serve as a common language for all and set the tone for us going forward. This work shows the true change we are making to transform in 2020 and beyond.

Maintaining world-class employee engagement

We believe employees who are proud to work for our company, energized by their work, and optimistic about the future are engaged and better able to help our customers and our company. That's why we aspire to maintain world-class engagement and world-class safety, and provide leading wellness offerings to 100% of our global population as part of our commitment to enable Opportunity for All.

EMPLOYEE ENGAGEMENT SURVEY RESULTS

TOPIC	SURVEY QUESTION	SCORE (AVERAGE)
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."	

Trane Technologies' engagement index is unique to our company and measures Pride, Energy and Optimism. Our score in 2020 was 80 which reflects high levels of engagement in our new company. These results are very positive, particularly in a year which brought many challenges. 90% of employees at Trane Technologies participated in the 2020 engagement survey.

From the early days of the pandemic, we never wavered from our drive to keep employees healthy, safe, and engaged at work. We encouraged flexible work arrangements with our company and equipped our workforce with support programs such as counseling and back-up childcare. We understand that, during the pandemic, women have exited the workforce at higher rates than men. Among Trane Technologies employees, however, they reported slightly higher engagement levels than men.

Employee Benefits

At Trane Technologies our Total Rewards programs and policies are closely connected to our strategy and designed to meet the needs of employees globally. We provide benefits, programs and pay designed to keep our employees at their best.

We have rigorous pay practices to ensure we compensate our employees fairly, equitably and competitively across many compensation variables. Our compensation practices are based on external norms, extensive data, internal equity, scope and accountability of jobs and performance.

Our incentive compensation programs are tied to our 2030 Sustainability Commitments. Beginning in 2021, executive incentive compensation now is linked to environmental sustainability and diversity goals.

In all countries, we offer market-competitive benefits. In certain areas, we offer differentiated programs to support employees in achieving their best life, at work and at home, whether through our flexible work policies or through family

support programs. For example, in addition to leave offered through Family and Medical Leave Act (FMLA), we offer an additional four weeks to eligible birth mothers and two weeks to eligible employees following a birth, adoption or foster care placement. 74% of employees were entitled to this enhanced parental leave in 2020. Of those employees, 2% initiated a leave in 2020. We also offer an adoption assistance program. Our overall retention rate was 97.2% for employees who returned to work following parental leave in 2020 and were still employed one month later.

PARENTAL LEAVE DATA (U.S.)

PARENTAL LEAVE DATA (U.S.*)	FEMALE	MALE
Employees who were entitled to parental leave	4,624	11,934
Employees who took parental leave	106	253
Employees who returned to work[1]	102	247
Return to work rate	96.2%	97.6%
Employees who returned to work and were still employed after 12 months[2]	86.9%	89.9%

[1] Completed benefits in 2020 and were still employed 30 days after completing benefits.
[2] Completed benefits in 2019 and were still employed 12 months after completing benefits.

"I am so happy to work for a company that finds it just as important as I do to take time with my child when they are born."

— JENNA

Many of these benefits are also offered to our part-time employees who work between 20 to 35 hours per week. For those who work less than 20 hours a week, we offer an Employee Assistance Program (EAP), retirement benefits and an employee purchase program.

Employee Well-Being

Trane Technologies believes in supporting the total health of our employees, globally, so they lead longer, happier, healthier lives. Through our well-being program, we offer employees and spouses enrolled in our medical plan the opportunity to participate in a broad variety of wellness activities to earn significant financial rewards. The program focuses on physical, mental, emotional, social and financial well-being.

Knowing the impact of COVID-19, we expanded support to help employees take care of themselves and their families during this challenging time:

- 100% of our employees around the world had access to at least one company-sponsored wellness activity including a global well-being challenge. Each year, we expand our Employee Assistance Program (EAP) to 5-6 countries. This year, we accelerated rollout of our global EAP to 25 remaining countries (final country pending Works Council approvals). Employees received frequent communications on resources, targeted to crisis concerns such as mental health, childcare and education.
- Amended U.S. medical plans to cover COVID-19 testing and telehealth visits at no cost to employees.
- Modified Short-Term Disability Plan in the U.S. to eliminate waiting periods and start benefits on the first day of absence for COVID-related illness or required quarantine.
- Amended 401k plans for U.S. employees to allow for COVID-19 related distributions and a delay for loan repayments without penalties.

Back-up care and working parent resource enhancements in the U.S. included:

- Back-up child and elder care benefit to allow for more coverage days.
- Additional educational resources for working parents such as access to learning pods for school-aged children and online academic and tutoring resources.
- Accelerated Future of Work initiative to create Flex Time and Flex Place policies and resources. Availability varies by role, and includes options such as flexible work hours, compressed work weeks, continued work-from-home arrangements and other creative solutions for employees.
- Expanded opportunities for financial support through the company's Helping Hand employee relief fund by creating a grant category for COVID-19 related expenses. Internationally, 1,083 employees received support totaling $1.4M in 2020.

Additional Employment Data

As a result of our focus on an uplifting culture, our key talent retention rate in 2020 was 97.2%. Our company-wide voluntary retention rate was 93.1%. We had 3,837 new employee hires in 2020, broken down as follows:

NEW EMPLOYEE HIRES: 3,837

CATEGORY	% OF
WOMEN (Global)	**31.1%**
Salaried	34.5%
Hourly	29.6%
Management	31.5%
Leadership	26.3%
RACIAL & ETHNICALLY DIVERSE (US)	**47.9%**
Salaried	23.5%
Hourly	57.8%

Diversity & Inclusion

35.5%
U.S. workforce that is racially and ethnically diverse in 2020

5 of 13
members of our board of directors are women in 2020

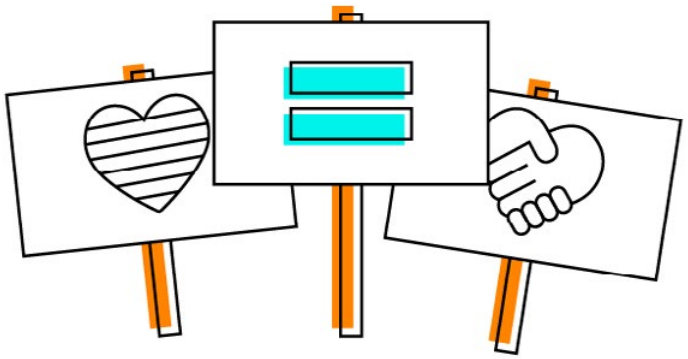
25.3%
global workforce that is women in 2020

At Trane Technologies, we include and uplift one another. We embrace differences and value the opinions and contributions of each person.

At the end of 2020, our global workforce was 25.3% women, with 21.7% of leadership positions held by women. In the U.S., our workforce was 35.5% racially and ethnically diverse , with 12% of leadership roles held by racially and ethnically diverse people. And, as of December 2020 Five out of the 13 members of our Board of Directors were women. In June 2021, with the retirement of one of our long time directors, this will change to five of 12. Through our 2030 Sustainability Commitments, we aim to achieve gender parity in leadership and workforce diversity reflective of our communities. This includes increasing the racial and ethnic diversity of our salaried population in the U.S. by 50% from 17% to 26%. We will meet this challenge with a strong body of internal champions and a broad range of change initiatives that drive success.

GENDER DIVERSITY DATA

GENDER DIVERSITY DATA	WOMEN	MEN
Governance body (Executive Leadership Team)	12.5%	87.5%
Leadership positions (Director level, vice president and above)	21.7%	78.3%
Workforce	25.3%	74.7%



Racial & Social Justice

Diverse teams are more innovative and collaborative, better at solving problems and necessary to boldly challenge what's possible for a better, more just and sustainable world. That's why we embrace efforts to achieve racial equity and social justice in the U.S. and around the world.

CEO ACTION FOR DIVERSITY AND INCLUSION

We were among the first companies to join CEO Action for Diversity and Inclusion. Today, more than 1,600 CEOs have signed that pledge. As part of the commitment, each member company is urged to create open, trusting environments where employees have complex, sometimes difficult, conversations about race, gender and equality. Each year since signing the pledge, Mike Lamach, Trane Technologies chairman and CEO, has proudly hosted the CEO-led Day of Understanding with our team.

CEO Day of Understanding

On June 25, 2020, around 3,000 Trane Technologies employees came together from around the globe for our third annual Day of Understanding. Themed "Dimensions of Diversity," our conversation delved into what makes each of us unique, in an effort to foster the understanding that collectively, our differences can unite us. Our CEO led the conversation, and throughout the day we encouraged, listened and learned from each other to promote inclusion throughout our company.

ONETEN COALITION

In December 2020, Trane Technologies helped launch the OneTen Coalition. OneTen brings together more than 30 major employers to act and invest in continued growth and progress for Black people in America. The goal is to train, hire and advance 1 million Black Americans in the next ten years, with a focus on family-sustaining jobs. The coalition will connect members with partners that support the development of diverse talent in the workforce, especially for people without four-year college degrees. Trane Technologies made a significant financial contribution to seed the coalition and will work with OneTen to accelerate our company's progress in attracting, hiring and developing Black talent.

NAM PLEDGE FOR ACTION

As chair of the National Association of Manufacturers (NAM), Trane Technologies Chairman and CEO Mike Lamach and NAM's executive committee passed the Pledge for Action, an 11-point commitment for manufacturers to advance justice, equality and opportunity for all people of color.

"My heart is heavy with recent events. While the killing of George Floyd sparked this outcry, this is a crisis that has gone unaddressed for far too long. We introduced this Pledge for Action to demonstrate our commitment to being part of the solution and to stand against injustice and create a better future for the Black community and all communities of color."

—MIKE LAMACH, TRANE TECHNOLOGIES CHAIRMAN AND CEO

ALLY FOR EQUALITY

In 2020, we launched "Ally for Equality" and will offer Ally learning modules in 2021. With a community of equality supporters, we will continue to encourage a supportive workplace where every single person feels they belong. Allies show up in both big and small ways and play an important role in cultivating our award-winning diverse and inclusive culture. They pledge to listen and engage; be open-minded; speak up against bias and confront their own bias; always choose inclusion and get comfortable being uncomfortable.

2020 RACIAL & ETHNIC DIVERSITY DATA

2020 Racial & Ethnic Diversity Data	Percent of Population
Racially & Ethnically Diverse** (US)	Overall: 35.5%
	• Salaried: 17.5%
	• Hourly: 50.5%
Promotion Rates	Overall: 4.4%
	• Women: 5.8%
	• Men: 3.9%
	• Racially & Ethnically Diverse (US): 5.7%
	• White: 4.8%

*Excludes retirement and involuntary exits. We retained salaried women and men at equal rates.
**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

Our 2020 Progress

Our progress in 2020 included:

- Launched our new Diversity & Inclusion strategy.
- Improved retention across gender and racially & ethnically diverse employees.
- Developed executive-led diversity and inclusion plans for every business and corporate function.
- Continued participation by executive leaders in our two-day Diversity Learning Lab.
- Continued participation in unconscious bias training and our inclusion course.
- Increased the availability of new career development programs for women, doubling participants in Women in Action.
- Designed Future of Work Framework for implementation in 2021.
- Launched new leadership principles, which include pledge to include and uplift one another.

To reach our 2030 Sustainability Commitments, we continue to focus on these elements:

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. As part of our pledge, we are implementing a comprehensive action plan to (1) minimize and ultimately eliminate unconscious bias in the workplace; (2) significantly increase the number of women in senior operating roles; (3) measure and communicate progress both with senior leaders and the public; and (4) build career progress and create a culture change for flexible work arrangements.

BLACK LEADER FORUM ALUMNI

In 2020, we continued engaging Black Leaders who participated in the Forum in 2019 through focus groups on our social justice approach and input on the new Diversity & Inclusion strategy.

BRIDGING CONNECTIONS

Facilitated employee discussions dedicated to providing open and safe spaces for employees to address critical, often contentious issues related to race, gender, ethnicity, mental illness, the multigenerational workforce and more. In 2020, 1,493 employees participated in the program that covered the topics of race and ethnicity & understanding, as well as structural inequalities.

WOMEN IN ACTION

Women in Action is a virtual, self-paced program that provides women with access to online learning content that promotes their leadership development skills. Women typically invest 2–4 hours per week while in the program. It also includes discussions with cohorts where they can share learnings and reflections.

We increased the availability of new career development programs for women by doubling the participants in Women in Action for 2020.

BUILDING A DIVERSE PIPELINE

Through our work with community partners, we work to advance student success, and build new pathways to green and STEM careers. We have a growing network of dedicated non-profit partners that includes NC3, Urban League of Central Carolinas, the National Society of Black Engineers, Project Scientist, Climate Generation and others. This collective supports us in our mission to bolster academic achievement among underrepresented students, to increase diverse recruiting, and to ensure that our industry has a rich talent pipeline to lead future generations.

Employee Resource Groups and Inclusion Networks

We have eight employee resource groups (ERGs) company-wide that reflect the diversity of our workforce. 6,260 employees participated in ERG events in 2020.

Our ERGs include the following:

- Women's Employee Network (WEN)
- Black Employee Network (BEN)
- Veteran's Employee Resource Group (VERG)
- Asian Employee Resource Group (AERG)
- Global Organization of Latinos (GOL)
- Disability Employee Resource Group (VisAbility)
- LGBTQ+ A Employee Resource Group (Pride)
- InterGenerational Employee Resource Group (iGEN)

Each of these groups has an enterprise steering committee and local chapters across the U.S., and the Women's Employee Network is active around the globe. In 2020, our ERGs created opportunities for employees with career development programs, talent recruiting efforts, awareness and education events and charitable and community outreach activities.

In addition to ERGs, we expanded our Inclusion Networks across the company. Our local diversity committees work together to sponsor a range of events that address a variety of issues and topics throughout the year and are able to represent a broader range of diversity dimensions.

External Recognition

When we all work together, we can inspire change. Our ongoing actions to create an uplifting culture were recognized with awards in 2020, including:

- FORTUNE World's Most Admired Companies (#167 overall)
- Corporate Equality Index (score of 90)
- Forbes' list of America's Best Employers for Diversity
- National Society of Black Engineers – SEEK Award
- National Institute of Manufacturing Leadership Award – Talent Management category (ReLaunch program)
- Charlotte Business Journal – Healthiest Employers of Charlotte (ranked #7)
- 2020 Military Friendly designation from VIQTORY

Learning & Development

14
hours average formal company-provided learning & training per employee

134
Team Leader Development Program (TLDP) graduates in 2020

311
managers receiving Engaging Your Employees training (EYE) in 2020

Sustaining a high-engagement, high-performing culture requires commitment and investment in employee learning and development. Trane Technologies is committed to ensuring our employees have all they need to succeed in their current roles and are well prepared for future ones.

Investing in our employees — from hourly employees to executives — is a business imperative. We believe the best learning and development happens organically on the job with managers coaching and holding frequent development conversations with their employees.

We also believe that we have an ecosystem where we are learning all the time, in global town halls, Bridging Connections conversations, our 9-step problem solving processes, feedback from peers, and informal networks. And while not formally tracked, this robust learning permeates every aspect of our culture.

Trane Technologies University

Trane Technologies University already had a virtual learning strategy in place when the pandemic hit. Because of this, we were able to quickly accelerate our virtual delivery options in 2020 including:

As of December 31, 2020

Since the **Team Leader Development Program's** (TLDP) inception in 2014

30 certified facilitators have taught a total of 1,100 Trane participants in 43 locations globally. In 2020, 134 TLDP participants graduated.

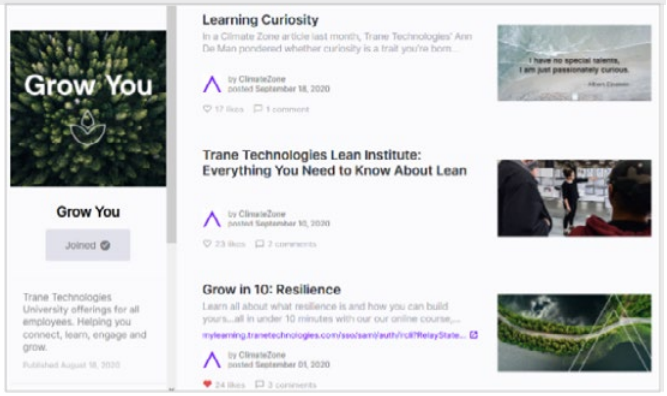
- Leadership summits engaging approximately 250 executive leaders worldwide
- Virtual delivery of our Women in Action program and Engaging your Employees program for managers
- Targeted learning and development courses related to the impact of the pandemic, such as working virtually, resiliency, change management and virtual team development

On Demand Learning — Just Enough & Just in Time

GROW YOU

In 2020, we launched a global social learning and collaboration portal where employees can connect, learn and engage, called Grow You.

