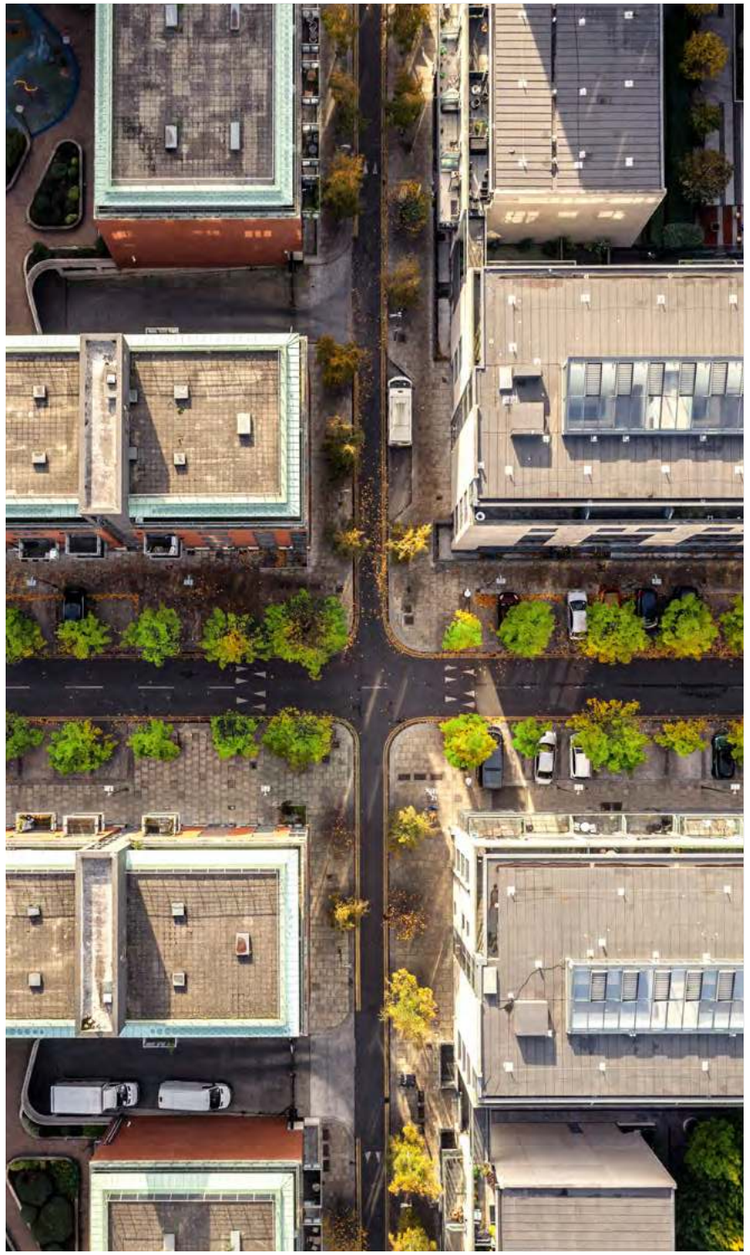
Scaling sustainability

2025 Sustainability Report

TRANE TECHNOLOGIES



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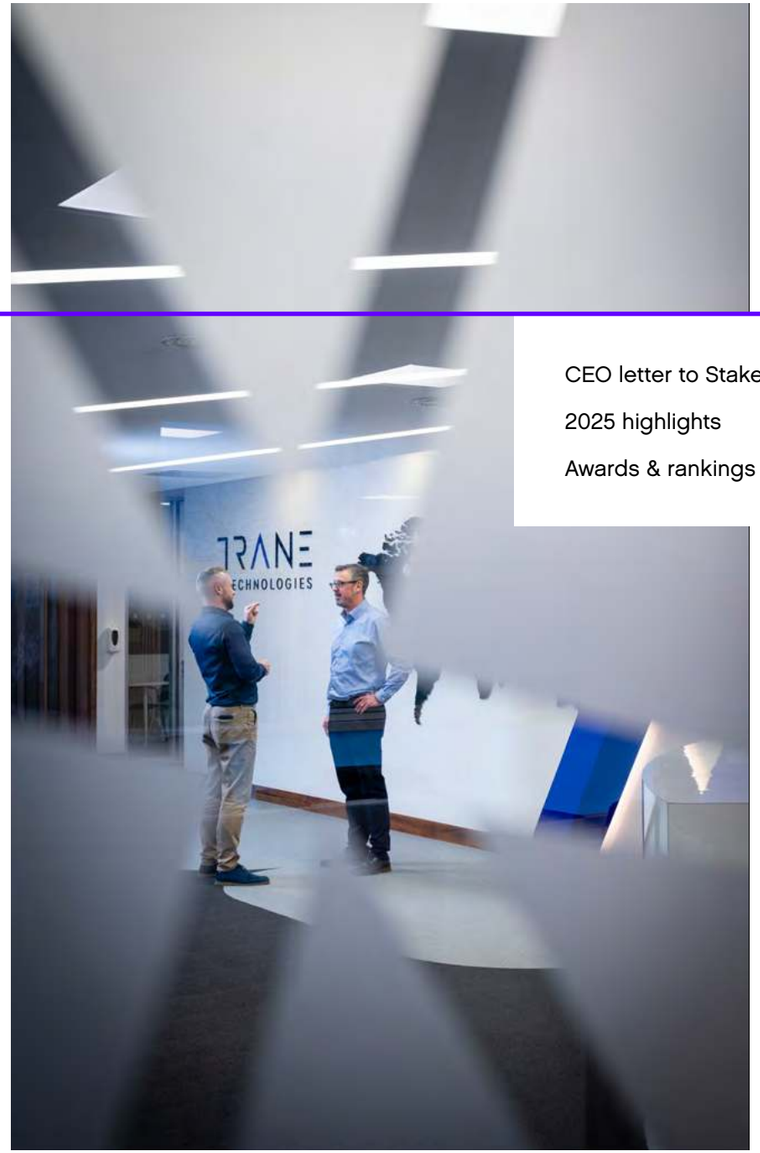
Introduction



CEO letter to Stakeholders →
2025 highlights →
Awards & rankings →

Scaling sustainability

Every day, Trane Technologies team members inspire and create smart solutions that boldly challenge what's possible for a sustainable world.

We are trailblazers in climate innovation, delivering sustainable, high-performance heating and cooling solutions for buildings, homes, industries and transportation worldwide. We continuously evolve to meet our customers' financial and sustainability needs, driving innovation as demand for low-carbon, energy-efficient technology accelerates. Our leadership simultaneously scales sustainable solutions and drives long-term growth, creating value for our customers, team members, shareholders and communities.

Our 2025 Sustainability Report showcases the steps we take to deliver on our Sustainability Commitments and strategy. This report aligns with leading sustainability frameworks and shares our 2025 calendar year enterprise-wide information and data for Trane Technologies, unless otherwise noted.

CEO letter to Stakeholders

GRI 2-22

2025 marked the fifth anniversary of Trane Technologies and another year of strong financial and sustainability performance.

Global demand for sustainable, resilient infrastructure continues to accelerate, and Trane Technologies is at the forefront of this transformation. Every day, our teams solve real challenges for customers, strengthen communities and improve the way the world manages climate and energy. This creates long-term value for our people, our customers, our shareholders and the planet.

Leading with performance & purpose

In 2025, we once again achieved leading financial results, including $21.3 billion in revenue, up 7% on a reported basis and 6% organically; 16% adjusted earnings per share growth; and powerful free cash flow conversion of 98%.* Our disciplined approach to capital allocation, including relentlessly investing in our businesses, strong dividend growth, strategic acquisitions and share repurchases, continues to enhance shareholder value.

These results reflect the strength of our business model and our constant focus on innovation and execution. They also reinforce a simple truth: sustainability is at the center of our business strategy. Our ability to meet rising global demand for efficient, low-emission solutions — delivering strong economic returns for customers — is a competitive advantage and a long-term growth driver.

Scaling innovation & sustainable outcomes

We continue to advance technologies that are modernizing how the world heats, cools and moves essential goods. High-efficiency heat pumps, thermal management and thermal storage systems, waste heat recovery technologies and next-generation refrigerated transport help customers reduce energy and emissions, lower operating costs and improve resilience.

Our digital and artificial intelligence (AI) solutions further enhance building and fleet intelligence and performance, helping customers operate smarter and more efficiently. We also continue to lead by example by reducing emissions in our own operations and the carbon footprint of our products.

Empowering people & communities

Our people fuel our innovation. In 2025, we expanded development programs, technical training and early-career pathways that strengthen our workforce and expand Opportunity for All. We deepened partnerships with community organizations and education programs that support the next generation of climate innovators. When our people thrive, our communities and our business thrive.

Looking ahead

Trane Technologies' consistent and strong financial and sustainability performance over time reflects the strength of our purpose-driven strategy, the resilience of our business model and the pride and energy of our global team. The combination of ingenuity, commitment, talent and culture defines our company and is why I am so optimistic about the path ahead. Thank you to our customers, partners and shareholders for your continued trust.

Dave Regnery

Chair & CEO
Trane Technologies

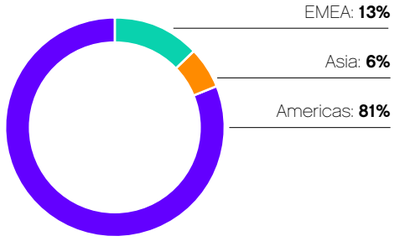
*These are non-GAAP financial measures. Reconciliation of non-GAAP financial measures can be found in our 2025 Annual Report, preceding the 2026 Notice and Proxy Statement. On a GAAP basis for the full-year 2025, Trane Technologies achieved revenue growth of 7%, earnings per share growth of 16%, bookings growth of 12% and powerful free cash flow conversion.

2025 financial highlights

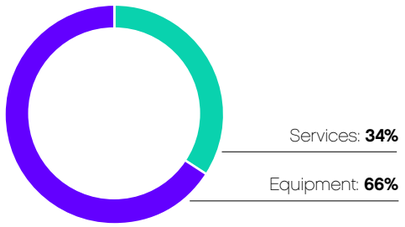
2025 Total Revenue

$21.3B

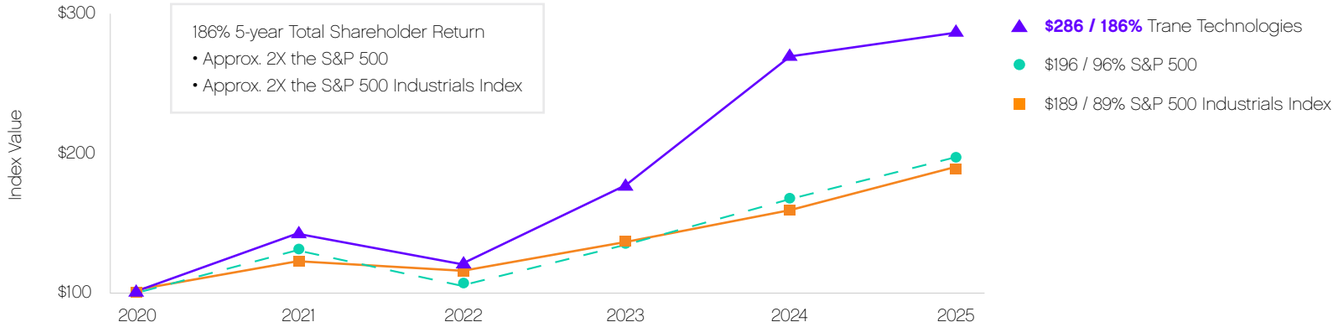
Revenue by Segment



Revenue by Stream



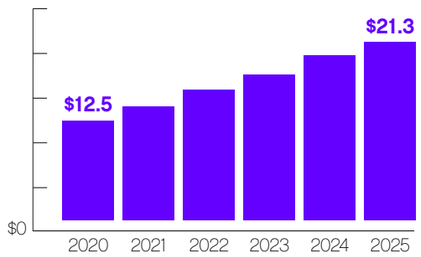
Shareholder Returns



Consistent Track Record of Strong Financial Results

Revenue ($B)

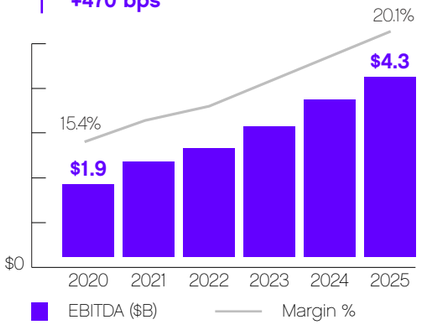
↑ +11% CAGR



Adjusted EBITDA*

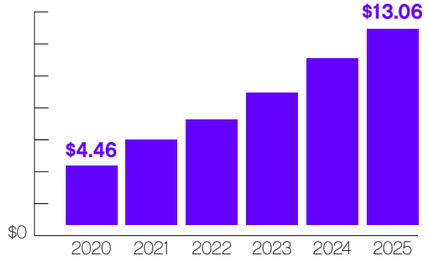
(margin %)

↑ +470 bps



Adjusted Continuing Earnings per Share*

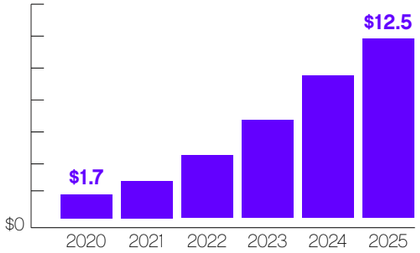
↑ +24% CAGR



Cumulative Free Cash Flow since 2020* ($B)

↑ 106% Average

FCF as a % of Adj. Net Earnings of '20-'25



Highlights

$22.6B
Bookings

+11% Organic Growth*
106% Book-to-Bill

6%
Organic Revenue Growth*

+70 bps
Adjusted EBITDA Margin Expansion*

16%
Adjusted Continuing EPS Growth*

98%
Free Cash Flow Conversion*

37.3%
Cash Flow Return on Invested Capital (CROIC)*

$7.8B
Backlog

+15% vs. '24
+169% vs. '20

$3.1B
Balanced Capital Deployment

[Includes Dividends, Share Repurchases, Acquisitions and CapEx]

*These are non-GAAP financial measures. Reconciliation of non-GAAP financial measures can be found in our 2025 Annual Report.

2025 sustainability highlights

Discover more of our comprehensive metrics in the Sustainability data center.

Driving our climate actions & innovation

We continue to reduce energy use and emissions in our operations and embodied carbon in our products.

331M

metric tons of carbon dioxide equivalent ($mtCO_2e$) reduced from our customers' carbon footprints since 2019, in contribution to our Gigaton Challenge[1]

59%

reduction in Scope 1 and 2 GHG emissions from our 2019 baseline, tracking ahead of our science-based target of a 50% reduction by 2030

$282M

revenue generated from remanufactured products and remanufacturing services in 2025, a 31% increase versus prior year

84%

of electricity consumption in 2025 came from renewable sources

Engaging & investing in our communities

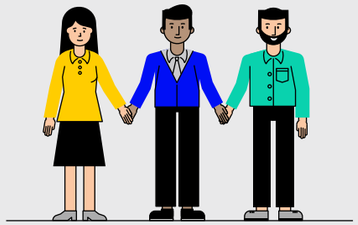
We are investing in communities by expanding volunteerism throughout our organization.

104,000

hours volunteered in 2025, bringing us cumulatively to 80% of our 2030 goal of 500,000 hours

$20M

in philanthropic giving in 2025



Inspiring our people & culture

We invest in our workforce and culture to help everyone thrive and grow.

Celebrated the first graduating class from our Technician Apprentice Program and opening of a new Advanced Technology Training Center

30%

increase in employee participation in our Tuition Advancement Program from prior year, with $3M in tuition assistance distributed in 2025

81

overall employee engagement score (out of 100), reflecting top quartile among benchmarks

1 The formula used to calculate our Gigaton Challenge contribution is reviewed annually and refined as needed to include mergers and acquisition activity as well as items that could not previously be measured.

Awards & rankings

We are honored to be recognized for our industry-leading financial and sustainability performance.

CDP

- Climate score: A, for 4th consecutive year

Just Capital Best of American Business

- Ranked 17th overall, 1st in Construction & Materials Industry
- 5th consecutive year on the list

Dow Jones Best-in-Class Indices

- 15th consecutive year on North America Index, 5th consecutive year on World Index

Ethisphere Institute: World's Most Ethical Companies™

- 3rd consecutive year recognized as one of the World's Most Ethical Companies[1]

1 "World's Most Ethical Companies" and "Ethisphere" names and marks are registered trademarks of Ethisphere LLC.

FORTUNE[2]

- World's Most Admired Companies, 14th consecutive year
- Best Workplaces in Manufacturing & Production, 2nd consecutive year

2 Fortune World's Most Admired Companies is a registered trademark of Fortune Media IP Limited and is used under license. Fortune magazine, fortune.com, Fortune Media IP Limited and its affiliates are not affiliated with, and do not endorse, Trane Technologies' products or services.

TIME

- World's Most Sustainable Companies, ranked 20th overall
- World's Best Companies for Sustainable Growth, 2nd consecutive year
- World's Best Companies, 3rd consecutive year

EcoVadis

- 98th percentile; Gold Medal award winner
- 83/100 advanced overall score

FTSE4Good

- 11th consecutive year (6th as Trane Technologies)

InfluenceMap

- Ranked top 4 globally in the InfluenceMap Performance Band for Corporate Climate Policy Engagement

Listings & other awards

In addition to the ratings and rankings we received in 2025, a series of prominent listings recognized Trane Technologies for our performance and company culture:

- Corporate Knights USA 25 Most Sustainable Corporations — Ranked 13th
- 3BL 100 Best Corporate Citizens of 2025
- 2025 Forbes America's Best Employers for Company Culture
- 2025 Forbes America's Best Employers for Women
- Financial Times Europe's Climate Leaders 2026 (6th consecutive year)
- The Wall Street Journal — Management Top 250 (5th consecutive year)

Sustainability strategy

Sustainability is embedded in how we operate and grow. Our commitments and climate strategy shape our approach to delivering value for customers, strengthening our business and contributing to society. Our team members bring this strategy to life.

A note from our Chief Technology & Sustainability Officer →
Sustainability commitments →
Our climate strategy →
Embedding sustainability →

A note from our Chief Technology & Sustainability Officer

GRI 2-22

Dear Stakeholders,

The world is at a pivotal moment, with data and energy shaping the future of the global economy. At Trane Technologies, we see this not just as a challenge, but as our greatest opportunity to lead and innovate for a more sustainable world. We're transforming climate and energy management in buildings, industry, data centers and transport, and we are embedding artificial intelligence (AI) into the core of our operations and products. This is creating smarter, more efficient systems that deliver tangible sustainability benefits for our customers and communities.

In this report, we highlight progress toward our 2030 Sustainability Commitments and our work with customers and partners to scale sustainable solutions. Scale takes many forms, from steady, incremental improvements that build over time, to breakthrough innovations that shift entire industries. Our success depends on both: daily actions that reflect our values and bold ideas that accelerate change and our purpose.

A global climate innovator

We deliver energy-efficient technologies at scale, lowering energy use and operating costs to generate environmental and economic benefits for our customers. Since 2019, we've helped customers avoid 331 million metric tons of emissions toward our Gigaton Challenge. In 2025, we introduced 110 new products that advanced next-generation HVAC and refrigerated transport, along with digital solutions to bolster sustainability for our customers.

Powering sustainable performance

As demand for our products grows, so does the energy and materials needed to run our operations and manufacture our solutions. While our overall energy use has increased, we continue to find ways to use it more sustainably and efficiently. This year, 84% of our electricity came from renewable sources. We also reduced our operational emissions by 59% from our 2019 baseline, putting us ahead of our science-based target of a 50% reduction by 2030.

Our circularity strategy is not just about reducing waste; it's a core component of our growth and innovation engine. By designing products with longer lifespans and greater material efficiency, we are delivering more value to our customers and strengthening our business. In 2025, we committed to generating 10% of revenue from circular products and services and to more than double circular material use by 2030. While these 2030 goals are new, our commitment to circularity is not. This has long been a pathway for innovation and productivity at Trane Technologies. By the end of 2025, an average of 44% of the materials used in our products came from recycled content, and 80% of our sites achieved zero waste to landfill status.

Technology & talent that drive growth

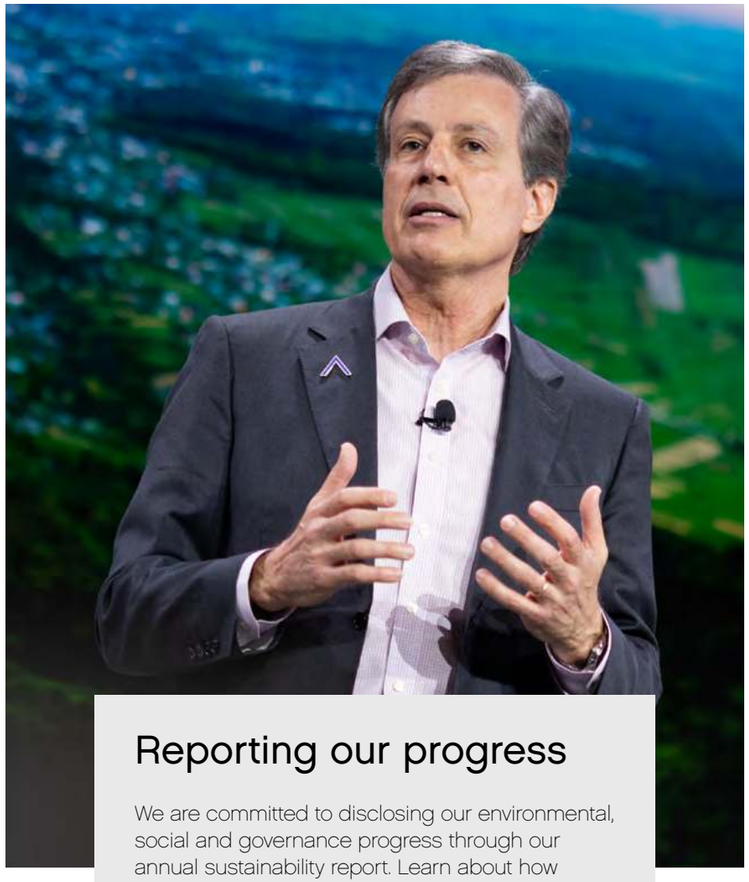
Our breakthrough technology is brought to life by our talented people. We are committed to fostering a culture of innovation and continuous learning, where our experts can thrive and solve the world's most complex climate challenges. In 2025, we opened two new facilities in Davidson, North Carolina, dedicated to workforce development and technical innovation: our Advanced Technology Training Center, the world's largest facility for HVAC technician skill-building, and our Advanced Concepts & Capabilities Laboratory, where engineers conduct specialized low-temperature testing on some of our largest systems.

We also celebrated the 100-year anniversary of our Graduate Training Program and the first graduating class of our nationally accredited Technician Apprenticeship Program, with these programs expanding our future with talent and ingenuity. And we've maintained world-class safety performance and top-quartile engagement, proof that sustainability starts with caring for our people.

This is how we scale sustainability. With our technology, expertise and culture, we're making a lasting impact.

Mauro J. Atalla

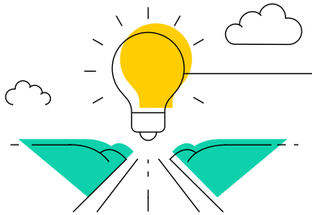
Senior Vice President & Chief
Technology & Sustainability Officer
Trane Technologies



Reporting our progress

We are committed to disclosing our environmental, social and governance progress through our annual sustainability report. Learn about how we align with key reporting frameworks in the About our data section.

Driving performance through sustainability



2010

Founded Center for Energy Efficiency & Sustainability (CEES)

Launched internal Diversity & Inclusion Council

2011

Launched the first Sustainability Addendum to our Annual Report

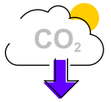
First annual submission to DJSI

2012–2014

Formed internal and external Sustainability Advisory Councils

Conducted first Futures Exercises, Climate Scenario and Materiality Assessment

Announced 2020 Climate Commitments



2015–2017

We Mean Business partner (Paris Accord)

Launched EcoWise product portfolio

First in our industry to have SBTi-approved science-based targets

First in our industry to join Paradigm for Parity and CEO Action for Diversity & Inclusion

2020–2021

SBTi validated achievement of our 2020 science-based targets and approved our 2030 operational and product-use emissions reduction targets

Received inaugural Terra Carta Seal for sustainability leadership

2019

Announced 2030 Sustainability Commitments

Invested in first wind power agreement

Received World Environment Center Gold Medal

Joined RE100, the Smart Energy Coalition and 3% Club

2018

Achieved 2020 Climate Commitments two years ahead of schedule

Launched our first formal Sustainability Report

Installed first on-site solar energy generation project

2022

SBTi approved our 2050 net-zero target

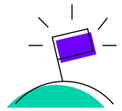
First in industry to join SteelZero; low-carbon steel represented 20%+ of annual steel purchases

2023

Published 2050 Net-Zero Roadmap

Joined EV100

Became a signatory of United Nations Global Compact



2024

Established new commitment to reduce embodied carbon in our products by 40%

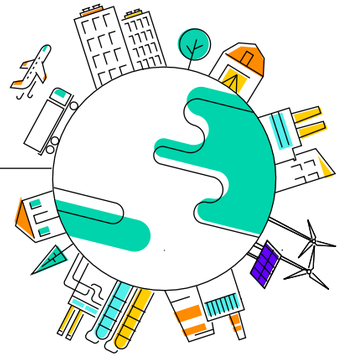
Introduced a Global Time of Service volunteer event

2025

Established two new circularity impact metrics

Published our first Climate Transition Plan and Nature Impact Assessment

Joined the CEO Water Mandate



Years in purple designate years since the launch of Trane Technologies.

Sustainability commitments

Our 2030 Sustainability Commitments

Established in 2019, our 2030 Sustainability Commitments provide a clear roadmap for advancing a more sustainable future and delivering results that extend across our value chain. These commitments leverage our innovation and expertise to address global challenges that impact the communities where we work and live. They also align with multiple United Nations Sustainable Development Goals (UN SDGs).

We organize our 2030 Sustainability Commitments into three pillars: the Gigaton Challenge, Leading by Example and Opportunity for All. Our commitments drive our climate actions and innovation, inspire our people and guide our community engagement.

Gigaton Challenge

- Reduce our customers' carbon footprints by 1 gigaton[1]
  - Increase sales of high-efficiency equipment
  - Expand product mix to accelerate electrification
  - Increase system-level energy efficiency
  - Transition to low-global warming potential (GWP) refrigerants

We encourage our team members to innovate to reduce our Scope 3 product use emissions. Read more about the Gigaton Challenge.

1 Reduction of 1 billion metric tons of carbon dioxide equivalent ($mtCO_2e$), compared to a 2019 baseline

Leading by Example

- Achieve carbon neutral operations
- Deliver zero waste to landfill
- Achieve net-positive water use in water-stressed locations
- Reduce absolute energy consumption by 10%[2]
- Reduce embodied carbon in our products by 40%[2]
- Design systems for circularity
  - More than double the use of circular materials in our products[2]
  - Generate 10% of our revenue from circular products and services[3]

We lead our industry in responsible operations and encourage our suppliers to follow. Read more about our approach to Greenhouse gas emissions, Waste, Water, Energy, Circularity and Embodied carbon.

2 Compared to a 2019 baseline

3 Based on full calendar year of 2029

Opportunity for All

- Advance an uplifting, diverse and inclusive culture
- Broaden access to career pathways to strengthen talent pipeline
- Maintain world-class safety metrics
- Provide market-competitive wages, benefits and leading wellness offerings for our global workforce
- Invest $100 million in building sustainable futures in our communities
- Dedicate 500,000 employee volunteer hours
- Provide access to comfort and fresh food for vulnerable communities

We create new possibilities and a better world for all. Read more about our approach to Workforce & culture, Safety and Community engagement.

Progress toward 2030 Sustainability Commitments

In 2025, we reached the halfway point of our 2030 Sustainability Commitments and celebrated five years as Trane Technologies. As our business has evolved, we have expanded our commitments to continually drive value and scale our impact. We are proud of the progress achieved thus far and remain focused on sustaining our momentum. For transparency, we publicly track and report our progress.

Limited assurance

GRI 2-5

We seek limited assurance from an independent third party for select data associated with our 2030 Sustainability Commitments. Assured data includes the product use emissions data used in the Gigaton Challenge calculation and select Environmental, Health and Safety (EHS) data related to the commitments under the Leading by Example pillar. Unless otherwise indicated, we track progress on our goals against a 2019 baseline. See our 2025 Limited Assurance Report for a comprehensive list of the greenhouse gas (GHG) emissions data and EHS metrics that received limited assurance.

Gigaton Challenge

We're accelerating global decarbonization by significantly reducing our customers' carbon emissions.

Progress through 2025: Tracking ahead

2030 goal

Reduce our customers' carbon footprints by 1 gigaton (or 1 billion $mtCO_2e$)

Performance indicators and enablers

- Reduced our customers' carbon footprints by 331 million $mtCO_2e$ since 2019.[1]
- Launched 110 new products and services in 2025 that help customers decarbonize.

Leading by Example

We're improving our environmental footprint by embedding sustainable practices across our operations and encouraging our suppliers to do the same.

Progress through 2025: On track

2030 goal	Performance indicators and enablers
Achieve carbon neutral operations	• Reduced operational GHG emissions by 59% from a 2019 baseline, tracking ahead of our 50% reduction by 2030 goal. • Electricity consumption coming from renewable sources increased to 84% in 2025.
Reach zero waste disposed of in landfills[2]	• 80% of our facilities operated as zero waste to landfill in 2025.
Achieve net-positive water use in water-stressed locations	• Water use at facilities classified as water-stressed in 2025 decreased by 8% compared to 2019. • Signed the CEO Water Mandate in 2025.
Achieve 10% absolute reduction in energy consumption	• Absolute energy use from our operations increased 1.7% from our 2019 baseline driven by an increase in business and operational growth. (This goal is significantly behind, with mitigation plans in place.)
Design systems for circularity	• Announced new circularity impact metrics to more than double the use of circular materials in our products and generate 10% of our revenue from circular products and services by 2030.
Reduce embodied carbon in our products by 40%	• Developed standard methodology for collecting and measuring embodied carbon data. • Focused on initiatives to reduce embodied carbon across highest emitting materials, which include steel, copper and aluminum. • 28% of our global steel purchases met SteelZero's definition of lower emission steel in 2025.

1 The formula used to calculate our Gigaton Challenge contribution is reviewed annually and refined as needed to include mergers and acquisition activity as well as items that could not previously be measured.

2 We define zero waste to landfill sites as having a 90%+ diversion rate, consistent with industry practices.

> The winners in this landscape will leverage sustainability as a performance advantage, generating returns holistically across the value chain.
>
> **MAURO ATALLA, CHIEF TECHNOLOGY & SUSTAINABILITY OFFICER, TRANE TECHNOLOGIES**

The ROI of Sustainability: A Strategic Playbook

Read →

Opportunity for All

We're investing in our people and communities to provide opportunities for everyone to advance and grow.

▲ **Progress through 2025:** On track

2030 goal	Performance indicators and enablers
Advance an uplifting, diverse and inclusive culture	• Achieved a 2025 overall employee engagement score of 81 out of 100, ranking in the top quartile among external benchmarks. • Strong employee engagement results in the indices for Ethics (score of 83), Sustainability (score of 82), Manager Effectiveness (score of 82), and Inclusion (score of 80).
Broaden access to career pathways to strengthen talent pipeline	• Removed degree requirements for over 60 roles. • Graduated the first Trane Technician Apprenticeship Program cohort. • Employee participation in our Tuition Advancement Program increased by 30% from the prior year. $3M in tuition assistance was distributed in 2025, a 70% increase from 2023.
Maintain world-class safety metrics	• World-class lost-time incident rate[1] of 0.06 and total recordable incident rate[1] of 0.58 in 2025. • 72 of our global locations celebrated 10 years with zero lost-time injuries.
Provide market-competitive wages and benefits and leading wellness offerings for our global workforce	• All employee compensation is regularly assessed for market competitiveness and pay equity. U.S. hourly starting wages are approximately 213% of state minimum wages on average.
Invest $100 million in building sustainable futures in our communities	• $20M in philanthropic giving in 2025.
Dedicate 500,000 employee volunteer hours	• Employees volunteered over 104,000 hours in 2025, including an 18% increase in participation in our 2025 Global Time of Service event. • Cumulative hours volunteered since 2020 bring us to 80% of our 500,000 goal.
Provide access to comfort and fresh food for vulnerable communities	• Supported access to fresh and healthy food through the Thermo King® We Move Food program and engagement with local organizations like Feed North Carolina.

1 Per 200,000 hours worked

Our climate strategy

GRI 3-3, 201-2

In 2025, we published our first Climate Transition Plan, which outlines our forward-looking climate strategy, including how we plan to manage physical and transition climate risks and opportunities, decarbonize our operations and value chain in alignment with international climate agreements and prepare for future policy, market and technological changes.

Read more about our decarbonization levers, climate targets and the strategic elements that support and influence the implementation of our climate strategy in our Climate Transition Plan.

Decarbonization levers

Operational & business targets

Science-based targets validated by SBTi

SCOPE 1 & 2 REDUCTION

Decarbonizing our operations

- Improving operational energy efficiency
- Transitioning to low-GWP refrigerants & reducing leakage
- Expanding electrification & route optimization for our fleet
- Expanding the use of renewable energy to power our operations

25x25 initiative: Reduce operational emissions by 25% by the end of 2025 from a 2021 baseline

2030 energy commitment: Reduce absolute energy consumption by 10% by 2030 from a 2019 baseline

2030 operations commitment: Carbon neutral operations by 2030

External commitments: EV100 (by 2030) EP100 (by 2035) RE100 (by 2040)

SCOPE 3 REDUCTION

Decarbonizing the use of our sold products

- Increasing sales of high-efficiency equipment
- Expanding product mix to accelerate electrification
- Transitioning to low-GWP refrigerants
- Increasing system-level energy efficiency

Gigaton Challenge: Reduce 1 gigaton of GHG emissions from our customers' carbon footprints by 2030 from a 2019 baseline

Decarbonizing our products' life cycles

- Supporting supplier sustainability efforts
- Collaborating on sustainable solutions
- Sourcing low-carbon materials

2030 embodied carbon commitment: Reduce embodied carbon by 40% by 2030 from a 2019 baseline

2019 BASELINE — 2030 — 2050 — NET-ZERO EMISSIONS

NEAR-TERM
50% absolute reduction

LONG-TERM
90% absolute reduction in Scope 1 & 2 emissions
10% removals/ sequestration

NEAR-TERM
55% intensity reduction in product use emissions (per thermal ton)

LONG-TERM
97% intensity reduction in product use emissions (per thermal ton)
3% removals/ sequestration

Scope 1, 2 & 3 decarbonization strategy dependencies & external factors: Market conditions, potential locked-in GHG emissions, extreme temperatures and weather events, policy and regulatory change, inconsistent climate legislation, technological developments, a lack of supplier climate action to reduce GHG emissions

Climate Transition Plan elements

Climate change resilience

We conduct climate scenario analysis to assess our exposure and sensitivity to potential futures and integrate the results in our risk management process.

Business model design

We designed our business model and growth strategy to pursue climate innovation to deliver sustainable solutions that support our customers' decarbonization journeys, and have identified three climate-related strategic ambitions that we anticipate will shape our business and value chain leading up to 2030.

Policy advocacy

We support and advocate for policies that enable and encourage the adoption of decarbonization solutions.

Governance

We manage our climate strategy through a robust governance framework that includes Board oversight and assigns responsibility for implementation and risk management to executive leadership and specific teams.

Financial planning

We recognize our climate strategy influences our financial position and performance, and believe it improves our business resiliency, contributes to growth and drives top quartile financial results.

Just Transition

We strive to ensure that environmentally sustainable economies are promoted in a way that is fair and inclusive, creating decent work opportunities and benefiting everyone.

Culture

We foster a culture of climate innovation and impact through sustainability-focused goal setting, training and communications, internal initiatives and financial incentives.

Tracking & reporting progress

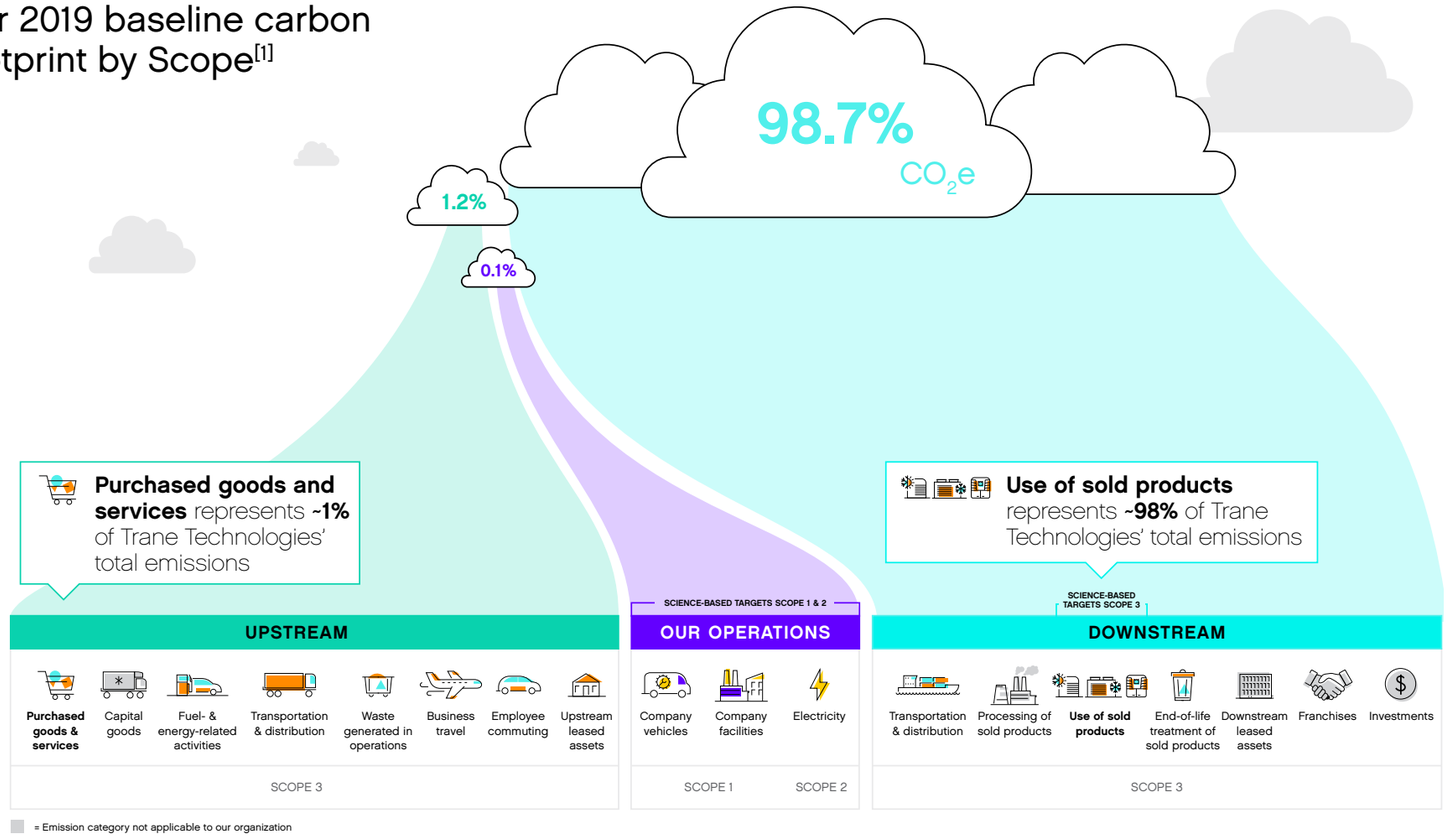
We disclose our progress in implementing the Climate Transition Plan in our annual Sustainability Report.

Our carbon footprint baseline

In 2019, we completed a greenhouse gas (GHG) emissions inventory aligned with the GHG Protocol across our Scope 1, 2 and 3 emissions to serve as the baseline for our near- and long-term science-based targets validated by the Science Based Targets initiative (SBTi). We chose 2019 as our base year because it represented an average production year and allowed us to set ambitious emissions reduction targets and strategies.

Customer use of sold products — Scope 3, Category 11 — is our largest source of emissions and comprises more than 98% of our carbon footprint. Our carbon footprint demonstrates that most of our emissions originate within the value chain.

Our 2019 baseline carbon footprint by Scope[1]



1 We recalculate and restate the 2019 baseline data as required based on acquisitions and other activities.

> Our Climate Transition Plan connects vision to action, outlining a strategy for investment and innovation to help achieve our bold climate commitments. The ambition pillar of our Climate Transition Plan articulates clear, science-based milestones that have already put us on the road to a decarbonized future.
>
> **EMILY VESLING, DIRECTOR OF SUSTAINABILITY, TRANE TECHNOLOGIES**

Decarbonization strategy: From ambition to action in our Climate Transition Plan

Read →

Our science-based targets

Trane Technologies was among the first companies to set a long-term net-zero target approved by SBTi. To achieve our goal of net-zero emissions by 2050, we established SBTi-validated targets for our Scope 1 and 2 GHG emissions and our Scope 3 product use GHG emissions, which represents our most significant opportunity. These targets align with international climate agreements' aim to limit global temperature rise to 1.5 degrees Celsius.

Near-term:[1] Our 2030 science-based targets

- **Absolute Scope 1 and 2 GHG emissions:** 50% reduction from a 2019 baseline.
- **Scope 3, Category 11 "use of sold products" GHG emissions:** 55% reduction per thermal ton[2] from a 2019 baseline.

Long-term:[1] Our 2050 science-based targets to achieve net-zero

- **Absolute Scope 1 and 2 GHG emissions:** 90% reduction below 2019 levels, with the remaining 10% neutralized through carbon removals and sequestration.
- **Scope 3, Category 11 "use of sold products" GHG emissions:** 97% reduction per thermal ton[2] below 2019 levels, with the remaining 3% neutralized through carbon removals and sequestration.

Tracking our progress

We annually calculate our Scope 1, 2 and 3 GHG emissions in accordance with the GHG Protocol to track progress against our targets and determine our carbon footprint. To confirm the accuracy of our GHG emissions calculations, we perform audits through an annual internal assurance process. We also engage an independent third party to verify our Scope 1 and 2 GHG emissions data and the GHG emissions data associated with our most significant Scope 3 categories, as recorded in our 2025 Limited Assurance Report.[3] Read about our 2025 emissions reduction efforts and progress in the Greenhouse gas emissions section.

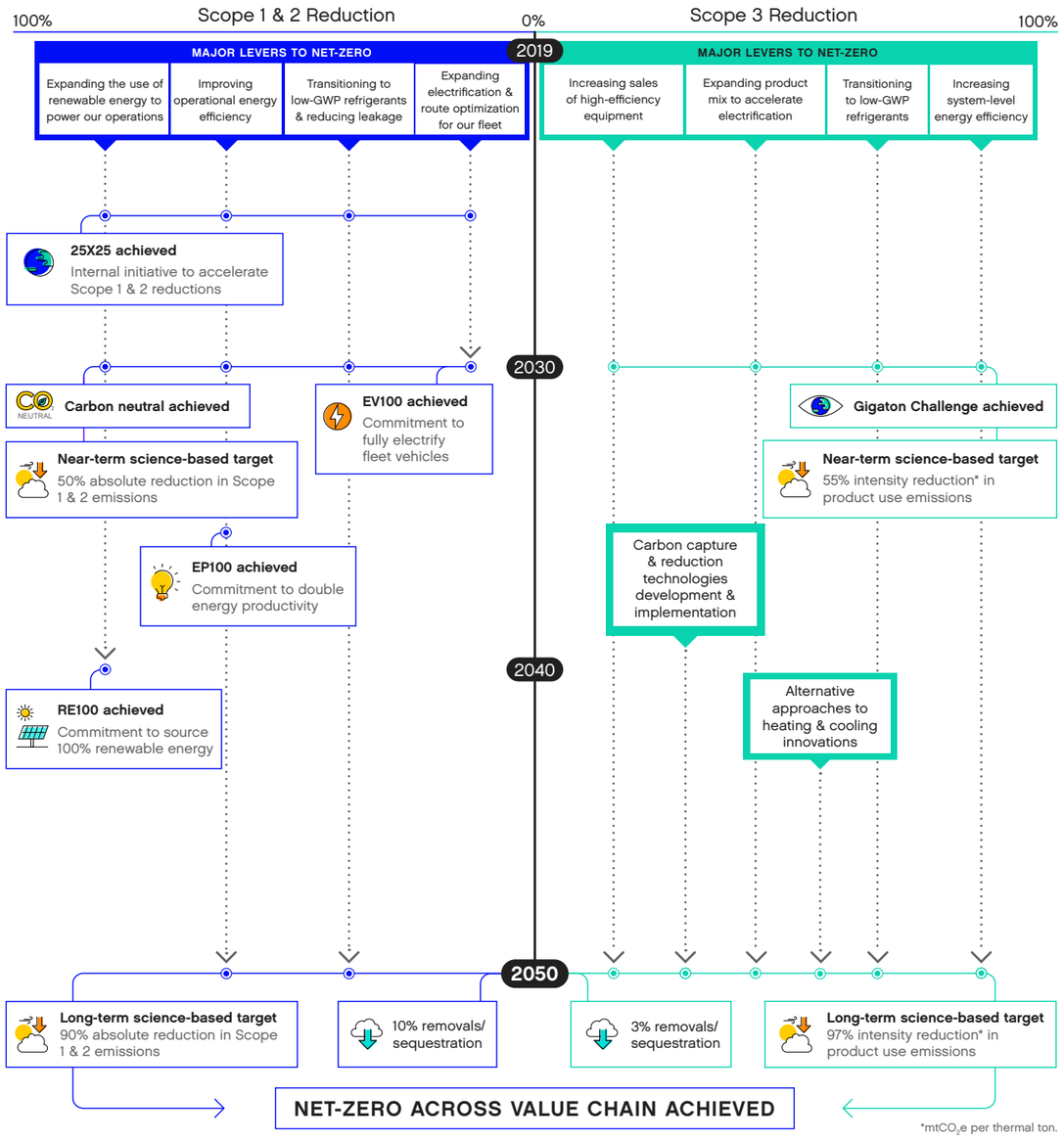
1 We define near-term targets as being one to five years out and long-term targets as being in excess of five years. We utilize our Enterprise Risk Intelligence program's definitions for "near-term" and "long-term" when categorizing targets.

2 Emissions per thermal ton (capacity) are calculated by dividing the total emissions by the total thermal capacity in tons.

3 Our most significant categories of Scope 3 emissions are Category 1 "purchased goods and services" emissions and Category 11 "use of sold products" emissions.

Our 2050 Net-Zero Roadmap

Our 2050 Net-Zero Roadmap outlines our plan to achieve net-zero emissions across our value chain by 2050. It demonstrates how our Scope 1 and 2 and Scope 3 science-based targets, supported by other internal and external commitments that contribute to emissions reductions, will allow us to achieve our net-zero goal. Learn more about our supporting commitments, such as the Gigaton Challenge, in the Greenhouse gas emissions section and the Energy section.



Climate resilience in our communities

Recognizing that climate change disproportionately affects underrepresented and poorer communities,[1] we commit to ensuring a Just Transition to a low-carbon economy in alignment with the International Labor Organization (ILO) Guidelines for a Just Transition. The ILO defines "Just Transition" as "ensuring that environmentally sustainable economies are promoted in a way that is as fair and inclusive as possible to everyone concerned, creating decent work opportunities and leaving no one behind." In 2025, we continued internal discussions to further define our Just Transition strategy in alignment with the ILO Guidelines. We also implemented initiatives to embed our strategy in our business. Examples of how we support a Just Transition include:

- Committing to identifying equitable strategies to retain and retrain our workers to support electrification and decarbonization so their careers can evolve alongside technology and innovation. For example, our new Advanced Technology Training Center (ATTC) in Davidson, North Carolina, has more than doubled our capacity to provide hands-on training to upskill our existing technicians and onboard new technicians with the latest HVAC systems and digital technology.
- Offering skills-based training and career advancement opportunities through programs like the Trane Technician Apprenticeship Program and through participation in Opportunity@Work's Tear the Paper Ceiling coalition.
- Investing in broad workforce development and innovation programs that uplift communities and support talent development for our sector, such as our Electrification Readiness Program for our Thermo King® dealer network.
- Advocating for policies that lead to more sustainable outcomes, such as those that improve indoor air quality and reduce emissions.
- Supporting thought leadership in positively contributing to the health and well-being of our communities. For example, in 2025, we supported the development of strategies to build heat resilience across communities through our participation in Duke University's HeatWise Policy Partnership and our co-sponsorship of a white paper on heat resilience. Learn more about our collaborative thought leadership efforts in the Public policy section.

Read more about our initiatives to advance a Just Transition for workers, suppliers, customers and communities in our Climate Transition Plan.

1 Sixth Assessment Report of the Intergovernmental Panel on Climate Change, 2022: Poverty, Livelihoods and Sustainable Development

Behind every advanced system we design, manufacture, install and service are the people who make it work. And behind those people is a culture of training and mentorship that ensures valuable knowledge is passed forward. That commitment is at the heart of our new Advanced Technology Training Center (ATTC).

HOLLY PAEPER, PRESIDENT OF COMMERCIAL HVAC AMERICAS, TRANE TECHNOLOGIES

Investing in generations of technician talent

Read →

Climate change & nature impact

With climate change and nature being deeply interconnected, we acknowledge that our path to decarbonization will be most effective if supported by actions to protect and regenerate the natural systems that support our operations, supply chain and communities.

In 2025, we published our first Nature Impact Assessment in support of our commitment to understand and manage nature-related dependencies, impacts, risks and opportunities (DIRO) and integrate them into our sustainability practices and business strategy. The Nature Impact Assessment details our nature-related strategy, which is anchored in the Taskforce on Nature-related Financial Disclosures' (TNFD) Locate, Evaluate, Assess and Prepare (LEAP) framework and our actions to address the nature-related risks and opportunities identified in our DIRO assessment.

When developing our Nature Impact Assessment, we used the TNFD LEAP framework to conduct a geographic assessment of our global facilities and identify those in nature-sensitive locations. In 2025, we created an internal tool for navigating site-specific nature impacts and sensitivities based on our findings. We trained our global Environmental, Health and Safety (EHS) function and Purple Team volunteer leaders on the tool and gave all employees access. For our sites with the greatest sensitivity to biodiversity risks, we provided more tailored guidance, sharing opportunities to support the local environment and explore partnerships with organizations focused on conservation and protecting endangered species. To help us manage our nature impacts, we also continue to leverage our existing climate and sustainability commitments and initiatives related to:

Water: To achieve our 2030 net-positive water commitment, we track monthly water use and effluent discharge in 24 water-stressed locations as of 2025, which helps us identify areas to reduce consumption and improve water quality. In 2025, we joined the CEO Water Mandate and plan to utilize the resources available through our membership to help develop localized roadmaps for water-stressed locations. These roadmaps will identify water reduction opportunities and community partnerships to help protect local watersheds and preserve access to fresh water, supporting water availability for local wildlife and increasing groundwater recharge time.

Circularity: Our 2030 Sustainability Commitments to reduce embodied carbon in our products, double the use of circular materials in our products and generate 10% of our revenue from circular products and services hold us accountable for sourcing low-carbon and recycled materials, drive value creation by extending the life cycles of our products and materials and support our commitment to achieve zero waste to landfill. Using recycled materials decreases our reliance on raw material and resource extraction, lessening our negative impacts on nature and creating cost savings in some cases. We encourage suppliers to use reusable or returnable packaging to reduce the need for wood-based and single-use plastic packaging in our supply chain.

GHG reductions: Our science-based targets help mitigate climate change impacts, including the loss of biodiversity and habitats caused by rising temperatures and sea levels. Through our transport refrigeration solutions, we aim to reduce food loss, a significant contributor to emissions. By expanding global access to the cold chain, we help reduce the need to increase food supply to compensate for food loss.

Monterrey conducts first forest inventory to assess and promote biodiversity on its campus

We identified our Monterrey, México, site as having high nature and biodiversity sensitivity during our geographic sensitivity assessment in 2024. Recognizing the role natural ecosystems play in supporting biodiversity, carbon sequestration and overall environmental health, our Monterrey site conducted its first forest inventory in 2025 to protect and promote biodiversity on campus.

Through the inventory, the Monterrey site gathered detailed information on the number, species and distribution of the existing tree population. The site used the data to assess how its actions affect and contribute to local biodiversity and ecological well-being. It also helped to determine how it can best support the preservation of native species and improve the management of green spaces.

Conducting the inventory raised awareness among team members about the importance of biodiversity and responsible land stewardship and inspired employees to plant new native trees around the campus.

Embedding sustainability

GRI 2-29

We embed sustainability in every aspect of how we plan and operate — from fostering a purpose-driven organization, to designing and building high-efficiency products and forging meaningful supplier and customer partnerships.

Integrating sustainability in our operations

Grounded in our purpose to boldly challenge what's possible for a sustainable world, our growth strategy is focused on developing and innovating sustainable products and services. We drive value creation and integrate sustainability in our operations through our short- and long-term commitments and by nurturing sustainability across our businesses and functions.

For consecutive years, employees have rated Trane Technologies' commitment to sustainability leadership among the company's most favorable attributes in our annual employee engagement survey. Our internal Sustainability Ambassador Network (SAN), Purple Teams and Business Resource Groups engage our employees on related topics and help us execute our shared vision for a more sustainable and inclusive world.

To embed sustainability in daily work, our salaried team members commit to a sustainability-oriented objective as part of annual goal setting. In 2025, we introduced function-specific sustainability goal setting guides for creating custom sustainability goals. This supports our team members in operationalizing sustainability in their specific role or function in clear and practical ways that deliver business value. We celebrate our team members that exemplify climate leadership and our sustainability commitments through our recognition programs.

The SAN specifically contributes to our sustainability leadership through a mission to educate and empower team members and the broader Trane Technologies community to adopt sustainable practices to reach our 2030 Sustainability Commitments. SAN's online community is open to all employees, including contractors, interested in increasing their sustainability knowledge, sharing the company's sustainability story and championing sustainable actions. Over the course of 2025, SAN led a quarterly development series that included sessions exploring how our employees' work connects to our emission reduction targets, embedding sustainability in their role and delivering effective sustainability communication.

Bolstering our managers' skills to integrate sustainability in their roles

In 2025, managers from across the company were invited to participate in the Harvard Business School (HBS) Online Sustainable Business Strategy Certification program. This program provided managers with the skills to understand the business value of sustainability, including the interplay between sustainability opportunities and Trane Technologies' financial performance and business growth.

After the program, managers can better support their direct reports and leaders in understanding the value they can bring to the organization through their work — whether attracting talent, developing recycling or take-back programs for old office technology or designing new electrification trainings for dealers and employees in service roles.

Advancing sustainability in our value chain

As a multinational business with global facilities and a broad product portfolio, we have an expansive value chain and a wide range of environmental, social and economic impacts. We map our business operations into a value chain consisting of 10 major stages.

We actively consult with stakeholder groups to identify potential impacts, risks and opportunities in each stage of the value chain and to help discern where and how to embed sustainability. For example, we engage with our suppliers through sustainability-focused audits, trainings and surveys and with our customers through customer engagement surveys. Based on the results of these efforts, we determine how to best support their sustainability programs and needs.

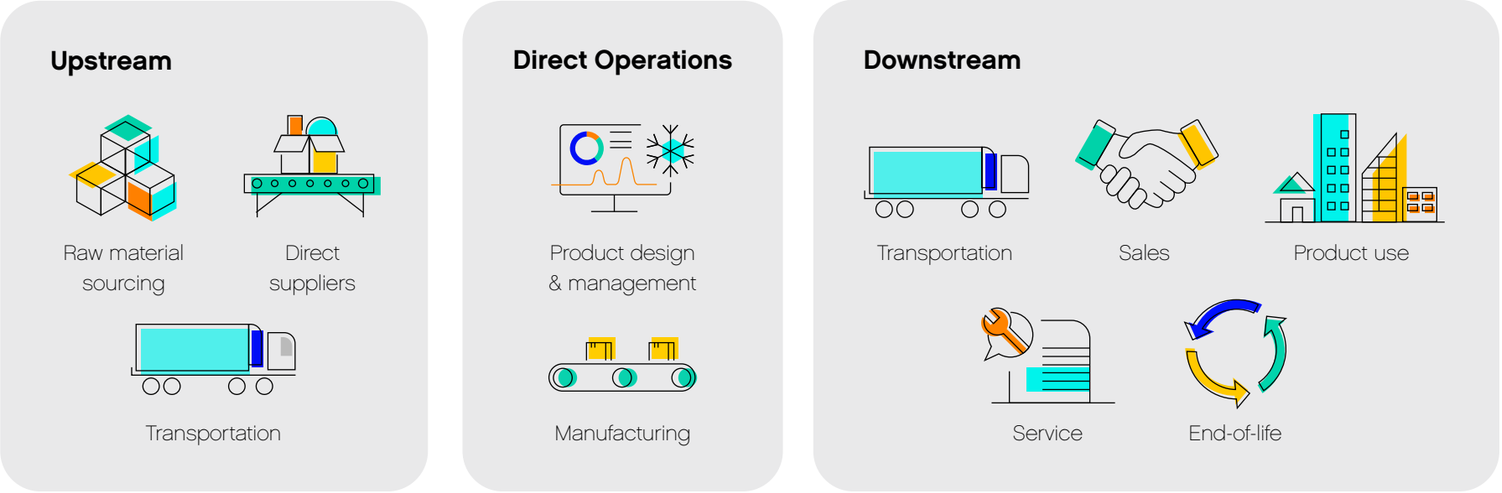
Stakeholder engagement

To more broadly promote sustainability and advance meaningful climate action at scale, we regularly engage in idea exchange, dialogue and educational opportunities with customers, industry leaders and environmental advocates to encourage positive action and collaboration. Examples of our involvement in key engagements in 2025 include:

- **Climate Week NYC 2025:** As the headline sponsor for Climate Week NYC 2025, Trane Technologies executives participated in a broad range of panels, roundtables and collaborative events, including The Hub Live by Climate Group and Goals House. Our presence emphasized the value created through our transformative innovations in thermal management, decarbonization, data center efficiency and energy recovery. Our goal was to illustrate how sustainability is deeply integrated into our business strategy and product offerings.
- **The United Nations' 30th Conference of the Parties (COP30):** We actively participated in COP30, engaging with international stakeholders at forums, fireside chats and thematic panels in São Paulo and Belém, Brazil. Topics included the return on investment (ROI) of sustainability, mitigating growing energy demand in the data economy, reducing energy use in buildings, heat resilience and cold chain innovation.
- **London Climate Action Week 2025:** We participated in London Climate Action Week for the first time in 2025. Our Group President, EMEA led a conversation about transforming cities for a net-zero, climate-resilient future through innovative building solutions, such as combining heating and cooling systems and leveraging waste heat.

Our value chain

Learn more about the topics and areas of focus for each stage of our value chain on our website.



Trane Technologies' Healthy Spaces Podcast

Since 2020, we've used our Healthy Spaces Podcast to engage and educate audiences on the role of climate technology and the relentless pursuit of sustainability to transform lives. With expert guests from industry, technology, academia and non-governmental organizations (NGOs), we explore new realms of innovation and discuss how to push the boundaries of what's possible through collaboration and action. Listen to the latest episodes.

Managing stakeholder-driven sustainability expectations

In response to rising expectations from our investors, customers and communities related to our sustainability strategy and disclosures, we implemented an internal tool to track opportunities to enhance our strategy and reporting. The tool identifies emerging topics of importance, process improvements and disclosure opportunities by comparing our current disclosures against key sustainability frameworks and raters and rankers referenced by our stakeholders. For each opportunity, the tool consolidates information on external stakeholder expectations, as well as leading best practices and actionable next steps for implementation and disclosure.

How we engage our stakeholders on sustainability topics

Stakeholders	Examples of stakeholder engagement
All stakeholders	• Publish public sustainability disclosures aligned with leading sustainability frameworks to provide transparency into our sustainability strategy, management approach to important topics and performance.
Employees	• Conduct an annual employee engagement survey, which includes sustainability-focused questions. • Engage and educate our employees on sustainability topics through our Sustainability Ambassador Network, Purple Teams and Business Resource Groups. • Encourage salaried team members to create a sustainability-oriented objective as part of annual goal setting.
Customers	• Request feedback from customers in each of our businesses and from dealers that distribute our Residential HVAC and Thermo King products to gain insight into evolving sustainability and business demands. • Work directly with customers through Trane® Energy Services to create tailored solutions that enhance facility energy and operating efficiency and sustainability. • Provide our Commercial HVAC customers with an online Incentives Resource Center that maintains up-to-date information on legislation, policies and incentives to help customers remain aware of evolving landscape trends.
Suppliers	• Host training sessions with key suppliers to help advance their sustainability, embodied carbon and circularity goals. • Hold an annual supplier conference to recognize suppliers, communicate our business and sustainability expectations and share growth opportunities.
Local communities	• Volunteer in local communities, including through our annual Global Time of Service event. • Support and collaborate with an extensive network of community partners, monitoring and addressing local needs.
Policymakers	• Participate in key meetings and forums with government leaders and policymakers globally. • Engage with policymakers via our membership in trade associations. • Provide technical support and formal comments on national and state standards and regulations during the stakeholder comment period. • Volunteer our technical and sustainability expertise with jurisdictions and standards development organizations.
Investors	• Hold quarterly earnings calls to communicate our financial performance and participate in multiple investor and analyst events each year to provide investors with information about our business, including our sustainability progress and programs. • Meet periodically with individual investors and analysts to address sustainability-specific questions and topics. • Participate in and actively engage with sustainability raters and rankers that investors reference to inform investment decisions.
Educational institutes	• Collaborate with and support educational institutes with research on new technologies. • Partner with universities to advance the skillsets students need to succeed in various industries and recruit talent and future leaders.
Non-governmental organizations (NGOs)	• Participate in global and regional forums to discuss sustainable strategies and economic development pathways, such as the UN COP climate talks and Opportunity@Work. • Collaborate and partner with organizations that share our ambition to accelerate progress toward emissions and energy reductions. View a comprehensive list of organizations and associations we partner with on our website.

Technology & innovation

Our approach to value creation is grounded in an open innovation ecosystem that advances the dual benefits of technology and sustainability. Through targeted investments, collaborative partnerships and thoughtful product design focused on durability and resource efficiency, we enhance customer value and business resilience. Artificial intelligence (AI) and advanced digital technologies are further enabling us to scale data-driven decarbonization strategies across the built environment, industry and infrastructure.

Sustainable innovation →

Product sustainability & circularity →

Sustainable innovation

GRI 2-29, 3-3

Sustainability is more than a target — it is a core principle that guides how we innovate. With more than 98% of our carbon footprint derived from customers' use of our products, we focus our innovation efforts on reducing emissions while delivering healthier indoor environments, reliable temperature controlled transport and cooling for mission critical industries. We invest in our core capabilities to accelerate ideas and pursue new opportunities through an open and collaborative innovation ecosystem.

Idea acceleration & internal innovation

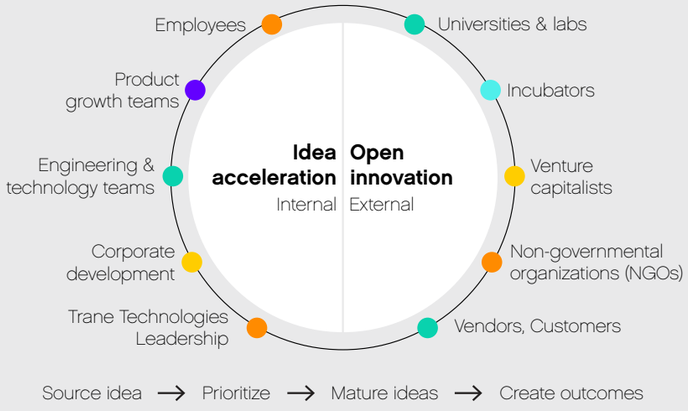
We design products and solutions that help customers meet their sustainability and business goals while minimizing environmental impact. This commitment is embedded in our research and development strategy and guides our long-term growth.

Our innovation and product development is led by our Chief Technology and Sustainability Officer and enabled by our Business Operating System. Innovation teams work closely with customers to understand their needs, while technology and engineering teams translate those insights into product designs.

Our Advanced Concepts & Capabilities (ACC) organization accelerates this work. As a central hub of technical experts and researchers, they develop and deploy next-generation, sustainability-focused technologies, spanning modeling and simulation, applied compression, materials and chemistry, electrical systems and controls, advanced systems, artificial intelligence (AI)-enabled engineering, digital factory modeling and experimental labs.

We further expand our innovation pipeline through strategic acquisitions that enhance our core portfolio, accelerate our capability and scale our growth in new markets and sectors.

Our innovation ecosystem



$348M

research and development expenses incurred in 2025, an increase of over 12% from 2024 (as reported in accordance with U.S. generally accepted accounting principles [GAAP])

110

new products and services launched in 2025

Engineering a new lower-GWP compressor scroll offering

Compressors are the heart of our heating and cooling systems, with all improvements having a multiplying effect on sustainability.

In 2025, we began full-scale production of 18 new scroll compressor models using next-generation, lower-global warming potential (GWP) refrigerant R-454B. Our Applied Compression team developed a process to reuse 95% of existing components in compressors, streamlining manufacturing, reducing supply chain complexity and minimizing environmental impact.

The new scroll compressors play a key role in supporting our customers' climate goals and meeting regulatory requirements. They improve part-load efficiency and enhance reliability, helping reduce energy consumption and extend compressor life. Compatibility with previous models ensures a seamless transition for customers, with minimal disruption.

Investing in sustainable solutions

In 2025, we invested $348 million[1] in sustainability-driven research and development focused on:

- Implementing product and system-level improvements that increase energy efficiency and lower customers' energy use and carbon emissions;
- Advancing the electrification of heating, transport, comfort cooling and more complex applications to replace fossil fuel-based systems with low-emissions alternatives;
- Developing and implementing low-GWP refrigerants that can significantly reduce the climate impact of cooling and heating technologies;
- Reducing material content in products to decrease resource consumption, minimize waste and lower embodied carbon;
- Designing products for circularity so materials can be more easily reused, refurbished or recycled, extending product life cycles and reducing environmental impact; and
- Leveraging AI and digital solutions to optimize system performance, reduce energy demand and cut operational emissions for customers.

Across our businesses, we brought 110 new products and services to market in 2025. With a focus on expanding and applying our innovation, we filed for 136 new patents globally, adding to our global portfolio of over 2,500 granted patents. All patent applications filed during the year were for innovations that directly support our sustainability efforts, including the electrification of heating and the use of next generation low-GWP refrigerants.

We continue to establish dedicated innovation centers focused on advancing rigorous research, collaboration and real-world testing to develop industry-leading, sustainable technologies. We direct investment to these centers, like the two featured here.

1 As reported in accordance with U.S. GAAP

Advanced Concepts & Capabilities Laboratory: In 2025, we opened the first phase of our Advanced Concepts & Capabilities Laboratory in Davidson, North Carolina. This experimental laboratory includes an industry-leading heat pump psychrometric room, designed and largely built in-house by our Commercial HVAC Lab Facilities teams. The psychrometric room is designed for air-cooled heat pump chiller testing and is the only known facility capable of testing at the low temperature conditions specified in the AHRI 550-590 Standard for Performance Rating of Water-chilling and Heat Pump Water-heating Packages using the Vapor Compression Cycle. The room can be used to test equipment with A2L refrigerants and can maintain its ambient temperature while testing large heat pump chillers at temperatures as low as -20 degrees Fahrenheit.

India Engineering & Technology Center (ETC): Our India ETC team has made significant strides in advancing sustainable technologies through numerous groundbreaking research projects and external partnerships. One 2025 project examined desiccant coated heat exchangers in heat pump systems and found that they significantly increase energy efficiency and improve dehumidification. Experimental and numerical results showed a higher coefficient of performance (COP) and more effective moisture removal than conventional designs, offering a reliable path to more efficient cooling solutions.