With Grow You, employees can invest less than ten minutes per week to learn about topics such as curiosity, prioritizing your development, ethics, and living our leadership principles. They can also engage and connect with colleagues around the world.



Professional Development Skills

At Trane Technologies, we invite all employees to participate in a development conversation with their manager about key work projects or experiences. We encourage them to leverage the comprehensive set of development and career resources we have available so that they can create meaningful development plans.

We offer numerous online learning courses in professional development skills such as working virtually, resiliency, Microsoft Teams, unconscious bias, effective communication, alert driving, sustainability and more. In 2020, we launched the Lean Institute at Trane Technologies. This online, on-demand training is available in multiple languages and ensures our employees can apply lean skills, such as 5S, waste identification and enabling flow, to everything we do at Trane Technologies.

Formal Learning & Development

Trane Technologies University also delivers formal learning and development programs to our employees. In 2020, our employees participated in an average of 14 hours per employee of formal development. Here are some details of our award-winning programs:

TEAM LEADER DEVELOPMENT PROGRAM ("TLDP")

The Team Leader Development Program (TLDP) is an 8-week cohort-based program that is structured in a learn-do model (approximately 25% classroom time and 75% application of the skills). During these 8 weeks, participants actively learn and apply the skills throughout the course and are immersed in the experience. Program participants receive one-on-one coaching, development, and feedback from mentors to help them build depth and capability. The program further develops skills in teamwork, collaboration, influencing others, leadership and presentation.

TLDP continues to deliver business results at our manufacturing sites from increases in quality to reduction in cycle time as well as improvements in overall processes.

In 2020, the Team Leader Development Program won the prestigious Business Transformation and Operational Excellence Industry Award for Best Achievement in Cultural Transformation & Sustainability to deliver a high-performing Enterprise Excellence culture.

As of December 31, 2020, there were 30 certified facilitators who have taught a total of 1,100 Trane Technologies participants in 43 locations globally since the program's inception in 2014. In 2020, 134 TLDP participants graduated. Here's what our graduates had to say:

- "TLDP is about growing people, making them better than THEY think they can be, and empowering them to work together to solve problems."
- "TLDP has changed my way of thinking. I didn't have courage to speak up before but am doing that now. Using tools to correct problems shows the team we can fix issues that come up. Thank you all."

WOMEN IN ACTION

We're rising to the challenge to make sure women have equal opportunity and support to advance into leadership positions in our company. In this spirit and in support of our 2030 Paradigm for Parity goals, we launched Women In Action. This program provides women leaders 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. As of December 31, 2020, 309 women have participated in this program.

"This is one of the BEST things I did in 2020! After months of hard work, sacrifices and balancing everyday responsibilities with the course content, I received my certification of achievement. More importantly, I gained a new perspective on my role and the potential impact I can make in our company. As an engineer, I assumed that my development focus should be technical. I kept waiting for the 'right' time to develop my leadership skills. I was wrong because the best time to learn them is NOW!"

—RASHMI

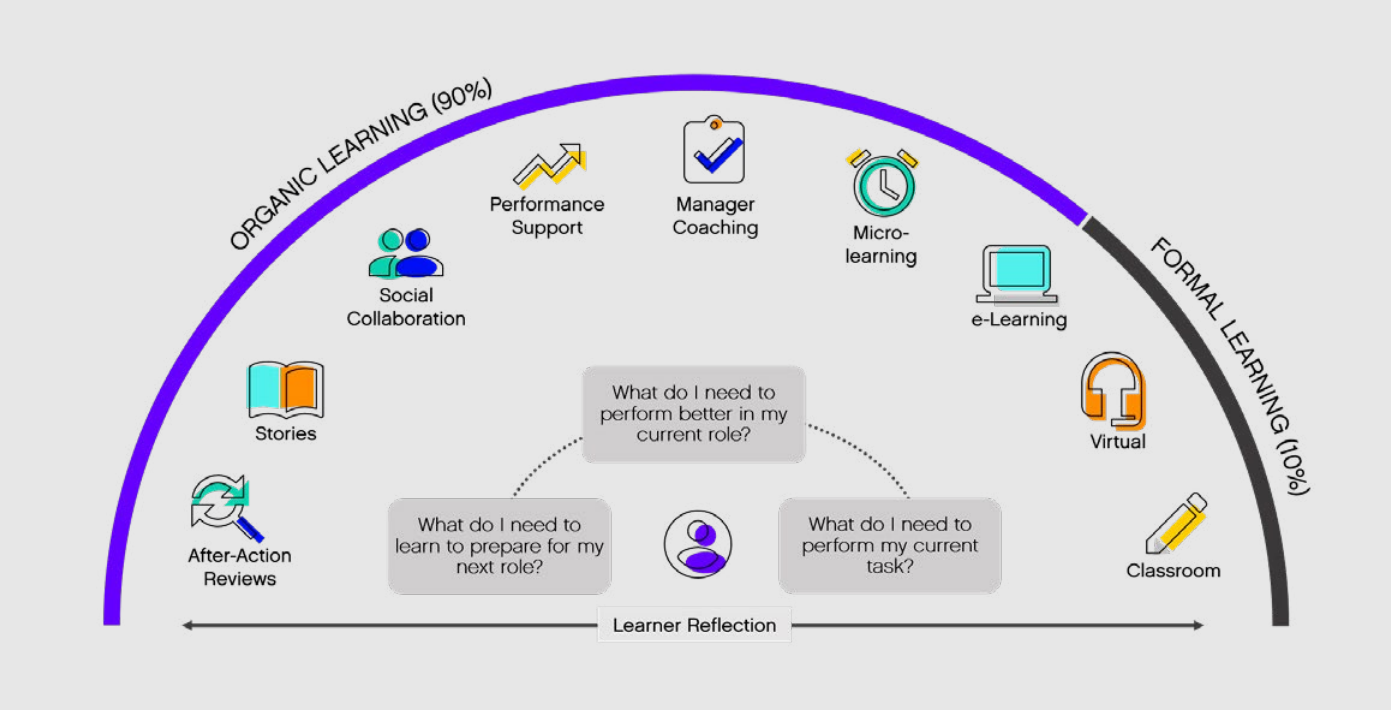
ENGAGE YOUR EMPLOYEES

Since the launch of this program, approximately 4,000 managers have completed Engaging Your Employees (EYE). During the fiscal year ended December 31, 2020, we delivered 14 global Engaging Your Employees workshops virtually to approximately 311 managers. Engaging Your Employees helps leaders understand how they influence their teams and how they can create an engaging work environment. After the training, each leader develops a plan of action to address engagement and retention priorities.

Leaders who completed the program significantly outperformed peers who did not complete the program on direct report employee engagement index score improvements. Historically there has been more than double the improvement in the engagement index score for those who completed EYE versus those who did not complete the program.

COMPLIANCE TRAINING CURRICULUM

Our Compliance Training curriculum covers key topics that are important to protecting our company, our people, and our customers. Training includes certification in our Code of Conduct, Information Security, Understanding and Preventing Sexual Harassment and Human Trafficking Prevention. All salaried employees globally complete our annual compliance curriculum. Business benefits range from higher employee engagement and increased retention rates to improved technical and leadership skills.



Learning Governance

Trane Technologies University is governed by an executive board that meets annually to ensure that learning investments are prioritized and that strategies are aligned with the direction of the company. This learning strategy board is made up of Executive Leadership Team members and chaired by the company's Chief Learning Officer.

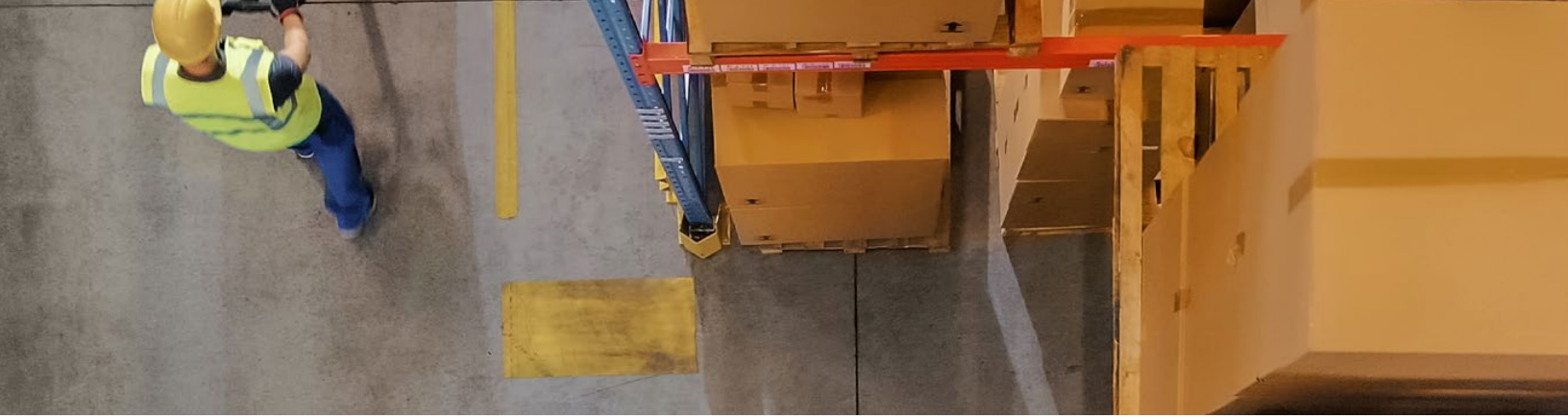
Additionally, the Trane Technologies University Team meets with every business unit president and function head to create an annual learning plan for their organizations. This innovative process promotes efficiency across our global businesses and functions as well as ensuring learning investment decisions are aligned.

Trane Technologies has a global Learning Leader Council that advances learning together and meets bi-monthly. This council is comprised of the leaders from our technical training teams (i.e., ThermoKing University, Trane University, and Trane Academy).

SUPPORTING CONTINUOUS LEARNING

Two innovative programs at Trane Technologies are:

- **Field Worker of the Future:** We are embracing technology that simplifies our efforts and accelerates learning for our field technicians. With technology (like Google Glass), we can enable senior technicians to remotely coach junior employees who are on location at customer sites and in real time. Senior technicians are able to see the equipment and resolve problems with the on-site tech. This radically accelerates technician learning and satisfies customers more quickly.
- **My Encore Launch:** Our company greatly benefits from retaining access to the expertise and experience of retirement-eligible and retired employees. My Encore offers two options for our employees to transition into retirement and continue engaging with the company post-retirement: phased retirement allows an employee to work part-time for a specific period before formal retirement; and post-retirement enables a retiree to return for project-based work on a contingent work arrangement or via direct hire.



73,273
COVID-specific inspections conducted in 2020

86%
Of employees that say the company is committed to employee safety in 2020

30%
decrease in our lost-time incident rate between 2020 and 2019

Occupational Health & Safety

Injury and Illness Prevention Focus Areas

- Expanding our internal audit process to include all Environment Health and Safety (EHS) management system elements with a focus on high-risk elements
- Continuing to mature our Behavior-Based Safety (BBS) program
- Growing our ergonomics program and aggressively reducing risk factors at targeted workstations and within our service populations
- Embracing a continuous improvement mindset by developing and implementing strategies to address identified gaps

SAFETY STARTS AT THE TOP

Our commitment to safety begins with our Chairman and CEO and permeates the entire company. Our Behavior-Based Safety program establishes a global structure to promote open discussions with management and employees regarding work-related hazards and safety issues. We communicate safety expectations through CEO town hall meetings as well as monthly environmental, health and safety (EHS) meetings at both the facility- and service-organization levels. These meetings raise awareness of safety risks and preventative measures while providing a channel through which employees can share best practices.

A YEAR LIKE NO OTHER

The COVID-19 pandemic required us to pivot to COVID-related risks and ensure our mitigation efforts were followed. Our team performed 73,273 COVID inspections in 2020. We pulled back to a small, essential-only workforce at our factories for two weeks to implement COVID-specific requirements like barriers at workstations, social distancing, active screening and adding sanitizer stations. Other protocols included: travel and visitor restrictions, required face coverings, daily self-assessment questionnaires and increased disinfection of high-touch areas. The support and engagement of every Trane Technologies employee made this possible.

Occupational Health and Safety Strategy

When it comes to safety, our goal is clear: Zero injuries. Zero incidents.

Prioritizing our employees' health and safety is right for our people and right for our business. Improved employee engagement, retention and productivity result in reduced turnover and health care costs.

Our Occupational Health and Safety (OHS) strategy is to build a data-centric, safety-focused culture. Safety metrics help us evaluate our progress toward our goals, identify gaps and shape our OHS efforts.

We have a 2030 goal to achieve and maintain a world-class safety performance, which we define as a lost-time incident rate of 0.06 and a total recordable incident rate of 0.60. As we undertake a new decade of sustainability goals, we remain firmly committed to putting the best minds and technology to work to maintain a safe work environment for our employees.

In 2020, we reduced our lost-time incident rate (LTIR) by 30% and our total recordable incident rate (TRIR) by 8%. We also maintained a zero occupational illness frequency rate. We had a lost-time injury rate of 0.07 for employees and 0.05 for contractors.

We provide employees with the tools and knowledge they need to perform their jobs safely. Our EHS auditing program exceeds regulatory requirements and includes our internal EHS management system requirements.

2020 required us to pivot to a virtual audit program, and we completed six virtual audits of our manufacturing facilities and service regions. This ensured consistent expectations across the enterprise.

Another area of continued focus is ergonomics awareness and reducing manual material handling, eliminating postural problems and reducing repetitiveness along production lines. For example, through our 100 Days of Safety Campaign, we expanded a pilot program to multiple service regions that targets service technicians and is aimed at overall wellness and enhancing strength and mobility of key body parts. Some of the results of this voluntary program included: an 81% increase in range of motion of hamstrings and a 48% increase in range of motion for upper body mobility.

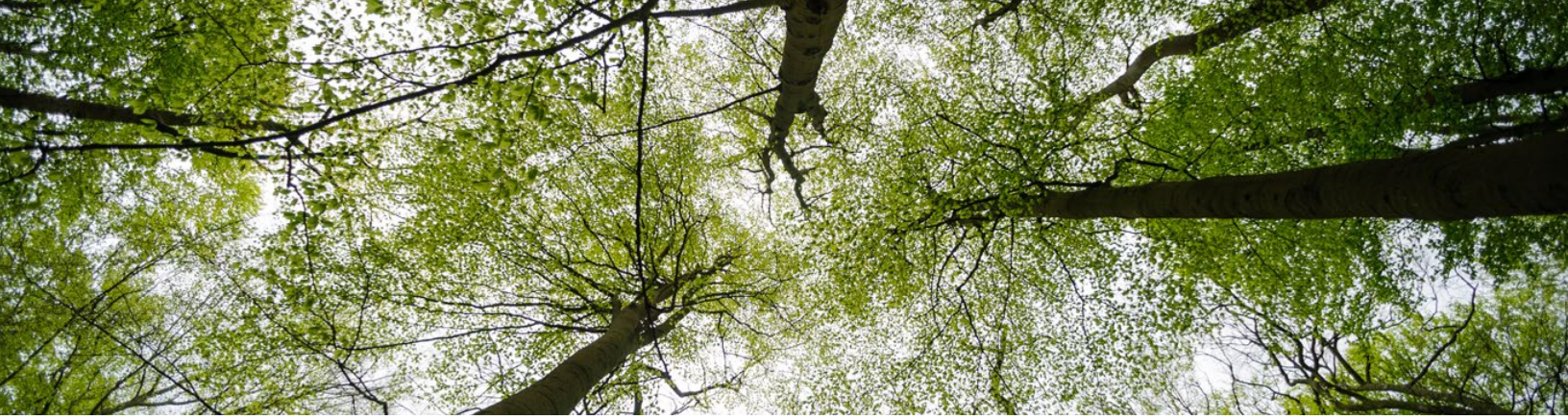
Through a data-driven approach to maintaining a safety-focused and zero-incident culture, we identify trends and areas for improvement. Using quantitative metrics and collecting qualitative feedback from employees allows us to assess our current performance and understand where there are areas for improvement, and informs our future OHS strategies.

2020 OCCUPATIONAL HEALTH AND SAFETY DATA

Total recordable incident rate (per 200,000 hours worked)	0.79
Lost time incident rate (per 200,000 hours worked)	0.07
Employee lost time frequency rate (per million hours worked)	0.38
Contractor lost-time frequency rate (per million hours worked)	0.24
Employee occupational illness frequency rate (per million hours worked)	0
Work-related fatalities	0
Total hours worked (among employees and supervised employee contractors)	72,019,125

LOST TIME INCIDENT RATE

	2020	2019
Number of Lost time Incidents per million hours worked	0.37	0.48



Human Rights

100%

of U.S.-salaried employees are trained on anti-harassment

Everywhere we operate, we comply with local laws and regulations while promoting human rights principles that are shaped by international organizations, such as the International Labor Organization and the United Nations. Trane Technologies prohibits child and forced labor, discrimination and harassment in the workplace, and addresses freedom of association, work environment standards, compensation and employee privacy.

Our Code of Conduct, Global Human Rights Policy, and Business Partner Code of Conduct serve as our global minimum business standards for working conditions and human rights.

Implementing, Promoting and Assessing our Policies

We gather information related to adherence to our Code of Conduct and Business Partner Code of Conduct (BPCoC) to assess and improve our work to advance respect for human rights across our business. Salaried employees in Legal, Human Resources and Global Integrated Supply Chain are assigned a training course on anti-human trafficking based on their job function and associated risks. We conducted approximately 1,081.4 hours of training on anti-human trafficking among relevant employees in 2020.

As a global company, we are committed to engaging in appropriate, risk-based due diligence of our business partners and suppliers to ensure compliance with international trade laws and regulations. Our relationships with our suppliers are defined by contracts which are based on lawful and ethical practices. We request that our suppliers adopt and enforce standards similar to those in our Business Partner Code of Conduct.

Our Code of Conduct promotes our policy to all employees and our BPCoC similarly communicates our standards for our business partners and suppliers. Our BPCoC is available in nine languages to ensure accessibility for our business partners around the world.

MANAGING HUMAN RIGHTS RISK

Trane Technologies has standard contract language that requires suppliers to comply with our Business Partner Code of Conduct (BPCoC), which requires them to uphold basic human rights. In 2020, we used our supplier risk assessment process to reviews our suppliers' environmental, social and governance practices, including human rights. We then worked with suppliers on improving conditions. In 2020, all suppliers were found to be in compliance.

GRIEVANCE MECHANISMS

An essential pillar of our Code of Conduct is that employees speak up if something seems wrong. We encourage all employees to report their concerns through our Ethics HelpLine. The same applies to our external stakeholders and business partners. We investigate all reports, we take action to ensure compliance, and we do not tolerate retaliatory actions.

Anti-Harassment and Non-Discrimination

Non-Discrimination and Equal Opportunity (U.S.): We are proud to be an Equal Employment Opportunity Employer and we provide equal 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 are dedicated to this policy when it comes to decisions 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, as well as any other terms or conditions of employment.

Anti-Harassment: We do not allow harassment and we expect the same from our business partners. This standard is ever more important as shifting demographics reshape the global workforce. To help foster an inclusive workplace, we train 100% of our salaried employees worldwide on anti-harassment annually.

Our policies are available to our employees through our company intranet and include relevant information based on employee location.

2020 has proven the important role non-discrimination and anti-harassment play in building back after the coronavirus pandemic and removing systemic barriers to professional opportunities.

ANTI-HARASSMENT DATA

ANTI-HARASSMENT DATA	2020		2019	
	Actual	**Target**	**Actual**	**Target**
U.S.-salaried employees trained on anti-harassment	100%	100%	100%	100%
Employees able to access anti-harassment policy	100%	100%	100%	100%

Supplier Diversity

$3B

Total amount of goods and services purchased from diverse-owned businesses since inception of supplier diversity program in 2013

$380.4M

total amount of goods and services purchased in 2020 from diverse-owned businesses in the U.S.

At Trane Technologies, we recognize the value of diversity in our supply chain. We believe in maintaining a corporate culture of mutual respect, cross collaboration and inclusion that drives growth and innovation while making a positive impact in the lives of our customers.

We are committed to working with minority-owned, women-owned, veteran-owned, LGBTQ-owned businesses, and businesses owned by people with disabilities. In 2020 we added 103 new diverse suppliers, representing $4.3M in spend. We are not only committed to growing our business with diverse suppliers, but also to developing and mentoring them to build stronger partnerships and enhanced capabilities.

We focus on three pillars:

- Increased utilization of diverse suppliers
- Supplier development and mentoring
- Strategic outreach

Our Procurement Process

Our innovative procurement process identifies and prequalifies diverse-owned businesses to ensure a robust pipeline for procurement opportunities. The strategic sourcing process includes a Supplier Decision Matrix, which enables us to avoid using price as the primary driver for supplier selection. Instead, we consider a range of factors, including supplier diversity, quality, and risk. Our plans to launch the COE NEXT mentor program are on hold until face-to-face meetings are possible.

In 2020, we partnered with the Tri-state Minority Supplier Development Council and several teams within Trane Technologies Procurement Operations to develop and deliver virtual training to minority-owned businesses. The sessions focused on supplier quality, supply chain risks, and sustainability. Also, together with the Tri-state Council we hosted The Hackett Group in presenting their latest supplier diversity benchmark study to more than 83 corporations nationwide.

Supplier Diversity Data

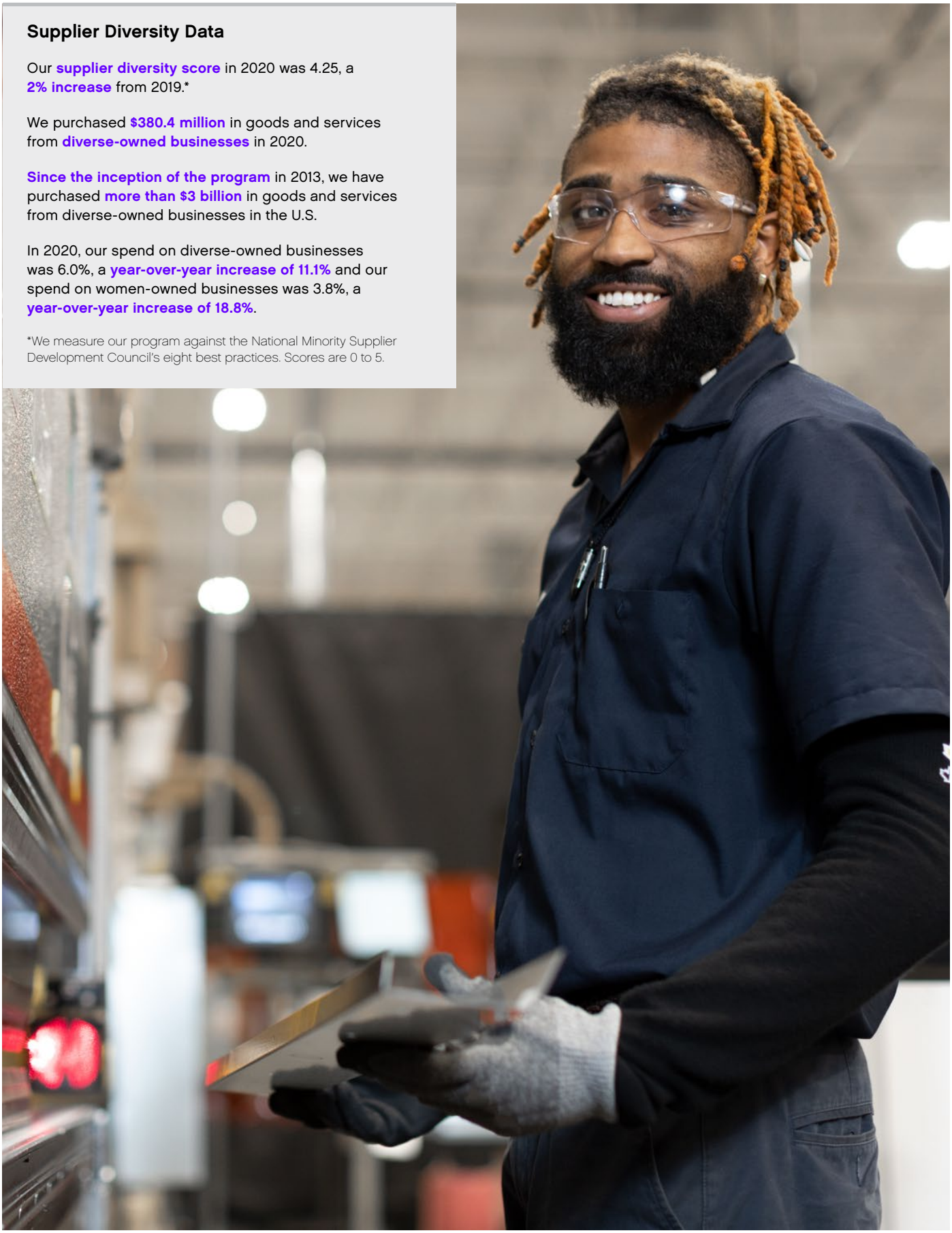
Our **supplier diversity score** in 2020 was 4.25, a **2% increase** from 2019.*

We purchased **$380.4 million** in goods and services from **diverse-owned businesses** in 2020.

Since the inception of the program in 2013, we have purchased **more than $3 billion** in goods and services from diverse-owned businesses in the U.S.

In 2020, our spend on diverse-owned businesses was 6.0%, a **year-over-year increase of 11.1%** and our spend on women-owned businesses was 3.8%, a **year-over-year increase of 18.8%**.

*We measure our program against the National Minority Supplier Development Council's eight best practices. Scores are 0 to 5.



Corporate Citizenship

$10.9M+
in total 2020 philanthropic giving

$3.1M+
raised through charitable fundraising — a 300% increase over 2019

15,811
Trane Technologies employees who volunteered

At Trane Technologies, we believe that we have a duty to contribute to the well-being of our communities and the health of our planet. We're leading the way with our citizenship strategy, Sustainable Futures. The strategy focuses on three pillars designed to help underrepresented communities: Enhance learning environments, advance student success, create pathways to green and STEM careers. To align with this approach, we've recently adjusted our 2030 goals to make them even more ambitious.

Sustainable Futures

Sustainable Futures is focused on helping underrepresented communities in three key areas: enhancing learning environments by ensuring access to healthy indoor air and healthy foods; introducing green and STEM curricula throughout students' journeys; and providing pathways to green and STEM careers. Together with employee volunteers, and our network of non-profit partners, we're building stronger communities and a more sustainable world.

According to World Inequality Database on Education, in 58 out of 133 countries, fewer than half of young people have completed upper secondary school. We know that careers in the STEM field are growing and typically pay a living wage. By first shoring up students' basic needs, like food and air quality, and then building pathways to solid careers, we are providing them tools for better lives, and helping to create a better world: one in which no one goes hungry, and all communities have the support and opportunities they need to thrive in both local and global economies. What's more, our efforts will cultivate the knowhow and passion for community stewardship in future generations that will ensure a more sustainable future.

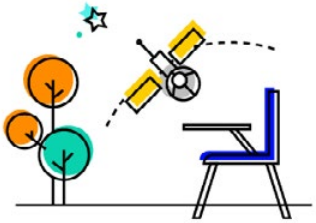
"As educational systems struggled this past year, Trane Technologies' support helped keep science and technology, engineering, and mathematics alive, providing hands-on learning for students in three counties, and making STEM a household term for a greater diversity of families."

—DR. ROCHELLE L. WILLIAMS, SENIOR DIRECTOR OF PROGRAMS, NSBE

Our 2030 Sustainability Commitments

We've revised — and grown — our 2030 Sustainability Commitments to reflect our new Sustainable Futures strategy. We will:

Invest $100 million in underrepresented students



through healthy learning environments, access to education and pathways to green and STEM careers.

Dedicate 500,000 employee volunteer hours

to programs that increase access to green and STEM education and careers, healthy food, and healthy home/learning environments.

FOCUS AREAS

In conjunction with our new Sustainable Futures strategy, we are partnering with a growing list of community organizations whose expertise, success and deep local connections are vital for success. Together, we will focus on supporting underrepresented populations in three key areas: enhancing learning environments, advancing student success, and opening pathways to green and STEM careers.

- **Enhance Learning Environments:** We know that clean air and full stomachs make for stronger students and these partnerships help us address both needs.
  - Habitat for Humanity: "Indoor Climate and Maintenance Education" (I-CLIME) program is a series of educational resources for Habitat homeowners that teaches strategies for energy efficiency and indoor air quality
  - Feeding America: A partnership with Thermo King called We Move Food provides support to hunger relief organizations globally through direct grants, special pricing on transport refrigeration products and maintenance, access to training and expertise and volunteerism
- **Advance Student Success:** Starting early, these partnerships introduce elementary school-aged students to concepts we believe will make them stronger learners and create lifelong relationships with sustainability concepts.
  - Climate Generation: Climate solutions education to prepare students to be ambassadors of the planet
  - Project Drawdown: An initiative to engage and inspire understanding and connection to the science behind climate solutions
- **Pathways to Green and STEM Careers:** To advance STEM education and career options so the next generation can thrive in the workforce, we are partnering with esteemed educational organizations such as:
  - NC3: STEM certification programs for educators who train thousands of students every year for success in STEM careers
  - Project Scientist: Fun, experiential learning programs including labs, camps and clubs to help girls imagine a future in STEM
  - National Society of Black Engineers (NSBE): Free three-day summer program for more than 1,300 Black students in grades 3 to 5 who gain exposure to people, concepts and careers in engineering

"Without refrigerated trucks and units like the ones furnished by Thermo King, we couldn't keep that produce, and that meat, and that milk, and those eggs cold and get them to the eventual destination — which is to help a family or a senior in need."

—KAY CARTER, CEO, SECOND HARVEST FOOD BANK OF METROLINA

GOVERNANCE AND TRANSPARENCY

Our continuing commitment to governance and transparency means we employ best-practice processes and technologies that ensure our adherence with the rule of law, and also deliver measurable impacts and long-term value for both Trane Technologies and the communities we serve.

Our Foundation Council is a diverse and well-resourced team that provides rigorous oversight and is critical to the efficacy of our corporate citizenship programs. Throughout the year, it informs our strategy, helps us mitigate our exposure to risk and ensures alignment with the company's values. The Council provides guidance on our strategic plans, reviews grant requests in excess of $10,000, and it extends the reach and impact of corporate citizenship programs and ideas throughout the organization.

In 2020, we initiated the formation of international advisory teams that lean on the Foundation Charter to deliver consistent and disciplined oversight to our corporate citizenship efforts around the world.

GLOBAL CONTRIBUTIONS

The impact of the COVID-19 pandemic included decreases in giving and employee volunteerism time along with its corresponding value. Yet, there was no shortage of passion among our team. 49% of our employees participated in corporate citizenship initiatives in 2020, a 13% increase over 2019. Our charitable fundraising also tripled from 2019 to 2020, resulting in more than $3 million being raised.