To advance the future of sustainable innovation, our team also supported the launch of a new Centre for Sustainable Refrigeration and Climate Control in collaboration with the Cambridge Institute of Technology (CIT) in Bengaluru, a partnership designed to expand hands-on training and accelerate climate-focused engineering solutions in India.

Innovation revenue

We track innovation revenue, which we define as the revenue occurring in the current reporting year derived from new solutions or new markets launched within the prior 36 months. As of the end of 2025, innovation revenue accounted for nearly 32% of our total revenue.

Strategic acquisitions

In partnership with our business leaders, the Strategy and Corporate Development team advances our business strategy by leading strategic planning, acquisitions, joint ventures and growth equity investments. We pursue acquisitions and investments that provide exposure to new markets, meet evolving customer demands for operational savings and sustainability goals and increase access to clean technologies and advanced digital capabilities.

In 2025, we invested $278 million in mergers and acquisitions, minority investments and strategic partnerships across multiple sectors and core capabilities.

Acquisitions from 2025 and early 2026

Channel acquisitions

In 2025, we completed the acquistion of a number of sales, service and channel partners to further expand and strengthen our company-owned operations and bring us closer to our customers in strategic markets.

Stellar Energy

To bolster our leadership and capabilities in the high-growth data center thermal management solutions market, Trane Technologies entered into a definitive agreement in December 2025 to acquire Stellar Energy, which closed in February 2026. Stellar Energy's expertise in modular data center solutions is well-positioned to address the growing demand for pre-fabricated cooling systems and critical equipment for data centers and other complex commercial enterprises, which helps reduce supply chain constraints and enable rapid, scalable deployment. By shifting assembly and configuration of chiller plants to Stellar Energy's specialized manufacturing facilities, we streamline production and help mitigate the impact of skilled labor shortages, ensuring reliable capabilities to meet customer demand.

BrainBox AI

After multiple years collaborating with BrainBox AI on advanced building management innovations, Trane Technologies acquired the company in January 2025. Amid fast-growing customer demand for AI and autonomous controls, BrainBox AI's technology enables real-time, data-driven decision-making that optimizes customers' operations and significantly reduces energy demand.

Kieback&Peter Group

Trane Technologies entered a definitive agreement in November 2025 to acquire a 49% minority stake in Kieback&Peter Group (K&P) and closed in January 2026. K&P is a European market leader in building automation software and solutions. The strategic partnership includes a commercialization agreement, enabling us and K&P to offer highly complementary solutions to our respective customers across the Europe, Middle East and Africa (EMEA) region. Trane Technologies has an option to acquire full ownership of K&P after three years.

Electrification

As electricity grids transition to renewable energy sources and upgrade to more efficient technologies, electrified solutions will reduce the use of fossil fuels and produce fewer direct emissions. Our scalable hybrid and electric solutions help residential, commercial and industrial customers advance a net-zero future.

Electrification of heat

Electrification of heat refers to the process of replacing heating technologies that use direct fossil fuels (e.g., oil and natural gas) with technologies that use electricity as a source of energy. We are pioneering new solutions like thermal storage, waste heat recovery and all-electric heat pumps, as well as advanced systems that offer simultaneous heating and cooling capabilities. When integrated, these electrified thermal management systems can deliver three to five times greater energy efficiency, with a customer payback of less than three years.

PRODUCT SPOTLIGHT

The City™ RTSF HT is a high temperature, water-to-water heat pump delivering hot water up to 110 degrees Celsius with ultra-low-GWP R1233zd(E) refrigerant. Designed for industrial process heating decarbonization, it captures and repurposes waste heat, offering high efficiency, compact design and reliable performance to replace fossil fuel boilers and reduce operational emissions.

Electrification of refrigerated transport

Compared to diesel-powered transport refrigeration technologies, electric technologies deliver significant reductions in greenhouse gas (GHG) emissions and greater energy efficiency, enabling lower energy consumption and reducing operational costs. The electric systems also run more quietly than their diesel counterparts, reducing noise pollution.

We have invested more than $100 million in the all-electric Thermo King evolve™ portfolio, which includes electric refrigeration solutions for truck, trailer, rail, air and marine transport. As of 2025, we have existing technology for an all-electric, zero direct emissions solution for every segment in the cold chain in both our North America and EMEA regions.

CUSTOMER SPOTLIGHT

Logista, a leading logistics operator in Europe, is working with Thermo King® to introduce trailers equipped with our AxlePower energy recovery system, which advances sustainable refrigerated transport across its fleet. The technology enables electric, self-charging cooling while on the road, supporting zero-emission operation and reducing reliance on diesel-powered refrigeration. Logista has already achieved a rate of 84% for kilometers traveled using a sustainable fleet, with a goal of reaching 90% by 2026 in alignment with its sustainability targets. Read the full story.

AI & digital solutions

Our AI and digital solutions are core drivers of Trane Technologies' sustainability and climate innovation strategy and are grounded in ethical and responsible AI principles. Through advanced digital offerings, we improve resource efficiency, accelerate decarbonization and deliver measurable environmental benefits.

In 2025, we acquired BrainBox AI, a leader in autonomous HVAC controls and generative AI for buildings. Its technology helps customers better predict energy needs, lower energy use and reduce operating costs.

Looking ahead, we will open the BrainBox AI Trane Technologies AI Lab in Montreal, Canada, in 2026. This premier innovation center will expand on BrainBox AI's strengths and accelerate the development of digital solutions that enhance our internal capabilities and scale energy optimization and sustainability benefits for customers worldwide.

AI controls in commercial buildings

To help reduce energy use and emissions at scale, we are advancing new AI methods that can accurately predict how building conditions change over time using far less data and computing power. In HVAC systems, this approach allows for smooth, continuous adjustments instead of fixed cycles. When paired with our broader controls, AI can help lower energy consumption by up to 25% and reduce carbon emissions by up to 40%, delivering meaningful cost savings and sustainability benefits for customers.

AI controls in transport

In our refrigerated transport business, TracKing® telematics introduces generative AI features to Thermo King's connected platform, giving fleets instant, intuitive insights through natural language queries and dynamic visualization. By simplifying complex data and enabling data-driven decisions, it helps operators proactively optimize efficiency, performance and maintenance for temperature sensitive cargo, raising the standard for intelligent, sustainable cold chain management.

CUSTOMER SPOTLIGHT

Dollar Tree, a retailer with more than 16,000 stores across North America, partnered with BrainBox AI to advance its goal of reducing operational emissions by 50% by 2032. By deploying BrainBox AI's autonomous HVAC optimization technology to over 600 stores, the company saved almost 8 million kilowatt-hours (kWh) in annual energy use and reduced over 5,500 metric tons of carbon dioxide equivalent ($mtCO_2e$). The AI-driven system also delivered over $1 million in annual cost savings, reducing peak demand and improving HVAC efficiency without disrupting operations. The successful pilot is now guiding a large-scale expansion across more than 2,000 additional stores.

Dollar Tree unlocks major energy and emissions savings with BrainBox AI

Read →

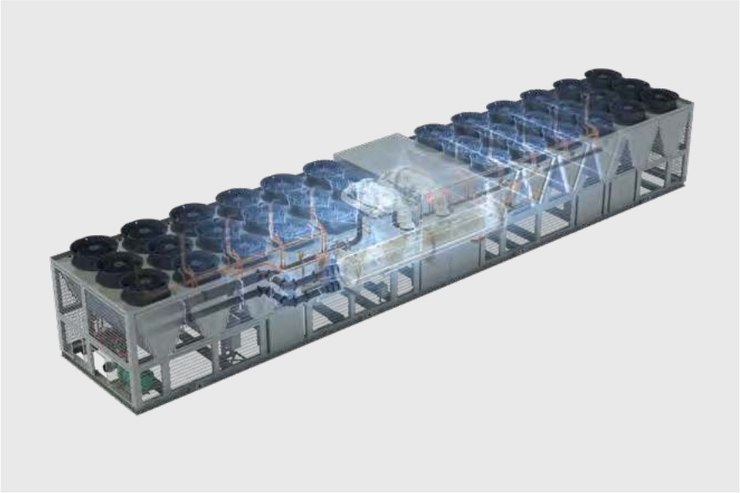
PRODUCT SPOTLIGHT

Artificial Responsive Intelligent Agent (ARIA) is BrainBox AI's groundbreaking AI-powered virtual building agent that is redefining the future of building management. Harnessing the latest in generative AI technology, ARIA serves as an indispensable interactive partner for facilities managers and energy professionals. Accessible seamlessly via mobile or desktop, the virtual engineer delivers real-time insights and advanced analytics to boost the performance of building operations, making buildings more energy efficient and sustainable.

Data centers

Our data center solutions advance operational excellence, resilience and sustainability for hyperscale and colocation environments where energy demands are growing rapidly. We are pioneering high-efficiency thermal management systems and cooling technologies that help data center operators address regulatory pressures and climate goals. For example, our direct-to-chip liquid cooling reduces both energy and water intensity. We also provide ongoing support through our services and controls, including monitoring, predictive maintenance and performance analytics to maximize up-time and minimize resource use.

Our solutions also advance energy circularity through heat waste recovery and redistribution. For example, waste heat can be captured and redistributed as energy to offset heating needs for local schools and businesses.



PRODUCT SPOTLIGHT

The Trane® Air-Cooled Magnetic Bearing Chiller (TCA) delivers up to 3 megawatts of reliable, high-efficiency cooling for mission-critical data center sites, reducing energy use and supporting LEED Energy & Atmosphere goals. Its strong operating efficiency also helps data centers achieve lower power usage effectiveness (PUE), and its air-cooled design uses zero process water. Quiet operation and the use of low-GWP refrigerants further enhance its sustainability profile.

CUSTOMER SPOTLIGHT

Infomaniak, a Swiss technology company, worked with Trane to transform a traditionally energy-intensive data center into a model of sustainable digital infrastructure. Trane heat pump technology captures and reuses heat generated by servers and other components, enabling Infomaniak to reclaim 1.7 megawatts (MW) of heat, enough to warm 6,000 homes in winter. The project has received multiple accolades, including the Swiss Ethics Prize and the Cantonal Sustainable Development Prize, and serves as a replicable example for sustainable energy practices in data centers. Read the full story.

Low-global warming potential refrigerants

We've led the transition to low-GWP refrigerants in our HVAC and transport refrigeration portfolios since 2014, before industry regulations were in effect.

We continue to evaluate new refrigerants and utilize those that balance sustainability, product safety and performance, and we encourage the adoption of technologies and systems to minimize refrigerant leaks. In 2025, we continued to introduce Residential HVAC product variations with low-GWP refrigerants, building on the product variations launched in 2024. We also completed projects focused on converting our unitary products to low-GWP refrigerants in our Commercial HVAC business.

We recover and reclaim refrigerants to prevent them from being released into the atmosphere and to avoid emissions. Through our Refrigerant Reclaim Program, our Trane Supply business collects customers' recovered refrigerants in stores and provides a credit against future purchases. We process the collected refrigerants to meet new product specifications and reuse them. In 2025, more than 160 Trane Supply stores and global aftermarket distribution partners collected over 794,000 metric tons of carbon dioxide equivalent ($mtCO_2e$) in recovered refrigerants.

We also enhanced our mobile app used by certified technicians for refrigerant management and reporting. The app enhancements make it easier for technicians to report refrigerant usage to customers, comply with new rules established by the U.S. Environmental Protection Agency and document refrigerant recovery and recycling.

Read more about how we support the refrigerant transition in the Public policy section.

PRODUCT SPOTLIGHT

The Trane® 17 Multi-Speed Heat Pump uses patent-pending ComfortSeek™ technology to dynamically adjust compressor speed for higher efficiency, enhanced humidity control and stronger performance in extreme temperatures. Using low-GWP refrigerant with multispeed operation and cold-climate capability, it provides homeowners with greater comfort, energy savings and reliability as an affordable bridge to variable speed heat pump technology.

Non-greenhouse gas emissions

Our product development process is designed to lower emissions by improving product efficiency and electrification.

Our transport refrigeration portfolio includes hybrid and electric architecture to deliver cost savings, greater uptime and lower emissions. Our hybrid engines reduce emissions from all transport refrigeration to meet the strictest particulate matter and NO_x regulations and maximize their fuel efficiency.

Open innovation & external collaboration

By collaborating with industry experts, research institutions and technology start-ups, we accelerate the development of sustainable solutions to global challenges. These engagements help us deepen our expertise while co-developing and piloting new technologies. Our partnerships also enable shared risk, faster problem solving and continuous feedback loops, which are essential in a rapidly evolving world.

Industry & university research

In 2025, we began participating in two projects funded by the U.S. Department of Energy's (DOE) COOLERCHIPS program, a three-year initiative aimed at developing transformational, highly efficient and reliable cooling technologies for data centers. The program targets lowering total cooling energy expenditure to less than 5% of a typical data center's IT load, significantly reducing the data center's operational carbon footprint. Our involvement across both projects underscores our commitment to open innovation and sustainability in data center operations, contributing to more efficient, reliable and environmentally friendly solutions.

- We are collaborating with the **University of Maryland** on the MOSTCOOL project developing an integrated decision support software tool for designing next-generation data centers. This tool will link existing open-source software for modeling reliability, energy, carbon footprint and cost with an innovative co-simulation framework.
- We are donating two 50-ton Thermafit™ air-cooled modular chillers to the **University of Texas at Arlington**. This donation will support the research lab developing a novel hybrid cooling technology, combining direct-to-chip evaporative cooling and air cooling, including a Rear Door Heat Exchanger, which reduces the cooling load on the HVAC system and helps maintain stable temperatures in high density computing environments. The new technology is intended to enable a robust and scalable solution for future data centers and provide an easy path to retrofit legacy systems.

> We need to have a better dialogue between academia and the industry. That's the way I think we can succeed. In this new technology we're developing, Trane has been really instrumental.
>
> **DR. DEREJE AGONAFER, PRESIDENTIAL DISTINGUISHED PROFESSOR, DEPARTMENT OF MECHANICAL & AEROSPACE ENGINEERING, UNIVERSITY OF TEXAS AT ARLINGTON**

HEALTHY SPACES PODCAST — Cooling the cloud

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Technology co-development

In 2025, our Modeling and Simulation team collaborated with NVIDIA to launch the industry's first comprehensive thermal management system reference design for gigawatt-scale AI data centers.

Engineered specifically for the NVIDIA Omniverse DSX, our thermal management system reference design delivers mission-critical temperature control, enabling data center operators to simultaneously manage energy and water use and allowing for continuously optimized performance, energy efficiency and sustainability. This pioneering solution sets new standards for data center performance and supports the scalability and accelerated deployment of AI infrastructure.

Product sustainability & circularity

GRI 2-29, 3-3, 301-2; SASB RT-EE-250a.1, RT-EE-250a.2, RT-IG-440b.1

12

We are committed to producing industry-leading products that are safe for our employees and customers with limited impact on the environment. Our approach to designing sustainable products is rooted in understanding the full product life cycle, from product conception to end-of-life, and examining the environmental implications at each stage. In alignment with our 2030 Sustainability Commitments, our teams employ strategies to source low-carbon materials, repair and reuse parts and products and remanufacture and recycle, whenever possible.

Product development & stewardship

During the product development process, we consider our customers' feedback and ensure our products meet or exceed regulations and codes related to product efficiency, reliability and safety. Customer input is systematically integrated into our product and service innovation life cycle through a formal Voice of the Customer (VoC) methodology, ensuring that market needs and customer pain points directly inform new product and service development, from initial concept selection through final testing. We also continue to monitor and perform studies on our products once on the market to better understand their environmental impact and to raise awareness of potential vulnerabilities, as needed.

44%

of primary materials (steel, aluminum, copper, plastic, refrigerant) used in products contained recycled content in 2025

$282M

revenue generated from remanufactured products and remanufacturing services in 2025, a 31% increase from 2024

Customer engagement

We conduct customer surveys to gather feedback, measure satisfaction and gain insight into our customers' experiences, demands and changing needs.

Each quarter, we request channel and end-customer feedback for each business and track our performance against customer experience targets. Business leaders review the feedback and develop action plans to address items that require corrective action to meet stated business objectives. As an example, we survey our Commercial customers following an equipment installation. In addition to asking about their overall satisfaction and ease in doing business with Trane®, we inquire about specific elements of their experience such as quality, shipping and delivery and post-sales support. This feedback is shared with the Product, Sales and Operations teams for follow-up and then summarized for leadership.

Certified dealers distribute our Residential HVAC and Thermo King® products. We require each dealer to participate in extensive training to fully understand our brands before becoming certified. To remain certified, dealers must maintain a high customer satisfaction rating. Long-time dealers help inform how we improve and innovate based on their engagement with customers.

Thermo King continues to provide an Electrification Readiness Program for dealers in the U.S. The program equips our vast dealer network with technical expertise, resources and support for deploying and servicing the next generation of hybrid and electric equipment, advancing decarbonization for customers in the transport refrigeration sector.

Alongside our product offerings, we support our commercial customers by serving as a legislative and regulatory resource. Our online Incentives Resource Center provides insights into major legislation, policies and incentives affecting commercial buildings and shares expert guidance to help customers adapt.

In our Commercial HVAC business, handling of customer complaints is integrated into our ISO 9001-certified Quality Management System and managed across multiple channels, including our artificial intelligence-powered virtual building assistant (ARIA by BrainBox AI), the online Trane Commercial HVAC Help Center and our global network of local sales and service offices. When a complaint is submitted, customers receive an immediate confirmation and tracking number, and our teams adhere to established Service Level Agreements to ensure transparency on resolution timelines. All issues are tracked through to verified closure.

Product efficiency

When developing products, we go beyond meeting minimum regulatory requirements for energy efficiency and aim for our products to deliver higher energy savings. This approach provides greater long-term value for our customers by reducing their operating costs and environmental impact.

We use industry-leading standards, certifications and benchmarks to drive superior performance beyond national, state and local minimums (e.g., the ENERGY STAR® criteria set by the U.S. Environmental Protection Agency [EPA] and standards developed by the Association of European Component Manufacturers [ASERCOM]; the Air-conditioning, Heating and Refrigeration Institute [AHRI]; the National Commission for the Efficient Use of Energy [CONUEE]; and the Consortium for Energy Efficiency [CEE]). We abide by European Union regulations that define high energy efficiency and are active members of the European Heat Pump Association (EHPA), where we promote electrification of heating adoption campaigns and measures. We also use guidelines set by the American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE) to inform our ambitious targets. Our digital services and controls further enhance efficiency and reduce energy use.

Product reliability & safety

SASB RT-EE-250a.1, RT-EE-250a.2

Our product development process includes design for reliability and safety, meeting or exceeding global industry standards and codes, including those published by the National Electrical Code (NEC), American National Standards Institute (ANSI), American Society of Mechanical Engineers (ASME), American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE), the European Union's Pressure Equipment Directive (PED) and Underwriters Laboratories (UL), among others.

Our products undergo thorough engineering analysis and testing to ensure they perform reliably under extreme conditions. Throughout the product development process, our cross-functional product development teams assess environmental, health and safety risks. They also perform design failure modes and effects analysis to identify potential failure points and their root causes. Additionally, we measure our products' health and safety performance using internal serviceability, reliability and durability metrics.

We comply with regulations and codes related to product labeling, service information, marketing communications and customer safety. Each business unit is responsible for tracking incidents of noncompliance within its market, with legal counsel addressing any issues.

In early 2025, Trane Technologies' secure software development life cycle process earned a globally recognized cybersecurity certification: ISA/IEC 62443-4-1. This rigorous certification validates that our global product development process meets or exceeds industry-accepted best practices, demonstrating our commitment to improving the security of our products and connected solutions. Learn more about our cybersecurity program in the Business integrity section.

Vulnerability management, awareness & reporting

We use vulnerability management to enhance product safety and security and raise awareness of potential concerns. Our Product Security Incident Response team works to validate, analyze and mitigate any potential vulnerabilities in a responsible and timely manner to minimize our customers' risks. We publish information related to potential product security threats and list the product name, documentation and information related to the most recent software update on our Vulnerability Management webpage.

We encourage security researchers, industry organizations, third party component suppliers and our customers to report any potential vulnerabilities and provide reporting instructions on our webpage. To support the protection of organizations engaged in Good Faith Security Research, Trane Technologies supports Safe Harbor reporting.

CUSTOMER SPOTLIGHT

Trane Energy Services is working with **Northern Illinois University (NIU),** a premier research-focused university, to develop and implement a comprehensive energy-saving and emissions reduction program on their campus. The initiative includes high-efficiency heating and cooling upgrades, thermal energy storage, solar installations, LED lighting and smart building controls. The program is projected to reduce campus energy consumption by more than 26% and cut emissions by approximately 11%, supporting NIU's goal to reduce emissions by 50% by fiscal year 2030. Additionally, the Trane and NIU collaboration will create learning and workforce development opportunities for students through capstone projects and internships that support energy-related career pathways. Read the full story.

Measuring life cycle impact

We perform life cycle assessments (LCAs) on key products across our portfolio to evaluate their environmental impact from "cradle to grave" and publish Environmental Product Declarations (EPDs) to provide customers and other external stakeholders with credible and transparent data on the environmental footprint of our products across their entire life cycle. In service to our embodied carbon commitment for our products and our circularity metrics, the data in LCAs and EPDs helps us track, understand and prioritize emissions reduction and circularity opportunities outside of the product-use phase. These analyses reaffirm that decarbonizing our steel, aluminum and copper purchases will most significantly reduce embodied carbon.

We continue to advance our pursuit and publication of LCAs and EPDs to meet customer demand for transparency into the sustainability of our products. Customers reference our LCAs and EPDs for various uses, including making informed decisions on the most sustainable products or materials for their projects, contributing to whole-project or whole-building LCAs and performing their own corporate carbon footprint calculations.

Our LCAs and EPDs cover multiple environmental impact categories (i.e., greenhouse gas [GHG] emissions, energy use, water use, waste generation, material usage), take a cradle-to-grave scope and are carried out in accordance with ISO 14040/14044 and 14025. Since 2024, we've tripled the number of published LCAs and EPDs.

For a variety of products across our Commercial and Residential HVAC portfolios, we also continue to utilize the TM65 Embodied Carbon in Building Services Methodology to evaluate and report embodied carbon.

Trane Technologies' EPDs are publicly available on our product websites. Product LCAs and TM65 disclosures are available upon request.

First-of-its-kind LCA for electric large truck transportation refrigeration units

In 2025, we conducted a comparative LCA evaluating the whole-life carbon footprint reduction potential of electric large truck transportation refrigeration units, relative to their diesel counterparts. This LCA is the first study of its kind in the refrigerated transport industry. The study and its results were validated by a rigorous, independent panel of three LCA and industry experts. The assessment covered four Thermo King Americas products: the T-1090, T-1090 Spectrum, e1000 and e1000M Spectrum; and four Thermo King EMEA products: the T-1200R, T-1200R Spectrum, E-1200e and E-1600e Spectrum.

Across the life cycle, the electric products showed a potential for up to 79% reduction in GHG emissions relative to diesel products. This equates to a reduction of 16–133 metric tons of carbon dioxide equivalent ($mtCO_2e$) over the life of the units.

Expanding our Commercial HVAC EPDs

We developed 12 EPDs across our global Commercial HVAC portfolio in 2025. Six of the 12 EPDs covered products in our Thermafit product line of modular chillers and heat pumps, and four EPDs focused on products from our air-cooled portfolio of chillers, heat pumps and multi-pipe units in EMEA. We also completed two new EPDs for our RTWD water-cooled chiller and IntelliPak 1 rooftop unit, which are both sold in North America.

Embodied carbon

In 2024, we established an industry-first commitment to reduce embodied carbon in our products by 40% by 2030 from a 2019 baseline. Embodied carbon refers to the total amount of GHG emissions associated with a product material's life cycle, including the extraction of raw materials, manufacturing, transportation and recycling. Our commitment aligns with the guidance provided in the World Business Council for Sustainable Development's (WBCSD) The Building System Carbon Framework report, which suggests that the building and construction sector should reduce embodied carbon in building materials and equipment by at least 40% from 2019 levels by 2030 and reach net-zero by 2050.

Most of the embodied carbon in our products is generated upstream and is related to the goods purchased from our suppliers. We've identified three main levers to achieve our embodied carbon commitment:

- **Supporting supplier sustainability efforts:** Engage suppliers to understand where they are on their sustainability journey and support them in emissions reduction target setting and achievement in alignment with our Sustainable Procurement Policy.
- **Collaborating on sustainable solutions:** Partner with suppliers to discover and apply sustainable and circular solutions, such as investigating new technologies, decreasing waste, optimizing material recycled content and enhancing material and energy efficiency.
- **Sourcing low-carbon materials:** Prioritize procuring materials with lower embodied carbon by integrating sustainability as a key criterion in product development and sourcing decision-making.

We share how our embodied carbon commitment helps reduce our Scope 3, Category 1 "purchased goods and services" emissions in the Greenhouse gas emissions section.

HEALTHY SPACES PODCAST — Embodied carbon: First movers of the built environment

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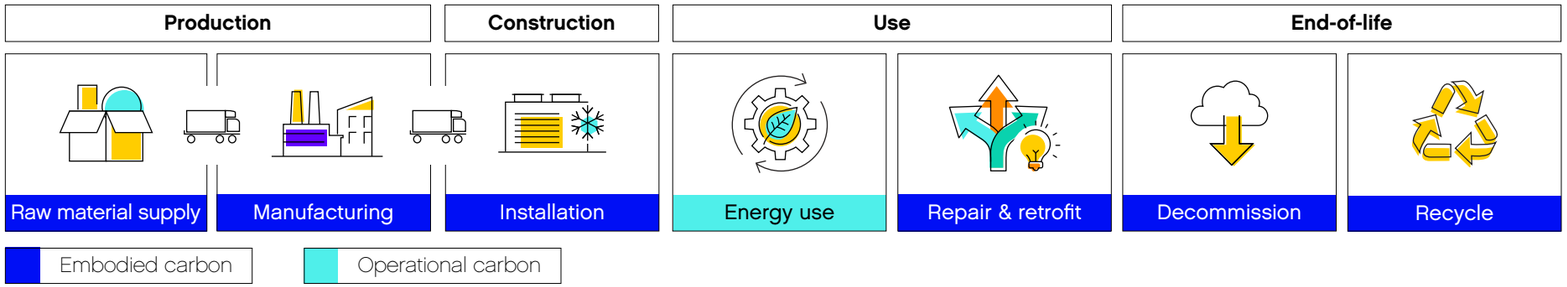
Embodied carbon & operational carbon across the life cycle of a product



Calculating embodied carbon emissions

In 2025, we began exploring how to standardize data collection on our input materials' embodied carbon and quantify our products' embodied carbon. As part of this work, we are partnering with the Partnership for Carbon Transparency (PACT), a global initiative focused on creating a common, interoperable methodology for product-level emissions data. By aligning with PACT's guidance and standards,[1] we enable suppliers to calculate and share their product carbon footprints in a consistent and verifiable way. This partnership strengthens our ability to gather high-quality emissions data across our value chain and supports our long-term strategy to reduce the embodied carbon of materials used in our products.

To support the calculation of supplier-level product emissions, we onboarded a PACT conformant digital solution. This tool allows us to calculate product carbon footprints using primary, activity-based data rather than high-level estimates. It maps emissions across materials and production stages, helping us identify emissions hotspots at a product and supplier level. We are using this solution to:

- Collect and standardize supplier product emissions data;
- Improve the speed, accuracy and transparency of Category 1 and embodied carbon reporting;
- Prioritize high-impact suppliers and materials; and
- Inform targeted decarbonization actions within our supply chain.

1 PACT leverages existing standards and guidelines, including the GHG Protocol, Product Life Cycle Accounting and Reporting Standard, the Scope 3 Standard or applicable International Organization for Standardization (ISO) standards.

Addressing carbon emissions in the value chain

We are taking a phased approach to addressing embodied carbon in our procured materials. Our Procurement Management team and business leaders oversee this approach.

Reducing embodied carbon in our products depends on close collaboration with our direct material suppliers. Among the materials we procure, steel, aluminum and copper represent our largest sources of embodied carbon. In 2025, we continued to prioritize decarbonization initiatives focused on these key commodities.

To further drive progress, we are implementing the following actions to reduce the associated embodied carbon:

- Expanding internal recycling loops and increasing utilization of supplier scrap;
- Sourcing from smelters and mills powered by renewable energy rather than fossil fuel-based electricity; and
- Investigating closed-loop recovery from manufacturing and end-of-life products.

See the table on the following page for an overview of material-specific embodied carbon reduction initiatives and an update on our progress.

Embodied carbon reduction progress across our priority materials

Steel

APPLICATION

Used for structural frameworks, protective cabinets, mechanical supports and other durable components.

Given the substantial volume of steel in our products, it accounts for the highest portion of our material emissions.

ONGOING MATERIAL-SPECIFIC REDUCTION INITIATIVES

- Participating in organizations like SteelZero and First Movers Coalition and aligning our commitments to procure lower emission steel
  - In 2025, 28% of our global steel purchases met SteelZero's definition of lower emission steel[1]
- Procuring high-recycled content made in Electric Arc Furnaces (EAF)

DECARBONIZATION PATHWAYS

- Maximize the use of recycled scrap in EAF steelmaking
- Shift primary steelmaking from coal to lower-carbon energy sources like natural gas and hydrogen
- Increase adoption of steel made from low-carbon iron

Aluminum

APPLICATION

Used for components that support efficient heat transfer.

It has a high emissions intensity per pound due to energy-intensive smelting and often relies on prime alloys with lower recycled content to maximize heat transfer performance.

ONGOING MATERIAL-SPECIFIC REDUCTION INITIATIVES

- Shifting to lower-carbon prime alloys where performance allows or redesigning components to maximize recycled alloy use
- Reducing material usage through optimized fin, plate fin and coil design
- Partnering with WBCSD Critical Materials Collective to reduce downcycling and improve recycling efficiency

DECARBONIZATION PATHWAYS

- Reclaim aluminum from our recovered products
- Develop scrap-friendly alloys
- Improve heat exchanger design to reduce aluminum usage
- Develop sourcing pathways for new mills producing HVAC-specific aluminum alloys

Copper

APPLICATION

Used primarily in refrigerant tubing, coils and electrical components due to its excellent thermal and electrical conductivity.

While used in smaller quantities, it has relatively high embodied emissions because of mining, ore concentration and smelting.

ONGOING MATERIAL-SPECIFIC REDUCTION INITIATIVES

- Prioritizing suppliers using recycled content and cleaner production processes
- Working with suppliers to both increase recycled content overall and to specifically increase recycled content to >90% for targeted copper sub-commodities

DECARBONIZATION PATHWAYS

- Develop sourcing pathways for 100% recycled content cathodes
- Capture copper tubes from chiller systems at end-of-life
- Enhance the closed-loop recycling process at our manufacturing plants

1 Lower emission steel is steel which meets the quantitative threshold of Responsible Steel Decarbonisation Progress Level 2. This is described as the GHG emissions intensity threshold of ≤2000 to ≤350 kgCO_2e/ton of crude steel dependent on 0–100% scrap share of metallic input.

Circularity

Our circularity strategy helps drive greater value at every stage of the product life cycle. When designing for circularity, we examine how to increase the use of recycled materials in our products, minimize waste generation and prevent downstream landfilling, which can be hazardous to water and air quality and affect human health and biodiversity. Circular design can also help reduce emissions for both our business and our customers and decrease our products' embodied carbon.

By returning materials and components to their originally intended usage and maximizing the life of our products through smart services, upgrades, remanufacturing and recovery programs, circularity helps deliver benefits for our customers, our operations and our long-term sustainability. We aim to scale our circularity practices to improve resource efficiency, strengthen supply chain resilience and create new strategic business opportunities.

Enterprise Circularity Council

Our Enterprise Circularity Council works to embed our circularity strategy across our global operations and acts as a forum to build momentum and facilitate cooperation. The Council helps align our work with customer needs and our 2030 Sustainability Commitments, identify priority focus areas, advise target setting and mitigate challenges. Our Circularity Leader chairs the council, which is comprised of senior leaders from each region, business unit and key function.

The Enterprise Circularity Council's main objectives are to:

Develop and ensure alignment and prioritization of our circularity pillars against set goals and metrics.

Enable and advocate for continued circularity leadership by creating greater value for customers and employees.

Support and align technological innovation, investment and continuous improvement across all businesses and functions.

Six strategic pillars

Six key pillars form the basis of our circularity strategy. The pillars touch every stage of our value chain and demonstrate how we can integrate circularity into our products across their life cycle. Cross-functional teams innovate and implement projects, programs and processes to design for circularity in these six areas.

SUSTAINABLE & CIRCULAR DESIGN

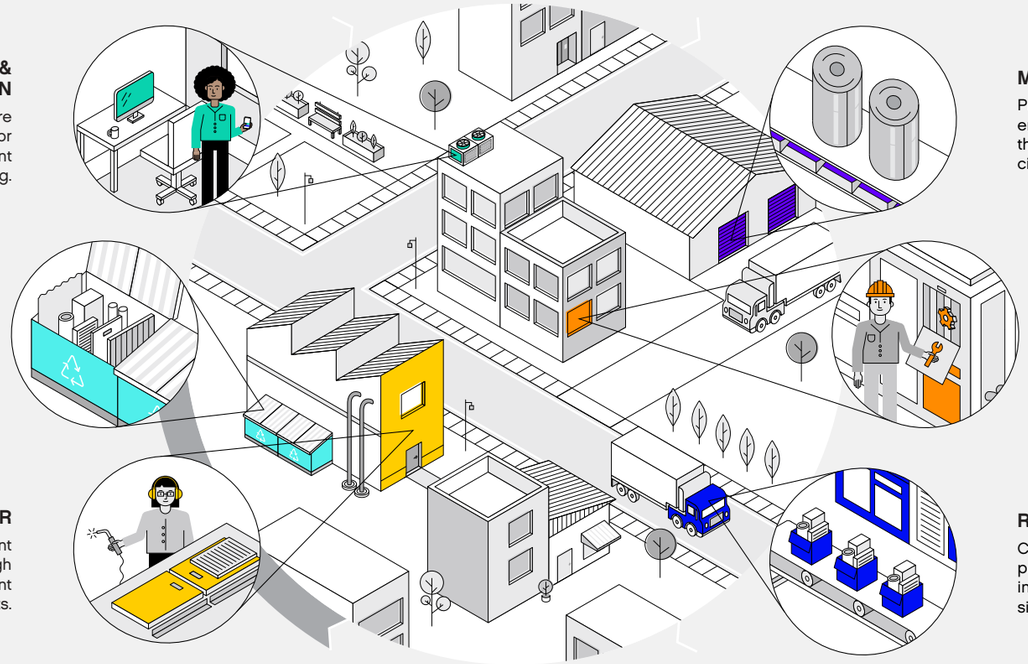
Create products that are easily disassembled for repairs, refurbishment and recycling.

RECYCLE

Transform a product or component into its basic materials or substances and reprocess them into new materials.

REMANUFACTURE, REPAIR

Return product or component to good working order through upgrade, repair, refurbishment or replacement of parts.



MATERIAL SELECTION

Procure materials with low environmental impact through incentivizing a circular supply chain.

MAINTAIN, PROLONG, SHARE

Maximize product lifespan through proactive maintenance and sharing resources to minimize upgrades.

REUSE, REDISTRIBUTE

Continue the use of a product or component for its intended purpose without significant modification.

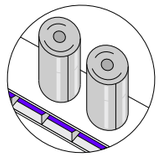
Sustainable & circular design

Sustainable & circular design is the most instrumental pillar because it informs every other pillar.

Embedding circularity into product design begins with our New Product Development process. Through this structured process, project teams of engineers, product managers and operations managers consider topics across the product's full value chain, such as parts and raw materials sourcing, manufacturing footprint and product performance. The process emphasizes product longevity, durability, repairability and disassembly.

The New Product Development process includes our Design for Sustainability and Circularity (DfSC) module. The module provides project teams with a framework to evaluate customer and market requirements related to sustainability and circularity and prioritize improvement opportunities at every stage of product development in line with our 2030 Sustainability Commitments. The DfSC module also considers the environmental impact of input materials and product manufacturing, use and end of life. In 2025, we worked to continue the uptake and use of DfSC across all new product development projects.

Material selection



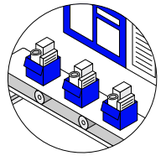
As we select materials, we prioritize those with low environmental impact, incentivizing a circular and sustainable supply chain. In alignment with our commitment to reduce our products' embodied carbon, we aim to source low-carbon, circular input materials — reused, recovered or remanufactured materials or materials with a high recycled content — as opposed to virgin extracted raw materials. For example, we partnered with one of our key suppliers to redesign our aluminum alloys to consist of over 80% recycled content. In 2025, 44% of primary materials (steel, aluminum, copper, plastics and refrigerants) used in our products contained recycled content, down 2% from the prior year due to recalibration with improved data and traceability. Learn more about our collaboration with suppliers in the Supply chain sustainability & performance section.

Maintain, prolong, share

We prolong the life of existing equipment in good condition through our team of global technicians and dealers to help customers maximize the useful life of their equipment through preventative maintenance programs and services. By enhancing our products' digital capabilities, we aim to better forecast maintenance needs and proactively address issues to minimize waste and keep equipment performing efficiently.

Regular maintenance also creates business value for our customers by delaying new equipment investments, increasing sustainability and preventing potential environmental risks, such as refrigerant leaks.

Reuse, redistribute



We seek to reuse our products, components and packaging beyond their initial use, when possible. By keeping our products that are in good condition in use and giving them a second life, we limit resource extraction and reduce waste and GHG emissions. Reselling used products and components that do not need significant modification and reusing equipment amongst multiple customers through our rental services provides revenue streams for our business.

CIRCULARITY SPOTLIGHT

Our Thermo King global parts business operates a remanufacturing and repair program in the Netherlands, offering remanufactured components and parts for truck, trailer and marine refrigeration. More than 10% of Thermo King's global marine parts revenue is generated from sales of remanufactured parts.

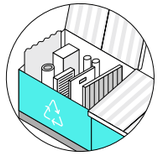
By preserving high-value components, we support our decarbonization strategy, advance resource efficiency and reduce new manufacturing demand.

Remanufacture, repair

Our remanufacturing and repair programs return used products or components to a like-new condition from a quality and performance perspective. These programs help preserve the value of products, materials and resources. They also decrease our reliance on raw materials and new parts, lowering operating costs for our customers and helping reduce vulnerability to supply chain disruptions.

We have been remanufacturing key equipment parts since 1973. In 2025, our Global Aftermarket teams remanufactured more than 9,200 total components, including compressors, motors, controllers, electronic components, starters and more.

Recycle



Whenever possible, we transform our scrap and end-of-life products back into their base materials to reprocess them into new products, minimizing waste and maximizing material value. Using the recycled materials in new products helps save money, bolsters our supply chain resilience and lowers the embodied carbon of our product inputs.

In 2025, we began working to create a closed-loop system for the steel, aluminum and copper metal scrap generated during the manufacturing processes at our facilities in North America. We will continue to collect all metal scrap materials, as we have for many years, and aim to recycle or reuse these materials to ensure no direct input material is wasted. Where feasible, we seek to partner with our suppliers to redirect scraps of high-value commodities and alloys back to them to avoid downgrading the value of the materials.

Explore our circularity strategy and see it in action.

Read →

How we measure circularity

In 2025, we announced new circularity impact metrics to more than double the use of circular materials in our products and generate 10% of our revenue from circular products by 2030. We developed these metrics in alignment with the World Business Council for Sustainable Development Global Circularity Protocol and the ISO 59000 series standards, which provide guidance on measuring and assessing circularity performance.

Our new metrics represent a significant expansion to our 2030 Sustainability Commitment to design systems for circularity. Discover more of our product and circularity metrics in the Sustainability data center.

> Trane Technologies is leading the way in demonstrating the return on investment [ROI] of sustainability. We welcome their leadership as an example for other companies to follow by embracing circularity as a lever for growth and impact.
>
> **DIANE HOLDORF, EXECUTIVE VICE PRESIDENT, WORLD BUSINESS COUNCIL FOR SUSTAINABLE DEVELOPMENT**

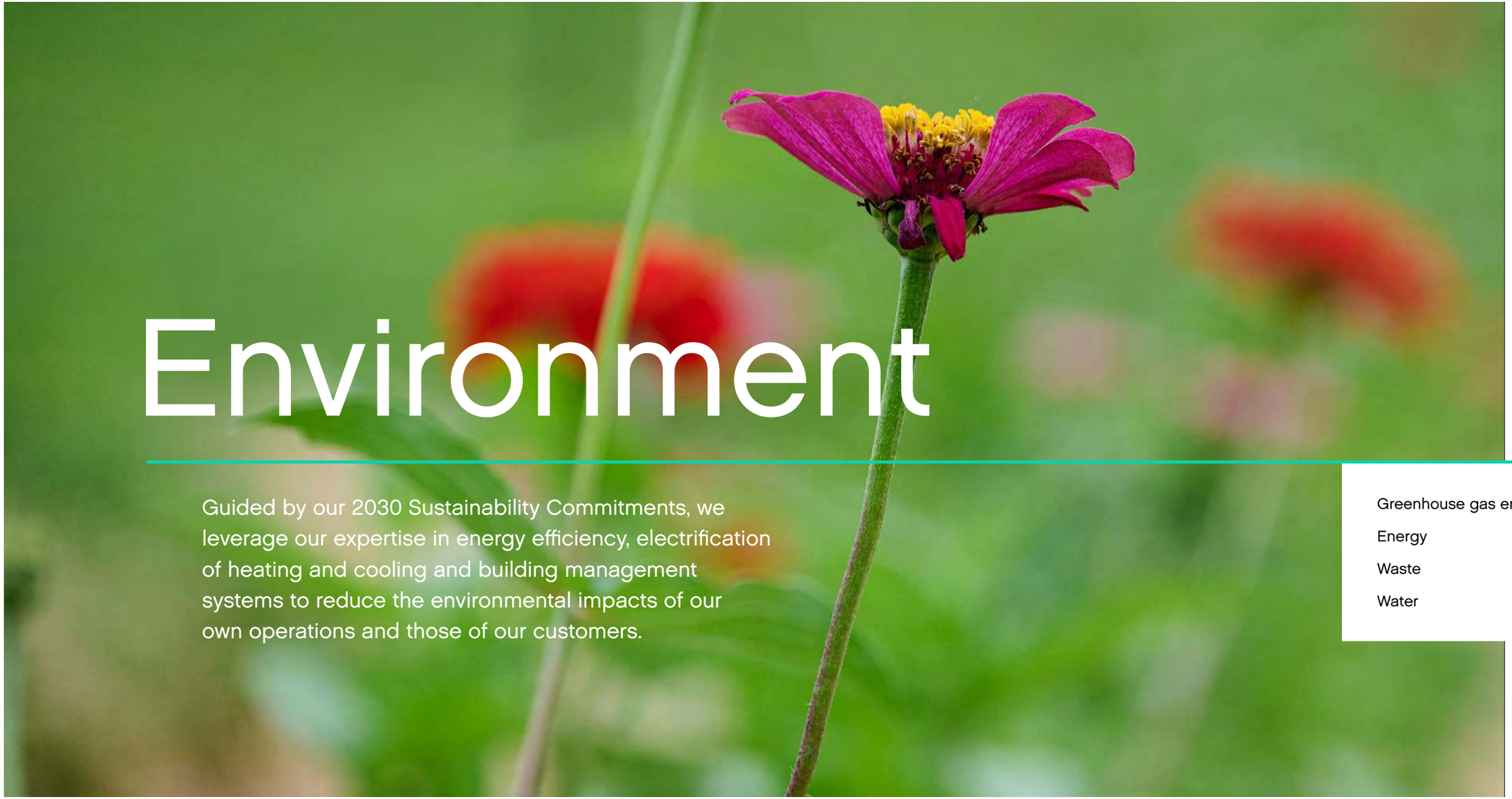
Overview of circularity impact metrics

Metric	More than double the use of circular materials by 2030[1]	Generate 10% of our revenue from circular products and services by 2030[2]
Definition	Circular materials (lbs): The makeup of recycled or renewable[3] materials and reused, recovered or remanufactured systems.	Circular revenue ($): The generation of business value through practices and solutions that extend product life cycles and minimize waste.
Stategic outcome	Our strategy aims to increase the use of renewable, recycled and reused materials to strengthen our resource efficiency, improve supply resiliency and design systems and equipment to reduce our environmental impact. By recovering valuable materials and remanufacturing components, we enable innovation and long-term business resilience.	Our circular business models will create value by keeping products and components in use through maintenance services, upgrades and end-of-life recovery programs, as well as by reducing material demand when developing new products. These practices intend to strengthen supply chain resilience while generating recurring revenue, positioning circularity as a driver of long-term growth and customer trust.

1 Compared to a 2019 baseline

2 Based on full calendar year of 2029

3 A renewable material is a resource that can be naturally or artificially grown or replenished within a foreseeable time frame by processes found in nature.



Environment

Guided by our 2030 Sustainability Commitments, we leverage our expertise in energy efficiency, electrification of heating and cooling and building management systems to reduce the environmental impacts of our own operations and those of our customers.

Greenhouse gas emissions →
Energy →
Waste →
Water →

Greenhouse gas emissions

GRI 3-3, 305-1, 305-2, 305-3, 305-4, 305-5;
SASB RT-IG-410a.1, RT-IG-410a.2, RT-IG-410a.3, RT-IG-410a.4

At Trane Technologies, we developed our climate strategy and targets in alignment with international climate agreements' target to limit global temperature rise to 1.5 degrees Celsius. We aim to achieve net-zero emissions by 2050 and have established both science-based targets and business commitments to meet this goal. We provide a detailed overview of our carbon footprint and science-based targets in the Our climate strategy section.

Scope 1 & 2 GHG emissions

Refrigerant leaks, fossil fuel consumption and electricity use contribute to our Scope 1 and 2 GHG emissions. By the end of 2025, we reduced our absolute operational Scope 1 and 2 GHG emissions by 59% from the 2019 base year, tracking ahead of our near-term, science-based target to reduce Scope 1 and 2 emissions by 50% by 2030. We significantly reduced our absolute Scope 1 and 2 GHG emissions between 2024 and 2025, decreasing our emissions by approximately 67,700 metric tons of carbon dioxide equivalent ($mtCO_2e$). This major decrease was primarily due to 2025 being the first full year following the refrigerant changeover project completed at the end of 2024. Significant emissions reductions also resulted from five new on-site solar energy generation systems commencing operations and 2025 being the first full year of purchased renewable electricity for our La Crosse, Wisconsin, facility, which is the site with the greatest electricity consumption.

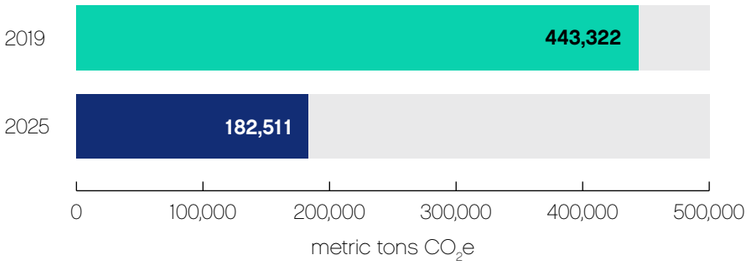
Even though Scope 1 and 2 GHG emissions represent less than 1% of our total emissions,[2] we aim to accelerate operational emissions reductions by adopting the latest technologies, actively participating in external initiatives and partnerships and leveraging our Trane® Energy Services experts to identify energy efficiency opportunities for our manufacturing sites and operations.

We provide details on our key operational decarbonization levers in the Climate Transition Plan. We also occasionally use an internal carbon shadow price to help inform strategies for Scope 1 and 2 GHG emissions reductions. More information on our use of carbon pricing is available in our 2025 CDP Response.

Additional Scope 1 and 2 GHG emissions metrics are available in the Sustainability data center, and information on emissions related to electricity consumption is included in the Energy section.

2 Total emissions: Scope 1, 2 and 3 GHG emissions

59% reduction in absolute Scope 1 & 2 GHG emissions from a 2019 baseline



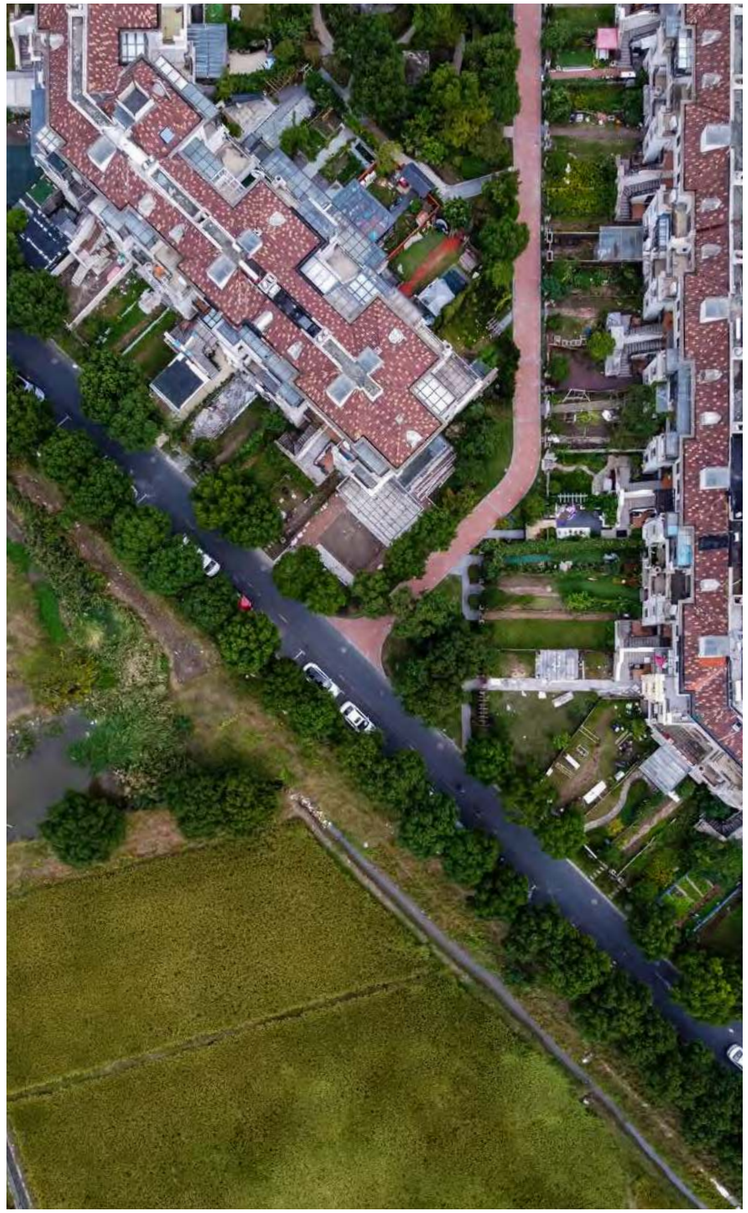
59%

reduction in operational emissions from our 2019 baseline, tracking ahead of our science-based target of 50% reduction by 2030

20%

reduction in product use emissions per thermal ton[1] from our 2019 baseline, progressing toward our science-based target of 55% reduction by 2030

1 Emissions per thermal ton (capacity) are calculated by dividing the total emissions by the total thermal capacity in tons.



Refrigerant management best practices

While approximately 19% of our Scope 1 GHG emissions stemmed from refrigerant losses in 2025, we have reduced GHG emissions from refrigerant leaks by over 85% from the 2019 baseline by transitioning from hydrofluorocarbons to low-global warming potential (GWP) refrigerants and implementing enhanced leak prevention technologies.

The significant reduction in our refrigerant emissions was primarily driven by the completion of a major refrigerant changeover project at five of our North American facilities in 2024. We transitioned to A2L refrigerants, a new class of refrigerants with a lower GWP compared to traditional refrigerants. In 2025, we experienced our first full year of operations using the new refrigerants and determined that the project reduced our Scope 1 GHG emissions by 26% between 2024 and 2025. The changeover project represented the single greatest decrease in operational emissions in our company's history.

We also continue to focus on maintaining our process and ancillary equipment and implementing best practices in leak prevention to reduce Scope 1 GHG emissions. This includes enhancing our Process Safety Management standard work and installing leak prevention and detection technology and control systems.

Fuel emissions

In 2025, our fleet contributed to Scope 1 GHG emissions through its use of approximately 7.5 million gallons of gasoline and approximately 1.6 million gallons of diesel fuel. As part of our efforts to reduce fuel usage and Scope 1 emissions, we committed to EV100, ensuring that all vehicles purchased after 2030 in advanced markets and 2035 in emerging markets will be electric, where possible,[1] and continued to uphold our commitment to no longer purchase internal combustion engine vehicles for non-service purposes.

During 2025, we continued to decarbonize our fleet by adding more hybrid and fully electric vehicles (EVs), increasing the percentage of hybrids and EVs in our fleet from 17% in 2024 to 22% in 2025. Our average fleet fuel efficiency was 17.5 miles per gallon, a 10.7% decrease from 2024. This decline resulted from higher global diesel usage and the addition of new diesel and bio-diesel-compatible service vans, which are less fuel efficient but can operate on biodiesel to support Scope 1 emission reductions. We continue to partner with a fleet management company to help address barriers to EV adoption, including our rate of vehicle purchases and the need for charging infrastructure.

We commit to using Sustainable Aviation Fuel for air travel when possible but are currently limited due to availability and accessibility.

1 The EV100 Global Transition Barometer Report: June 2025 defines Tier 1 (advanced) markets as being "ready" for EVs and considers all other markets to be Tier 2 (emerging) markets. The report also shares the tiering methodology to sort markets by EV readiness.

> By finding a way to regenerate used refrigerant to the quality of new, we've turned a complex challenge into a cost-saving, circular solution that has positive ecological and economic outcomes.

SANTIAGO MARTINEZ, LABORATORY MANAGER & CORE REFRIGERATION LEAD FOR THERMO KING EMEA, TRANE TECHNOLOGIES

Regenerating refrigerant in Barcelona

Watch →

Scope 3 GHG emissions

Customers' use of our products, Scope 3, Category 11, accounts for the vast majority of our value chain emissions and represents our greatest opportunity for impact. Category 1 emissions from purchased goods and services represent our second most material area for reduction. Together, these categories form the core of our Scope 3 strategy. We measure our Scope 3 footprint using the GHG Protocol. Our 2025 CDP Report discloses the emissions associated with all business-relevant Scope 3 categories, and additional data on our Scope 3 emissions is available in the Sustainability data center.

2025 Scope 3 emissions ($mtCO_2e$)[1]

4M

emissions from purchased goods and services

207M

emissions from product use

211M

total Scope 3 emissions

1 A third party provides limited assurance on our absolute product use and purchased goods and services emissions.

Purchased goods & services emissions

The levers we identified to meet our embodied carbon commitment also help reduce Category 1 emissions because most of the embodied carbon in our products is related to the goods purchased from our upstream suppliers. Read about the levers in our Climate Transition Plan and learn more about our embodied carbon commitment and reduction efforts in the Product sustainability & circularity section.

We currently calculate our Category 1 emissions using a mostly spend-based approach, which provides consistency but makes it difficult to show progress because emissions rise proportionally with business growth. This method can also unintentionally penalize greener materials. For example, when lower-carbon steel carries a price premium, a spend-based method can assign it higher emissions than conventional steel because the purchase cost is higher. As a result, it can obscure the benefits of procuring lower-carbon materials. To improve accuracy, we are transitioning to a hybrid approach that incorporates weight-based and supplier-specific data for prioritized materials.

Product use emissions

Our Scope 3 near-term and long-term science-based targets are both intensity metrics based on emissions per thermal ton[2] and focus on reducing our Category 11 "use of sold products" emissions.

In 2025, we made progress against our Scope 3 science-based targets by developing innovative products and services that help reduce our customers' carbon emissions. We achieved a 20% reduction in Scope 3 product use emissions per thermal ton from our 2019 baseline and are on track to meet our 2030 science-based target to reduce Scope 3 product use emissions by 55% per thermal ton. Our Gigaton Challenge also supported the reduction of product use emissions. We continually refine our calculations for Scope 3 product use emissions to account for new products and services in our absolute emissions number.

2 Emissions per thermal ton (capacity) are calculated by dividing the total emissions by the total thermal capacity in tons.

Gigaton Challenge

Our Gigaton Challenge addresses our largest area of impact within our Scope 3 emissions — customers' use of our products — and supports progress toward our Scope 3 science-based targets. Through our commitment, we aim to reduce 1 gigaton of GHG emissions (1 billion $mtCO_2e$) from our customers' footprint by 2030 from a 2019 baseline. It is the first-of-its-kind climate commitment related to customer product use of any business-to-business company.

As of the end of 2025, we had reduced a total of 331 million $mtCO_2e$ since 2019 and are tracking ahead of our goal.[1] In addition to product use emissions, the Gigaton Challenge also tracks avoided emissions, which capture customer emissions avoided through the use of our services. Information on how we calculate our cumulative customer emissions reduction is available in our Gigaton Challenge Playbook.

1 The formula used to calculate our Gigaton Challenge contribution is reviewed annually and refined as needed to include mergers and acquisition activity as well as items that could not previously be measured.

To help us achieve our Gigaton Challenge and Scope 3 product use science-based targets, we defined four levers that guide our product development strategy and provide the most significant opportunities to decarbonize our customers' use of our products. Our Climate Transition Plan provides details on the actions associated with each lever. On a monthly basis, we track emissions reduction performance aligned with the four decarbonization levers.

We regularly review our performance with our Product Management, Engineering and Finance teams to understand how sales and business trends are impacting progress on our Gigaton Challenge and Scope 3 science-based targets and to identify opportunities to further reduce customer use phase emissions. We also share our performance, key takeaways from the cross-functional discussions and the initiatives we are piloting to our Enterprise Leadership Team during quarterly business reviews.

Decarbonization levers	Actions driving progress
Increasing sales of high-efficiency equipment	Tracking efficiency improvements at the product family and code level, measuring changes against baselines and annual trends.
Transitioning to low-GWP refrigerants	Measuring emission reduction impacts from refrigerant transitions across product families and individual product codes.
Expanding product mix to accelerate electrification	Monitoring shifts in product mix toward electrified offerings and the share of sales from electrification focused products.
Increasing system-level energy efficiency	Quantifying emission reductions enabled by system-level solutions such as high-efficiency heat pumps, all-electric thermal systems and digital energy optimization services.

CUSTOMER SPOTLIGHT

Supporting the decarbonization of 55 Water Street

55 Water Street's electrification and decarbonization initiative leverages our thermal management technology to transform one of New York City's largest properties into a model for sustainable buildings by aligning energy and sustainability goals.

A full thermal energy system was installed and operational within 12 months, with steam consumption dropping by approximately 70% and energy use intensity decreasing by nearly 20%. The project also helped save $1.5 million in utility costs per year.

> I have a lot of trust in Trane. It was a big commitment to get a project of this size completed in a year with no disruption to tenants, but I was confident in their ability to get it done.
>
> **DAN PALINO, CHIEF OPERATING OFFICER, 55 WATER STREET**

Read →

Energy

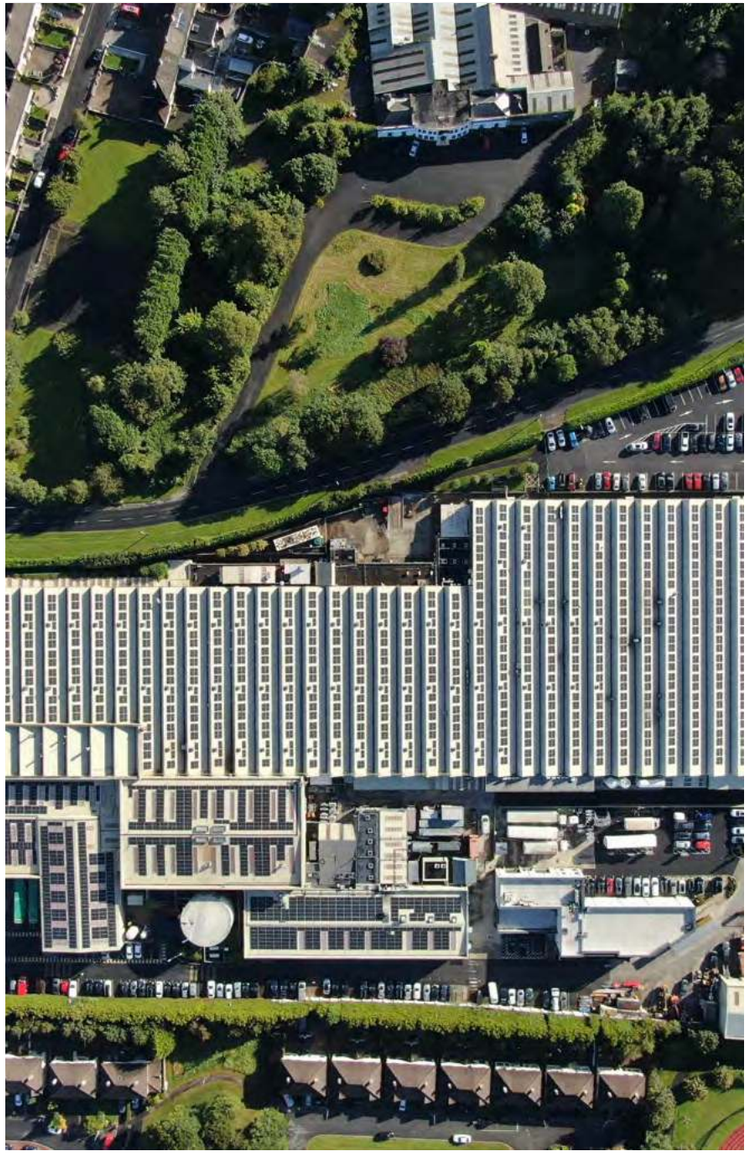
GRI 3-3, 302-1, 302-3, 302-4; SASB RT-EE-130a.1, RT-IG-130a.1

We implement energy-efficient technologies, equipment and systems in our operations to reduce our absolute energy consumption and greenhouse gas (GHG) emissions. Our initiatives to reduce our energy use contribute to our 2030 Sustainability Commitments to achieve carbon neutral operations by 2030 and reduce absolute energy consumption by 10% by 2030. Additionally, our commitment to reduce absolute energy consumption contributes to our science-based targets to reduce absolute Scope 1 and 2 GHG emissions.

Our Chair and CEO signed our Energy Policy, which outlines our commitment to energy-efficient processes across our business operations and functions. Our business units manage and track their progress toward our 2030 goals, with oversight from our Vice President, Environmental, Health and Safety (EHS). The Vice President leads our EHS management team, which provides data reporting protocols and manages company-wide actions. The Vice President is also a key member of our Global Integrated Supply Chain Leadership team, which manages all operational activities.

Many of our business units have a sustainability oversight team that identifies and evaluates energy solutions and improvement opportunities and guides selected projects. The teams include representatives from Engineering, Facilities, Maintenance, Procurement, Operational Excellence, EHS and Operations. Our Trane® Energy Services team helps the sustainability oversight teams define and implement site-specific energy efficiency improvements. Additionally, our engagement with memberships and associations that work to advance the clean energy economy supplements our technical expertise and provides collaborative opportunities that can help us progress toward our goals.

Our EHS management team conducts annual internal audits to validate select energy use data points, which an independent third party then verifies as part of a limited data assurance audit. Learn more about our energy consumption in the Sustainability data center and our 2025 Limited Assurance Report.



84%

of our electricity consumption came from renewable sources in 2025

80%

reduction in Scope 2 GHG emissions since 2019

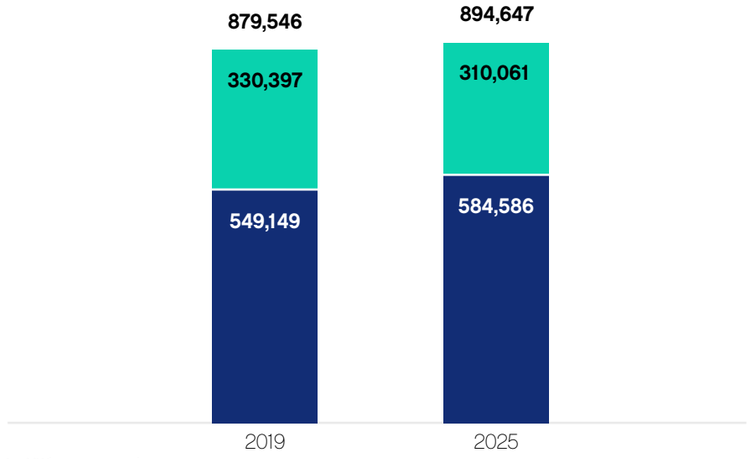
Energy efficiency

Lowering our overall energy consumption can reduce business costs and GHG emissions; however, it is challenging to decrease our energy use as we continue to scale our business and increase production.

To address this challenge, we look for opportunities to reduce energy use through energy efficiency improvements in our facilities. In 2025, we established an internal Energy Efficiency Improvement and Electrification team to identify new measures to further reduce our energy consumption and carbon footprint. The team developed our new Energy & Decarbonization Program, which provides a coordinated framework of mission-aligned facility improvement projects that generate validated results. The program will help drive progress on our Scope 1 and 2 GHG emissions reductions and strategic sustainability goals.

Absolute energy consumption (MWh)[1]

1.7% increase from a 2019 baseline[2]



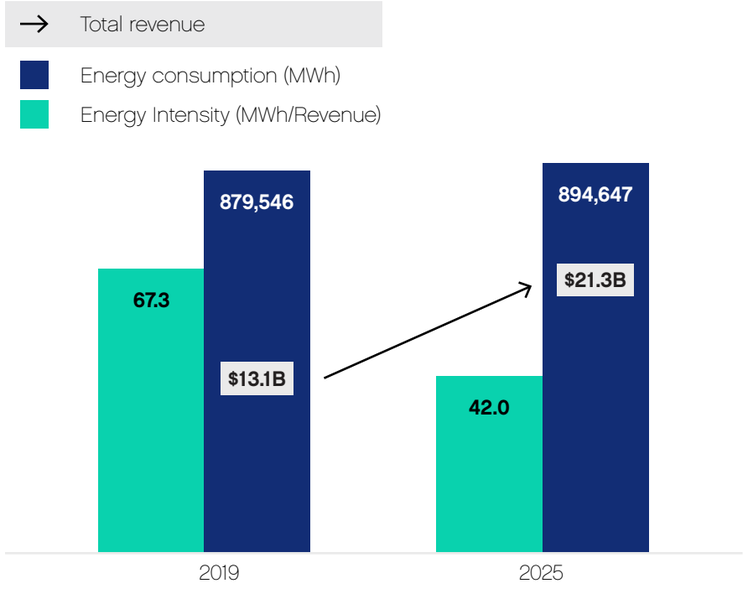
1 MWh = megawatt-hours

2 Absolute energy consumption against a 2019 baseline increased due to business growth and increased production in 2025.

Our energy efficiency improvement projects include automating mechanical systems to reduce energy use and designing smarter systems that support renewable energy integration. Through these systems and energy storage, we shift electricity demand during peak periods to reduce the consumption of carbon-intensive electricity from the grid.

We also reduce energy use by replacing equipment at its end of life with more energy-efficient and electrified equipment. By shifting to energy-efficient and electrified equipment in our global operations, we made a 38% improvement in total energy intensity in 2025 from a 2019 baseline. We contribute to the energy reduction goals in our 2030 Sustainability Commitments through formal engagements with the following initiatives:

Energy consumption & revenue growth



- Better Plants Challenge: In 2025, the U.S. Department of Energy, which runs the Better Plants Challenge, confirmed we achieved our commitment to reduce energy intensity by 20% between 2021 and 2031. In 2026, we will assess whether Trane Technologies will commit to a new energy reduction goal under the Better Plants Challenge.
- Smart Energy Coalition: As a member, we commit to doubling our energy productivity by 2035 from a 2013 baseline. In 2025, we achieved an energy productivity increase of 85% against our 2013 baseline.

At the end of 2025, 13% of our sites were International Standards Organization (ISO) 50001-certified, 13% were LEED-certified and 7% were Green Globe-certified. Each of these certifications require Trane Technologies to meet energy management and efficiency standards, further demonstrating our commitment to sustainability throughout our operations.