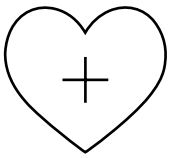
GLOBAL CONTRIBUTIONS

GLOBAL CONTRIBUTIONS	2020	2019
Volunteer Participants	15,811	17,044
Hours Volunteered	20,559	31,682
Charitable Fundraising	$3,170,136	$1,007,855
Charitable Contributions	$1,048,499	$1,818,910
Value of employee vol time during paid work hours	$548,284	$805,673
In-Kind Giving	$969,319	$415,502
Management Overhead	$88,893	$150,407
Trane Technologies Foundation donations to community partners	$5,108,779	$5,455,080
TOTAL Philanthropic Giving	**$10,933,910**	**$9,653,427**

EMPLOYEE & COMMUNITY ENGAGEMENT DATA

49%

of employees globally participated in community or sustainability initiatives in 2020



13%

increase year over year in Philanthropic Giving

1,500

suppliers audited for sustainability and business risks through On-Site Assessment (OSA) audits over three years

ZERO

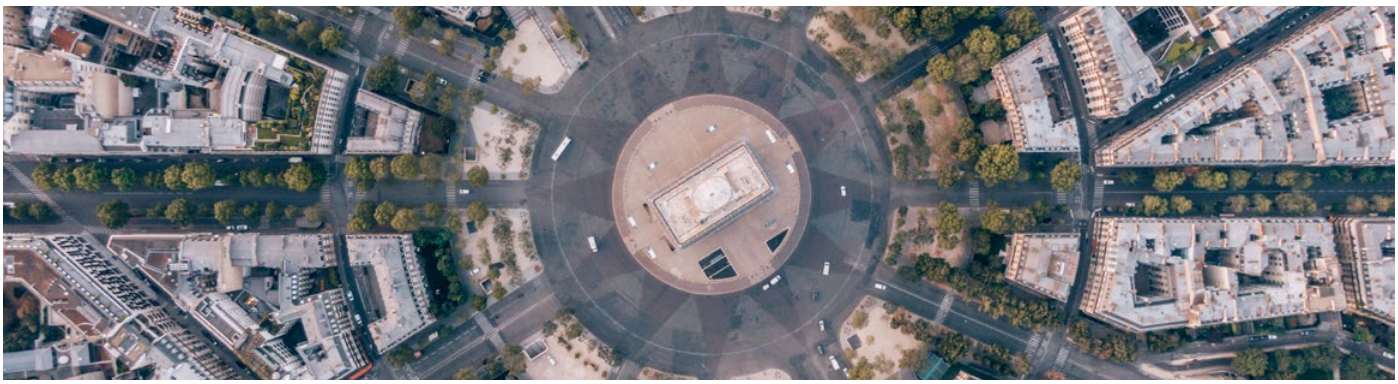
suppliers identified as having significant actual or potential negative environmental impacts

100%

direct material spend assessed for risk quarterly

Governance

Trane Technologies is a global climate innovator. Through our strategic brands, Trane and Thermo King, and our portfolio of environmental products and services, we bring efficient and sustainable climate solutions to buildings, homes, and transportation. In doing so, we're working collaboratively to solve some of the greatest global challenges — from climate change to COVID-19.

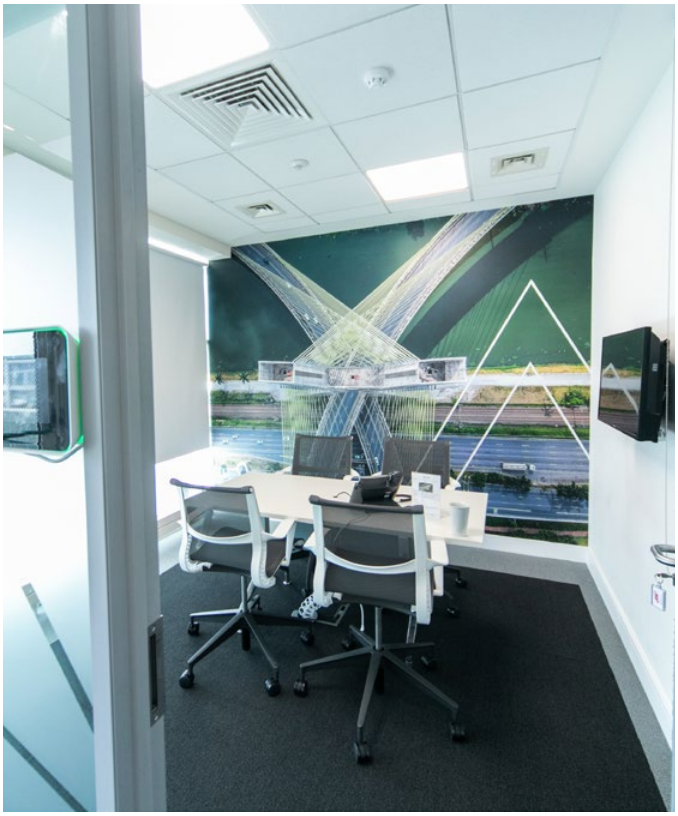


Our Purpose

At Trane Technologies, we believe one company can change an industry, and one industry can change the world. Our purpose is clear: we boldly challenge what's possible for a sustainable world.

"At Trane Technologies, we challenge possible by thinking bigger, acting bolder and taking actions that not just improve our own performance but influence global change."

—MIKE LAMACH, CHAIRMAN AND CEO



Setting our 2030 Sustainability Commitments

Global megatrends like climate change, resource conservation, stakeholder expectations and workforce dynamics are changing the way we live and work. Our 2030 Sustainability Commitments are focused where these megatrends intersect with our technology, innovations and expertise.

OUR FOCUS:

- **Gigaton Challenge:** Our Gigaton challenge sets the tone to rally our employees to enable our customers to reduce their carbon emissions by 1 billion metric tons, the equivalent of the annual emissions of Italy, France and the United Kingdom combined.
- **Leading by Example:** We intend to lead our industry and encourage our suppliers to follow by continually improving our operations to achieve carbon neutrality, reduce our absolute energy consumption by 10%, send zero waste to landfill and return more water than we use in water-stressed areas.
- **Opportunity for All:** We create new possibilities and a better world for our people and our communities by achieving gender parity in leadership and workforce diversity reflective of our communities; dedicating employee volunteer hours in our communities; providing market-competitive wages and benefits for employees; enhancing learning environments and introducing green and STEM curricula throughout students' journeys.

2030 SUSTAINABILITY COMMITMENT FOCUS AREAS AND GOALS

GIGATON CHALLENGE

- Reduce customer carbon footprint by 1 gigaton[1]
  - Accelerate clean technologies that heat and cool buildings in sustainable ways
  - 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
- Increase access to heating, cooling and fresh food

1 1B metric tons of CO_2e.

LEADING BY EXAMPLE

- Achieve carbon neutral operations
- Reach zero waste disposed of in landfills
- Achieve net positive water use in water-stressed locations
- Achieve a 10% reduction in absolute energy consumption[2]

2 Compared to 2019 baseline.

OPPORTUNITY FOR ALL

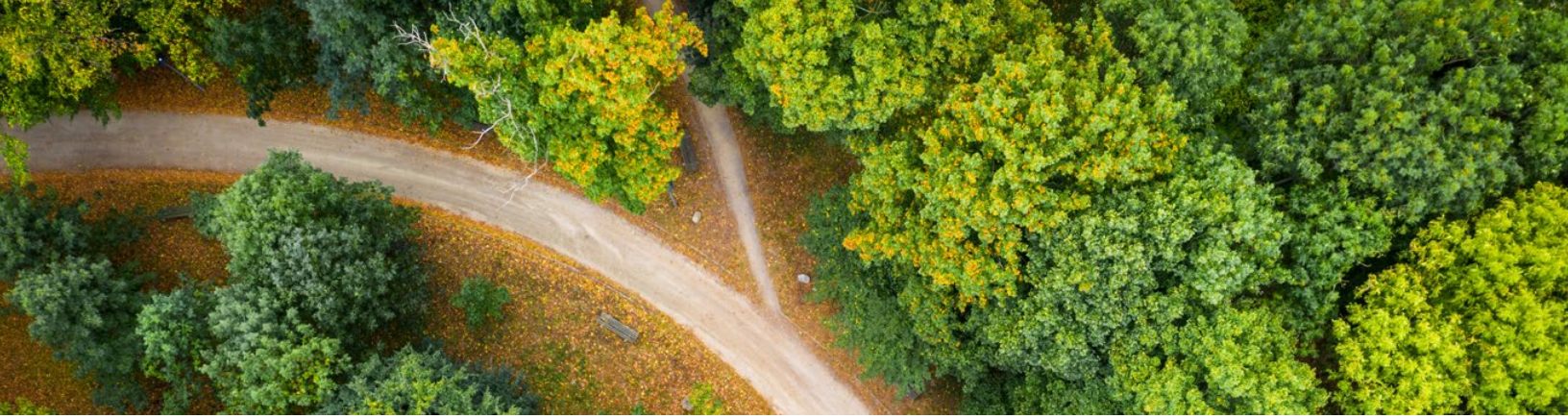
- Achieve workforce diversity reflective of our communities
- Achieve gender parity in leadership roles
- Maintain world-class safety metrics
- Provide market-competitive wages and benefits and leading wellness offerings for global workforce
- Invest $100 million in building sustainable futures for underrepresented students
- Dedicate 500,000 employee volunteer hours in our communities

PROGRESS TOWARD 2030 SUSTAINABILITY COMMITMENTS

GOAL	TARGET	PROGRESS TOWARD TARGET
Gigaton Challenge		
Reduce customer carbon footprint by 1 gigaton	Reduce customer carbon footprint by one gigaton (or 1 billion metric tons of CO_2e)	7.7 million metric tons CO_2e
Design systems for circularity		Created a Circularity Council in 2020 that will focus on improving circularity in the following aspects: Material inputs Product design (i.e., modularity) New potential business models to encourage reduction or even elimination of end of life
Increase access to heating & cooling and fresh food	Innovate and commercialize low cost sustainable products for developing markets we currently have no offers for	Established as a goal and integrated into our strategy and innovation efforts for 2021 and moving forward

GOAL	TARGET	PROGRESS TOWARD TARGET
Leading by Example		
Achieve carbon neutral operations	Trane Technologies will continue to reduce its carbon emissions and offset any remailing carbon emissions with Carbon Credits	-7.3%
Reach zero waste disposed of in landfills	Through reducing, reusing and recycling, we will eliminate non-hazardous waste entering landfills	+12%
Achieve net positive water use in water-stressed locations	We will reduce our water consumption, improve water quality and access to clean water in stressed areas	-23%
Achieve 10% absolute reduction in energy consumption	Through energy reduction projects at our locations and electronification of our fleet, we will reduce our absolute energy	7.7%
Opportunity for All		
Achieve workforce diversity reflective of our communities	Increase racial and ethnic diversity of our salaried population in the US from a current 17% to 26% by 2030 — an increase of 50%	In 2020 our full US workforce generally reflects the communities we are part of — 36% of our workforce is racially or ethnically diverse. At the end of 2020, we established new goals to increase ethnic representation in our salaried workforce.
Achieve gender parity in leadership roles	Achieve gender parity in leadership (B7+) positions by 2030 Increase women representation in management (B5+) from 22% to 35% by 2030	The women's share of the workforce in the company was flat in 2020 as we launched our new company and had lower-than-normal external hiring levels. For 2021 and beyond, we have established gender goals that ensure we will meet our 2030 commitments for gender parity in leadership positions
Maintain world-class safety metrics	Loss Time Incident Rate (LTIR): 0.06	LTIR: 30% reduction from 2019
	Total Recordable Incident Rate (TRIR): 0.60	TRIR: 8% reduction from 2019

GOAL	TARGET	PROGRESS TOWARD TARGET
Provide market-competitive wages and benefits and leading wellness offerings for global workforce		All employee compensation is assessed for market competitiveness and gender/race parity U.S. hourly starting wages are 195% above state minimum wages on average Offered flexible work policies and Manager Guides Provided family leave and support for new parents Granted paid time off for volunteer work 100% of employees have access to healthcare insurance Wellness offerings increased from 96% to 100% of employees Mental Health support expanded to all employees globally Mobile capability and AI for Just in Time and Targeted Information/ Resources Helping Hand Fund awarded $1.37M to 1,073 employees during pandemic
Invest $100 million in building sustainable futures for underrepresented students	Provide indoor environmental quality solutions and expertise for healthy homes and classrooms to optimize learning	Funded student certification programs
	Provide access to healthy food and medicines for students and their families for improved wellness	Donated more than $1.5 million
	Accelerate students' success and create pathways for green and STEM careers	Donated STEM equipment Held job fairs in several countries
Dedicate 500,000 employee volunteer hours in our communities	Improve perception and familiarity with manufacturing, engineering and technical careers Offer more entryways for diverse workers to access Green & STEM professions Invest $100 million in non-profit organizations that provide training and job readiness resources, mentoring, and job placement	Stood up a new global volunteerism program — providing employees a full workday to volunteer Volunteer hours for 2020 was 20,559* *Due to COVID-19 restrictions the volunteer programs available were extremely limited



ESG Governance

Strong Governance to Lead a More Sustainable World

From the top of our organization, and throughout every facet of our business, our company's core purpose is to create a more sustainable world.

A strong governance structure enhances our focus on sustainability and consists of the following elements:

- **Board-Level Accountability:** The Sustainability, Corporate Governance and Nominating Committee of our Board of Directors oversees risks associated with corporate governance and sustainability, including the development and implementation of policies relating to environmental, social and governance ("ESG") issues. The Sustainability, Corporate Governance and Nominating Committee also monitors the Company's performance against its sustainability and ESG objectives including the impacts of climate change. The Sustainability, Corporate Governance and Nominating Committee also evaluates social and environmental trends and issues in connection with the Company's business activities and makes recommendations to the Board regarding those trends and issues. See a Letter from our Board of Directors on the Urgency of Sustainability in our Proxy Statement.
- **Executive Leadership:** Each executive officer's performance management objectives are cascaded throughout their organizations as well as aligned with driving operational excellence, improving the business operating system and achieving sustainability initiatives. Additionally, our management's Annual Incentive Matrix remuneration scheme includes environmental, sustainability and workforce diversity goals, in addition to financial targets. Beginning in 2021, all salaried employees will have a sustainability objective aligned with our 2030 sustainability commitments.
- **Executive Oversight:** Our Sustainability Strategy Council includes functional and business leaders who ensure the company's sustainability strategy is aligned across the enterprise and define annual and mid-term targets and boundaries that inform our public reporting. The Council meets quarterly and reports progress to the Enterprise Leadership team.
- **External Engagement and Guidance:** We learn from the insights of external thought leaders who sit on our Advisory Council on Sustainability. This group's expertise in climate change impacts, infrastructure development, energy policy, circular design, product impacts, social progress and technology helps us understand critical issues and apply that learning to our strategy. We also participate in several global initiatives designed to advance climate action. See our full list of charters.
- **Daily Management:** Day to day, our Center for Energy Efficiency and Sustainability (CEES) team is responsible for integrating sustainability into the business. In addition, the CEES team facilitates our sustainability-related work with government and nongovernmental organizations, universities and industry leaders. They bring forward new ideas and emerging requirements and are also responsible for tracking and disclosing our progress against commitments.

Governance, Ethics & Risk Management

We hold ourselves to the highest standards of ethical conduct. That means doing what is right for our business, for the environment and for society. Several standards and policies guide our action. The Trane Technologies Code of Conduct applies to all employees throughout the world and confirms our commitment to ethical behavior and compliance with laws wherever we work. We also have a Global Human Rights Policy and an Environment, Health & Safety Policy. The company believes that the fundamental values set forth in these policies should serve as our global minimum business standards across our value chain.

While some of our standards and rules reinforce legal imperatives in places where we operate, each one reflects our commitment to fairness, honesty, and ethical business practices. Read more about our approach to governance, ethics and compliance in our 2020 Annual Report and on our website.

Code of Conduct

Our Code of Conduct embodies the standards we expect our employees to uphold both internally and externally. The Code covers dozens of topics, including labor relations, human rights, diversity, equal employment opportunity, affirmative action and harassment. It reinforces our values and describes how we interact with our customers, suppliers, colleagues, and government and regulatory bodies. The essence of our Code is simple:

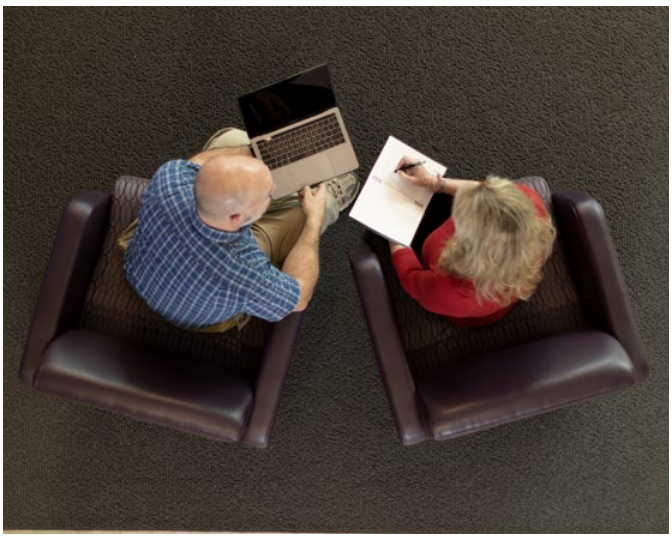
- We act lawfully and ethically
- We ask if we have a question about the Code or an ethics issue
- We speak up to report concerns about unethical conduct

Signed by our Chairman and CEO, the Code applies to every employee, regardless of role or location, and to our Board of Directors (when they are acting in connection with their Trane Technologies-related duties). We also expect that all entities doing business with us practice the highest legal, moral and ethical standards as outlined in our Business Partner Code of Conduct.

ANTI-CORRUPTION

Our Code of Conduct and associated Anti-Bribery and Corruption Policy hold all our employees to the highest standards of integrity and legal compliance everywhere we do business. Our Code prohibits all company employees from giving and offering anything of value in exchange for business advantage. This includes a complete ban on facilitation payments to secure routine government functions, even though such payments are permissible under the Foreign Corrupt Practices Act.

Our business partners and service providers undergo due diligence reviews based on risk ratings. We use a third-party vendor to conduct compliance screenings from thousands of global public record databases. These screenings help identify any potential business partners who are not upholding our high standards for ethics.



UPHOLDING OUR CODE

The Audit Committee of our Board of Directors annually reviews our compliance program, including compliance with the Foreign Corrupt Practices Act. Our Global Business Integrity Council and region-level councils set, approve, and operationalize compliance practices. Read more about our Corporate Governance Guidelines and board committees.

All salaried employees complete an annual Code of Conduct training program, including an attestation of their compliance. For 2020, salaried employees completed training on anti-corruption, conflicts of interest, fraud and financial crimes, IT security awareness and sexual harassment prevention.

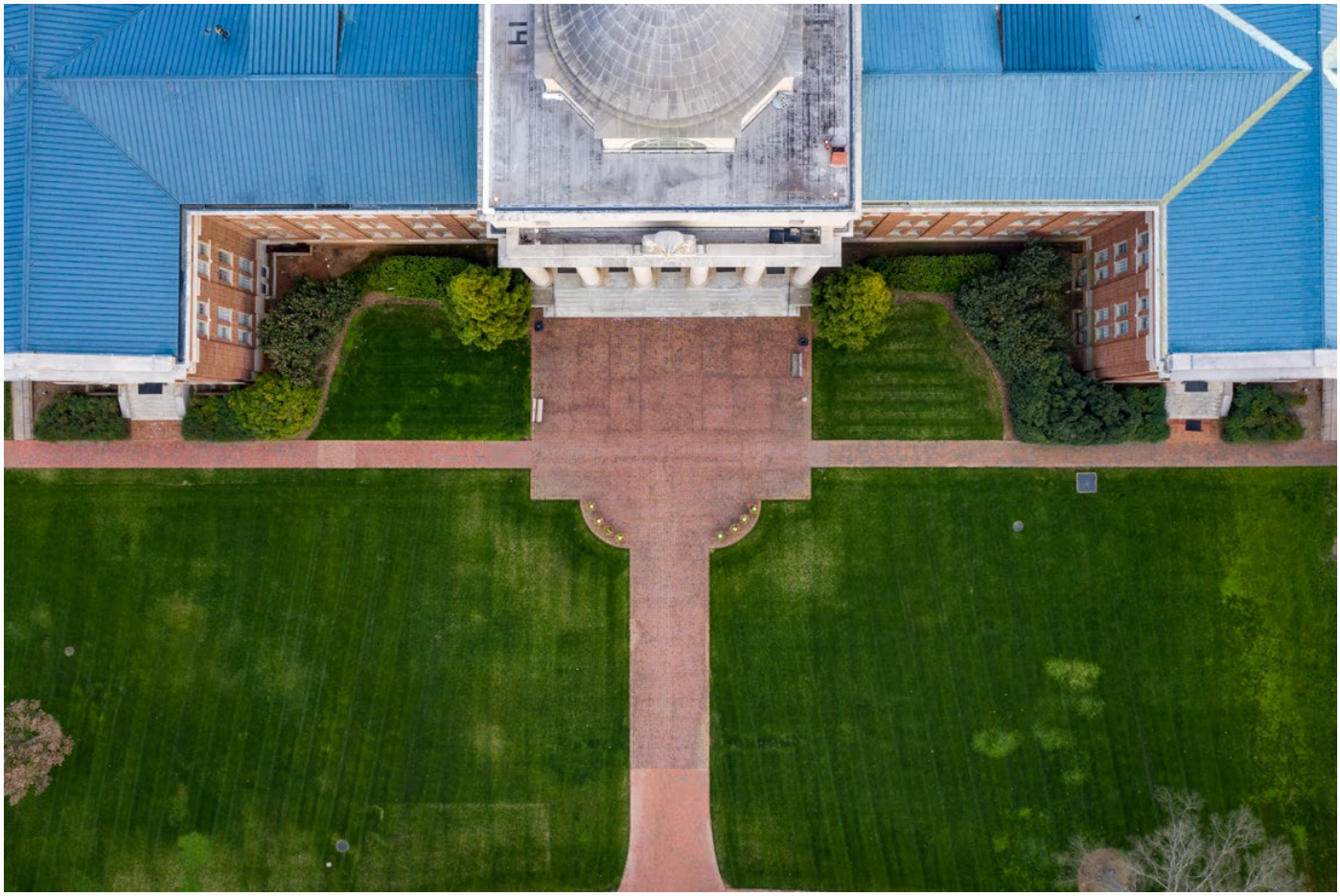
Employees who have legal or ethical concerns have several ways to report an issue. They may contact the Ethics HelpLine, raise an issue with their manager, Human Resources, Legal departments, the Ethics and Compliance Group, or the Internal Audit and SOX Compliance group. We take violations of our Code of Conduct seriously by investigating all reports to the Ethics HelpLine and taking remedial action to ensure compliance. Retaliatory actions are not tolerated.

Cybersecurity

Cybersecurity is a top priority for our company. We use industry best practices and tools, such as encryption and multiple layers of access control and authentication, to protect our customer and company data.

Our Cybersecurity strategy is overseen by the Audit Committee of our Board of Directors and directed by our Chief Information Officer. Our cybersecurity strategy, programs and policies are designed to protect the company's most important information and technology assets from an ever-evolving landscape of threats.

All salaried employees complete an annual cybersecurity training program, where specific threats and scenarios are highlighted, based on our analysis of current risks to the organization.



Customer Satisfaction

In 2020, Trane Technologies was named the most trusted HVAC brand for the seventh year in a row.

We measure their satisfaction through customer relationship surveys that measure loyalty and sentiment. These reviews provide deep insights that drive strategic growth programs and enable us to consistently exceed customer expectations.

In 2020, we developed dashboards to analyze the results of both the loyalty and sentiment surveys. This includes dashboards that measure critical KPIs, including our Net Promoter Score (NPS). Integrating NPS into these dashboards allows for new levels of strategic analysis and insight into our customers' loyalty. Our team is also reviewing 8,000+ comments and grouping them into themes, which adds qualitative feedback to our analyses.

In addition, our global measurement process captures consistent customer feedback for each business on a quarterly basis. Business leaders review it and develop action plans to address items that require corrective action. We identify score targets for both channel and end customers as well as report year-over-year progress annually.

South Carolina Department of Transportation

Over the years, the original heating and cooling systems at South Carolina's Department of Transportation (SCDOT) headquarters had become less reliable and less efficient. As a result, both comfort issues and energy costs were increasing. Trane Technologies' upgrades improved comfort and air distribution, and enabled the SCDOT to deactivate its aging, underground connections to an expensive centralized utility. The building is now realizing a 19% reduction in kWh and an 85% reduction in therms. Guaranteed Energy Savings for the project are more than $250,000, with an operational cost savings guarantee of more than $80,000.

Public Policy

We don't wait for regulations to force change; we step forward and lead the way. We work with policy makers and other partners to promote change. We support policies that facilitate market transitions to more energy-efficient technologies, particulate reductions and products that use next-generation, low global warming potential (GWP) refrigerants.

Energy Efficiency and Renewable Energy Policy

In 2020, we continued educating government officials and industry bodies around the world on energy efficient and low GWP technologies. We led national and international committees and working groups, including ASHRAE, UN and ISO, and served as a resource to state and local governments to help them understand the next-generation refrigeration landscape. We also worked with the Air Resources Board in California, as well as with groups in China and India, to determine ways to achieve the Paris Accord and Kigali Amendment commitments.

Combating climate change requires more than one company or one industry. We support efforts to make cost-effective forms of renewable energy accessible to all businesses and homeowners and we participate in renewable energy forums to share our expertise as a corporate buyer. These initiatives contribute to the transition to a decarbonized electricity grid.

Working with federal and state public policy leaders, Trane Technologies' essential workers kept vital indoor air quality systems efficient and functional, supporting mission-critical operations for hospitals and emergency services. We also provided solutions in the transport refrigeration segment — keeping the cold chain operational to support the needs of fresh food distribution and lifesaving pharmaceutical operations, including the specialized needs for ultra-cold storage of COVID-19 vaccine from manufacturing sites all the way through the distribution channel.

REFRIGERANT POLICY & CLIMATE CHANGE

As an industry leader, we offer our customers choices and guidance about how and when to transition to low-GWP refrigerant alternatives. We continue to introduce and evaluate next-generation refrigerants for global markets to ensure we have the best balance of performance, safety, reliability and availability. We also need to maintain a strong service organization and supply chain to support transitions. We sell our next-generation chillers in more than 30 countries, most of which do not have regulations in place. Many countries and the U.S. are acknowledging the emissions benefits of these products and are introducing regulations that require them.

We work with suppliers to identify and develop a viable, safe, long-term, low-GWP alternative to R-410A, which is the most prevalent hydrofluorocarbon (HFC) used in heating, ventilation and air conditioning (HVAC) today. Finding an alternative is crucial to the success of the Kigali Amendment to the Montreal Protocol, which seeks to phase down HFCs globally by approximately 85% by 2046.

AIR QUALITY

Urbanization is driving resource consumption and increasing pollution in cities around the world. In Europe, for example, the proliferation of diesel in passenger and commercial vehicles is increasing levels of particulate and other emissions. We focus on air quality to increase access to clean air. In line with legislative efforts to create pollutant thresholds, our Thermo King brand is investing in power technology with significantly lower pollutants. Our Advancer unit is more efficient than its predecessor and 30% more efficient than the market average.

Political Activity

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 employees may engage personally, they are prohibited from doing so on behalf of the company or as a company employee.

In the United States, we manage a nonpartisan political action committee (PAC), which is compliant with all applicable laws and is regulated by the Federal Election Commission (FEC). Under the FEC, all funds received by the PAC, and resulting contributions to federal candidates, are publicly disclosed in the FEC Campaign Finance database. Our employees are not permitted to receive any type of reimbursement from the company for personal contributions to political parties and candidates.

LOBBYING EXPENDITURES

Total monetary value of Trane Technologies' financial and in-kind lobbying contributions made directly and indirectly by the organization.

2020
$632,680

EMPLOYEE CONTRIBUTIONS TO TRANE TECHNOLOGIES' POLITICAL ACTION COMMITTEE (U.S. ONLY)

2020	2019
$20,751.12	$27,658.83

POLICY ADVOCACY

Public policy advocacy, association memberships and lobbying activities are key elements of pushing what's possible to achieve sustainability goals and address global challenges. Through policy advocacy, we work to shape a policy environment that aligns with the interests of our business, stakeholders and planet. Some of our largest 2020 policy advocacy expenditures included:

- Advocating to phase down high-global warming potential HFCs in multiple countries and the U.S.
- U.S. federal lobbying in support of ratification of the Kigali Amendment to the Montreal Protocol on Substances that Deplete the Ozone Layer
- U.S. federal lobbying in support of the Energy Savings and Industrial Competitiveness Act and the American Innovation and Manufacturing Act
- Advocating for policies that encourage non-battery energy storage like thermal energy storage technologies in the U.S.
- Advocating for clean energy plans and beneficial electrification strategies in several regions and the U.S.
- Advocating for U.S. federal tax incentives encouraging energy efficiency in new and existing homes
- Advocating for sustainable building policies in several geographic regions/countries

In 2020, 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)
- 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)
- 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
- US 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)

527 ORGANIZATIONS AND SUPER PACS

We have not contributed to 527 organizations — political organizations created under Section 527 of the Internal Revenue Code other than political action committees and candidates — and 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."

Challenging What Is Possible

As climate innovators, we are at the forefront of addressing our planet's climate challenges. 2020 marked the beginning of our new 2030 Sustainability Commitments. It was also a year that underscored the urgency to act on climate change. We successfully advocated in the United States Congress for the passage of the American Innovation and Manufacturing "AIM" Act, which was signed into law in December 2020. The new law authorizes EPA to phase down HFC production and consumption and aligns the United States with the Kigali Amendment to the Montreal Protocol. We believe this will yield additional product innovation while creating jobs and stimulating the economy to the benefit of communities and the environment.

Environment Health & Safety Management

Protecting the Environment and Safeguarding Our People

At Trane Technologies, we are committed to operating in a way that protects the environment and safeguards our people. Strong environment, health and safety (EHS) practices are deeply woven into our culture. Our enterprise-wide engineering, preventive maintenance, medical and pandemic response and EHS standards are robust, scientifically sound, and protective of the environment and human health.

We comply with — and strive to exceed — global, national, state and local EHS statutes, regulation and standards. To achieve a zero injury and incident culture and meet our environmental goals, we encourage all employees to participate in Safety and Sustainability activities. Integrating EHS considerations, such as energy reductions, design for energy efficient manufacturing, and reuse and recycling of materials, into our everyday activities is a collective responsibility expected of our employees, vendors, business partners, contractors, service providers and distributors.

We continuously monitor emerging issues, regulatory changes and technological innovations, in addition to collecting and analyzing performance data and conducting internal and third-party audits. Our EHS data is assured annually by a third party and our EHS Management System conforms to both ISO 14001 and ISO 45001 standards.

OUR ENVIRONMENT, HEALTH AND SAFETY POLICY

Signed by our Chairman and CEO, our EHS Policy is a promise to our people, customers, partners, shareholders and communities that we will strive for sustainability excellence and remain committed to operating safely and protecting the environment.

Our Senior Vice President of supply chain and operational services is the executive sponsor of our company's EHS programs and oversees the policy. Our EHS Council of corporate and business leaders meets regularly to develop or enhance our EHS management standards. Executive and facility-level leadership teams are responsible for tracking and monitoring performance, which we measure through key performance indicators such as injury rates and greenhouse gas (GHG) emissions.

ADDRESSING THE ENVIRONMENT AND CLIMATE CHANGE

To combat climate change, we continually set world-class targets, and measure, manage and communicate our performance accordingly. We minimize the environmental footprint across our operations, product distribution and logistics. Our pollution prevention programs conserve waste, energy and water. We work to reduce the use of non-renewable natural resources, increase the reuse and recycling of materials, and decrease GHG and other environmentally harmful emissions.

ENSURING THE SAFETY OF OUR PEOPLE

We are committed to a zero injury and incident culture. We conduct annual EHS training for the majority of employees at our manufacturing sites and other large locations, as well as for those who complete service work at third-party locations.

The U.S. Occupational Safety and Health Administration (OSHA) regulation 29 CFR Part 1904 is our basis for recording and reporting accidents at our sites around the world. And our sites are expected to comply with local regulations when they are stricter than the U.S. OSHA standard.

HOW WE MONITOR PERFORMANCE

To protect our people and planet, we focus on performance monitoring and improvement in the following areas:

ENVIRONMENT AND CLIMATE CHANGE	SAFETY
Pollution prevention, environmental management and integrated permitting	General safety and health management
GHG and air emissions management, including NOx and SOx emissions, which primarily result from our fleet and emissions from refrigerants, which are part of many of our products	Personal protective equipment
Water supply management, including a water quality management system	Hazardous substance management and dangerous substances
Wastewater discharge management	Physical and mechanical hazards
Waste management	Fire protection

WORKER SAFETY DURING COVID-19

In response to COVID-19 and the global pandemic, we quickly formed an internal Pandemic Response Team that was responsible for developing policies and procedures to protect our employees, monitoring the ever-changing guidelines from WHO and CDC and benchmarking against other companies to identify best practices. Early in the pandemic, we reconfigured thousands of workstations to meet social-distancing guidelines, implemented active screening at all operations, and required all employees to wear face coverings and perform a self-assessment each day before work. We also developed an internal COVID tracker tool that allows us to conduct contact tracing. Many of our facilities have made adjustments to their HVAC equipment to improve indoor air quality. We completed over 50,000 audits or touch points with our employees to ensure we were following our COVID safety protocols.