Renewable energy

As a member of the global corporate renewable energy initiative RE100, we commit to sourcing 100% renewable electricity globally by 2040 to power our operations. We source renewable-based electricity directly from our own on-site photovoltaic (PV) / solar generation systems and indirectly through contracts with power suppliers and long-term power purchase agreements (PPAs). These suppliers provide electricity directly from renewable systems (solar, wind or water) to help power our operations.

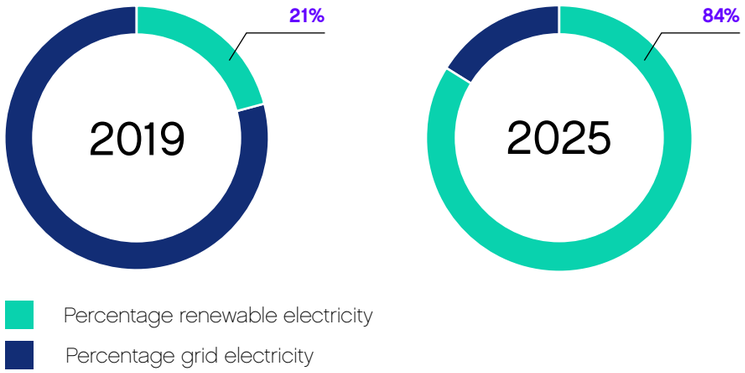
As of the end of 2025, we are on track to achieve our RE100 commitment. Total renewable electricity use across all Trane Technologies locations represented 84% of our total global electricity usage for 2025, with 28 locations receiving 100% of their electricity directly or indirectly from renewable sources.

Four of our European facilities receive electricity that is 100% zero carbon and, in 2024, our La Crosse, Wisconsin, facility signed a multi-year PPA and became the first U.S. facility to receive electricity that is 100% zero carbon. Sourcing 100% zero carbon electricity means that 100% of the electricity used was generated from renewable sources with zero associated Scope 2 carbon emissions.

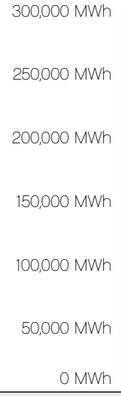
In 2025, we commenced operations of new on-site solar energy generation systems at five of our sites — Rushville, Indiana; Wujiang, China; Conselve, Italy; Tribano, Italy; and Kolin, Czech Republic — and began reporting their solar energy performance. We also continued to advance the solar energy generation project at our Monterrey, México, facility. By the end of 2025, we added five more facilities with on-site solar generation, bringing the total to 15, including four in the U.S., one in México, six in Europe and four in Asia Pacific.

By generating renewable electricity, contracting with power companies that only supply renewable electricity and using Renewable Energy Credits (RECs), we have reduced our Scope 2 GHG emissions by 80% since 2019. Learn more about emissions from our energy use in the Greenhouse gas emissions section, and see data on our renewable energy usage in the Sustainability data center.

Percentage of renewable electricity



Renewable energy generated & purchased



	2019	2025
Site-specific Renewable Energy Attribute Certificates associated with PPAs	0 MWh	78,475 MWh
Site-specific Renewable Energy Attribute Certificates associated with VPPAs, RECs and GOs[1]	65,275 MWh	180,579 MWh
Renewable installations: On-site renewable installations where generated electricity is used at the site, with excess directed to the local grid	4,344 MWh	14,401 MWh
	69,619 MWh	**273,455 MWh**

1 VPPA = Virtual power purchase agreement; GO = Guarantee of Origin

Implementing on-site generation at our Italy sites

In 2025, our Conselve and Tribano facilities in Italy implemented on-site PV solar generation systems to increase renewable electricity use and reduce GHG emissions. The new systems will cover 50–60% of each facility's electricity needs. The renewable electricity use will reduce direct carbon emissions by 293 metric tons of carbon dioxide equivalent ($mtCO_2e$) at the Conselve facility and by 65 $mtCO_2e$ at the Tribano facility.

Waste

SASB RT-EE-150a.1

80%

of sites are zero waste to landfill[1]

1 We define zero waste to landfill sites as having a 90%+ diversion rate consistent with industry practices.

Our waste reduction strategy intersects with our circularity and supply chain management efforts. We design for circularity to minimize waste at every stage of our operations and engage our suppliers to further material and packaging reuse and reduction.

Our waste reduction strategy

Our strategy begins with waste prevention. To reduce waste at the source, we aim to use less material during manufacturing. If we cannot reduce material use, we look for opportunities to minimize waste at every stage of our operations by integrating circular economy principles into our product development process. For example, our engineers consider the recyclability and repairability of each material during product development, which helps us improve remanufacturing and recycling rates at the end-of-life stage. Learn more about how we design for circularity in the Product sustainability & circularity section.

In our manufacturing processes, we also look for opportunities to conserve natural resources and reduce potential by-products, such as mineral waste and hazardous waste. When our manufacturing operations generate waste, we work to minimize landfill disposal through material reuse, recycling and energy and material recovery. We separate waste by material stream and recycle it with local recycling partners. If recycling is not an option, we partner with waste-to-energy companies, particularly to dispose of non-hazardous oils and mixed compacted materials from the manufacturing process. We only dispose of materials in landfills when we exhaust all other alternative disposal methods. We comply with local regulations on the management, transport and disposal of hazardous waste using the appropriate local definitions.

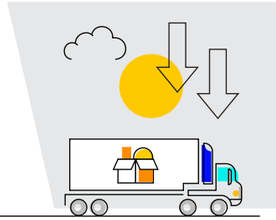
Our local facility management teams execute our waste reduction strategy at our sites. They evaluate and implement the optimal waste-related initiatives and partnerships for their region. Our teams review our waste management and circularity practices to minimize materials sent to landfills.

E-waste management

Our IT team manages our electronic waste (e-waste) and works to responsibly dispose of retired company assets like laptops, desktops, servers, network devices, printers, mobile phones and other accessories. At the end of an electronic asset's life, the item is recycled, refurbished or donated based on its condition. Additionally, our sites host localized e-waste drives to further our impact and provide opportunities for workers and local communities to properly dispose of day-to-day office e-waste.

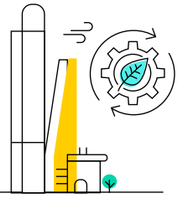
Our waste reduction strategy

MOST PREFERRED



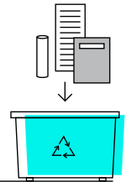
Source reduction & redesign

We invest in research and development and design systems for sustainability and circularity to prevent and reduce waste at the source.



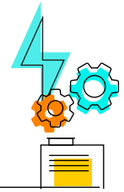
Reuse

We work to create a second life for our products and components through reharvesting and refurbishing product parts. We also collaborate with suppliers to integrate closed-loop supply chains and establish localized returnable packaging programs.



Recycling

We recycle scrap metals, reclaim refrigerants and implement recycling programs at our manufacturing facilities and offices, including programs for e-waste, cardboard, wood and pallets.



Energy recovery

We utilize energy recovery technologies to convert non-recyclable waste into usable forms of energy, such as electricity, heat or fuel.

Disposal

We landfill materials only when other options have been exhausted.

LEAST PREFERRED

Zero waste to landfill

We are on track to achieve our goal to send zero waste to landfill by 2030. We consider a site to operate at "zero waste to landfill" status if it has a more than 90% diversion rate, consistent with industry practices. In 2025, 44 of our global sites operated at zero waste to landfill status.

In 2025, we began a pilot to explore how to certify a site's achievement of zero waste to landfill. In the pilot, we tracked the non-hazardous waste streams at three sites through the waste management chain to ensure they did not end up in a landfill. We aim to propose certification mechanisms in 2026.

For select sites that are not yet operating at zero waste to landfill, we perform waste audits to determine how they can achieve our goal. We also engage local waste management companies to examine waste streams and identify opportunities to improve materials segregation and recycling.

See more waste metrics in our Sustainability data center.

Zero waste initiative in Indiana

Our facility in Noblesville, Indiana, has implemented initiatives to work toward our zero waste to landfill commitment. This 200,000+ square foot facility houses multiple functions, including manufacturing, engineering, sales, marketing, technical services, finance and human resources. The facility is diverting waste from landfill by:

- Converting an average of 36 tons of wood waste and 66 tons of unusable pallet material per year into mulch for reuse;
- Recycling an average of 84 tons of cardboard per year;
- Collaborating with our packaging vendor to develop a returnable dunnage solution to replace the wooden dunnage protecting our glass purchases;
- Returning the pallet packaging from the sheet metal inputs we receive to our vendors for reuse;
- Sending an average of 72 tons of non-hazardous waste per year to a waste-to-energy outlet to generate steam for electricity production; and
- Engaging in and encouraging staff to recycle materials in our office and breakrooms.

Packaging

Our Supplier Packaging Guidelines outline our facilities' packaging expectations and describe best practices for our suppliers to minimize costs, ensure safety and quality and promote our circularity principles. Our packaging engineers collaborate with our suppliers to develop packaging design and delivery strategies that reduce packaging waste.

Our facilities and business units collaborate with our external suppliers to test and implement returnable packaging systems. Their work eliminates the cost of new packaging materials, reduces solid waste and decreases carbon emissions. In 2025, our teams completed projects that will reduce approximately 800 metric tons of solid landfill waste from packaging and over 200 metric tons of carbon dioxide equivalent ($mtCO_2e$) annually.

Reducing wood pallet packaging waste in Florida

We began a project at our Lynn Haven, Florida, facility to reuse and recycle wood from the crate packaging used to protect and transport our finished Commercial HVAC goods. The packaging consists of a crate with panel wood siding and a bottom pallet for moving the crate around. To promote reuse, we partnered with a packaging supplier to return bottom pallets that are in good condition.

As part of the project, we also began sending chipped wooden pallets to a vendor that offers waste-to-energy incineration, helping the facility achieve progress toward our zero waste to landfill commitment.

Water

We recognize the vital role of water in the natural ecosystems and communities where we operate, and we evaluate our water risk annually. The World Resources Institute's Aqueduct Water Risk Atlas tool allows us to assess enterprise-wide risk. While Trane Technologies has historically considered our enterprise-wide water risk to be low, we see the risk growing due to global water scarcity and quality concerns. Our policies for water supply, storm water and wastewater discharge management guide our overall management of wastewater exceedances. We continually refine our operating procedures to incorporate advancements in water management best practices and require all manufacturing locations to annually provide environmental management awareness training that covers water management.

To minimize our water use and protect natural watersheds, we operate wastewater treatment systems and rainwater harvesting systems at select sites. For example, in Wujiang, China, we installed a rainwater capture and reuse system that reduces our water purchases from the local water authority and captures water that can be used to replenish waterbodies.

Learn about our water metrics in the Sustainability data center and see additional information on our water management approach in our 2025 CDP Response.

Responsible water use

As part of our 2030 Sustainability Commitments, we commit to achieving net-positive water use in water-stressed areas by 2030. "Net-positive water use" refers to consuming less water than we replenish. To work towards our goal, we developed a net-positive water strategy and created procedures and guidance for defining and realizing net-positive operations. Our Chief Integrated Supply Chain Officer oversees these strategies and procedures.

49%

reduction in total water use across the enterprise since 2019

8%

decrease in water use at facilities classified as water-stressed in 2025, compared to their use in 2019

Endorsement of the UN Global Compact's CEO Water Mandate

In 2025, we proudly joined the CEO Water Mandate as an official endorser. Established by the UN Global Compact (UNGC) in partnership with the Pacific Institute, the program seeks to build a coalition of business leaders to address global water challenges through corporate water stewardship. As an endorser of this program, we commit to annually reporting how we are advancing water conservation. This partnership reaffirms our steadfast commitment to cultivating water efficiency throughout our enterprise.

Monitoring water-stressed areas

As part of the Alliance for Water Stewardship, we work to improve water conditions in water-stressed areas, which can improve access to safe drinking water. Our commitment to water stewardship is an important part of our work to make a positive impact on society and the environment.

We use the World Resources Institute's Aqueduct Water Risk Atlas tool to determine water-stressed locations. According to the Aqueduct Water Risk Atlas, a facility is considered water-stressed if it has a risk score of three or more for Physical Risks Quantity, Physical Risks Quality, Regulatory and Reputational Risks or Overall Risk. We annually review our facilities against the Aqueduct Water Risk Atlas. In 2025, we determined that some additional locations should be reclassified as water-stressed. As water becomes scarcer, the number of sites operating in water-stressed areas continues to increase.

Out of our 52 sites reporting water usage in 2025, 24 sites were in water-stressed areas per the Aqueduct Water Risk Atlas criteria, with these sites accounting for 32% of our total water use. For sites in water-stressed areas, we set annual localized water reduction targets to drive progress on our net-positive water use commitment.

We leverage a third party benchmarking platform with customized dashboards and reports to track monthly water usage and monitor effluent discharge against local and federal regulatory limits. The platform's water management module enables us to maintain compliance with environmental requirements and drive continuous improvement. Learn more about our impact on natural systems in the Our climate strategy section.

Establishing a water reuse system in Colorado

In 2025, we began implementation of a closed-loop glycol cooling system in our Pueblo, Colorado, facility to improve cooling efficiency and eliminate water waste. Prior to implementing this new system, we used millions of gallons of water per year to cool and maintain the operating temperature of the air compressors in the facility. The new system enabled us to prevent new water intake when cooling the facility's air compressors. It is expected to decrease the facility's annual water use by over 50% and the company's overall water consumption by nearly 5%, resulting in major cost savings and helping advance our commitment to achieve net-positive water use in water-stressed areas.

Leading by Example in Oberhausen

Situated in Germany's Ruhr region, our Oberhausen Innovation Center is a catalyst for new ideas and growth. The site brings together advanced electrification capabilities, integrated energy systems and circular rental solutions to demonstrate what the future of sustainable heating and cooling can look like. By optimizing the site's operations and supporting customers on their decarbonization journeys, the team is driving measurable progress toward our 2030 Sustainability Commitments.

Carbon-neutral operations

Covering 14,000 square meters of multifunctional space, the Oberhausen facility was engineered from the ground up for sustainable performance.

A fully integrated thermal management system, anchored by a Trane® Sintesis Balance™ CMAF multi-pipe unit, provides simultaneous heating and cooling across the site without burning fossil fuels. When only cooling is required, a Trane Sintesis Advantage CXAF air-to-water heat pump recovers heat that would otherwise be wasted and stores it in a 50,000-liter water buffer tank. That energy is reused for on-site testing operations, creating a closed-loop system that reduces overall energy demand and eliminates thermal energy waste.

Trane control and building management systems integrate heating and cooling for offices, the rental hub and the testing facilities. Altogether, the system is expected to save more than 500 metric tons of carbon dioxide equivalent ($mtCO_2e$) annually — equivalent to the annual heating emissions of roughly 100 homes.

Additional sustainability measures across the site include LED lighting, electric vehicle charging infrastructure and rainwater harvesting, with harvested water used to clean equipment within the rental fleet.

Circular rental services

Oberhausen is also a major hub for our Rental Services business, supporting a circular approach to thermal infrastructure. Instead of investing in permanent equipment, customers leverage rental systems that can be deployed across multiple projects and refurbished between uses, extending life, lowering material consumption and reducing the need for new manufacturing.

The rental fleet serves a wide thermal range, from –70 degrees Celsius superfreezers to +120 degrees Celsius superheaters, supporting applications such as industrial cooling, process heating, emergency response and temperature-controlled environments, including data centers.

Driving innovation in electrification

In addition to rental operations, Oberhausen serves as a Center of Excellence for Electrification within our Advanced Concepts and Capabilities engineering team. Nearby in Essen, Germany, Thermo King® engineers design and manufacture advanced power electronics essential to electrified transport refrigeration.

This proximity of teams allows for rapid collaboration across engineering, testing and service, enabling an accelerated innovation ecosystem. One leading example is Thermo King AxlePower, a kinetic energy recovery e-axle system that converts braking and downhill motion into electrical energy for refrigeration units, reducing fuel consumption, operating costs and emissions.

Developing engineering talent

As a hub of excellence, Oberhausen is investing in the next generation of technical talent. Partnerships with local universities provide students with opportunities through internships, research projects and early career engineering roles.

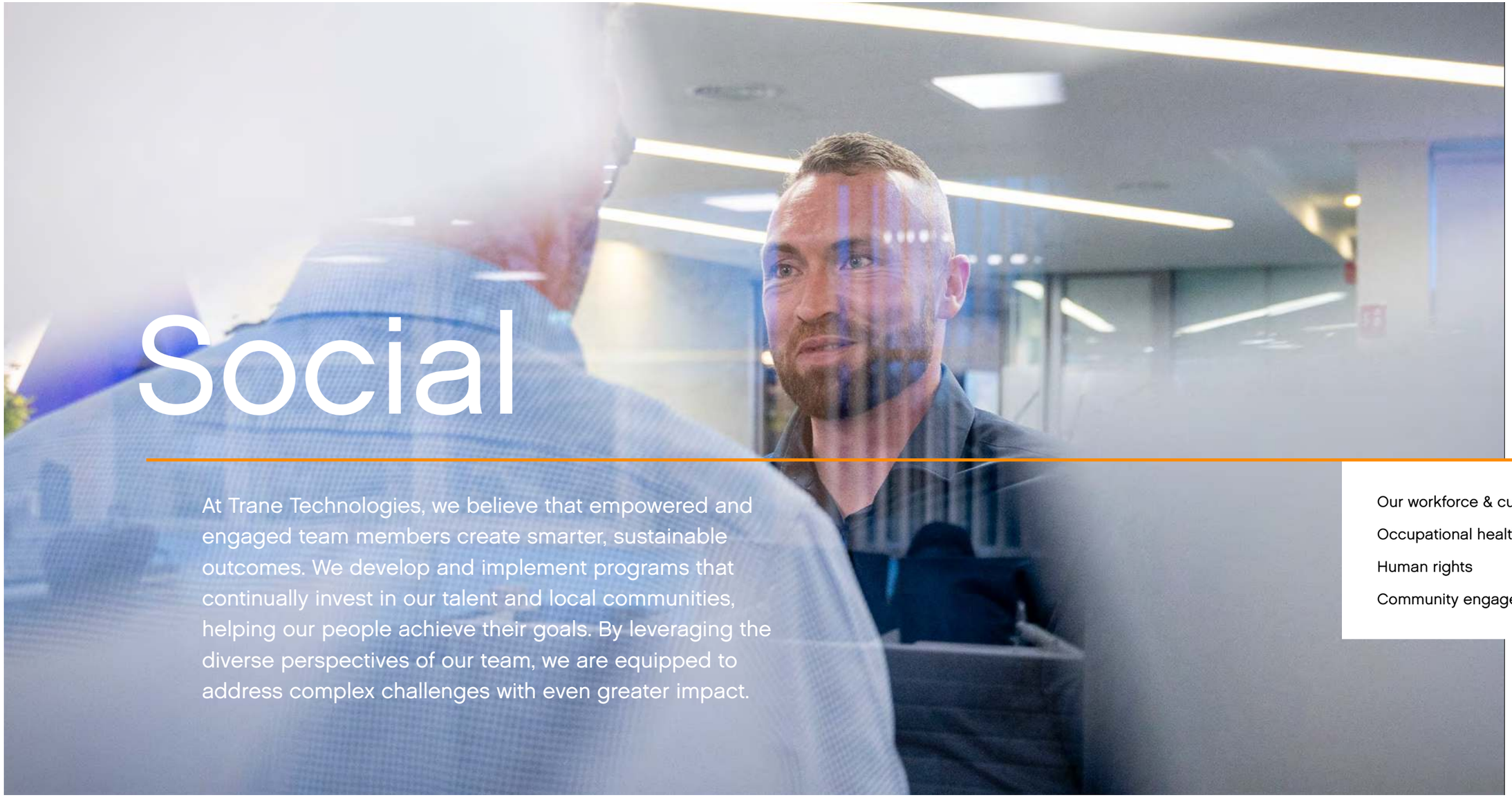
The site plays an active role in the community as well, participating in events such as the Long Night of Industry, which helps introduce students and local residents to careers in engineering and innovation.

Employee groups, including a newly formed Women's Employee Network in the region, help connect colleagues, strengthen culture and create opportunities for everyone to engage in professional and personal growth.

> We had to think about how to optimize the site's energy usage. From the start, it was clear Oberhausen needs to be carbon neutral.
>
> **MARCO HENNING, TRANE GERMANY DISTRICT LEADER, TRANE TECHNOLOGIES**

Engineered for sustainability in Germany

Watch →



Social

At Trane Technologies, we believe that empowered and engaged team members create smarter, sustainable outcomes. We develop and implement programs that continually invest in our talent and local communities, helping our people achieve their goals. By leveraging the diverse perspectives of our team, we are equipped to address complex challenges with even greater impact.

Our workforce & culture →
Occupational health & safety →
Human rights →
Community engagement →

Our workforce & culture

GRI 2-7, 2-8, 3-3, 401-1, 401-2, 401-3, 405-3;
SASB RT-EE-000.B, RTIG-000.B

We strive to create an uplifting, diverse and inclusive culture that empowers team members to continuously challenge themselves and propel our growth. Our global team is comprised of nearly 23,000 full-time salaried team members and over 21,000 full-time hourly team members. As of December 31, 2025, we employed approximately 44,000 people in 62 countries.

Opportunity for All

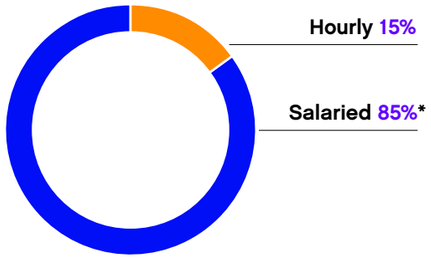
Our dedication to investing in our people and talent development led to a retention rate of 96% of key talent in 2025. Our company-wide voluntary retention rate was 92%.

In 2025, women occupied six out of 12 seats on our Board of Directors, and representation of women in management positions was approximately 26%. In total, women comprised over 25% of our global workforce.

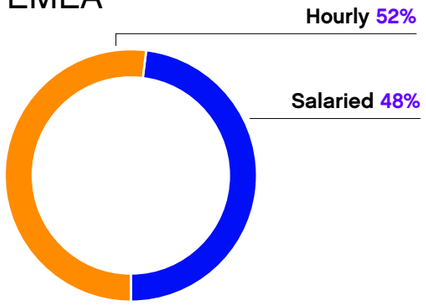
In the U.S., the percentage of salaried team members who are racially or ethnically diverse was 21% in 2025.

We remain committed to creating Opportunity for All. Learn more about our global workforce in the Sustainability data center and our published EEO-1 report.

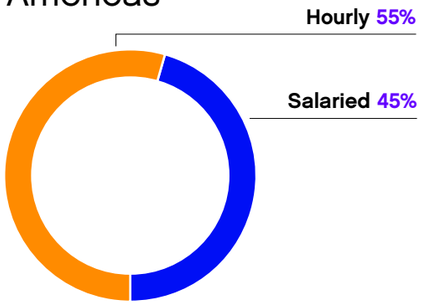
Asia Pacific



EMEA



Americas



* Includes salaried service technicians

30%

increase in participation in our Tuition Advancement Program from prior year, with $3M in tuition assistance distributed in 2025

81

overall employee engagement score in 2025 (out of 100), top quartile among companies benchmarked

Employee experience & well-being

We take deliberate steps to cultivate a growth-oriented workforce rooted in our Leadership Principles, encouraging our people to challenge themselves and help shape a sustainable future. We create this culture by fostering an environment where team members can be at their best, deliver meaningful impact for the planet and thrive at work and at home.

We consistently receive external recognition for our commitment to our people, culture and community engagement. Learn more about our 2025 achievements in the Awards & rankings section.

Employee experience

To sustain an uplifting, diverse and inclusive culture while growing our business, we focus on attracting, developing and retaining high quality talent that drives our strategy and goals.

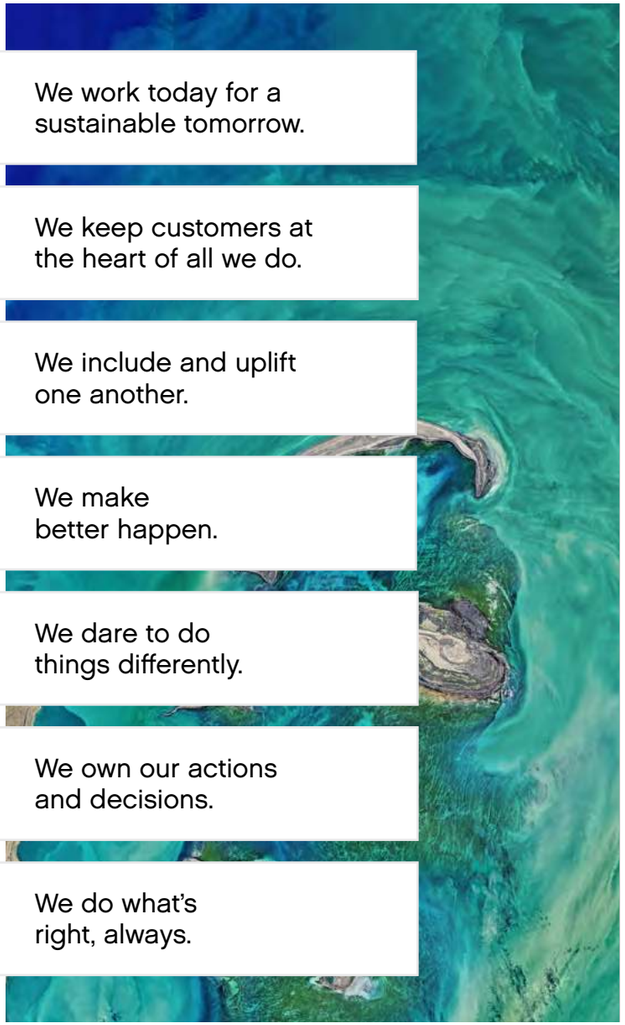
By creating a differentiated and unique employee experience, we deliver exceptional value to team members in exchange for the value they bring to our organization.

We continue to listen and learn about what matters most to our people and aim to deliver a consistent employee experience across global operations, supported by our managers and people practices. Our goal is to maintain engagement scores in the top quartile of companies surveyed, reflecting our focus on employee experience and commitment to our culture.

Throughout the year, we hold performance and development connections with our team members to guide them as they work toward their annual objectives, career goals and continued growth. These regular conversations strengthen our people's connection to our purpose, strategy, Leadership Principles and 2030 Sustainability Commitments. As part of this process, we ask each Trane Technologies salaried team member to set a goal that confirms their contribution to our 2030 Sustainability Commitments. Learn more in the Embedding sustainability section.

We offer flexible work schedules for full-time employees in office locations, including one day per week to work from home or, when possible, from the location of their choice. Part-time working options are also available for some roles. This approach provides flexibility, while fostering more frequent in-person connections, strengthening collaboration and deepening the relationships that shape our culture and success.

Our Leadership Principles



- We work today for a sustainable tomorrow.
- We keep customers at the heart of all we do.
- We include and uplift one another.
- We make better happen.
- We dare to do things differently.
- We own our actions and decisions.
- We do what's right, always.

Our employee experience is shaped by three distinct areas of focus:

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

Making an impact: We succeed together by striving daily to create a lasting, positive impact on our business and our planet.

Thriving at work and home: We thrive, supported by meaningful benefits, compensation and opportunities for rewarding careers.

Employee recognition

Recognizing and rewarding exceptional performance is a cornerstone of our culture. We celebrate our people through quarterly and annual awards. Each award category reflects our strategy and purpose to boldly challenge what's possible for a sustainable world:

- Culture and Community
- Environmental Sustainability
- Innovation and Growth
- Leadership
- World-class Lean

Beyond formal awards, our enterprise-wide recognition program, Appreciate & Celebrate, offers resources and opportunities for real-time recognition among team members and peers. This program strengthens our culture and connects our team members in a meaningful and inclusive way.

Employee engagement

We employ a multi-channel, multi-media strategy to ensure our global team members remain connected, informed and engaged. This approach includes direct communication to update team members on key information and calls to action. Forums like our quarterly Global Town Halls and monthly people leader newsletters equip leaders to facilitate meaningful conversations with their teams.

ClimateZone, our internal online and mobile news channel, is available in multiple languages and reaches team members across business units, geographical locations and roles. This channel serves as an important communication source for enterprise and business priorities and provides our team members with the opportunity to connect with the programs and offerings that bring our employee experience to life — including information on volunteerism, Business Resource Group events, physical and mental wellness and more.

Our annual employee engagement survey helps us understand how our employees feel about their experience at Trane Technologies on a range of topics, including sense of belonging, career development, inclusion, safety, sustainability and business integrity. We leverage the survey results to assess how we are contributing to our promised employee experience.

In 2025, 91% of our team members participated in our annual employee engagement survey. Our overall 2025 Employee Engagement Index score was 81 out of 100, placing us in the top quartile of companies surveyed across all industries.

Throughout the year, we made steady progress in essential areas, such as Manager Effectiveness and Work-Life Balance, with each score improving by one point. We also maintained our high scores in Sustainability, Growth and Development and Ethics.

> When people ask me why I stay at Trane Technologies, it's the team here, it's the people. It's having a positive mindset towards sustainability and achieving profitable growth together.
>
> **BARIS AKCORA, THERMO KING® POWER PORTFOLIO LEADER, TRANE TECHNOLOGIES**

How Baris Akcora contributes to innovation by developing electrification solutions

Watch →

Topic	Survey question	Average score (out of 100)
Employee Engagement Index	Pride — "I am proud to work for the company."	81
	Energy — "I am energized by my work."	
	Optimism — "I am excited about this company's future."	
Inclusion Index	Belonging — "I feel a sense of belonging at this company."	80
	Equal opportunity — "Regardless of background, everyone at Trane Technologies has an equal opportunity to succeed."	
	Respectful treatment — "I am treated with respect and dignity."	
	Expressing opinions — "While at work, I am comfortable expressing opinions that diverge from my group."	
Sustainability Index	Company sustainability — "Our company is recognized as a global leader in sustainability."	82
	Company purpose — "I believe in our company's purpose to boldly challenge what's possible for a sustainable world."	
	Community engagement — "Trane Technologies does a good job supporting the communities in which it does business."	
Manager Effectiveness Index	Consideration — "My manager cares about me as a person."	82
	Feedback — "My manager provides me with feedback that helps me improve my performance."	
	Support — "I can get the support I need from my manager."	
	Communication — "My manager communicates effectively."	
	Career path — "My manager has meaningful discussions with me about my career development."	

Employee well-being

GRI 401-2, 401-3

To ensure our employees thrive at work and at home, we offer a comprehensive range of benefits for physical, social, emotional and financial well-being. Across our regions, over 200 Wellness Champions actively promote and reinforce these well-being initiatives.

We continue to explore new ways to support our employees through enhanced benefits. In the U.S., domestic partners and their dependent children are eligible for Medical, Dental, Vision, Life Insurance, Critical Illness Insurance, Accident Insurance and Legal and Identity Protection. These benefits provide meaningful support and reinforce our commitment to an uplifting, diverse and inclusive culture.

We also support our team members by providing:

- Access to company-sponsored wellness offerings, including a global Employee Assistance Program and a global wellness platform for all team members. These resources provide education and access to counseling and individual support, including financial and retirement planning, wellness, mental health and dependent care.
- A Tuition Advancement Program that provides upfront financial assistance to qualified employees for associate, undergraduate, graduate and post-graduate degree programs, as well as certain technical trade certifications.
- One full day of paid time off per year for eligible global employees to volunteer with non-profit charitable organizations.
- An enhanced adoption assistance program that provides financial support for fertility and family building, including costs related to surrogacy and adoption of children with special needs (further discussed in the Parental leave & support section).
- Competitive paid time off, including vacation, holidays, personal, sick and parental leave.
- Student loan repayment support through matching contributions in our 401(k) plan for qualified student loan repayments.
- Roth provisions across our 401(k) plans, allowing participants to make retirement savings contributions on an after-tax basis.
- Pay-based tier contributions to U.S. medical plans that increase affordability for team members in lower to mid-range salaries.
- A high-deductible U.S. medical plan with a health savings account (HSA) compatible structure. This plan offers a wellness incentive that provides an HSA contribution of up to $1,750 per year for both participating employees and their medically enrolled spouse or domestic partner, or $3,500 combined.

To inform employees about our continually enhanced benefit offerings in the U.S., we conduct in-person presentations at our manufacturing and production sites. Outside of the U.S., our local insurance vendors conduct benefit training sessions annually, where applicable.

2025
PLATINUM

Exceeding national standards in workplace mental health

We are honored to be an awardee of the Bell Seal for Workplace Mental Health for the second consecutive year. Mental Health America recognizes Bell Seal recipients as meeting or exceeding the national standards for best workplace mental health practices. Trane Technologies is only 1 of 7 manufacturing employers in the U.S. to achieve Platinum, which is the highest recognition level.

Mental health

We actively promote a culture that encourages open dialogue about mental health. Throughout the year, we host candid conversations that support team members in sharing their experiences, fostering a sense of inclusivity and helping destigmatize common misconceptions around mental health. Additionally, our Mental Health Hub provides quick access to information, resources and support for team members and their families.

More recently, we implemented a global mental health training program that highlights how to recognize and respond to mental health concerns. This program is offered in 10 languages and designed for people leaders but available to all employees. To date, more than 10,500 team members, including over 1,800 people leaders, have completed the training.

Parental leave & support

Our competitive parental leave benefits span every market where we operate, with select programs exceeding local regulatory standards. For example, in the U.S., we supplement paid maternity leave provided through our short-term disability plan with four additional weeks of paid leave. The extended paid leave program is also available to non-birthing parents, adoptive parents and foster parents. Eligible team members include salaried and non-union hourly employees, who can qualify for parental leave after just 90 days of employment. For union team members, parental leave is a bargained benefit. Learn more about our U.S. parental leave in the Sustainability data center.

We recognize that our employees may pursue various paths to expand their families, and we provide support every step of the way. We offer hourly and salaried team members financial assistance for adoption, including additional financial assistance for adopting a child with special needs, as well as coverage of surrogacy-related costs. In addition, all employees and spouses/domestic partners enrolled in a U.S. medical plan are eligible for infertility support. Maternity counseling through delivery is also made available to all benefit program participants. To further support nursing mothers, we provide private lactation rooms and cost reimbursement for shipping breast milk while traveling for business.