Global health concerns are addressed through multiple mechanisms, including travel restrictions, global crisis emergency planning, practices for emergency medical responders and company health programs, among others. We have also planned additional awareness training for service employees who perform work in medical health care facilities.

For all operations that retain purchased service contractors and for visitors that come on-site, we require they follow our Pandemic Standard Work to help keep our employees safe. That requires the approval of contractors and includes a review of contractors' safety performance and a determination that they have the necessary training for services performed. We also provide appropriate on-site EHS orientation training to each contractor or visitor before any work begins.

AUDITS AND DUE DILIGENCE

Audits and due diligence are important tools in making our operations safe and sustainable.

Key facilities conduct annual EHS self-assessments according to a standard company-wide protocol. These assessments identify opportunities to improve EHS performance.

Through a combination of third-party consultants and internal EHS staff, we audit each of our sites on an interval that depends on the site's complexity taking into consideration size, staffing and the nature of manufacturing operations, as well as the scale of requirements and actionable duties within EHS permits, licenses and regulations.

During acquisitions, we complete formal due diligence that includes EHS. We have developed and implemented a comprehensive EHS integration model for acquisitions. Our EHS integration model includes orientation training, compliance-based auditing, risk assessments, implementation of our EHS management system and data or metrics reporting.

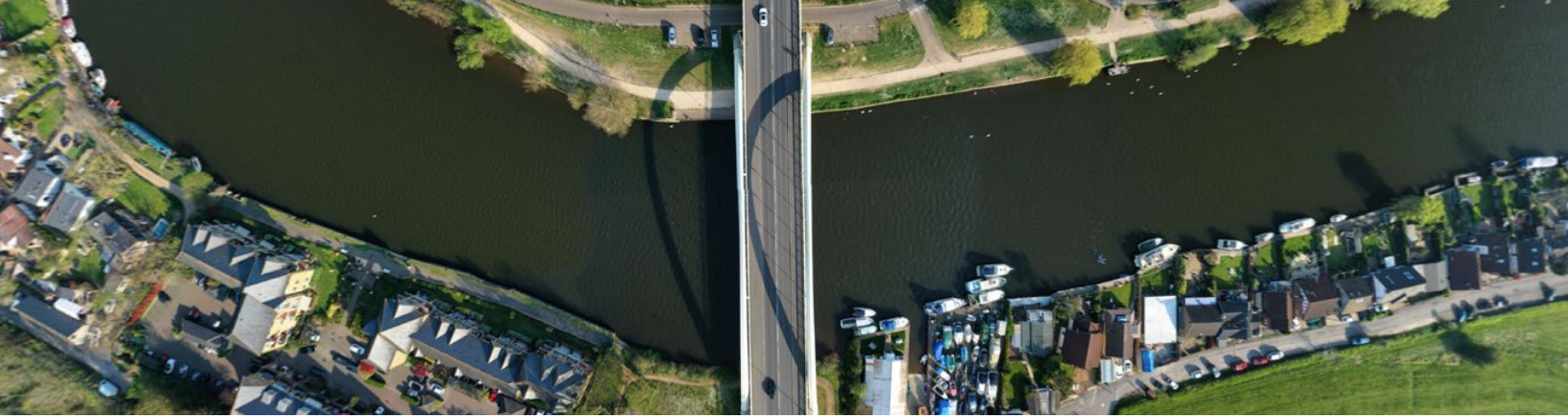
We do not subscribe to Principle 15 of the Rio Declaration and do not address the precautionary approach and principle. Our company did not receive any significant fines for noncompliance in 2020. Read more about our EHS Policy.

Memberships & Partnerships

Partnering to Advance Action

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)
- 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)
- Global Environmental Management Initiative (GEMI)
- GreenBiz Executive Network (GBEN)
- International Code Council (ICC)
- International WELL Building Institute™ (IWBITM)
- Manufacturers Alliance for Productivity and Innovation (MAPI)
- National Association of Environmental Management (NAEM)
- National Association of Manufacturers (NAM)
- Renewable Energy Business 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)



Charters

Advancing Our Goals through Collective Action

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

- CEO Action for Diversity & Inclusion
  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
  The AC Challenge urges governments, companies, and other stakeholders to make, sell or install super-efficient air conditioner 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
  Under the HFC Initiative, coalition 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-global-warming potential HFCs and minimize HFC leakages.

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

- EP100
  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
  EP100 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.

- Global Human Rights Policy
  Many of the standards set forth in our Human Rights Policy align with basic working conditions and human rights concepts advanced by international organizations such as the International Labor Organization and the United Nations.

- OneTen Coalition
  Founding member of the coalition of more than 30 business leaders committed to training, hiring, and advancing one million Black Americans over the next ten years.

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

- RE100
  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)
  An international organization working with governments, the private sector and civil society to drive further, faster action toward achievement of Sustainable Development Goal 7 (SDG7) — which calls for universal access to sustainable energy by 2030 — and the Paris Agreement — which calls for reducing greenhouse gas (GHG) emissions to limit climate warming to below 2 degrees Celsius.

- Task Force on Climate-Related Financial Disclosures
  The 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
  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
  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
  Partners who join the Better Plants Challenge provide additional 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 U.S. Department of Energy (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
  WEConnect International certifies and connects women-owned businesses to global, corporate buyers.

- We Are Still In
  An organization of more than 3,951 groups — including 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
  A coalition of companies that agree to include measurement of hydrofluorocarbons (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
  Leading businesses recognize the opportunity — and the imperative — to be part of the zero-carbon transition. By setting bold, 'science-based' emissions reduction targets, companies can future-proof 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.

Our Products

Our products and solutions provide healthy, safe indoor climate conditioning and transport critical refrigerated goods, like perishable foods and medicines. We do this all without sacrificing sustainability. It's not a trade-off. We believe you can have sustainable climate-control solutions — which are more important than ever during the COVID-19 pandemic — while lowering emissions and creating a more sustainable world.

Re-imagining Trailer Refrigeration

In June 2020, Thermo King® launched the Advancer, a re-imagining of the trailer refrigeration unit. The product series offers new design architecture for a bold new standard for performance, temperature control, and fleet connectivity.

What's more? The Advancer's fuel efficiency is 30% better than the market average. With its increased efficiency, sustainable production, variable airflow and lower total cost of ownership, the Advancer represents the future of trailer refrigeration.

Access to cooling and comfort

As global temperatures continue to rise, and other megatrends such as urbanization and resource constraints impact the globe, demand for cooling comfort will continue to increase. At Trane Technologies, we are committed to providing access to cooling comfort through expanded access to sustainable climate-control solutions.

In 2020, we pivoted focus from cooling and comfort to access to vaccines and healthy spaces due to immediate impact of the pandemic.

WHO Vaccine Equity Declaration

To support a more equitable approach, the WHO Vaccine Equity Declaration, signed by Trane Technologies among a host of other organizations and individuals, pledges to help ensure that within the first 100 days of this year, vaccination of health workers and older people will get underway in all countries. Trane Technologies is also partnering with governments, community leaders, pharmaceutical companies, non-governmental organizations and healthcare providers to help with vaccine rollouts.

These partnerships are facilitating mass vaccination sites and last-mile vaccine delivery in urban and rural communities across the US, Europe and Asia. For example, we are working with an international public health organization to supply critical cold chain solutions for vaccine distribution in developing and developed countries. And we are collaborating with Novant Health in North Carolina on cold storage and efficient logistics for multiple mass vaccination sites, with a focus on reaching under-served communities.

Beyond vaccines to the air we breathe

Reaching all communities with the vaccine is a critical step in the pandemic recovery. Yet billions of people around the world do not have access to healthy environments.

The United Nations reports that "more than 80 percent of people living in urban areas are exposed to air quality levels that exceed WHO guidelines, with low- and middle-income communities suffering from the highest exposures, both indoors and outdoors." This can increase exposure to contaminants and pathogens like COVID-19 as well as other health risks.

Trane Technologies knew it could convene leaders and catalyze efforts to build resilience for businesses and communities. To advance our efforts, we launched the Center for Healthy and Efficient Spaces (CHES) in September 2020. Led by our Vice President of Innovation & Product Excellence, Rasha Hasaneen, CHES is bringing together experts and technologies inside and outside the company to address indoor environment and sustainability challenges during the pandemic and beyond.

Children and students fall through the cracks

Nowhere is this problem more pressing than in schools. Aging school buildings with sub-par environments have long been a problem for low-income neighborhoods. Students of all races and ethnicities are affected, yet a US Environmental Protection Agency (EPA) study found that more than a quarter of Black students in the country attend public schools worst affected by air pollution.

Technology & Innovation

Big Global Challenges Demand Big Solutions

We define innovation excellence as the ability to rapidly transform creative ideas into commercially viable offerings that solve the unmet needs of our customers while addressing the world's sustainability challenges. We have the expertise and scale to implement industry-changing innovations, and we're dedicated to doing so. Our 2030 Sustainability Commitments include a goal to increase access to heating and cooling, fresh food, water and clean air. This will guide our research and development work over the next decade.

20.5%

average revenue from innovation in 2020

Healthy indoor environments another tool to manage spread of COVID-19

The challenge to innovate to quickly bring relevant solutions to market has never been as pronounced as it is now. As the world looked to solutions to mitigate the impact of COVID-19, we worked to push the envelope and deliver solutions that effectively improve indoor air quality and mitigate the risk of spread of airborne pathogens in indoor spaces — including the SARS-COV-2 virus. We also launched the Center for Healthy and Efficient Spaces to respond to the need for healthier indoor environments and to scale the latest advancements which balance indoor environmental quality with energy efficiency.

As pharmaceutical companies innovated to develop vaccines at record speeds using new techniques for development and production with stringent cold chain requirements, Thermo King quickly adapted its capabilities to deliver solutions which maintain vaccines that need to be stored at temperatures as cold as -70 degrees Celsius. Please see our COVID-19 Response section for more.

Addressing Global Challenges While Driving Business Success

Innovation helps us meet the most pressing global challenges of our time while driving business success. In 2020, we spent $165 million on research and development and launched 54 new products and services, spanning nearly every business and region and achieving superior breadth and depth in every major innovation category. Each of these new products features sustainable design,

Reducing our Carbon Footprint by a Gigaton

The Gigaton Challenge is a bold effort to reduce our customer carbon footprint by a billion metric tons by 2030. Achieving this could reduce the world's annual global emissions by 2% — the equivalent of the collective emissions of France, Italy and the U.K. — and we know that innovation will play a key role in helping us meet that challenge.

is aligned with total life cycle management principles, and uses natural resources more efficiently than before. Leveraging world-class lean principles, we were able to deliver world class innovation revenue performance.

In addition, our rapid response to the demands generated by COVID-19 and our ability to innovate quickly resulted in over $250 million in incremental revenue from both indoor air quality and vaccine distribution solutions with a strong pipeline continuing into 2021. We expect that the pandemic has created a permanent shift in the demand for healthy and efficient indoor spaces and we have demonstrated our ability to effectively fulfill that demand. Please see our COVID-19 Response section for more.

Our technology and innovation permeates our sustainability focus areas, from customer outcomes to supply chain to people. Our engineering teams focused 80% of their technology and development budgets in 2020 on product and system sustainability improvements. This included improving energy efficiency in products and systems, developing and implementing lower global warming potential refrigerants, reducing material content in products, and product circularity improvements. We will continue to prioritize intersectional R&D as we embark on our 2030 Sustainability Commitments.

Evaluating our Innovation

The global trends that inform our 2030 Sustainability Commitments — urbanization, resource constraints, climate change and workforce dynamics — have a powerful impact on our customers and the solutions we provide. Enterprise-wide collaboration and knowledge transfer, fostered by frequent exchange programs with global leaders, drive our culture of innovation. We also form global teams for all new developed-market product engineers to grow skills in emerging-market R&D teams.

We continually evaluate if we're positioned in the right markets with the right products, services and technology capabilities. We do this by working hand-in-hand with our customers and global suppliers, and by applying advanced data analytics. Our Business Operating System (BOS) translates the market intelligence we gather into new products, services and solutions.

Trane Technologies uses world-class lean approaches for the management of innovation across the company. Each product growth team manages technology and innovation for the market segments they serve, and we manage them via A3 thinking. In addition, leaders in the business routinely go to the gemba and coach the product growth teams to ensure alignment to our company-wide business operating system for technology and innovation.

Extending our innovation approach to solve some of the world's biggest absurdities

Our goal is to improve living conditions in the communities that are most often marginalized and disproportionately bear the impacts of climate change, while also addressing poverty and urbanization.

The existence of these inequities constitutes absurdities which we hope to address with our new employee-powered innovation program — Operation Possible. Operation Possible will identify the biggest absurdities in the world that our people are inspired to solve and guide our entire organization through the process of ideating, prioritizing and realizing innovative solutions to address them.

Operation Possible

Operation Possible is a life-changing and awe-inspiring showcase of innovation, problem-solving and employee spirit aimed at boldly challenging what is possible for an equitable and sustainable world.

Supply Chain Transparency & Performance

15,467
number of Trane Technologies suppliers across the globe

$8.25B
combined annual spend for direct and indirect commodities

COVID-19 Rapid Response

In early 2020, COVID-related shutdowns began impacting our global suppliers. In response, we developed the Trane Technologies Critical Supplier Designation, which enabled suppliers to meet production needs. Trane Technologies' teams worked across multiple functions to substitute parts, expedite deliveries and customs clearances, adapting plant schedules to ensure critical deliveries were made. While there were impacts to plants, there were no shutdowns and we continued shipping products to customers, including those in critical frontline industries, such as health care.

We partner with and help our suppliers achieve shared sustainability goals for the benefit of our customers and the environment. As a global partner of sustainable climate control solutions, we have 15,467 suppliers across the globe. In 2020, our combined annual spend was $8.25 billion for direct and indirect commodities.

Managing with Clear Expectations

Our supply chain is guided by a set of standard business tools and strategies that define not only what we do but how we do it. First, we set expectations; then, we evaluate against those expectations.

We use our Business Partner Code of Conduct (BPCoC) to communicate our expectations that suppliers ethically operate at all times. Our BPCoC is written and approved by legal and procurement leadership and all our policies are approved by Global Procurement leadership. The BPCoC is part of our standard terms and conditions, and all new suppliers are required to agree to it as a part of our onboarding standard work.

Our BPCoC outlines expectations that our suppliers do not violate basic human rights of life, liberty and security. No form of harsh or inhumane treatment will be tolerated, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers. Suppliers must have an effective environmental policy and conduct their operations in a way that protects the environment. Suppliers must also obtain and keep current all required environmental permits and meet all applicable environmental rules, regulations and laws in the countries where they do business.

Through our standard work, all suppliers are required to accept and agree to our BPCoC whenever entering into a contract or accepting a purchase order. We not only

expect they operate in full compliance but also that they hold their own suppliers to the same standards.

ESG Expectations: In combination with our BPCoC, we also communicate our Supplier Sustainability Expectations to all our suppliers, and require preferred suppliers to meet them, as a part of preferred supplier requirements. The expectations require suppliers to:

- Work to conserve consumption of energy, water, and other natural resources
- Manage operational hazardous and non-hazardous waste
- Abide by our Packaging Guidelines and participate in Packaging Improvement Plans
- Adopt or develop a Health and Safety management system
- Create an emissions inventory in order to measure Scope 1 and Scope 2 GHG emissions
- Apply life-cycle thinking in their own processes and products
- Implement their own supplier sustainability program to hold suppliers to the same standards
- Execute a system to identify, track and eliminate any regulated substances in their products
- Agree to use good faith efforts to support minority-owned businesses

A core tenet of our sustainability strategy is partnering with our suppliers to minimize our environmental impact. In early 2019, we implemented a supply chain sustainability reporting platform to report annual energy, waste, water and safety data. By the end of 2019, we had 90% of preferred supplier spend enrolled and by the end of 2020, we had over 70% of direct and indirect global spend enrolled. This 2020 percentage includes an expanded scope beyond preferred supplier spend to include direct and indirect global spend. By expanding the reporting platform, we expect to partner with more suppliers in ways to reduce their environmental impact. To strengthen our partnerships, we offer supplier sustainability development activities, including webinars on sustainability topics, toolkit sharing, desktop coaching sessions and supplier on-site meetings.