As part of our efforts to help our employees thrive at work and at home, we offer benefits for working parents. These include child and elder care resources on a global basis. U.S.-based team members also have access to third-party resources to help identify emergency center-based or in-home back-up care as needed, and tutoring and college admissions guidance. We also provide a Dependent Care Flexible Spending Account, including company contributions for employees in eligible manufacturing locations.

Commitment to pay equity & transparency

We are fostering a workplace where all employees are valued and rewarded fairly across all compensation variables. Our compensation practices are based on external norms, extensive data, internal equity, job scope, accountability and performance.

We strive to ensure our Total Rewards offerings, including competitive, performance-based pay and strong benefits, support our employees throughout their careers and life stages. We work to ensure our rewards structure incorporates a balance of compensation and benefits programs to deliver a competitive 'livable' wage for our employees and their families. In the U.S., our average hourly starting wages are approximately 213% of state minimum wages.

Our commitment to pay equity (equal pay for equal work) and pay transparency is integral to our broader mission of driving sustainable growth and fostering trust and integrity. Each year we conduct a global annual pay equity analysis. The results of this analysis are shared with the Human Resources and Compensation Committee of the Board of Directors. Additionally, our manager effectiveness learning path covers topics such as compensation practices and guiding principles, as well as mitigating bias in performance reviews and when making compensation decisions. Through these practices, we ensure that employees performing the same roles with similar experience and performance levels are compensated equitably, regardless of gender, race, ethnicity or any other characteristic.

We meet all statutory pay equity disclosure requirements in the countries where we operate. For example, see our 2025 Ireland Gender Pay Gap Report and 2025 France Gender Pay Gap Report. We are proactively preparing to comply with the forthcoming EU Pay Transparency Directive.

Learning & development

Our learning and development opportunities help our people reach their full potential. In 2025, employees completed approximately 15 hours of formal learning and development on average, complemented by numerous informal development experiences. We prioritize hands-on learning and encourage collaboration through manager and peer support.

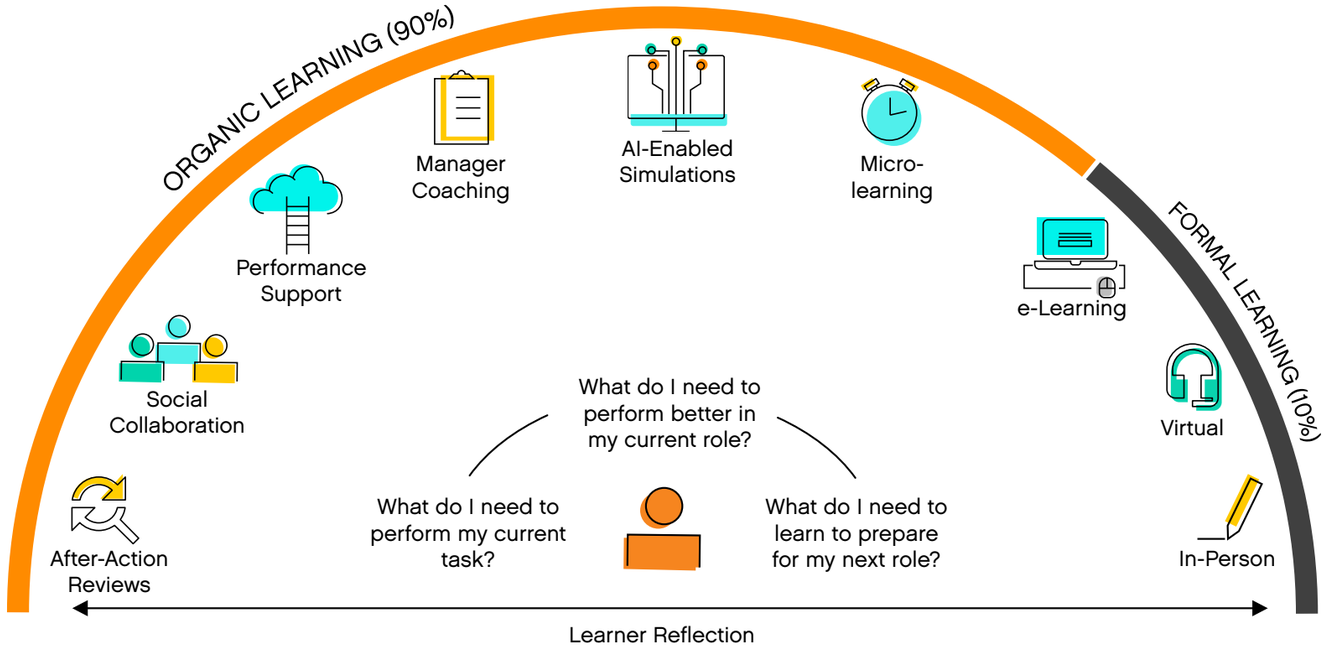
Learning & development offerings

We offer a variety of development programs, including programs open to aspiring leaders, as well as training experiences geared to specific needs and career paths relevant to our workforce. The following programs are examples of the broad range of development opportunities we provide.

Trane Technologies University

Trane Technologies University provides everyone in our organization the opportunity to learn at their own pace. Team members can access on-demand, technology-enabled training through three internal platforms: our Learning Management System, the "Grow You" channel found on our mobile communication platform and our Global Learning Library.

This past year, as technology advances, we have enhanced our program's educational capabilities through the addition of AI-enabled simulations and learning assistants to help improve users' educational experience.



Tuition advancement

We value our employees' commitment to personal and professional growth and improving their skills. Through our Tuition Advancement Program, we cover the cost of eligible academic degrees and technical support programs.

In 2025, participation in our Tuition Advancement Program increased by 30% compared to the prior year, with nearly 750 global employees receiving an aggregate value of $3 million dollars in tuition assistance. Since the program transitioned from tuition reimbursement to advancement in 2023, the amount of support distributed has increased by 70%.

In addition, the Trane Technologies Scholarship Program is open to the dependents of all employees with grants up to $2,500 per school year. Scholarships can be applied to a range of educational paths, from vocational certifications to two- and four-year degrees.

Broad-based leadership training

Leadership Foundations: The Leadership Foundations Series is a development program for team members new to people leadership roles. Participants are auto-enrolled and complete a combination of online learning and instructor-led courses to build foundational leadership skills across three pillars: *Lead Self, Lead Others and Lead the Business.*

Being at my Best Program: Over the past year, the Being at My Best program helped managers build resilience, resourcefulness and self-awareness. In 2025, 2,380 participants completed the program, and we currently have 49 certified internal facilitators who administer this program across the enterprise.

Leaders on the Rise: Leaders on the Rise is a development experience for high-performing mid-level leaders that empowers them to navigate challenges, drive change and inspire others within the organization. In 2025, we held two cohorts in the Americas and one each in Asia Pacific and EMEA.

Role-based leadership training

Sales Leader Development Program: In 2025, we invested in the growth of emerging talent across the EMEA region through our Sales Leader Development Program. Eleven early career sales professionals advanced through the program, which is designed to strengthen organizational acumen and build leadership capabilities.

General Manager Program: In 2025, we launched the first global General Manager Program, a one-year learning journey that prepares participants for the complexities of a General Manager role through immersive workshops, real-world business simulations and cross-functional projects. Our first group of leaders will complete the program in early 2026. Following the success of the first cohort, we will launch two additional cohorts in 2026.

> This program is very valuable to me, especially at this moment in my career as a first time General Manager. Each connection with senior leaders was enlightening, and the alignment with corporate strategy and programs is helping me become more effective.
>
> **TRANE TECHNOLOGIES' GENERAL MANAGER PROGRAM PARTICIPANT**

Career development for hourly roles

Team & Group Leader Development Programs: The Team Leader Development Program (TLDP) empowers frontline production hourly leaders to make sound business decisions through a combination of tactical Lean operations knowledge, coaching and the development of leadership and problem-solving skills. As of 2025, over 1,200 global team members have completed TLDP across eight locations.

The Group Leader Development Program (GLDP) program builds knowledge and coaching skills for salaried, frontline leaders in our manufacturing facilities. Our goal is to grow their leadership and mentoring potential, so they can guide high performing teams to achieve key operational objectives such as safety, quality, cost, reliability, continuous improvement and morale. In 2025, 107 leaders completed GLDP across eight global sites.

This past year, we launched a Supervisor Development Program in the Americas region to develop leadership capabilities for our manufacturing plant supervisors. We had 75 participants complete the program across the Americas in 2025.

Early careers programs

Our early careers programs are designed to provide students and new graduates with opportunities to learn more about Trane Technologies and develop professional, technical and business skills. They are also an important way for us to build a strong pipeline of talent for the company. We partner with local universities to source talent for our internships, co-ops, roles for part-time student employees and new graduate programs.

We offer three-month functional and commercial sales internships, six-month engineering co-ops and part-time student employee roles with the aim of transferring the participants into full-time roles. These well-rounded and structured experiences provide the opportunity to do meaningful work and earn competitive pay. In 2025, we had nearly 450 interns and co-ops, and over the past three years, nearly 300 students have made the transition from interns to full-time team members.

Accelerated Development Program: Our Accelerated Development Program (ADP) was established over 40 years ago and has produced hundreds of team members that continue to contribute to our success. The ADP is a full-time, two-plus year rotational program designed to prepare recent college graduates for positions of greater responsibility within select professional areas, such as engineering, supply chain, finance, information technology and marketing. Through the ADP, early career professionals can learn, hone their functional and leadership skills and grow their network. In 2025, 35 team members graduated from the program and advanced in their careers.

Graduate Training Program: For nearly 100 years, recent college graduates from across the globe have enrolled in our Graduate Training Program (GTP), a comprehensive program in HVAC. Reuben Trane, the company's co-founder, created the GTP in 1926 to help sell his revolutionary convector radiators. His new approach to heating was superior to cast iron heaters, but no one understood the new technology well enough to sell it. Reuben recognized that his novel product required a unique sales force, and GTP was born.

Today the program is an immersive 20-week program for new sales engineers. It covers everything from basic physics to sales to professional practices and is designed to give recent college graduates knowledge of Trane® equipment and applications — in addition to what they have learned while pursuing their degrees — typically in engineering. Participants receive on-the-job training and mentoring before working independently. In 2025, approximately 130 participants graduated from GTP programs.

> I signed up for the graduate training program because it's just such a great opportunity that other companies in our industry don't have. We're really well-equipped when we get into the field.
>
> **NOAH HERNANDEZ, TRANE TECHNOLOGIES' GRADUATE TRAINING PROGRAM PARTICIPANT**

Technical training opportunities

Technician Apprenticeship Program: We launched our Technician Apprenticeship Program (TAP) in 2023 with the ambition of building our HVAC service technician talent pipeline across the communities we serve. The multi-year program provides up to 2,000 hours of on-the-job training and over 140 hours of technical instruction per year. While in the program, apprentices earn a full-time wage and receive raises with demonstrated skill attainment.

The apprenticeship program is a pathway into lucrative roles for skilled workers. Nearly all participants do not have a four-year college degree. Since its launch, TAP participation grew from 27 participants in 2023 to approximately 240 trainees enrolled in 2025. This past year, we celebrated our first graduating class of apprentices completing the program.

Service Technician Training Program: The Service Technician Training Program supports all levels of technicians to improve customer satisfaction skills, enhance job performance and open new career opportunities. The program integrates cutting-edge technology, real-world scenarios and expert-led instruction to prepare technicians to tackle complex HVAC systems with confidence and precision.

Field Instructor Network: We lead a Field Instructor Network as part of our technician growth strategy, with the goal of certifying in-region technicians to teach quality technical content to their peers. During 2025, we certified over 25 technicians as Field Instructors, drastically increasing our ability to scale technical service training.

Advanced Technology Training Center: Investing in quality HVAC technician experience

In 2025, we opened our premier Advanced Technology Training Center (ATTC) in Davidson, North Carolina. This is the world's largest and most advanced facility dedicated to the training and development of HVAC service and control technicians. The ATTC can accommodate thousands of students and deliver more than 100,000 training hours annually.

This new training center more than doubled our technical training capacity in La Crosse, Wisconsin, and White Bear Lake, Minnesota, and aims to help close the talent gap by providing unparalleled education and hands-on experience to thousands of technicians per year, strengthening the pipeline of highly skilled HVAC experts.

> In this center, we'll be teaching basic refrigeration and electricity, all the way up to working on a CenTraVac® system. Technicians will be taught everything they need to know now, along with new technology they'll see more of in the future.
>
> **ROBERT COLLINS, TECHNICAL TRAINER, TRANE TECHNOLOGIES**

Watch →

Diversity & Inclusion

GRI 3-3, 405-1

We believe that the diverse experiences and perspectives of our team members strengthen our ability to create innovative solutions that drive value for our customers and for our business.

Our focus on creating Opportunity for All enables us to tap into the broadest talent pool and remains a key component of our success, fostering the diversity of thought and innovation essential to achieving our business goals.

Business Resource Groups & Inclusion Networks

Our Business Resource Groups (BRGs) and Inclusion Networks are voluntary and open to all team members and create a sense of belonging, as well as opportunities to network, learn and grow. The BRGs plan initiatives throughout the year, including mentoring circles and other opportunities for support and connection. They play an important role in our business through community involvement, brand advocacy, recruiting and shaping business insights. Our BRGs include several thousand members who organize community engagement, knowledge exchange and networking events for our people globally.

Participation and engagement in our BRGs continued to grow in 2025. Allies often make up the largest portion of BRG members, as team members seek to engage with and learn about the diversity of experiences and perspectives among their colleagues.

Our Inclusion Networks are localized extensions of BRGs in facilities that want to engage but don't have a formal BRG. With 13 Inclusion Networks, our people have additional local opportunities to build community and connections in support of one another and to foster inclusion.

Learn more about our culture and BRGs on our website.

Open dialogue & conversation

Bridging Connections are sessions intended to strengthen inclusion, belonging and human connection across our workforce. Built on our Leadership Principles and our commitment to Opportunity for All, the sessions create intentional spaces for our people to come together, listen to one another and reflect on the experiences shaping their lives and communities. These conversations help people bring their whole selves to work, modeling the courage and compassion that strengthen our culture.

Building inclusive leadership capabilities

We invest in the development of our people leaders and team members to reinforce our uplifting, diverse and inclusive culture. For example, we offer online learning available to all global salaried team members to help our teams better understand and appreciate the diverse ways in which we view the world and how our unique talents, skills and contributions help us achieve our business goals.

Additionally, through our Learning Management System, we continued to promote and offer the Inclusive Culture Learning Experience, a comprehensive learning path that teaches inclusivity through self-reflection and real-life inclusive leadership practices. The Work of the Inclusive Leader online materials help learners understand key elements of inclusive leadership, such as being an advocate for belonging. As of the end of 2025, approximately 11,000 team members had enrolled in this learning experience. Read more about our leadership development programs in the Learning & development section.

Our Business Resource Groups — open to all employees

Asian

Black Employee Network

Global Organization of Latinos

PRIDE

Veterans

VisAbility

Women's Employee Network

Recognizing hidden disabilities

At Trane Technologies, inclusion means creating environments where every person feels seen, respected and supported, even when their challenges are not visible. Through the VisAbility BRG, we are proud to partner with the Hidden Disabilities Sunflower organization. The Sunflower is a simple yet powerful symbol that individuals can wear to signal that they may need a little extra patience, understanding or assistance throughout their day.

Launched in 2016, the Sunflower movement has become a global standard for raising awareness of invisible disabilities. It is now recognized in more than 40 countries and supported by 10,000+ organizations worldwide.

Our VisAbility BRG launched the Hidden Disabilities Sunflower Program with an informational event across multiple locations. Everyone in our company is welcome to learn more, get involved and help champion this vital program.

Talent for growth

As our company grows, we are investing in creative ways to expand our talent pools and explore a wider range of perspectives and ideas.

Our skills-forward hiring strategy focuses on the specific capabilities and competencies required for each role, rather than how those skills were acquired. For example, we are updating our job descriptions to be less focused on degrees when they are not required and translating them into multiple languages. By doing so, our job descriptions are more inclusive and accessible. As of 2025, we have removed four-year degree requirements from more than 60 positions. Over 80% of roles at Trane Technologies are open to candidates without a degree.

We collaborate with external organizations and community-based associations to help close the skilled labor gap, expand our pipeline of highly skilled talent from varied backgrounds and promote career development across the industry.

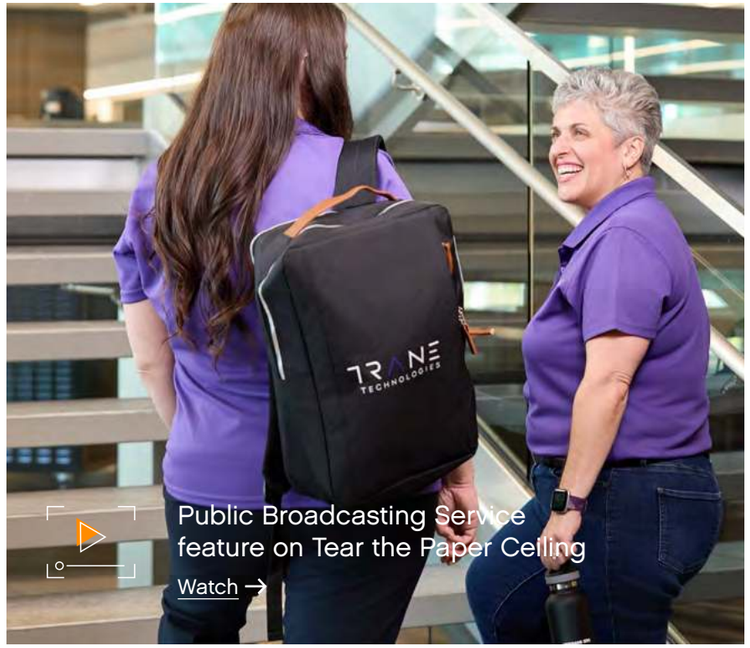
For employees at the end of their career who feel they have more to offer the company, we offer a phased retirement option that allows for part-time work.

Talent partnerships

Trane Technologies was the first manufacturing partner in the Tear the Paper Ceiling coalition led by Opportunity@Work. The organization's mission is to rewire the labor market to create economic opportunity for workers who are Skilled Through Alternative Routes (STARs). As a Tear the Paper Ceiling coalition partner, we actively work to create more opportunities for workers who are STARs and expand opportunities to qualified talent.

Building belonging: The Hidden Disabilities Sunflower Program

Watch →



Public Broadcasting Service feature on Tear the Paper Ceiling

Watch →

> We have also started thinking about how we source talent differently, looking beyond just the HVAC industry and into other industries as well, where candidates might have really relevant skills but might not have had the opportunity to work specifically in our industry before.

AMY VOLZ, DIRECTOR OF STRATEGIC PARTNERSHIPS & CORPORATE IMPACT, TRANE TECHNOLOGIES

Occupational health & safety

SASB RT-IG-320a.1

We are committed to a safe work environment that empowers our team members and partners with the resources needed to work safely and effectively. We aim for zero incidents and injuries across the enterprise, supported by a comprehensive Occupational, Health and Safety (OHS) management program that identifies potential hazards and mitigates safety incidents before they happen.

We develop our OHS policies in consultation with workers and workers' representatives. These policies apply to all employees and contractors across our organization. Our contractor safety program contained in our Environmental, Health and Safety (EHS) guidelines details the management plan to ensure the health and safety of contractors.

Occupational health & safety strategy

We seek to embed our OHS strategy at all levels of our organization. Our Chair and CEO promotes a safety-focused culture and mindset through quarterly global town hall meetings. We also hold monthly meetings at both the facility and service organization levels to raise awareness of safety risks, encourage preventive measures and share success stories, notable metrics and best practices.

We engage managers and team members in open discussions on recognizing and preventing safety incidents through our Connect and Engage safety program. By prioritizing dialogue over audits, the program empowers employees to self-report and take ownership of safety, resulting in a 49% increase in near-miss and safety concern reports. We established a dedicated team to support implementation of the program at key locations, ensuring consistency and driving ongoing improvements.

> Achieving world-class levels of safety is proof that small and intentional health and safety actions really make a difference. We won't be truly satisfied until we have zero workplace safety incidents.
>
> **GARY GUO, CHIEF INTEGRATED SUPPLY CHAIN OFFICER, TRANE TECHNOLOGIES**

0.06

world-class lost-time incident rate (LTIR) per 200,000 hours worked in 2025

0.58

world-class total recordable incident rate (TRIR) per 200,000 hours worked in 2025

72

of our locations with employees celebrated 10 years of zero lost-time injuries in 2025

Tracking our OHS metrics

SASB RT-IG-320a.1

We track safety metrics and incident data by location, business unit and at the enterprise level to identify opportunities for improvement, track accountability and direct our efforts toward achieving our OHS targets. We review both quantitative metrics and qualitative feedback from team members to guide and develop updates to our OHS policies, educational programs and training.

Our aspiration for safety is zero injuries. As part of our 2030 Sustainability Commitments, we benchmark world-class safety performance across all industries, defined as a lost-time incident rate (LTIR) of 0.06 and a total recordable incident rate (TRIR) of 0.60. In 2025, we met or exceeded that benchmark with an LTIR of 0.06 and a TRIR of 0.58. We continue to strive for improvement and work toward zero injuries. See more OHS metrics in the Sustainability data center.

Incident prevention & response

We manage a strict risk assessment program that identifies potential high-risk operations by site. This protocol allows us to develop proactive solutions for potential incidents.

In the event an incident does occur on the job, we strive to immediately respond with appropriate medical care for the team member. We determine the incident's root cause, implement corrective actions and share key learnings across the company. Our CEO and senior management are notified of all lost-time incidents.

Our OHS auditing program follows U.S. Occupational Safety and Health Administration requirements and incorporates our internal EHS management guidelines, which often go beyond regulations. As part of our audits, we look for safety risks and workplace hazards that could endanger personnel. When our audit team identifies a risk, we mandate the facility to take corrective action. We continue to maintain standard operating procedures that cover repetitive strain injuries, noise exposure and hazardous substances exposure.

Each year, we promote a 100 Days of Safety Campaign to inform team members of safety expectations and best practices. The campaign takes place during our peak season, in the hottest months in North America, from June to August. In 2025, we focused on topics such as heat stress, ergonomics, working in confined spaces and reporting safety concerns.

We also lead an annual Winter Safety Campaign to inform sites of the risks and mitigation efforts associated with winter weather, which includes winter driving and slip, trip and fall prevention. In addition to these campaigns, our global EHS teams regularly share materials on common health and safety risks and promote safety training.

Ergo Cup Competition fosters collaboration and innovation across Trane Technologies

During our 100 Days of Safety Campaign, we invited our manufacturing plants, business units and field service teams to create solutions for ergonomic challenges in the workplace as part of our first internal Ergo Cup Competition. Project submissions ranged from solutions to reduce joint stress to methods to improve the functionality of material delivery carts. The competition engaged hundreds of team members across the company and inspired creative solutions that can be used daily.

The La Crosse, Wisconsin, team won the internal competition with an automated replacement to a difficult manual Duplex Tube Rolling process. Our Pueblo, Colorado, and Conselve, Italy, project submissions were selected as finalists for the external 2026 Ergo Cup Competition, hosted by the Applied Ergonomics Society.

> Our Ergo Cup Competition has inspired a new level of risk reduction, elevating our Environmental, Health and Safety program to world class.
>
> **JUSTIN SIMPSON, GLOBAL DIRECTOR OF HEALTH & SAFETY, TRANE TECHNOLOGIES**

Human rights

GRI 2-23, 2-24; SASB RT-EE-440a.1, RT-IG-440a.1

We are committed to upholding human rights in our operations and throughout our value chain. Our Global Human Rights Policy outlines our commitment and describes the processes and legal requirements to which we strictly adhere. The Policy covers our expectations for our business partners and suppliers throughout our value chain. The Policy addresses key human rights issues including child and forced labor, discrimination and harassment, freedom of association, work environment standards, compensation and privacy.

Our Global Human Rights Policy aligns with international requirements, including the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. Our Modern Slavery and Human Trafficking Statement, part of our Global Human Rights Policy, is aligned with ILO conventions 29 and 105 and covers child labor under the guidance of ILO convention 138.

Our Global Human Rights Policy also aligns with the United Nations' Universal Declaration of Human Rights and addresses the human rights and labor principles that are part of the Ten Principles of the United Nations Global Compact (UNGC).

Global Human Rights Policy

Our Chair and CEO is a signatory to the Global Human Rights Policy, with a team of senior Legal and Human Resources executives acting as Policy owners. The team includes the Vice President and Deputy General Counsel, Labor and Employment; Vice President and Deputy General Counsel, Global Compliance; and Vice President of Talent and Organizational Capability. Over this year, we refreshed our Global Human Rights Policy to further align with evolving industry trends and best practices.

Employees can report any suspected human rights violation to the Trane Technologies Ethics Helpline, available in over 150 languages by telephone and in 75 languages by webform. Each reported incident is investigated, and violations of our Global Human Rights Policy can result in disciplinary action, up to and including employment termination. Retaliation against anyone reporting concerns in good faith is strictly prohibited.

In the sourcing of minerals, we adhere to the U.S. Securities and Exchange Commission (SEC) Section 1502 of the Dodd-Frank Act. We work with our suppliers to ensure that conflict minerals are sourced responsibly, their suppliers meet conflict minerals compliance policies and there is adequate documentation. Trane Technologies uses the EICC/GeSI template for surveying suppliers and encourages its suppliers to do the same with their suppliers.

100%

of global salaried team members completed anti-harassment training in 2025

100%

of global salaried team members in specified functions completed anti-human trafficking training in 2025

Business Partner Code of Conduct

At Trane Technologies, we recognize that our influence and responsibilities extend beyond our company to our value chain, as well. Through our Business Partner Code of Conduct (BPCoC), we affirm our commitment to legal and ethical practices and the protection of human rights for our business partners. It is available in nine languages for our suppliers across the globe. Supplier adherence to the BPCoC is also ensured through the addition of compliance requirements to the BPCoC and human rights in supplier contracts.

We participate in risk-based due diligence with suppliers and business partners to ensure compliance with international trade laws and regulations. Business partners who have varying roles in our value chain experience a different due diligence approach. For example, we primarily focus the vetting process for our sales-facing business partners on corruption risk. We require some suppliers of higher-risk services to complete the Slavery & Trafficking Risk Template, which is an industry-standard template designed to help companies with their supply chain modern slavery due diligence. These processes enable us to gather insights into the Code of Conduct and BPCoC, which we use to evaluate our human rights and identify areas for improvement.

Learn more about how we assess our suppliers in the Supply chain sustainability & performance section.

The BPCoC covers the following topics:

- Legal requirements;
- Discrimination;
- Wages and benefits;
- Child labor;
- Freedom of association;
- Limitations on gifts and gratuities;
- Forced labor — physical coercion;
- Antitrust and competition laws;
- Human rights;
- Environment;
- Health and safety;
- Anti-corruption and bribery;
- No retaliation;
- Confidentiality;
- Global trade compliance; and
- Management system.

Training

We require salaried team members to complete Code of Conduct training annually and hourly team members to complete the training biannually. All team members affirm that they will uphold our Code, which includes our Global Human Rights Policy. We provide anti-harassment training for all team members and ensure all policies are clear and available to employees globally. In 2025, 100% of our global salaried team members received anti-harassment training. Read more about our Code of Conduct and anti-harassment and non-discrimination policies and trainings in the Business integrity section.

Based on their job function and associated risks, global salaried team members in Legal, Human Resources and Global Integrated Supply Chain must also complete a training course on anti-human trafficking annually. In 2025, 100% of global salaried team members in the specified functions completed the anti-human trafficking training course.

Community engagement

We thrive as a business when we help our communities prosper and create opportunity for everyone. We advance our community engagement strategy through strategic partnerships, committed employee engagement and thoughtful philanthropic investments.

Sustainable Futures

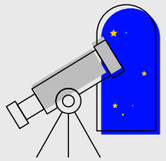
To align our global businesses and employees with a common vision for community engagement, we established the Sustainable Futures strategy, which informs the priorities of the Trane Technologies Foundation and the Trane Technologies Global Citizenship Council. With the launch of Sustainable Futures, the company made a pledge to donate $100 million to building sustainable futures and 500,000 volunteer hours in our communities by 2030.

Sustainable Futures consists of three pillars focused on broadening access to Science, Technology, Engineering and Mathematics (STEM) education and green careers.

Sustainable Futures pillars

ACCELERATE STUDENT SUCCESS

Introduce STEM and sustainability concepts to a broad range of students



OPEN CAREER PATHWAYS

Broaden access to technical and sustainable career pathways

ENHANCE LEARNING ENVIRONMENTS

Support healthy environments and access to nutrition to enhance student outcomes and build healthy communities

$20M

in philanthropic giving in 2025

104,000

hours volunteered by nearly 12,000 team members in 2025, bringing us cumulatively to 80% of our 2030 goal of 500,000 hours

Global Time of Service

In 2025, Trane Technologies saw record-breaking participation in the second annual Global Time of Service, an employee-driven initiative that brings our global workforce together to make a positive impact. During the Global Time of Service, our team members volunteered in schools, food banks, green spaces and waterways — sharing career insights with future innovators, donating meals and groceries and building more sustainable environments.

Over the course of a few weeks, team members around the world volunteered over 15,000 hours, an 18% increase from 2024, helping over 300 local non-profit organizations enhance programs and deliver greater impact.

Employee volunteerism

Our team members' dedication to volunteerism in communities worldwide reflects our deep commitment to making a positive impact. To support these passions, we offer an annual paid day off through our Global Volunteer Time Off program, empowering team members to contribute to causes and events that matter most to them.

Purple Teams

We have a network of approximately 55 employee-led Purple Teams around the world, and our global network continues to grow. Our Purple Teams champion our Sustainable Futures strategy in local communities, driving awareness of program opportunities, planning volunteer events and supporting our volunteerism reporting processes.

In 2025, we hosted a Purple Teams Summit in the Americas to further develop our local champions and support their community service. The virtual summit showcased the contributions of eight outstanding team members and highlighted successful community initiatives across our organization. Notable efforts included a Texas team that led a middle school robotics coaching program and food drive events in South Carolina that engaged a wide range of team members.

Helping Hand Fund

The Trane Technologies Helping Hand Fund, managed by the Trane Technologies Foundation, supports team members around the world during times of crisis, including serious illness and natural disasters. In addition to issuing grants to employees in need, the fund gives team members an opportunity to donate with a 'for us by us' spirit.

Since 2019, nearly $5 million of qualified financial assistance has been provided to employees through the Helping Hand Fund, with nearly $280,000 distributed in 2025.

2025 Purple Teams employee award winner

With more than 80 hours of community service and active involvement in the La Crosse, Wisconsin, Purple Team, Human Resources team member Miranda Eisermann was recognized for her contributions organizing fundraising, engagement and volunteer events.

> Miranda's consistent dedication to fostering employee engagement, driving meaningful volunteerism and effectively communicating our community impact makes her an outstanding candidate for this award. She does not just participate; she actively builds, inspires and communicates, embodying the spirit of community engagement.

TOM GALLANT, VICE PRESIDENT OF ENGINEERING & TECHNOLOGY, TRANE TECHNOLOGIES

Our community partners

We continue to work with a growing network of non-profits that amplify our Sustainable Futures strategy. In 2025, we initiated several new partnerships, including our alliance with the Cambridge Institute of Technology where we have launched the Centre for Sustainable Refrigeration and Climate Control program, which bridges academics and industry to equip students with interactive STEM experiences.

We also continued our partnership with the Shell Foundation to scale innovative cooling solutions for underserved communities. We are in the process of deploying cooling carts for food vendors and cooling vests for outdoor workers across India and Africa, supporting sustainable agriculture and advancing climate resilience.

Discovery Education

In 2025, we provided Trane Technologies sustainability curriculum to nearly 166,000 U.S. students, mostly in schools in lower-income communities, through our partnership with Discovery Education. The curriculum has reached approximately 627,000 students since it became available in 2022. It features relatable lessons on sustainability through concepts such as food loss, green buildings and climate change. It also pairs the lessons with career spotlights so students can see the people and careers shaping our work. As part of our sustainability curriculum, students are encouraged to start thinking today about being tomorrow's sustainability innovators.

Over this past year, we engaged students in a variety of hands-on learning opportunities, including a school field trip to our Columbia, South Carolina, manufacturing location. There students learned about different Trane Technologies careers and engaged with interactive 3D virtual education games.

STEM Enlightenment Program, China

We continued our STEM Enlightenment Program in China, providing new experiences for students in rural communities with limited access to technology and STEM-related education and careers. Trane Technologies volunteers met with students in rural communities and shared sustainability principles with them in the classroom. Some students also had the opportunity to visit urban areas (a first for many of them), tour our labs and engage in hands-on STEM education and a variety of cultural experiences.

European Schoolnet

Our alliance with European Schoolnet serves as a market catalyst, helping corporations understand the importance of supporting STEM education. Through workshops and thoughtfully curated events that engage corporations with educators, the alliance is forging school partnerships. Likewise, in Ireland, our local teams are advancing opportunities through college STEM scholarships and robotics education for students with limited access to advanced STEM opportunities.

Girls Who Code

We partner with Girls Who Code with the goal to shrink the gender gap in technology and STEM-related careers through summer programs that involve one-on-one mentoring and classroom sessions with students. In 2025, 6,630 students from 21 countries across the globe participated in Girls Who Code programming, and Trane Technologies hosted 61 students in our classrooms to help inspire a passion for technology.

Urban League of Central Carolinas

Our collaboration with the Urban League of Central Carolinas (ULCC) inspires students to build skills and launch empowering careers in underserved communities. We partner and donate HVAC materials to the ULCC in support of its HVAC certification program. As of 2025, 246 students have graduated from the ULCC's HVAC certification program.

Feed North Carolina

We partner with Feed North Carolina (FeedNC) to improve access to nutritious food in food-insecure neighborhoods and build strong educational foundations around food literacy in underserved communities. Our Davidson, North Carolina, office location delivered significant support for FeedNC in 2025, including collecting 3,000 pounds of canned goods for FeedNC's food services and supporting the rescue of over 1.2 million pounds of food.

Community engagement governance

While the execution of our Sustainable Futures strategy is the responsibility of our Strategic Partnerships and Corporate Impact Team, governance is provided by our Global Citizenship Council, a cross-section of senior leaders who offer strategic guidance to increase our impact in our communities. Each quarter, the Global Council convenes to evaluate progress, offer input and review philanthropic grant requests submitted to the Trane Technologies Foundation in the Americas.

Beyond the U.S., regional Citizenship Councils — in Asia Pacific; Europe, the Middle East and Africa; and Latin America — work in a similar fashion to execute our community engagement strategy in each region.

Governance

We maintain strong governance frameworks, comprehensive risk mitigation measures and clear policies that uphold ethical standards and drive accountability toward our 2030 Sustainability Commitments.

- Sustainability management →
- Business integrity →
- Environmental, health & safety management →
- Supply chain sustainability & performance →
- Public policy →
- Memberships & associations →

Sustainability management

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-18, 2-19, 2-29, 3-1, 3-2

Our Board of Directors (the Board) views sustainability leadership as a fundamental element of Trane Technologies' business strategy. The Board identifies sustainability-related market opportunities and monitors risks, assuring management implements appropriate mitigation strategies. Responsibility for sustainability matters is delegated across several Board committees, which regularly report their findings to the full Board. For more details on our approach to risk management, see the Business integrity section.

The Board's oversight and strategic direction help maintain accountability for embedding strong sustainability practices in every facet of our business.

> Trane Technologies' consistent outperformance underscores the strength of our purpose-driven strategy, the resilience of our business model and the pride, energy and optimism of our global team.

Excerpt from the Trane Technologies Board of Directors' 2025 Annual Letter to Shareholders

Read →

National recognition for corporate governance

Trane Technologies was ranked as the "Best ESG Program" in Extel's 2025 All-America Executive Team Rankings (Electrical Equipment & Multi-Industry sector). We are also ranked in the top three companies for our Investor Relations, Company Board, Chief Executive Officer and Chief Financial Officer. This recognition highlights our commitment to sustainability, innovation and building a better world through purpose-driven performance.

Board oversight

Our CEO serves as the Chair of our Board of Directors, and all other members of the Board are independent Directors. Our independent Directors serve on several Board committees that focus on environmental, social and governance facets of our business, including the Sustainability, Corporate Governance and Nominating Committee; the Audit Committee; the Technology and Innovation Committee; and the Human Resources and Compensation Committee. The Board conducts an annual self-assessment to ensure that it and its committees uphold strong corporate governance practices, operate effectively and maintain accountability.

The **Sustainability, Corporate Governance and Nominating Committee** monitors sustainability trends and issues, recommending sustainability initiatives and corporate governance matters to the full Board. This committee oversees the development and implementation of sustainability policies, tracks our progress against sustainability objectives (including climate change impacts) and provides guidance on climate risk assessments and sustainability goals. It also reviews and recommends updates to our Board on our corporate governance guidelines and oversees the evaluation of the performance of the Board, its committees and management.

The **Audit Committee** advises the Board on key financial strategies, ensures the integrity of our financial statements, our adherence to accounting policies and financial reporting standards and our compliance with applicable laws and regulations. The committee also oversees the company's financial risk management activities and reviews and discusses with management and the independent auditors, as applicable, significant legislative, regulatory and other developments regarding sustainability reporting and disclosures. The committee also reviews and discusses with management and the Sustainability, Corporate Governance and Nominating Committee, as applicable, the types of information to be included in the company's sustainability disclosures within the company's periodic financial reports; the alignment of the company's financial reporting and sustainability disclosures; and the internal controls and procedures related to sustainability disclosures, including any assurance being provided by the independent auditor or other third party with respect to sustainability disclosures. Furthermore, the Audit Committee, the Sustainability, Corporate Governance and Nominating Committee and the Human Resources and Compensation Committee all review the human capital management disclosures included in our Form 10-K.

The **Technology and Innovation Committee** supports the Board by overseeing product innovations that address climate change, reduce greenhouse gas (GHG) emissions, improve energy efficiency and consider product life cycles and materials. The committee also assists in reviewing environmental and sustainability practices, including environmental, health and safety policies (EHS) and assesses the transparency and performance of our supply chains.

The **Human Resources and Compensation Committee** focuses on executive compensation, employee benefits and key human capital initiatives. This includes leadership recruitment and retention, culture and inclusion efforts, pay equity and wage reviews. The committee also sets and approves annual financial targets and sustainability factors for our Annual Incentive Matrix (AIM), while overseeing our clawback policy to recover excess incentive-based compensation and other equity-based awards, where required by applicable law due to a required accounting restatement or in the event of reputational or financial harm to the company caused by the misconduct of a current or former employee. We will report any clawback funds, if necessary, arising from an accounting restatement in accordance with our applicable disclosure requirements.

Each committee operates under a formal charter approved by the Board, outlining its responsibilities. These charters are reviewed at least annually, with additional reviews conducted throughout the year as necessary.

Delivering targeted sustainability education for our Board of Directors

In 2025, our Center for Energy Efficiency & Sustainability (CEES) team delivered a comprehensive training to the Board of Directors, providing participants with insights into key sustainability- and climate-related trends. The session covered material business topics, the potential impacts of climate change on our operations over the next five years and the broader global energy transition landscape. This training provided members with relevant foundational insights to better prepare our business for managing climate-related risks and pursuing new leadership opportunities.

> Trane Technologies has long been at the forefront of decarbonization and sustainable growth globally. It was a privilege to work with the Board to translate emerging climate and energy trends into insights that guide capital allocation, risk management and long-term value creation.
>
> **GIB HEDSTROM, GOVERNANCE, STRATEGY & SUSTAINABILITY ADVISOR & AUTHOR, ESG NAVIGATOR**

Materiality

GRI 3-1, 3-2

Conducting a formal materiality assessment helps us understand the most salient sustainability topics to our business and stakeholders. We take an active approach to maintaining, managing and monitoring all sustainability topics relevant to Trane Technologies and acknowledge that our focus on these topics may shift over time due to stakeholder interests or business opportunities, among other factors. We are refreshing our materiality assessment in 2026 and will continue to update it as necessary to ensure our strategies remain relevant, targeted and impactful.

Our materiality assessment is reviewed and approved by key executive leadership and shared with our Board of Directors. The materiality assessment results influence our Enterprise Risk Intelligence process. See our latest materiality assessment methodology on our website.

Materiality, as used in this report and sometimes referenced as "ESG materiality," is different from the definition used in the context of filings with the Securities and Exchange Commission (SEC). Issues deemed material for environmental, social and governance (ESG) purposes may not be considered material for SEC reporting purposes.

Some of the highest priority material topics for our business include:

- Greenhouse gas (GHG) emissions;
- Energy;
- Energy-efficient & low emissions products; and
- Climate change.

We are dedicated to maintaining and continuously improving our processes for assessing material topics.

Programmatic sustainability management

Center for Energy Efficiency & Sustainability (CEES)

Established 15 years ago, CEES focuses on pioneering sustainability strategies in our everyday operations and culture. CEES aligns our internal sustainability efforts with the expectations of external stakeholders. It also facilitates collaboration with government agencies, non-governmental organizations, universities and industry-leading groups. The team tracks progress on our sustainability commitments and science-based targets, providing disclosures and staying ahead of emerging requirements and trends.

Internal Sustainability Strategy Council

In addition to CEES, our Internal Sustainability Strategy Council ensures alignment on sustainability strategies and commitments across the enterprise. Our Internal Council is comprised of leaders across all functions, regions and businesses. This council enables best practice sharing and informs priorities and timelines to chart the best course toward achieving our sustainability goals.

External Advisory Council on Sustainability

Trane Technologies is guided by our External Advisory Council on Sustainability, a global council of sustainability thought leaders focusing on infrastructure development, energy policy, circular design, social progress and emerging technology, among other pressing topics.

Our management and leadership team consult the Advisory Council, as their renowned expertise helps us understand the impact of these issues on our operations and inspires strategies for creating innovative products and solutions.

Additionally, we participate in multiple coalitions, working together with like-minded companies in pursuit of a net-zero economy. These coalitions foster the development of new solutions and promote accountability as we strive to accomplish our goals. Examples of the coalitions we participate in are available in the Memberships & associations section, and a comprehensive list of the organizations and associations we partner with is on our website.

> Sustainability is not an add-on; it's an operational strategy that generates strong returns. Clear business cases that tie decarbonization to cash flow, risk reduction and asset value generate better sustainability outcomes.
>
> **SCOTT TEW, GLOBAL HEAD & VICE PRESIDENT OF SUSTAINABILITY STRATEGY, TRANE TECHNOLOGIES**

Delivering on ambitious sustainability commitments

Read →

ESG reporting oversight

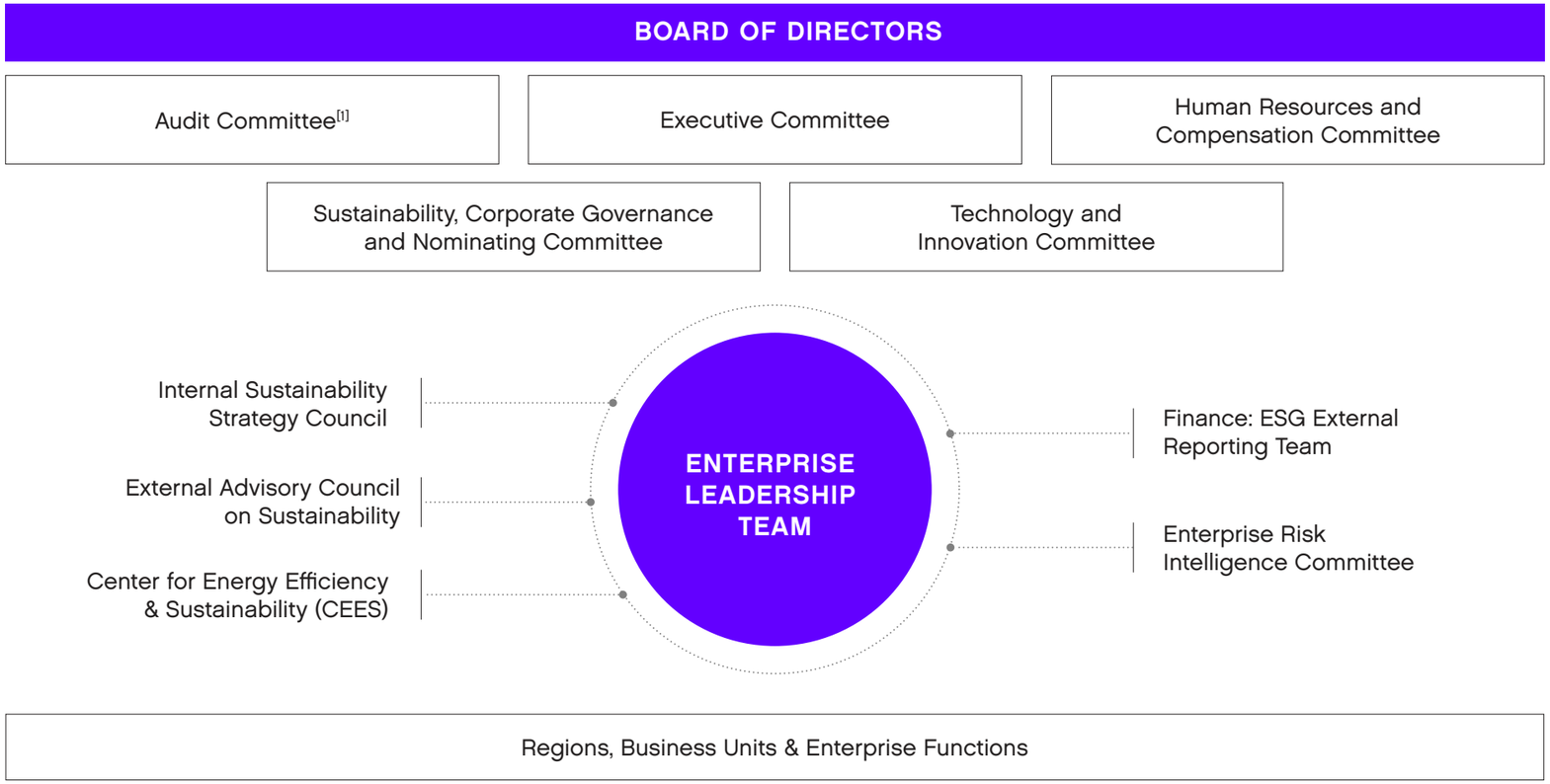
To ensure Trane Technologies remains well positioned for compliance with evolving disclosure requirements, we established the Finance Director of ESG Reporting role to oversee compliance with industry standards, accounting practices and regulatory developments.

This role leads our global initiatives to assess sustainability-related financial reporting mandates and shapes our compliance strategy to ensure consistency across international jurisdictions. Responsibilities of the Finance Director of ESG Reporting include overseeing systems, processes and controls for sustainability data governance, reporting and disclosures, while working closely with our CEES and EHS teams to implement efficient methods for collecting and reporting sustainability data. The Finance Director of ESG Reporting also meets regularly with executive functional leadership to review regulatory developments and compliance standards.

Executive compensation & sustainability

Our Annual Incentive Matrix (AIM) remuneration structure remains a priority component of our executive compensation program. The AIM provides our top executives and over 3,100 corporate and business leaders with clarity on their ability to earn an annual variable cash incentive based on strong performance across several metrics, including a financial score, a Sustainability Modifier and individual performance scores.

Our 2026 Proxy Statement includes more information about our AIM program.



1 In 2025, the Board's Finance Commitee and Audit Committee were consolidated.

Business integrity

GRI 2-16, 2-23, 2-24, 2-25, 2-26, 3-3, 201-2, 205-2; SASB RT-EE-510a.1, RT-EE-510a.2, RT-EE-510a.3

Safeguarding and upholding business integrity is a top priority at Trane Technologies. We hold all team members to the highest standards of ethical conduct. For the third year in a row, we are honored to be recognized as one of the World's Most Ethical Companies® by Ethisphere, a global leader in defining and advancing the standards of ethical business practices.

Our employee Code of Conduct, Business Partner Code of Conduct (BPCoC) and Leadership Principles facilitate our actions and promote our responsible business expectations. Additionally, our Global Human Rights Policy and our Environmental, Health and Safety (EHS) Policy are designed to protect human rights and workers in the value chain. The messaging outlined in these statements reflects our global minimum business standards applied across our value chain, while complying with local laws and regulations. As part of upholding these standards, we assess emerging sustainability factors that could influence our long-term resilience. This includes identifying potential climate related uncertainties within our operations and integrating those risks into our broader mitigation strategies. We also maintain a robust cybersecurity program that manages potential threats and protects our data and intellectual property. For more information about our ethics and risk management practices, read our 2025 Annual Report.

Risk management

Our Board of Directors oversees our overall risk management strategy and ensures that management implements effective mitigation measures. We routinely monitor and review the risk landscape to address potential changes as they arise.

Trane Technologies' Chief Financial Officer also serves as the Chief Risk Officer, periodically reporting to the Board and its committees on risk management policies, practices and specific risk mitigation plans that pertain to key sustainability topics, business integrity and cybersecurity. These findings help the Board maintain visibility of potential issues and shape the company's risk management strategies.

The Enterprise Risk Intelligence Committee includes our Chief Financial Officer, senior leaders representing our functions and business units, and is directed by the VP of Assurance and Advisory Services. The Committeee enacts programs to monitor and manage operational, financial and compliance risks that could pose a threat to our strategic objectives. These programs leverage modern technology, scenario planning and forecasting simulations to strategically identify risks and opportunities within our business. On a quarterly basis, the Committee evaluates risk exposure based on impact, likelihood and vulnerability, categorizing risks into tiers to ensure prioritization. Tier 1 risks are addressed through scenario planning and mitigation actions, while Tier 2 risks are managed with focused mitigation efforts. Progress is tracked using key risk indicators across all risk tiers (1 to 3), enabling proactive risk screening. Our internal Assurance and Advisory Services (AAS) team conducts independent audits at least annually in accordance with Institute of Internal Auditors (IIA) standards, assessing processes and controls and management's mitigation activities for risks identified through our enterprise risk management practice.

Critical risks managed through our program include cybersecurity threats due to the rapid advancement of generative artificial intelligence (AI) and escalating security threats. We closely monitor climate-related risks and social and geopolitical changes, using scenario planning to address potential impacts on our operations and value chain.

Climate risk management

In 2025, we conducted a climate scenario analysis refresh from our latest 2022 scenario analysis results. We identified and prioritized key climate-related risks and opportunities and evaluated them across three different time horizons and three potential global warming scenarios. This enabled us to capture evolving climate-related physical and transitional risks and opportunities throughout our operations and value chain. Physical risks were assessed across more than 50 sites within our operations, while transitional risks and opportunities were assessed across our entire value chain. More details on the refreshed assessment can be found in our Climate Transition Plan. Details on our original climate scenario analysis can be found in our 2025 CDP Response, and updates on the refreshed analysis will be recorded in our 2026 CDP Response.

We use the results of our scenario analysis to inform our risk management process. The Enterprise Risk Intelligence Committee incorporates the climate-related risks and opportunities identified in the scenario analysis into our broader risk management strategy. Throughout the year, the committee works closely with the Enterprise Leadership Team to assess, manage and plan climate risk mitigation efforts within our upstream and downstream value chain.

Mitigation strategies

We aim to reduce the risks of corruption, harassment and human rights violations, along with other operational and reputation risks, through our comprehensive policies. We expect our team members and partners to adhere to these standards, and we provide compliance training for our workforce to support this commitment.

Code of Conduct

Trane Technologies' Code of Conduct (Code) contains the standards that all team members are expected to uphold. It comprehensively addresses key topics such as labor relations, human rights, equal employment opportunities, discrimination, harassment, anti-bribery and corruption, conflicts of interest, political activities and data privacy. The Code also highlights our company's Leadership Principles and sets expectations for how team members should interact with stakeholders across our value chain. It applies to all team members, regardless of role or location, as well as to the Board of Directors when acting in relation to their Trane Technologies duties. At its core, our Code emphasizes that we:

- Include and uplift each other.
- Do what is right, always.
- Work for a sustainable tomorrow.

We require all salaried team members to complete annual training on the Code of Conduct. The training covers a range of topics and varies from year to year based on the risk profile of an employee's specific role. All hourly team members are required to complete Code of Conduct training on a biennial basis.

We also expect our business partners to operate with the highest legal, moral and ethical standards, as outlined in our Business Partner Code of Conduct (BPCoC). Learn more about the BPCoC in the Human rights section and our supplier assessment and due diligence review process in the Supply chain sustainability & performance section.

Anti-corruption

GRI 205-2; SASB RT-EE-510a.1, RT-EE-510a.2

Our Code of Conduct and Anti-Bribery and Corruption Policy ensure that our team members, contract workers and temporary staff worldwide adhere to strict ethical and legal compliance standards. The policy prohibits offering, giving or accepting anything of value in exchange for a business advantage, including a complete ban on facilitation payments for routine government functions. We expect team members to engage with customers or third parties solely for legitimate business purposes.

The Board of Directors' Audit Committee reviews our compliance programs to ensure the company's compliance with, among other laws, all relevant anti-corruption laws. Trane Technologies' Global Business Integrity Council (GBIC) is responsible for implementing risk-based compliance solutions that prevent, detect and address misconduct while promoting an ethical culture. Chaired by our Chair and CEO, with shared leadership by the Deputy General Counsel, Global Compliance, the GBIC oversees operationalizing compliance programs in accordance with applicable laws, managing training and communications deployment and maintaining reliable and anonymous channels for reporting potential misconduct.

Non-discrimination & anti-harassment

Trane Technologies is an Equal Opportunity Employer in the U.S., providing equal opportunities to individuals regardless of race, gender, color, national origin, creed, religion, pregnancy, age, disability, military/veteran status, sexual orientation, gender identity, genetic information, marital status or any other legally protected status.

This policy applies to all aspects of employment, including hiring, promotion, demotion, transfer, recruitment or recruitment advertising, layoff, termination, compensation and benefits and opportunities for training, such as apprenticeships and other employment conditions.

We also maintain a strict anti-harassment policy and expect all team members to uphold these high standards. To support an inclusive workplace, we provide annual anti-harassment training to 100% of our global salaried team members and require our hourly workforce to undergo a Code of Conduct course, which also includes anti-harassment content. Additionally, we provide managers with clear guidance on addressing potential misconduct and the processes to prevent retaliation during Ethics and Compliance Group-led training sessions and make these resources available on our internal website. Team members can report instances of harassment to our Ethics Helpline.

Inside Investigation educational series

The Ethics and Compliance Group launched the Inside Investigation series to share real stories about business integrity cases, highlighting successful outcomes and examples of team members demonstrating ethical leadership. The Ethics and Compliance Group publishes these stories on the company's internal website for all team members to review.

Global tax policy

We published the company's Global Tax Policy in 2025, and it reinforces a rigorous approach to business integrity and risk mitigation across our global operations. The policy outlines a comprehensive tax risk management framework administered by our Vice President of Tax, overseen by our Chief Financial Officer and aligned with the Board's governance expectations, emphasizing transparent financial controls, responsible tax planning and adherence to legal and ethical standards. It establishes clear accountability and ensures decisions consider fiduciary duties, regulatory requirements, sustainability values, reputational impacts and long-term stakeholder trust so that we can contribute responsibly to the communities in which we operate.

Reporting channels

We offer multiple channels for team members to report ethical concerns or violations of our Code of Conduct, laws or regulations. Team members can reach out to the Ethics Helpline, managed by an independent third party; send an email to ethics@tranetechnologies.com, monitored by our Ethics and Compliance Group; or report issues to their manager, Human Resources, the Legal Department, the Ethics and Compliance Group or the Assurance and Advisory Services Group.

Our global Ethics Helpline is available to 100% of our employees and external stakeholders, including business partners, to report known or suspected violations of the Code of Conduct, laws or regulations. Our publicly available Code of Conduct provides detailed instructions for accessing the Ethics Helpline. Stakeholders or employees can use a secure website or country-specific toll-free numbers, available 24/7, to report concerns or follow up on previous inquiries. We regularly test the Ethics Helpline numbers to ensure correct functionality. Reports can be made anonymously, except where local privacy laws prohibit this.

The Ethics and Compliance Group reviews every report received and takes corrective action when necessary to ensure compliance and protect the company's ethical reputation. We strictly prohibit retaliation against anyone reporting a violation in good faith or cooperating with a company investigation. The Ethics and Compliance Group assigns, tracks and monitors remedial actions until resolved.

Cybersecurity

Our cybersecurity program helps us maintain network and security integrity, protects our intellectual property, safeguards customer data, secures our products and supports daily operations. Our program identifies and manages risks to our company's hardware, software and data assets throughout their life cycles. The program also includes documented cybersecurity policies, vulnerability management, third party risk management, threat intelligence and ongoing monitoring for unusual activities. We proactively monitor security incidents and report appropriately to stakeholders.

An operational technology security program addresses cybersecurity-related risks to our manufacturing operations, while a product security program ensures customer-facing products are secure by design.

We work with external experts and partners to strengthen our security through regular reviews of our cybersecurity controls and programs. Each year, we perform penetration testing, mandatory regulatory assessments and audits, as well as customer-required evaluations. We also benchmark our program against leading industry frameworks, such as the National Institute of Standards and Technology's Cybersecurity Framework.

The Audit Committee of the Board oversees cybersecurity strategy, governance and compliance. Senior management, including our Vice President of Cybersecurity and Infrastructure, briefs the Audit Committee on cybersecurity threats and the risk landscape at least twice per year and reports to the full Board of Directors on an annual basis or more frequently as needed. Additionally, we require all salaried employees to complete annual cybersecurity training and provide voluntary ongoing training for those interested. We published information on our cybersecurity risks in our 2025 Annual Report.

We proactively manage and regularly inform our team on data privacy and potential artificial intelligence (AI) risks. We published an internal Generative AI Acceptable Use Policy for team members and an external AI Policy Statement on our website.

Environmental, health & safety management

GRI 2-23, 2-24

At Trane Technologies, we are dedicated to operating with sound Environmental, Health and Safety (EHS) practices that preserve the environment and protect our people. We adhere to the principles of the Precautionary Approach, as outlined in Principle 15 of the 1992 United Nations Rio Declaration. We strive to ensure a zero-injury and zero-incident mindset across our business.

EHS Policy

A fundamental part of our safety focus and program is our comprehensive, enterprise-wide EHS Policy. Our policy aligns with the global, national, state and local EHS statutes at our operational sites, often exceeding regulatory requirements. Our EHS policy aligns with the latest guidance from regulatory bodies, including the U.S. Occupational Safety and Health Administration and the International Organization for Standardization (ISO) 14001 and ISO 45001 standards. Our Chair and CEO, along with the Chief Global Integrated Supply Chain Officer, act as the executive sponsors of our EHS Policy.

Business unit EHS leaders and the Enterprise EHS team meet regularly to review management standards, set annual performance goals and assess key metrics. These metrics include both leading and lagging indicators such as injury rates and reductions in GHG emissions. In 2025, the EHS sponsors reviewed performance and discussed strategic direction at quarterly town hall meetings.

Our designated EHS executive sponsors evaluate and steer potential health and safety improvements and updates. New developments in 2025 include creating a management system focused on air quality due to increasing wildfire pollution and enhancing our onboarding process for mid- to senior-level team members. Policy developments are informed by leadership's active monitoring of emerging trends and regulatory shifts. The EHS sponsors review internal performance data and manage both internal and external audits at our facilities.

In alignment with our EHS Policy, we implement enterprise-wide standards for engineering and maintenance that are rigorous, scientifically validated and designed to safeguard our people, environment and communities. The Policy mandates the development and execution of management plans to proactively identify and mitigate EHS risks associated with our operations.

Each year, we share management procedures with third-party limited assurance providers as part of their verification of selected EHS data.

Our Business Operating System outlines EHS Policy requirements for crisis and hazard response plans. These response plans define the steps for remediating EHS incidents and implementing corrective actions to prevent recurrence at the affected location and across the enterprise.

Training

We expect all team members to incorporate strong EHS practices into their daily tasks. When joining Trane Technologies, both new hires and contractors undergo training tailored to their specific work site or project. Employees in operational roles must complete annual EHS training to stay informed of our policies and procedures. In 2025, we launched the Connect and Engage Safety program to foster proactive safety engagement and incident prevention. See more details about this program in the Occupational health & safety section.

In 2025, we delivered a three-day, hands-on training for our global, internal safety audit experts. This training was a mix of classroom and physical audit practice, covering the fundamentals of EHS auditing, our proprietary audit tools and a formal report containing findings developed by the participants. The training included data assurance reviews to ensure uniformity and adherence to enterprise expectations for reporting methodology and data management.

EHS performance targets

We set annual targets to measure, manage and communicate our EHS performance. The targets and actions follow our Business Operating System standard of work, which includes programs to proactively reduce our environmental footprint by preventing pollution, reducing waste, limiting energy consumption and conserving water. We work to decrease our use of non-renewable natural resources, increase the reuse and recycling of materials and reduce our greenhouse gas (GHG) emissions. Learn more in the Energy, Waste and Water sections.

Audits & due diligence

Our facilities conduct annual EHS self-assessments according to a standard, company-wide protocol. In addition to self-assessments, Trane Technologies also performs internal audits. In 2025, our experts and third-party consultants conducted EHS audits and reviews at 33 locations, including factories, distribution centers, parts stores and field service locations. The audit schedule is determined by the complexity, size and type of operations at each site, as well as relevant local, state and federal EHS regulations. The insights from both self-assessments and internal audits help us identify areas for improvement and refine our EHS management practices.

Following the acquisition of a new business or site, we implement a comprehensive EHS integration framework that builds upon focus areas identified during formal due diligence and EHS inspections. This process includes orientation training, compliance audits, risk assessments, the implementation of our EHS management system and establishing data reporting protocols.

We did not incur any significant fines in 2025 for environmental noncompliance. We are striving to minimize or eliminate the use of hazardous substances in our operations by redesigning manufacturing processes and transitioning to low-global warming potential refrigerants.

Supply chain sustainability & performance

GRI 2-6; SASB RT-EE-440a.1, RT-IG-440a.1

Trane Technologies maintains a vibrant network of over 28,000 suppliers worldwide. We prioritize in region, for region sourcing to ensure a more sustainable and resilient supply chain. We source direct materials, such as electrical and mechanical inputs, components like refrigerants and raw materials such as steel, copper and aluminum, to manufacture our heating and cooling and control systems for residential, commercial and industrial applications and transport refrigeration. Through our procurement process, we acquire indirect goods and services and continuously explore ways to optimize logistics.

Supply chains present economic uncertainties, like labor shortages, raw material price fluctuations and tariffs. Protecting human rights in our supply chain is critical, and we continue to find ways to enhance performance and transparency and prepare for risk and growth. Read more about our risk management and mitigation processes in the Business integrity section.

Procurement process

Our Global Procurement Leader oversees our strategic sourcing process, which enables Trane Technologies to secure high-quality goods and services while partnering with suppliers committed to ethical and sustainable practices.

Our supplier decision matrix empowers our procurement teams to consider a range of factors including price and the supplier's financial stability and innovation capacity, sustainability, quality and risk when selecting suppliers. A cross-functional team determines the weight of each factor within the matrix.

Existing suppliers are also reviewed periodically with the use of third party data and other key performance indicators as part of the supply chain management and risk reduction process.

Learn more about how we are addressing carbon emissions in our procurement process in the Embodied carbon and Greenhouse gas emissions sections.

100%

of significant suppliers enrolled in sustainability reporting platform

8,700+

$mtCO_2e$ avoided in 2025 through loads shipped with SmartWay® certified carriers

Supplier engagement on sustainability goals

In 2025, we collaborated with one of our suppliers to align our aluminum material purchases with our sustainability goals. Together, we redesigned aluminum alloys to incorporate over 80% recycled content in our Residential HVAC product portfolio, significantly reducing our embodied carbon. This partnership models the type of collaboration we leverage to advance circularity and reduce the environmental footprint of our materials across the value chain.

Risk assessment

We take supply chain risk seriously, as we recognize that disruptions could affect our ability to operate. To ensure long-term resilience, we designed a comprehensive system that reviews risks at the part, product, supplier, plant, country and enterprise levels. This allows us to assess supply chain risk holistically, and prioritize actions by commodity, business segment or country to reduce risks in a proactive manner.

We manage risks for indirect goods and services through our cybersecurity third party risk management program. It reviews any third party that hosts or can access our data or systems to ensure they meet our security standards. The program includes an initial assessment, ongoing monitoring and contracts with required cybersecurity controls to keep associated risks at acceptable levels.

We collaborate with a third party supply chain data management provider to support the collection and management of supplier Conflict Mineral Reports. We also work closely with our commodity and engineering teams to review the commodities used in the manufacturing of our products and assess their potential conflict minerals risk, focusing our due diligence on the commodities with the highest risk. In addition, we issue an annual Human Trafficking and Modern Slavery questionnaire to suppliers operating in jurisdictions and industries with higher risks of human rights issues. The Conflict Minerals and Human Rights data enables us to evaluate risks and develop improvement plans for high-risk suppliers, such as targeted training programs, and take corrective action as necessary, up to and including termination of the supplier relationship.

Our global Ethics Helpline is available to our Business Partners to report known or suspected violations of the Business Partner Code of Conduct (BPCoC). For more details on our approach to human rights management, read the Human rights section.

Process for supply chain audit

Our Supplier System Assessment (SSA) audits assess site-specific sustainability and business continuity risks across the globe. A dedicated team of experts in each region manages the SSA process, which examines various risk categories such as quality management, environmental stewardship, human rights, labor relations, cybersecurity, product and safety compliance, sub-supplier oversight and supply chain evaluation. If a supplier does not meet our requirements based on our SSA, we expect them to address non-conformance issues and will collaborate with them on a solution. In 2025, 100% of new direct material suppliers in North America were screened using environmental criteria through an SSA audit. In addition, 60% of direct material Tier 1 spend was screened through the SSA process through on-site and/or desk audits globally.

Shared supplier sustainability goals

Trane Technologies' BPCoC applies to all suppliers doing business with us. It communicates our expectation that suppliers operate ethically and in full compliance with our standards and hold their own suppliers to the same high standards.

Beyond the ethical principles outlined in the BPCoC, we encourage suppliers to work toward sustainable business practices specified in our Supplier Sustainability Expectations and our Sustainable Procurement Policy. As outlined in these documents, we support suppliers by sharing best practices in areas such as resource conservation and sustainable packaging. We also collaborate with key suppliers to support their emissions reduction goals and better understand embodied carbon in the products we purchase.

To monitor supplier sustainability efforts, we use a third party platform that tracks supplier performance relative to our standards. Through our Supplier Sustainability Survey, which is sent to Tier 1 significant suppliers, we gather insights into energy management, emissions reduction, waste handling, water usage and other environmentally related topics. Significant suppliers are identified based on their risk of negative environmental impacts. All of our significant suppliers are enrolled in our sustainability reporting platform and capacity-building programs. Our assessment indicates that suppliers representing 66% of our significant supplier spend have established or are developing GHG reduction programs.

In alignment with our risk-based supplier due diligence process, we do not maintain relationships with suppliers who fail to uphold our BPCoC, meet our quality standards or who violate labor standards. For more information on our ethical operations, see the Human rights and Business integrity sections.

Supplier & procurement training

We provide sustainability learning sessions for our suppliers, including webinars that support their decarbonization efforts. This year, due to our educational webinars, we experienced a significant increase in supplier engagement using a third party sustainability platform. We also offer tailored training and workshops from our in-house and external experts to address specific supplier needs.

We also provide training to our Procurement team to help them support our suppliers in aligning with our sustainability, embodied carbon and circularity goals. Informed by our 2024 Sustainable Survey Results, we launched a new escalation process with significant suppliers that have low-maturity sustainability programs. We collaborate with these suppliers to improve their knowledge of sustainability, embodied carbon tracking strategies, circularity metrics and emissions reduction opportunities.

Supplier inclusion

Creating an inclusive supply chain strengthens resilience, unlocks innovative ideas and promotes economic growth in the communities we serve. We actively collaborate with qualified, experienced and value-focused suppliers from all backgrounds, which include small businesses and veterans.