Evaluating ESG in Supply Chain

We evaluate suppliers' ESG performance to ensure they are meeting the expectations set forth in the BPCoC and our Supplier Sustainability Expectations. We evaluate them as part of how we select and develop our suppliers in our Preferred Supplier Program:

- **Supplier selection and development process:**
  - **Supplier decision matrix** allows for weighing ESG as part of the overall supplier evaluation. Weighing is determined by a cross-functional team based on the type of purchase and criticality of ESG to that component.
  - **Initial on-site assessments:** prior to conducting business, suppliers must achieve an overall score of 80% — 20% of which is based on ESG.
- **Preferred Supplier Program:** includes a requirement for suppliers to align with our sustainability expectations and report on sustainability metrics.

SUPPLIER SELECTION AND DEVELOPMENT PROCESS

We use a strategic sourcing process with a Supplier Decision Matrix, which weights factors including sustainability. Additionally, sustainability and business continuity risks are evaluated through On-Site Assessment (OSA) audits. This process covers about 1,500 suppliers over a three-year period and, in 2020, about 69.3% of our direct material spend. Our goal is to have all new direct suppliers assessed by the OSA process; in 2021, 321 suppliers received an OSA.

OSAs include social and environmental criteria to evaluate all our direct material suppliers. For example, the assessment asks if suppliers have a program for tracking and managing energy usage and hazardous waste and if they are in high-risk water areas. The assessment screens for human rights and labor practices by asking, for example, if the supplier's hiring and compensation practices meet or exceed local legal requirements and if the supplier refrains from the use of prison or forced labor.

The OSA process, which is led by a team of 40 engineers who report to the Vice President in Procurement, addresses several categories including: environmental protection, human rights and labor relations, product compliance, EHS compliance and sub-supplier management. We complete the process on a regular basis, including reviews of audit results and follow-up monitoring of findings.

Suppliers are required to achieve a minimum score of 80% to do business with us. We help them understand their score and develop action plans for improvement. In 2020, 321 suppliers were assessed for environmental impacts as part of our OSA process, and none were identified as having significant actual or potential negative impacts on the environment.

PREFERRED SUPPLIER PROGRAM

Our Preferred Supplier Program is a key initiative that identifies and engages world-class suppliers. This program is reserved for our most important partners and provides them with growth opportunities while helping us build a supply base that aligns with our core values. We request that they report annually on sustainability metrics. At the end of 2020, 34.7% of direct spend was with preferred suppliers.

We use our product development process — the TTPDP — to utilize preferred suppliers and are on track to meet our goal of completing 80% of Early Sourcing Work Plan in phase 1 of the TTPDP. Additionally, taking an "in region, for region" philosophy allows us to deliver products to market quickly, implement local preferences, reduce freight costs, and improve our quality and reliability by being near our supplier partners.

RISK ASSESSMENT PROCESS

In addition to our strategic sourcing process and OSAs, we assess our supply chain for risk in our Enterprise Risk Management process on an ongoing basis. Combined with our category risk assessment process, we use data from D&B, Amber Road (critical listing and sanctions) and assess for risks related to quality and supplier dependency. In 2020, we assessed 100% of our direct material spend for risk quarterly. We meet with our suppliers regularly as part of our Supplier Relationship Management process to review and consider them for our Preferred Supplier Program.

For more information about risk factors associated with our supply chain, see our Form 10-K.

SUPPLY CHAIN ASSESSMENTS

SUPPLY CHAIN ASSESSMENTS	2020	2019
Direct material spend subject to on-site assessments	69%*	86%
Direct material spend assessed on a quarterly basis for risk	100%	100%

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

Conflict Minerals Statement

We expect suppliers to source minerals responsibly through due diligence, compliance policies and reporting. Currently, we use the standard EICC/GeSI template to survey suppliers, and we encourage our suppliers to do the same. We seek to responsibly source materials from the covered countries and we avoid supporting armed groups that commit human rights violations.

We conducted a reasonable country of origin inquiry (RCOI) about the minerals specified by Rule 13p-1 of the Securities Exchange Act of 1934, as amended (the "conflict minerals") that were necessary to the functionality or production of products manufactured by the company in 2020. Through due diligence, we identified 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 (the "OECD Framework"). Read more about our approach to conflict minerals.

Product Reliability & Safety

85%

projects that meet quality, design and cost goals

Making Safety a Top Priority

We consider product safety and reliability to be of paramount importance. We incorporate safety and reliability into every phase of our product development process (PDP) — from research through manufacturing to installment and service. Our team identifies risks related to environmental, health and safety (EHS) and/or sustainability considerations to ensure compliance with related standards and codes that affect the product.

We measure the health and safety of our products through serviceability, reliability, and durability. These metrics evaluate the initial quality and the time it takes to resolve a design or manufacturing issue from the moment it is first identified. We are operating at world-class levels for meeting quality, design and cost — 85% of projects meet quality, design and cost goals.

We comply with regulations and codes concerning product labeling and service information, marketing communications and customer safety. Each of our businesses has a designated legal counsel who follows a process for addressing issues of noncompliance in these areas. Due to market differences, each business is responsible for tracking noncompliance-related incidents. We do not collect this data or make general statements on this topic at the enterprise level.

HOW DO WE MEASURE SAFETY?

We measure the health and safety of our products through serviceability, reliability and durability. These metrics evaluate the initial quality and the time it takes to resolve a design or a manufacturing issue from the moment it is first identified. We are operating at world-class levels for quality, design and cost.

Frameworks

GRI Content Index

General Disclosures

DISCLOSURE #	GRI DISCLOSURE TITLE	2020 RESPONSE
Organizational Profile		
GRI 102-1	**Name of Organization**	Introduction
GRI 102-2	**Activities, Brands, Products, and Services**	Form 10-K: Part 1
GRI 102-3	**Location of Headquarters**	Form 10-K: Cover Page
GRI 102-4	**Location of Operations**	Form 10-K: Item 2
GRI 102-5	**Ownership and Legal Form**	Form 10-K: Cover page and item 1
GRI 102-6	**Markets Served**	Form 10-K: Item 1
GRI 102-7	**Scale of the Organization**	Form 10-K: Part 1 and Financial Performance
GRI 102-8	**Information on Employees and Other Workers**	Our Employees
GRI 102-9	**Supply Chain**	Supply Chain Transparency & Performance
GRI 102-10	**Significant Changes to the Organization and its Supply Chain**	Supply Chain Transparency & Performance During the reporting year, there were no major changes within our supply chain.
GRI 102-11	**Precautionary Principle or Approach**	Environment Health & Safety Management
GRI 102-12	**External Initiatives**	Charters
GRI 102-13	**Membership of Association**	Memberships & Partnerships
Strategy		
GRI 102-14	**Statement from Senior Decision-Maker**	Letter to Shareholders
GRI 102-15	**Key Impacts, Risks, and Opportunities**	Form 10-K: Part I, Item 1A
Ethics & Integrity		
GRI 102-16	**Values, Principles, Standards, and Norms of Behavior**	Human Rights Code of Conduct Business Partner Code of Conduct Ethics & Compliance

DISCLOSURE #	GRI DISCLOSURE TITLE	2020 RESPONSE
GRI 102-17	**Mechanisms for Advice and Concerns About Ethics**	Human Rights Governance, Ethics & Risk Management Code of Conduct Business Partner Code of Conduct
Governance		
GRI 102-18	**Governance Structure**	Ethics & Compliance ESG Governance
GRI 102-20	**Executive-Level Responsibility for Economic, Environmental, and Social Topics**	ESG Governance
GRI 102-21	**Consulting Stakeholders on Economic, Environmental and Social Topics**	Report & Data Materiality Assessment
GRI 102-22	**Composition of the Highest Governance Body and its Committees**	Form 10-K: Corporate Governance
GRI 102-23	**Chair of the Highest Governance Body**	Form 10-K: Corporate Governance
GRI 102-26	**Role of the Highest Governance Body in Setting Purpose, Values and Strategy**	Form 10-K: Corporate Governance
GRI 102-27	**Collective Knowledge of the Highest Governance Body**	Form 10-K: Corporate Governance ESG Governance
GRI 102-29	**Identifying and Managing Economic, Environment and Social Impacts**	ESG Governance Report & Data Materiality Assessment
GRI 102-32	**Highest Governance Body's Role in Sustainability Reporting**	ESG Governance Report & Data
Stakeholder Engagement		
GRI 102-40	**List of Stakeholder Groups**	Value Chain Materiality Assessment
GRI 102-41	**Collective Bargaining Agreements**	Our Employees
GRI 102-42	**Identifying and Selecting Stakeholders**	Value Chain Materiality Assessment
GRI 102-43	**Approach to Stakeholder Engagement**	Customer Satisfaction Public Policy Value Chain
GRI 102-44	**Key Topics and Concerns Raised**	Customer Satisfaction Public Policy Value Chain Report & Data

DISCLOSURE #	GRI DISCLOSURE TITLE	2020 RESPONSE
Reporting Practice		
GRI 102-45	**Entities Included in the Consolidated Financial Statements**	Form 10-K: Part 1
GRI 102-46	**Defining Report Content and Topic Boundaries**	Report & Data Materiality Assessment Value Chain
GRI 102-47	**List of Material Topics**	Report & Data Materiality Assessment
GRI 102-48	**Restatements of Information**	Report & Data
GRI 102-49	**Changes in Reporting**	Report & Data
GRI 102-50	**Reporting Period**	January 1 – December 31, 2020
GRI 102-51	**Date of Most Recent Report**	April 2020
GRI 102-52	**Reporting Cycle**	Annual
GRI 102-53	**Contact Point for Questions Regarding the Report**	Carrie Ruddy carrie.ruddy@tranetechnolgies.com
GRI 102-54	**Claims of Reporting in Accordance with GRI Standards**	This report has been prepared in accordance with the GRI Standards: Core option
GRI 102-55	**GRI Content Index**	This table is the GRI Content Index
GRI 102-56	**External Assurance**	Report & Data 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, operations who reports to senior vice president, global operations and integrated supply chain

Topic Specific Disclosures

DISCLOSURE #	DISCLOSURE TITLE	2020 RESPONSE
Access to Heating and cooling		
103-1	**Explanation of the material topic and its boundaries**	Materiality Assessment Value Chain
103-2	**The management approach and its components**	Product Reliability & Safety Technology & Innovation
103-3	**Evaluation of management approach**	Product Reliability & Safety Technology & Innovation
N/A	**Report appropriate disclosures, since material topic is not covered by an existing GRI Standard.**	Our Products Product Reliability & Safety Greenhouse Gas Emissions
Company Culture		
103-1	**Explanation of the material topic and its boundaries**	Materiality Assessment Value Chain
103-2	**The management approach and its components**	Company Culture
103-3	**Evaluation of management approach**	Company Culture Our Purpose
GRI 401-1	**New Employee Hires and Employee Turnover**	Company Culture (see data table: New Employee Hires: 3,837)
GRI 401-2	**Benefits Provided to Full-Time Employees That Are Not Provided to Temporary or Part-Time Employees**	Company Culture

DISCLOSURE #	DISCLOSURE TITLE	2020 RESPONSE
GRI 401-3	**Parental Leave** The reporting organization shall report the following information: a. Total number of employees that were entitled to parental leave, by gender. b. Total number of employees that took parental leave, by gender. c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. e. Return to work and retention rates of employees that took parental leave, by gender. Reporting recommendations 2.4 When compiling the information specified in Disclosure 401-3, the reporting organization should use the following formulas to calculate the return to work and retention rates: Return to work rate = (Total number of employees that did return to work after parental leave / Total number of employees due to return to work after taking parental leave) X 100; Retention rate = (Total number of employees retained 12 months after returning to work following a period of parental leave / Total number of employees returning from parental leave in the prior reporting period(s)) X 100 See GRI 401 Employment PDF for additional guidance.	Company Culture (see data table: Parental Leave Data (U.S.))
Diversity & Inclusion/Board Oversight/Equal Remuneration		
103-1	**Explanation of the material topic and its boundaries**	Materiality Assessment Value Chain
103-2	**The management approach and its components**	Diversity & Inclusion ESG Governance Our Employees
103-3	**Evaluation of management approach**	Diversity & Inclusion ESG Governance Our Employees

DISCLOSURE #	DISCLOSURE TITLE	2020 RESPONSE
GRI 405-1	**Diversity of Governance Body and Employees**	Diversity & Inclusion (see data table: Gender Diversity Data) Our Purpose Our Employees (see data table: Our Global Workforce)
Emissions		
103-1	**Explanation of the material topic and its boundaries**	Materiality Assessment Value Chain
103-2	**The management approach and its components**	Greenhouse Gas Emissions Climate Change
103-3	**Evaluation of management approach**	Greenhouse Gas Emissions Report & Data A third party assures our greenhouse gas emissions data annually. Our Purpose
GRI 305-1	**Energy Direct (Scope 1) GHG Emissions**	Greenhouse Gas Emissions Gross direct (Scope 1) GHG emissions: Greenhouse Gas Emissions (see data table: Emissions Breakdown) Gases included in the calculation: CO_2, CH_4, N_2O Biogenic CO_2 emissions: 0 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 (Data & Report)

DISCLOSURE #	DISCLOSURE TITLE	2020 RESPONSE
GRI 305-2	**Energy Indirect (Scope 2) GHG Emissions**	Greenhouse Gas Emissions (see data table: Emissions Breakdown) 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: US EPA, 2016 grid, egrid2016__summarytables.xlsx, February 2015, 2018 Consolidated approach for emissions: Financial control Standards, methodologies, assumptions and/or calculation tools used: World Resources Institute, The Greenhouse Gas Protocol
GRI 305-3	**Other Indirect (Scope 3) GHG Emissions**	Greenhouse Gas Emissions (see data table: Scope 3 GHG Emissions)
GRI 305-4	**GHG Emissions Intensity**	Greenhouse Gas Emissions GHG emissions intensity ratio: -1.89 metric tons CO_2e Organization-specific metric (the denominator): Million USD Types of GHG emissions included in the intensity ratio: Scope 1 and Scope 2 Gases included in the calculation: CO_2, CH_4, N_2O
GRI 305-5	**Reduction of GHG Emissions**	Greenhouse Gas Emissions GHG emissions reduced as a direct result of reduction initiatives: • Scope 1: 33,178 CO_2e • Scope 2: 15,958 CO_2e 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 Scope 2 Standards, methodologies, assumptions and/or calculation tools used: GRI 305: Emissions 2015, Disclosure 305-5
GRI 305-6	**Emissions of Ozone-Depleting Substances (ODS)**	Greenhouse Gas Emissions Not applicable, Trane Technologies is not a manufacturer of ODSs based on interpretation of GRI 305-6

DISCLOSURE #	DISCLOSURE TITLE	2020 RESPONSE
GRI 305-7	**Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions**	Greenhouse Gas Emissions (see data tables: NOx and SOx Emissions; Volatile Organic Compound (VOC) Air Emissions) Source of the emissions factor used: 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**	Materiality Assessment Value Chain
103-2	**The management approach and its components**	Energy
103-3	**Evaluation of management approach**	Energy Report & Data Our Purpose A third party assures our energy data ever year for company operations.

DISCLOSURE #	DISCLOSURE TITLE	2020 RESPONSE
GRI 302-1	Energy Consumption Within the Organization	Energy (see data table: Absolute Energy Use, Renewable Energy Data): 628,652 MWh, sum of non-renewable energy sources from natural gas (769 billion KJ), gasoline (686 billion KJ), diesel (175 billion KJ), propane (54 billion KJ), aviation fuels (7 billion KJ), plus 85% of adjusted electricity (elec less VPAA/solar rec). 8.6 billion KJ, sum of renewable energy sources Electricity, heating, cooling, steam sold: Energy (See data table: Renewable Energy Data) Total energy consumption: 2,790 billion KJ Standards, methodologies, assumptions and/or calculation tools used: GRI 302: Energy 2016, Disclosure 302-1 Source of factors used: 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
GRI 302-2	**Energy Consumption Outside the Organization**	Energy All energy was consumed within the organization.
GRI 302-3	**Energy Intensity**	Energy Energy intensity ratio: 0.178 Organization-specific metric (the denominator): million USD Types of energy included in the intensity ratio: Fuel and electricity All energy used was consumed inside the organization.
GRI 302-4	**Reduction of Energy Consumption**	Energy Amount of reductions in energy consumption achieved: 25.2 Types of energy included in the reductions: fuel and electricity Base year for targets: 2019 Basis for calculating reductions: Calendar year 2020 Methodology: GRI 302: Energy 2016: 302-4

DISCLOSURE #	DISCLOSURE TITLE	2020 RESPONSE
Energy Efficient and Low Emission Products		
103-1	Explanation of the material topic and its boundaries	Materiality Assessment Value Chain
103-2	The management approach and its components	Energy-Efficient & Low-Emissions Products
103-3	Evaluation of management approach	Energy-Efficient & Low-Emissions Products Our Purpose
GRI 302-5	**Reductions in Energy Requirements of Products and Services**	Energy-Efficient & Low-Emissions Products
Financial Performance		
103-1	**Explanation of the material topic and its boundaries**	Materiality Assessment Value Chain
103-2	**The management approach and its components**	Letter to Shareholders
103-3	**Evaluation of management approach**	Form 10-K: Part II, Item 7
GRI 201-1	**Direct Economic Value Generated and Distributed**	Form 10-K: Part II, Items 6 and 8
Innovation for Emerging Markets		
103-1	**Explanation of the material topic and its boundaries**	Materiality Assessment Value Chain
103-2	**The management approach and its components**	Technology & Innovation
103-3	**Evaluation of management approach**	Technology & Innovation
N/A	**Report appropriate disclosures, since material topic is not covered by an existing GRI Standard.**	Technology & Innovation
Product Life Cycle		
103-1	**Explanation of the material topic and its boundaries**	Materiality Assessment Value Chain
103-2	**The management approach and its components**	Product Life Cycle & Materials
103-3	**Evaluation of management approach**	Product Life Cycle & Materials Our Purpose
N/A	**Report appropriate disclosures, since material topic is not covered by an existing GRI Standard.**	Product Life Cycle & Materials
Public Policy		
103-1	**Explanation of the material topic and its boundaries**	Materiality Assessment Value Chain

DISCLOSURE #	DISCLOSURE TITLE	2020 RESPONSE
103-2	**The management approach and its components**	Public Policy
103-3	**Evaluation of management approach**	Public Policy
GRI 415-1	**Political Contributions** The reporting organization shall report the following information: a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary. b. If applicable, how the monetary value of in-kind contributions was estimated. 2.1 When compiling the information specified in Disclosure 415-1, the reporting organization shall calculate financial political contributions in compliance with national accounting rules, where these exist. See GRI 415 Public Policy PDF for additional guidance.	Public Policy (see data table: Lobbying Expenditures)
Supplier Environmental Conditions		
103-1	**Explanation of the material topic and its boundaries**	Materiality Assessment Value Chain
103-2	**The management approach and its components**	Supply Chain Transparency & Performance
103-3	**Evaluation of management approach**	Supply Chain Transparency & Performance
GRI 308-1	**New Suppliers That Were Screened Using Environmental Criteria**	Supply Chain Transparency & Performance
GRI 308-2	**Negative Environmental Impacts in the Supply Chain and Action Taken**	Supply Chain Transparency & Performance
Technology & Innovation		
103-1	**Explanation of the material topic and its boundaries**	Materiality Assessment Value Chain
103-2	**The management approach and its components**	Technology & Innovation
103-3	**Evaluation of management approach**	Technology & Innovation
N/A	**Report appropriate disclosures, since material topic is not covered by an existing GRI Standard.**	Technology & Innovation
Training & Development		
103-1	**Explanation of the material topic and its boundaries**	Materiality Assessment Value Chain

DISCLOSURE #	DISCLOSURE TITLE	2020 RESPONSE
103-2	**The management approach and its components**	Learning & Development
103-3	**Evaluation of management approach**	Learning & Development
GRI 404-1	**Average Hours of Training Per Year Per Employee**	Learning & Development (see data table: Learning and Development Hours)
GRI 404-2	**Programs for Upgrading Employee Skills and Transition Assistance Programs**	Learning & Development
GRI 404-3	**Percentage of Employees Receiving Regular Performance and Career Development Reviews**	Learning & Development

SASB

CATEGORY	DISCLOSURE #	DISCLOSURE	INDUSTRY	UNIT	2020 RESPONSE
Accounting Metrics	RT-EE-000.A; RT-IG-000.A	Number of units produced by product category	Electrical and Electronic Equipment Industrial Machinery and Goods	Number	Proprietary
	RT-EE-000.B; RT-IG-000.B	Number of employees	Electrical and Electronic Equipment Industrial Machinery and Goods	Number	37,754 employees Read more in Our Employees
Energy Mgmt.	RT-EE-130a.1; RT-IG-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Electrical and Electronic Equipment Industrial Machinery and Goods	Gigajoules (GJ), Percentage (%)	2,790 billion KJ energy consumed; 61% grid electricity; 39% renewable Read more in Energy
Product Lifecycle Mgmt.	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 2020, 53% of Residential Central Air-conditioner, Heat Pump, and Furnace revenue is associated with EnergyStar qualified products.
	RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	Electrical and Electronic Equipment	Reporting currency	Approximately 30% revenue from products and services that contribute to the clean energy transition Read more in Energy-Efficient & Low-Emissions Products

CATEGORY	DISCLOSURE #	DISCLOSURE	INDUSTRY	UNIT	2020 RESPONSE
Hazardous Waste Mgmt.	RT-EE-150a.1	Amount of hazardous waste generated, percentage recycled	Electrical and Electronic Equipment	Metric tons (t), Percentage (%)	Based on SASB's assessment test, we've determined this isn't material. For more information on this topic, please see Social
	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 Social
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 Product Reliability & Safety
	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 Product Reliability & Safety
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	n/a	Based on SASB's assessment test, we've determined this isn't material. For more information on this topic, please see Product Life Cycle & Materials

CATEGORY	DISCLOSURE #	DISCLOSURE	INDUSTRY	UNIT	2020 RESPONSE
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	n/a	Based on SASB's assessment test, we've determined this isn't material. For more information on this topic, please see Governance, Ethics & Risk Management
	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 Governance, Ethics & Risk Management
	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 Governance, Ethics & Risk Management
Employee Health and Safety	RT-IG-320a.1	(1) Total recordable incident rate (TRIR), (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 Occupational Health & Safety

CATEGORY	DISCLOSURE #	DISCLOSURE	INDUSTRY	UNIT	2020 RESPONSE
Fuel Economy and 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 Greenhouse Gas Emissions
	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 Greenhouse Gas Emissions
	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 Greenhouse Gas Emissions
	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 Greenhouse Gas Emissions
Remanu-facturing Design and Services	RT-IG-440b.1	Revenue from remanufactured products and remanufacturing services	Industrial Machinery and Goods	Reporting currency	Based on SASB's assessment test, we've determined this isn't material. For more information on this topic, please see Product Reliability & Safety

TCFD

Disclosure	2020 Source	2020 Comment
GOVERNANCE		
a) Describe the board's oversight of climate-related risks and opportunities	2020 ESG Report	ESG Governance
	2020 CDP Climate Change Survey: Question C1.1a	Question C1.1a: Sustainability and climate change risks are a formal responsibility of our Board of Directors' Corporate Governance and Nominating Committee. The Committee sets the strategic direction for Trane Technologies' sustainability approach and is responsible for overseeing our carbon footprint and environmental health and safety performance. The committee meets twice annually to evaluate the company's sustainability performance and is informed regularly by the company's SVP of Innovation and Chief Technology Officer. The CTO has the role of providing these and other updates to this Committee on a regular basis. The use of our products is our single largest source of greenhouse gas emissions, consequently our innovative solutions for buildings, transportation markets and industrial processes have the potential for greatest impact on climate change as such. Both Innovation and Trane Technologies' sustainability office report directly to our Senior Vice President of Innovation and Chief Technology Officer (CTO).
b) Describe management's role in assessing and managing climate-related risks and opportunities.	2020 ESG Report	ESG Governance
	2020 CDP Climate Change Survey: Questions C1.2 and C1.2a	Question C1.2: Within the C-suite, CTO has responsibility for both assessing and managing climate-related risks and opportunities. On a half-yearly basis, the CTO reports to the board on climate-related issues. Question C1.2a: The CTO reports to the CEO and Chairman of the Board. Since the use of our products is our single largest source of GHG emissions, our innovative solutions for buildings, transportation markets and industrial processes have the potential for the greatest impact on climate change. Trane Technologies' sustainability office reports directly to the SVP of Innovation and the CTO. The CTO also works with business leadership teams and serves on various boards and advisory councils, including The Alliance to Save Energy, to accelerate global innovation and technology-led growth strategies. Our CTO is the sponsor of our Internal Sustainability Strategy council, which governs best practices. Product GHG is a metric on the CTO's goals, monitored quarterly and annually.

Disclosure	2020 Source	2020 Comment
STRATEGY		
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	2020 Annual Report	Cautionary Statement for Forward Looking Statements, Non-Financial Statements — European Union Directive and Form 10-K
	2020 ESG Report	Climate Change Greenhouse Gas Emissions Public Policy Energy-Efficient & Low-Emissions Products Technology & Innovation
	2020 CDP Climate Change Survey: Questions C2.3a and C2.4a	Question C2.3a: Trane Technologies has identified climate-related risks with the potential to have a substantive financial or strategic impact on the business including: transition risk from mandates on and regulation of existing products and services; physical risk from increased severity of extreme weather events; and transition risk from increased cost of raw materials. Question C2.4a: Increasing demand for energy efficiency, changing weather patterns and growing urban populations create product and service development opportunities for our business. For example, HVAC and lighting systems are a great opportunity to reduce energy consumption in commercial, industrial and residential buildings — which account for nearly half of global energy consumption.

Disclosure	2020 Source	2020 Comment
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	2020 Annual Report	Item 1A, Risk Factors and Non-Financial Statements – European Union Directive
	2020 ESG Report	Climate Change Greenhouse Gas Emissions Public Policy Energy-Efficient & Low-Emissions Products Technology & Innovation
	2020 CDP Climate Change Survey: Questions C2.5, C2.6 and C3.1	Question C2.5: Describes where and how identified risks and opportunities have impacted the business. For example, Trane Technologies has made investments that enable the company to phase out today's high global warming potential HFCs ahead of regulatory requirements. We work proactively with government agencies and refrigerant suppliers to help identify alternatives and facilitate a practical transition that reduces GHG emissions as early as possible. We also participate in international forums, such as the United Nations Framework Convention on Climate Change and the Montreal Protocol, to help create an organized approach to global refrigerant transitions. Question C2.6: Describes where and how the identified risks and operations have factored into the financial planning process. For example, energy costs and costs to transition to lower GWP refrigerants are factored into annual operating budgets. Question C3.1c: Explains how climate-related issues are integrated into business objectives and strategy. For example, we have committed to a $500m investment in product-related research and development from 2015–2020 to fund the long-term reduction of GHG emissions. The commitment encompasses our entire product portfolio and includes refrigerant and energy efficiency initiatives. In 2015, we launched the Trane Technologies EcoWise portfolio of products; the EcoWise endorsement is given to products with next-generation, low-global warming potential (GWP) refrigerants and high efficiency operation. Aspects of climate change have also influenced our strategy. Energy demand and energy efficiency regulations are transforming how commercial buildings are built and how they operate.
c) Describe the potential impact of different scenarios, including a 2–C scenario, on the organization's businesses, strategy and financial planning.	2020 CDP Climate Change Survey: Questions C3.1a and C3.1d	Question C3.1a: Trane Technologies uses qualitative climate-related scenario analysis to inform our business strategy. Question C3.1d: We regularly perform scenario assessments to determine product strategy with respect to climate-related drivers such as greenhouse gas emissions and energy efficiency. These scenario assessments are done at the business unit level and incorporate standard work. Pursuing scenario assessments has led to new product development and technology projects to explore new solutions and changes in strategy. We made a global commitment to reduce the refrigerant-related footprint of our products by 50% by 2020 and committed to investing $500 million in the research and development of new technologies to facilitate a transition to next-generation refrigerants and high efficiency operations.

Disclosure	2020 Source	2020 Comment
RISK MANAGEMENT		
a) Describe the organization's process for identifying and assessing climate-related risks.	2020 ESG Report	ESG Governance Report & Data Supply Chain Transparency & Performance Environment Health & Safety Management
	2020 CDP Climate Change Survey: Question C2.2b	Question C2.2b: At the company level, Trane Technologies has adopted the Enterprise Risk Management (ERM) Integrated Framework, a three-dimensional approach, considering objectives, risk components and all layers of the organization across the board and for the ones which apply specifically to certain business units (Asset level). Risk objectives and risk components have been identified for strategic, operational, financial and compliance risks with a corresponding control mechanism which allows management to respond according to the particular risk or opportunity, including specifically climate change and other resource-related topics. At the asset level, ERM provides guidance and direction for integrating the enterprise risk management with the major business processes. The Internal Sustainability Strategy Council represents the functions and businesses globally and meets quarterly to review progress against all sustainability targets, including greenhouse gas emissions of our operations and products. This Council has accountability for monitoring risks associated with climate change. Under ERM, we have developed a Risk Assessment mapping which correlates risk related to innovation, climate change and our supply chain based on vulnerability, impact and likelihood.
b) Describe the organization's processes for managing climate-related risks.	2020 Annual Report	Non-Financial Statements – European Union Directive
	2020 ESG Report	ESG Governance Environment Health & Safety Management
	2020 CDP Climate Change Survey: Questions C2.2c and C2.2d	Question C2.2c: All relevant climate-related risks — including current and emerging regulation, technology, reputation, acute and chronic physical risks and downstream risks — are integrated into Trane Technologies' materiality assessment and Enterprise Risk Management Integrated Framework. Question C2.2d: Climate-related risks are managed through the Enterprise Risk Management (ERM) Committee through a quarterly review process of priority risks. Both climate-related risks and opportunities are managed at the enterprise level by the Internal Sustainability Strategy Council which meets quarterly to review progress against all sustainability targets, including greenhouse gas emissions of our operations and products. This Council has accountability for sustainability best practices.
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	2020 ESG Report	ESG Governance Environment Health & Safety Management
	2020 CDP Climate Change Survey: Question C1.2 and 2.2	Question C1.2: Within the C-suite, CTO has responsibility for both assessing and managing climate-related risks and opportunities. On a half-yearly basis, the CTO reports to the board on climate-related issues. Question C2.2: Climate-related risks are integrated into multidisciplinary company-wide risk identification, assessment and management processes.

Disclosure	2020 Source	2020 Comment
METRICS AND 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.	2020 ESG Report	United Nations Sustainable Development Goals Climate Change Greenhouse Gas Emissions Energy Energy-Efficient & Low-Emissions Products Product Life Cycle & Materials Technology & Innovation Water Supply Chain Transparency & Performance Our Purpose
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	2020 ESG Report	Greenhouse Gas Emissions GRI Content Index
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2020 ESG Report	Climate Change Greenhouse Gas Emissions Energy Energy-Efficient & Low-Emissions Products Water Product Life Cycle & Materials Our Purpose
	2020 CDP Climate Change Survey: Questions C4.1, C4.1a and C4.1b	Question C4.1: We have targets for both absolute emissions and emissions intensity. Question C4.1a and C4.1b: Our combined absolute and intensity targets constitute an approved science-based target. Absolute Emissions Target, Scope 3 (Use of Products): In September 2014 we announced our 2020 Climate Commitment. We committed to reducing the refrigerant footprint of our products by 50% by 2020 (Dec. 31, 2019) with a baseline of 2013. Emissions Intensity Target, Scope 1+2 (location-based): As part of our 2020 Climate Commitment, in 2014, Trane Technologies committed to reducing Scope 1+2 emissions 35% from a 2013 baseline.

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