As part of our Supplier Inclusion program, prospective suppliers can complete a vendor profile on our supplier platform to let us know about their capabilities and certifications. All business enterprises interested in doing business with Trane Technologies can submit a profile.

Logistics

We constantly seek opportunities to improve our logistics, reduce our carbon footprint and cycle time and increase transparency. Over the past year, we built upon our current initiatives, which include:

- Consolidating stock orders to reduce number of shipments;
- Expanding Less-Than-Truckload and reducing Parcel shipments to transport greater volume in fewer trucks;
- Shifting air shipments to alternative ground or rail methods;
- Optimizing routing efficiency within our dedicated fleets, which reduces empty miles;
- Fostering alternative fuel programs for drayage between ports and distribution centers;
- Implementing returnable packaging solutions; and
- Tracking real-time ocean-freight emissions through a third party, allowing shipment-level visibility for the first time.

We manufacture in region, for region where possible and design our transportation initiatives to reduce transit miles and lower carbon dioxide emissions. In 2025, we pooled shipments, consolidating over 19,000 tons into approximately 3,500 full truckload shipments, avoiding nearly 1,000 metric tons of carbon dioxide equivalent ($mtCO_2e$).

Our Dedicated Carrier Program focuses on minimizing empty trailer miles. In 2025, this program reduced empty trailer miles by 27% on the lanes covered by the Dedicated Fleet, leading to an emissions reduction of approximately 150 $mtCO_2e$.

We prioritize the use of SmartWay carriers, a program led by the U.S. Environmental Protection Agency to promote freight efficiency and sustainability through transparent data tracking. In 2025, we transported 75% of our shipments through SmartWay-certified carriers, resulting in an emissions reduction of approximately 8,700 $mtCO_2e$ compared to non-SmartWay carriers.

Public policy

GRI 2-29

We advocate for public policies founded on sound scientific principles that benefit business and society. We engage with policymakers, trade associations, industry leaders and environmental champions to promote the adoption of innovative, sustainability-driven solutions that meet the needs of our customers. We advocate for policies and mandates that support decarbonization and further a net-zero future.

We support standardized reporting frameworks that promote transparent disclosure of greenhouse gas (GHG) emissions across industries, as well as the validation of emissions reduction targets by a third party, such as the Science Based Targets initiative (SBTi).

Public policy management

Led by our Chair and CEO, our Government Relations Steering Committee meets quarterly to assess key legislative and regulatory developments. The committee considers these developments in relation to our business and our policy collaborators, which are typically non-governmental organizations (NGOs) and industry trade associations. We develop, adopt and manage policy positions and assess trade association positions based on their alignment with our business strategy, impact on our company and ability to advance a more sustainable future. When positions do not align, we engage to influence policymakers and stakeholders, counter unproductive messaging or modify our participation with affiliates that no longer support our strategy.

Policy & advocacy areas

As a signatory of the COP27 Action Declaration on Climate Policy Engagement, we are committed to policy engagement activities that support international climate agreements. We propose and advocate for policies that encourage energy efficiency and reduce emissions, including policies that support the adoption of energy-efficient products, low-global warming potential (GWP) refrigerants and renewable energy.

Throughout the year, we participate in key meetings and forums with government leaders and policymakers in the U.S., the European Union and countries around the world. We also frequently provide technical support and submit formal comments.

Examples of our public comments and testimonies on federal and state standards and regulations are available on our Policies, Practices and Disclosures webpage under Sustainability Advocacy. Additionally, the Embedding sustainability section includes examples of how we engaged with key stakeholders in 2025.

In 2025, InfluenceMap ranked Trane Technologies as one of the top four companies globally for climate policy engagement and recognized Trane Technologies as the highest rated "industrial" company in their 2025 Company Rankings. To achieve this recognition, a company must demonstrate a strategic level of transparent, positive and direct advocacy on climate-related policy.

Refrigerant transition

For over a decade, Trane Technologies has consistently supported the global transition away from high-GWP hydrofluorocarbons (HFCs) and advocated for policies that enable the adoption of new low-GWP refrigerants. We began transitioning from high-GWP HFCs as early as 2014 and continue to lead in transitioning refrigerants ahead of regulations. In 2025, we transitioned our Residential and light Commercial HVAC systems to a next-generation, low-GWP refrigerant with 78% less GWP.

We frequently share our product innovation and technology readiness insights with policymakers to inform them of what is practically scalable for operational and customer use. In 2025, we continued to volunteer our technical and sustainability expertise with jurisdictions and code and standard development organizations to support the transition to lower GWP refrigerants under the American Innovation and Manufacturing (AIM) Act.

To further advance the transition to low-GWP refrigerants, we chair and participate in technical standards committees, including committees for equipment design, installation and refrigerant classification standards. We also train technicians and other stakeholders to promote the successful adoption of new refrigerant technologies worldwide. Learn more about how we help our technicians and customers transition to low-GWP refrigerants in the Sustainable innovation section.

Energy efficiency standards

We are heavily engaged in the development of relevant product energy efficiency standards (minimum energy performance standards [MEPS]) globally, with a focus on advocating for increased performance for HVAC products. We participate in MEPS development through public comment proceedings for rulemakings. These include rulemakings with the U.S. Department of Energy or U.S. state appliance standards and national MEPS in the European Union, China and South America.

We encourage the adoption of the latest, most efficient energy building codes at the local level and volunteer our expertise to update model building energy codes. We support policies and incentives related to the adoption of energy-efficient technologies, such as efficient heat pumps, which help our customers reduce energy demand and operational costs.

Partnering to double global energy efficiency by 2030

Ahead of the 30th annual United Nations Conference of the Parties (COP30) in 2025, Trane Technologies signed a letter from more than 150 U.S. organizations and businesses to the incoming COP30 Presidency of Brazil. This letter affirmed signatories' commitment to deploy demand-side climate solutions in the U.S. and to partner with governments to double global energy efficiency by 2030.

> Leading through transformative change means collaborating across industries and geographies. Trane Technologies is privileged to be at the heart of this evolution.
>
> **DAVE REGNERY, CHAIR & CEO, TRANE TECHNOLOGIES**

How to rethink energy demand to build a sustainable, resilient future

Read →

System-level energy efficiency

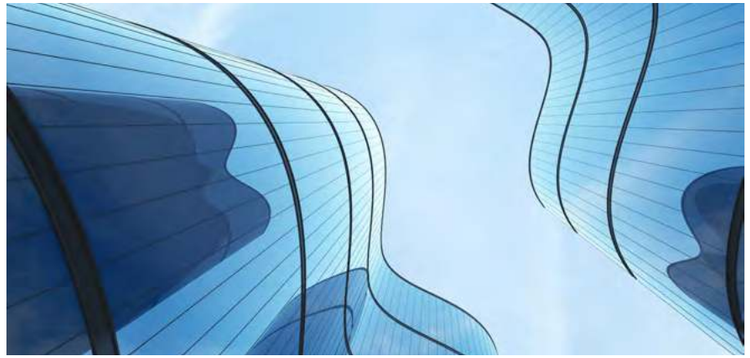
We advocate for policies that advance system-level energy efficiency, such as policies promoting real-time energy consumption data to reduce system-level energy waste. At the system level, the use of intelligent information and communication technologies (ICT) creates greater savings than device-only ICTs and improves overall operational efficiency and productivity.

Renewable energy

By implementing intelligent energy demand management and energy storage solutions, the electric grid can load-shift electricity demand to periods when more renewable energy is available, which can reduce emissions from fossil fuel-based sources. We engage with the Business Council for Sustainable Energy (BCSE) and Ceres to support the expansion of renewable energy and energy-efficient load shifting.

Electrification of the built environment

We support building electrification policies and energy codes within the European Union and in the U.S., including efficient heat pump adoption policies and incentives. For example, we are a member of the California Heat Pump Partnership (CAHPP), a public-private partnership created to identify and address barriers to achieving the state's goal to install six million heat pumps in residential and commercial buildings by 2030. The CAHPP will hold its first "Heat Pump Week" in 2026, and we will be at the forefront of the event to promote heat pump adoption.



Extreme heat resilience

Drawing from our expertise in air systems and cooling, we support practical solutions in schools, homes and workplaces to protect against the negative effects of heat waves, including passive cooling standards (e.g building orientation, insulation and ventilation), adoption of energy-efficient cooling technologies, temperature limits in schools and heat illness education in the workplace.

Through our continued participation in Duke University's HeatWise Policy Partnership, we sponsored and attended the second HeatWise Policy Partners Summit in 2025. This event brought together federal and local policymakers, private sector leaders and community advocates to collaborate on strategies to reduce heat-related risks in communities and build long-term resilience. Outcomes of the summit will directly inform federal policy discussions and heat resilience strategies nationwide.

Extreme heat presents a powerful opportunity for collective action. In 2025, we co-developed a white paper with Forum for the Future and the Climate and Health Coalition. The white paper outlines specific actions needed to build heat resilience across communities, businesses and governments. It also explores practical guidance and proven solutions to strengthen heat wave readiness across sectors and geographies.

Heat Resilience: An opportunity for cross-sector action on heat in the United States

Read →

Political engagement

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

In the U.S., we manage a non-partisan political action committee (PAC), which complies with all applicable laws and is regulated by the Federal Election Commission (FEC). Under the FEC, we publicly disclose the funds donated by eligible employees to the PAC, as well as resulting contributions to federal candidates in the FEC Campaign Finance Database. The Trane Technologies employee PAC is 100% voluntary. We do not allow our team members to receive reimbursement from Trane Technologies for PAC contributions or personal contributions to political parties and candidates.

In 2025, global lobbying expenditure totaled $1.1 million. More information on our lobbying expenditure can be found in the Sustainability data center.

527 organizations & super PACs

Trane Technologies does not contribute to 527 organizations, which are political organizations created under Section 527 of the U.S. Internal Revenue Code, other than PACs and candidates. We also do not contribute to federal independent expenditure-only committees, also known as "super PACs."

Policy associations

We belong to a number of representative trade, industry and policy associations. A full list of our associations and memberships is available on our website.

Scaling can be challenging because every building has legacy systems, budget constraints and local regulations to navigate, but those barriers are surmountable. We need policymakers, industry leaders and communities working together to embrace this vision.

JOSE LA LOGGIA, GROUP PRESIDENT EMEA, TRANE TECHNOLOGIES

How sustainability drives profitability in the built environment

Read →

Memberships & associations

GRI 2-28

Trane Technologies partners with organizations that share our ambition to accelerate progress toward emissions and energy reductions and to broaden opportunities for all. View a comprehensive list of the organizations and associations we partner with on our website.

Climate Group's RE100, Smart Energy Coalition, SteelZero & EV100 initiatives

Trane Technologies is a member of the Climate Group's RE100, with a goal to source 100% renewable electricity by 2040; Smart Energy Coalition, with a goal to double our energy productivity by 2035 from a 2013 baseline; SteelZero, with a goal to purchase 50% low-carbon steel by 2030 and 100% net-zero steel by 2050; and EV100, with a goal to purchase only zero-emission vehicles beginning in 2030 for advanced markets or 2035 for emerging markets.

World Economic Forum (WEF)

Trane Technologies partners with WEF, an organization that facilitates multi-stakeholder collaboration on sustainability initiatives. Our leadership participates in coalition meetings on a range of topics, including supply chain, energy and climate.

Alliance of CEO Climate Leaders

Our Chair and CEO is a member of WEF's Alliance of CEO Climate Leaders, an influential network of business leaders committed to raising bold climate ambition and accelerating the net-zero transition by setting science-based targets, disclosing emissions and catalyzing decarbonization and partnerships across global value chains.

First Movers Coalition

Trane Technologies is an inaugural member of WEF's First Movers Coalition (FMC) launched in 2021 at the Conference of the Parties 26 (COP26) in Glasgow, Scotland. FMC members agree to set ambitious purchasing targets for hard-to-abate material.

Sustainable Markets Initiative

Our Chair and CEO is a member of the Sustainable Markets Initiative (SMI) and leads SMI's Built Environment & Data Centers Pathfinder. SMI's mission is to build a coordinated global effort through key initiatives that enable the private sector to accelerate transition to a sustainable future. Terra Carta is SMI's guiding mandate and proposes a set of principles for 2030 that place Nature, People and Planet at the heart of the private sector's global value creation.

Race to Zero

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

Opportunity@Work

Opportunity@Work is working to rewire the U.S. labor market to create opportunity for workers who are Skilled Through Alternative Routes (STARs). As the first manufacturing coalition partner, we actively work to create more opportunities for workers who are STARs and expand pathways for qualified talent.

United Nations Global Compact (UNGC) CEO Water Mandate

Trane Technologies is an endorsing company of the UNGC CEO Water Mandate, having formally joined the initiative as part of its broader UN Global Compact participation. We commit to advancing corporate water stewardship across the mandate's six core elements of direct operations, supply chain, watershed management, collective action, public policy engagement, community engagement and transparency.

World Business Council for Sustainable Development

Trane Technologies is a member of World Business Council for Sustainable Development (WBCSD) and our CTO/CSO serves on the Built Environment Platform's Board of Directors. WBCSD drives value chain transformation through focused collaborative efforts such as the Critical Materials Collective (CMC). As a member of CMC, we collaborate to accelerate the transition to high quality, low-carbon materials and more circular value chains.

Business Council for Sustainable Energy

The Business Council for Sustainable Energy (BCSE) is a coalition of companies and trade associations focused on achieving a sustainable economy through the accelerated adoption of clean energy solutions for all customers. As a BCSE member, we advocate for policies that support clean energy and promote clean energy adoption.

Disability:IN

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

Data & frameworks

About our data →
United Nations Sustainable Development Goals →
GRI content index →
SASB content index →
TCFD content index →
WEF content index →
Sustainability data center →

About our data

GRI 2-4, 2-5

Data presented represents the reporting period from January 1, 2025, to December 31, 2025, unless otherwise noted, and aligns with our financial reporting period.

We receive limited assurance from an independent third party on an annual basis for select Environmental, Health and Safety (EHS) and greenhouse gas (GHG) emissions data, including purchased goods and services emissions data and product use emissions data. View the results in our 2025 Limited Assurance Report.

Throughout this report, we calculate and report on Scope 1, 2 and 3 GHG emissions using the GHG Protocol.

Scope 1 & 2 GHG emissions

We define our organization boundary using the financial control approach, as we believe this reporting approach most accurately reflects the direct impact of our operational footprint. We report Scope 2 GHG emissions using an adjusted, market-based approach, which considers specific emission factors associated with the energy sources chosen and incorporates the renewable electricity that we proactively procure or generate.

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 our 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 advance, the operational data we report improves in accuracy and expands in breadth.

Scope 3 GHG emissions

We calculate and report on relevant Scope 3 categories. Trane Technologies' Scope 3 product-related GHG emissions are those emissions associated with the product-use phase and cover the majority of revenue associated with our diverse product portfolio. For data associated with our company's 2030 Gigaton Challenge commitment, heating and cooling output is normalized for growth to capture product performance improvements. Information on how we calculate our cumulative customer emissions reduction is available in the Gigaton Challenge Playbook.

Trane Technologies has made various acquisitions since 2019. Certain product-related emissions are not yet reflected in our Scope 3 emissions due to the timing of acquisitions and ongoing efforts to integrate acquired product and systems data into our calculation processes. This temporary exclusion supports data accuracy and consistency. As our data collection system matures, the operational information we provide will become more accurate and comprehensive.

Reporting frameworks

Our annual Sustainability Report aligns with leading sustainability reporting frameworks.

Global Reporting Initiative (GRI): The GRI Standards are fundamental to our reporting process, and we report with reference to GRI. See our GRI content index.

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

Task Force on Climate-related Financial Disclosures (TCFD): We support TCFD by signing and aligning with the voluntary disclosure framework. See our TCFD content index.

World Economic Forum (WEF): Stakeholder Capitalism Metrics: We disclose our performance against the WEF's Stakeholder Capitalism Metrics to demonstrate our performance on sustainability topics and contributions to the United Nations Sustainable Development Goals. See our WEF content index for details.

United Nations Sustainable Development Goals (UN SDGs): We identify the UN SDGs on which we can have the most meaningful impact. Learn about our ambitions in the United Nations Sustainable Development Goals section.

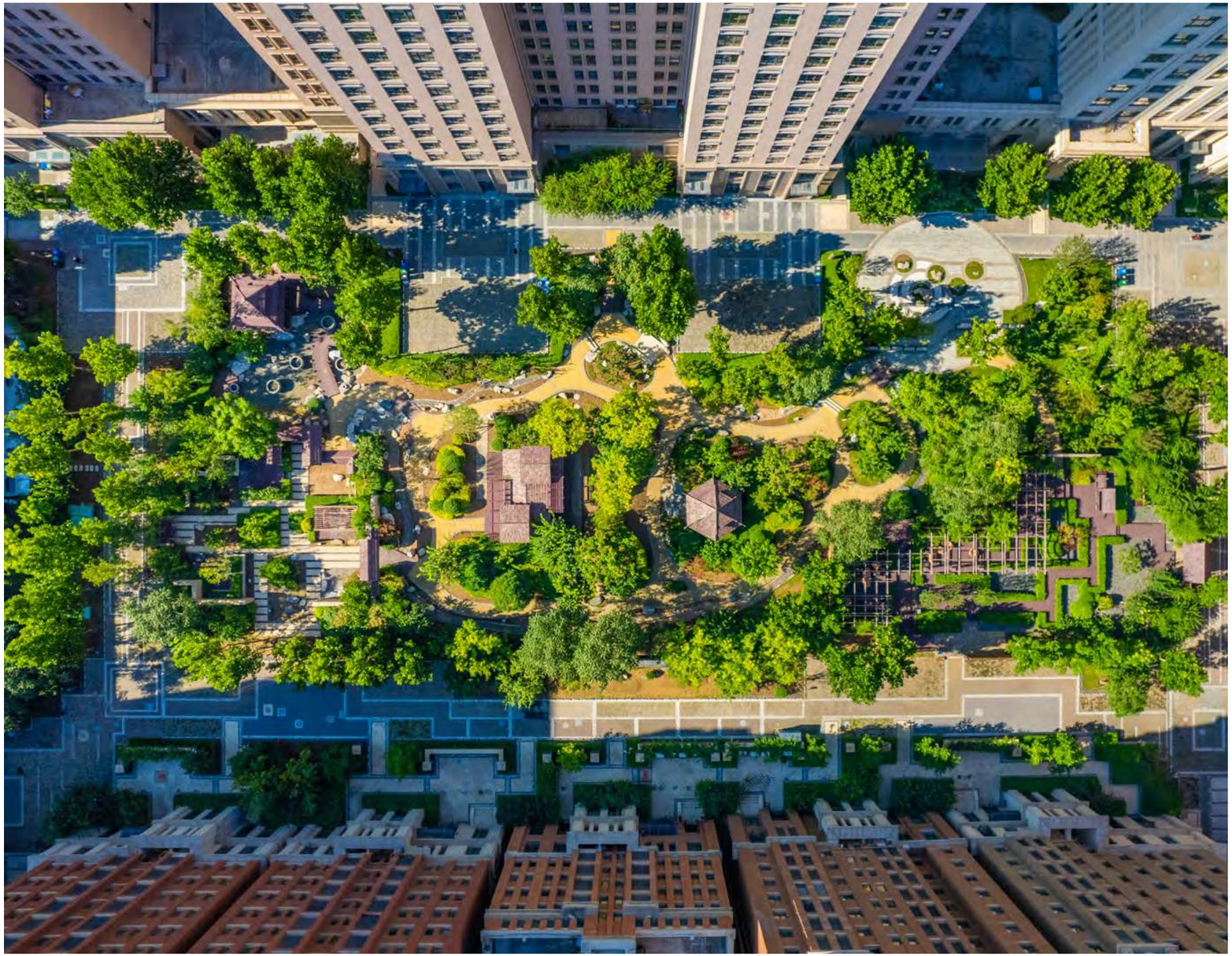
CDP: We voluntarily respond to the CDP questionnaire to disclose environmental impacts, risks and opportunities and performance data. See our 2025 CDP Response.

United Nations Global Compact (UNGC): We align our operations and strategy with the universally accepted Ten Principles outlined by UNGC in the areas of human rights, EHS and anti-corruption. See our Global Compact status.

Forward-looking statements

This report contains certain forward-looking statements within the meaning of securities law, which are statements that are not historical facts, including statements regarding our 2030 Sustainability Commitments; our pathway to net-zero by 2050; our sustainability targets, goals, commitments and programs; our product and service innovations; our expectations for workforce talent; other business plans, initiatives and objectives; and our outlook on the market in which we operate. These forward-looking statements are based on our current expectations and are subject to risks and uncertainties, which may cause actual results to differ materially from our current expectations. These forward-looking statements generally are identified by the words "aim," "believe," "project," "dedicate," "expect," "commit," "estimate," "propose," "forecast," "intend," "strategy," "invest," "plan," "may," "could," "should," "will," "would," "will be," "will continue," "will likely result" or the negative thereof or variations thereon, or similar terminology generally intended to identify forward-looking statements.

All such statements are intended to enjoy the protection of the safe harbor for forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended. Our actual future results, including the achievement of our targets, goals or commitments, could differ materially from our projected results as a result of changes in circumstances, assumptions not being realized or other risks, uncertainties and factors. Such risks, uncertainties and factors include the risk factors discussed in Item 1A of our most recent Annual Report on Form 10-K and subsequent quarterly reports on Form 10-Q filed with the U.S. Securities and Exchange Commission (SEC). We urge you to consider all the risks, uncertainties and factors identified above or discussed in such reports carefully in evaluating the forward-looking statements in this report. New risks and uncertainties arise from time to time, and it is impossible for us to predict these events and how they may affect our company. We assume no obligation to update these forward-looking statements.



United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (UN SDGs) call for a more sustainable and united world through individual, business and global action. We set ambitious 2030 Sustainability Commitments that demonstrate our pledge to address environmental and socioeconomic topics in line with the SDGs.

Using Trucost's SDG Evaluation Tool, we identified three primary SDGs on which we could have the most meaningful impact.

SDG 5: Gender equality

We are broadening access and building a stronger talent pipeline as part of our Opportunity for All commitment. We continue to expand our hiring and recruiting practices by recruiting from a number of sources and removing academic degree and industry skill requirements in roles where they are not necessary. We also offer a variety of learning programs that help women and others develop in their careers and well-being programs that enable women and others to thrive at work and home.

SDG 7: Affordable & clean energy

As part of RE100, we are committed to sourcing 100% renewable energy by 2040, which exceeds RE100 requirements. Accordingly, we employ energy efficiency measures across our enterprise, purchase renewable energy for our operations, work to advance policies to increase the availability of renewable energy and create innovative energy-efficient products.

SDG 13: Climate action

Trane Technologies proactively works to decrease greenhouse gas emissions across the built environment and transportation sectors. Our Climate Transition Plan details our climate strategy.

Further SDG alignment

SDG 2: Zero hunger

In addition to our Thermo King® cooling solutions that help protect food in transit, resulting in reduced food loss, we support several community partners focused on reducing food insecurity.

SDG 3: Good health & well-being

We offer benefits that support the physical and mental well-being of our team members, including an Employee Assistance Program, parental leave and family care policies. Read more about our benefits in the Our workforce & culture section.

SDG 4: Quality education

We encourage and invest in employee learning and career development through Trane Technologies University, our Tuition Advancement Program and our extensive learning portfolio. We continue to contribute to external educational organizations that enhance access to education. Read more about our learning and development programs and educational support within the Community engagement section.

SDG 9: Industry, innovation & infrastructure

Our thermal management systems and digital solutions demonstrate our focus on innovating resilient and efficient products. We support policies to upgrade infrastructure to enable decarbonization. Read more about our sustainable innovation process and policy efforts that align with advancing sustainable infrastructure.

SDG 10: Reduced inequalities

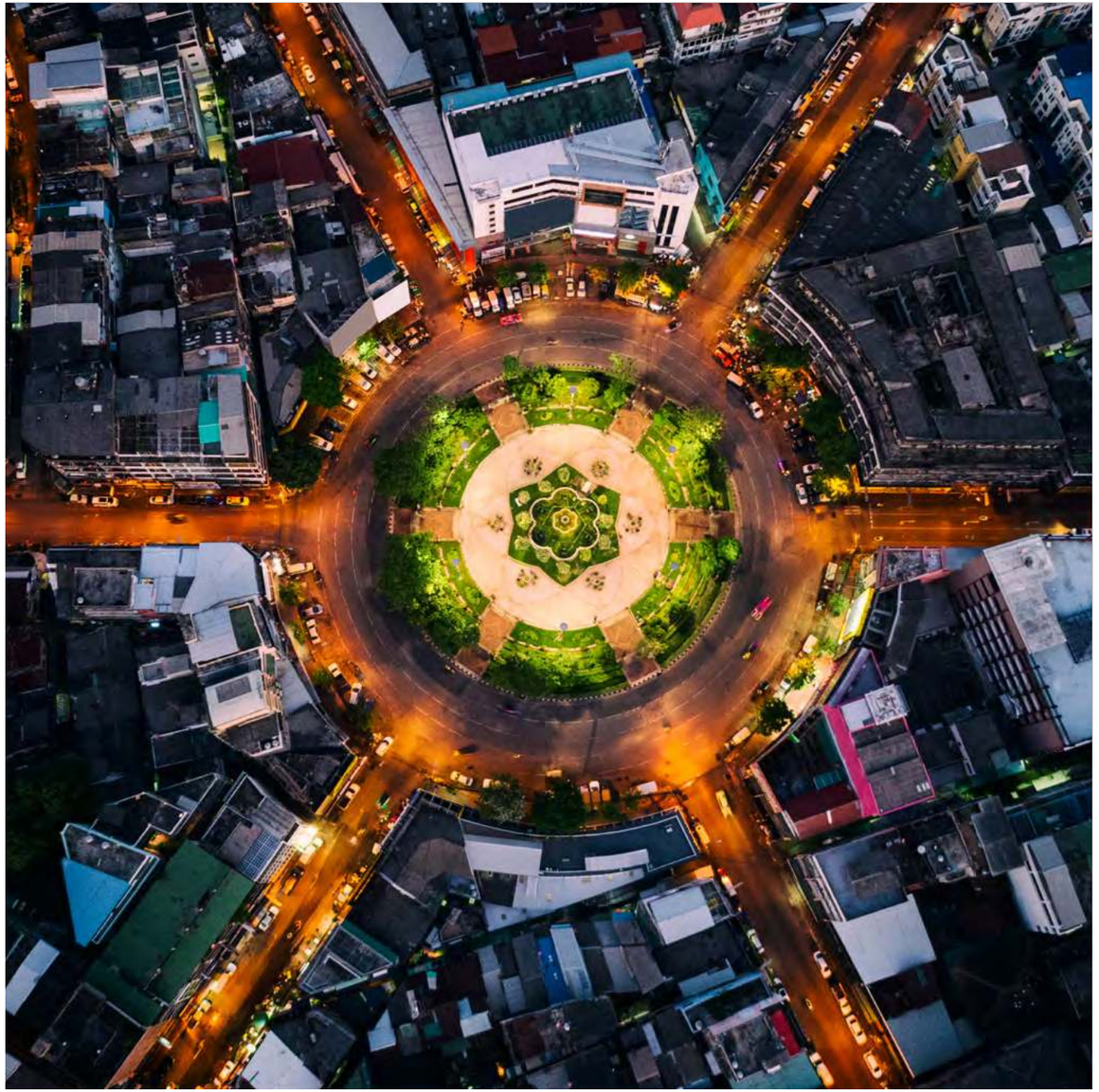
Broadening access to a diverse pipeline and workforce supports Trane Technologies' future growth and innovation, which is why Opportunity for All is one of our three 2030 Sustainability Commitments pillars. We invest in the next generation of talent and develop new hiring pipelines to broaden opportunities. Read more about how we create Opportunity for All in the Our workforce & culture section.

SDG 11: Sustainable cities & communities

With our Gigaton Challenge, we reduce our emissions and improve air quality in local communities. We invested more than $100 million in our all-electric Thermo King evolve™ portfolio, which includes electric refrigeration solutions for truck, trailer, rail, air and marine transport. Read more about our emission-reducing and building solutions in the Sustainable innovation section.

SDG 12: Responsible consumption & production

We have established strict sourcing requirements and conduct policies for our suppliers in our Business Partner Code of Conduct, Sustainable Procurement Policy and Global Human Rights Policy. We design our products for reliability and safety, meeting or exceeding global industry standards and codes. Read more about our product reliability & safety.



GRI content index

Statement of use: Trane Technologies has reported the information cited in this GRI content index for the period 1 January 2025 to 31 December 2025 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

GRI 2: General Disclosures 2021

Disclosure number	GRI disclosure title	2025 direct response or location
The organization and its reporting practices		
2-1	Organization details	Trane Technologies 170/175 Lakeview Drive Airside Business Park Swords, Co. Dublin, Ireland Form 10-K: Cover page Countries of operation: Form 10-K: Cover page and Part I, Item 2 Nature of ownership and legal form: Form 10-K: Cover page and Part I, Item 1
2-2	Entities included in the organization's sustainability reporting	Form 10-K: Part I
2-3	Reporting period, frequency and contact point	Reporting period: 1 January 2025–31 December 2025 Reporting frequency: Annual Trane Technologies' financial reporting period aligns with the sustainability reporting period. Date of report publication: 5 June 2026 Point of contact: Carrie Ruddy carrie.ruddy@tranetechnologies.com
2-4	Restatements of information	About our data
2-5	External assurance	Sustainability commitments About our data 2025 Limited Assurance Report Select environmental, health and safety indicators receive limited assurance annually by an independent third party. The assurance process is led by the Vice President, Environmental, Health and Safety Operations, who reports to the Senior Vice President, Chief Global Integrated Supply Chain Officer.

Disclosure number	GRI disclosure title	2025 direct response or location
Activities and workers		
2-6	Activities, value chain and other business relationships	Form 10-K: Part I, Item 1 Supply chain sustainability & performance Value chain webpage During the reporting year, there were no major changes within our supply chain.
2-7	Employees	Our workforce & culture Sustainability data center Our workforce breakdown includes the total number of full-time and hourly employees by region and gender. We employ contractors but do not currently track the region and gender breakdown of the contractor workforce. We did not experience significant fluctuations in our workforce during the reporting period.
2-8	Workers who are not employees	Our workforce & culture Sustainability data center
Governance		
2-9	Governance structure and composition	Sustainability management 2025 Annual Report / 2026 Proxy Statement
2-10	Nomination and selection of the highest governance body	Sustainability management 2025 Annual Report / 2026 Proxy Statement
2-11	Chair of the highest governance body	Sustainability management 2025 Annual Report / 2026 Proxy Statement
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability management 2025 Annual Report / 2026 Proxy Statement
2-13	Delegation of responsibility for managing impacts	Sustainability management 2025 Annual Report / 2026 Proxy Statement
2-14	Role of the highest governance body in sustainability reporting	Sustainability management 2025 Annual Report / 2026 Proxy Statement
2-15	Conflicts of interest	2025 Annual Report / 2026 Proxy Statement The company's Conflicts of Interest Policy requires employees to disclose actual or potential conflicts of interest in a variety of categories, which generally capture the four categories of conflicts defined by GRI 2-16-b. Each disclosure is reviewed by the company's Ethics and Compliance Group and disclosed to the employee's manager. Conflict disclosures are escalated within the company, including to the Board of Directors, as necessary to effectively eliminate or mitigate the conflict.

Disclosure number	GRI disclosure title	2025 direct response or location
2-16	Communication of critical concerns	Business integrity 2025 Annual Report / 2026 Proxy Statement Trane Technologies' Vice President and Deputy General Counsel, Global Compliance provides an overview of critical concerns to the company's Global Business Integrity Council (GBIC) six times per year and the Audit Committee of the Board of Directors five times per year. The GBIC brings together executive focus and expertise to drive consistent implementation of risk-based compliance solutions to prevent, detect and remediate misconduct and promote an ethical culture. The GBIC is chaired by the CEO and co-owned by the Vice President and Deputy General Counsel, Global Compliance, who acts as the company's chief compliance officer. Other participants in the Council include the Executive Vice President and Chief Financial Officer; Senior Vice President, Human Resources; the Vice President, Assurance and Advisory Services; and the Director of Global Compliance Investigations. As defined in its charter, the Council executes the company's global ethics and compliance program and supervises subordinate regional compliance committees. The Vice President and Deputy General Counsel, Global Compliance has access to the members of the Board of Directors' Audit Committee, including the Chair, to discuss and review matters.
2-17	Collective knowledge of the highest governance body	2025 Annual Report / 2026 Proxy Statement
2-18	Evaluation of the performance of the highest governance body	Sustainability management 2025 Annual Report / 2026 Proxy Statement
2-19	Renumeration policies	Sustainability management 2025 Annual Report / 2026 Proxy Statement
2-20	Process to determine renumeration	2025 Annual Report / 2026 Proxy Statement
2-21	Annual total compensation ratio	2025 Annual Report / 2026 Proxy Statement

Disclosure number	GRI disclosure title	2025 direct response or location
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	CEO letter to Stakeholders A note from our Chief Technology & Sustainability Officer 2025 Annual Report / 2026 Proxy Statement
2-23	Policy commitments	Our environmental, health and safety, and ethical operations policies are described throughout our Sustainability Report. Links, applicable activities and communication processes are described in the relevant section. Human rights Business integrity Environmental, health & safety management
2-24	Embedding policy commitments	Human rights Business integrity Environmental, health & safety management
2-25	Processes to remediate negative impacts	Business integrity
2-26	Mechanisms for seeking advice and raising concerns	Business integrity Code of Conduct
2-27	Compliance with laws and regulations	Trane Technologies operates with integrity and expects all employees and business partners to uphold the same ethical standards. The number of instances of non-compliance and the monetary value of fines for instances of non-compliance are considered confidential.
2-28	Membership associations	Memberships & associations
Stakeholder engagement		
2-29	Approach to stakeholder engagement	Embedding sustainability Sustainable innovation Product sustainability & circularity Sustainability management Public policy
2-30	Collective bargaining agreements	15.5% of our global workforce is covered by collective bargaining agreements. Trane Technologies determines working conditions and terms of employment on a regional, country and industry specific basis.

GRI 3: Material Topics 2021

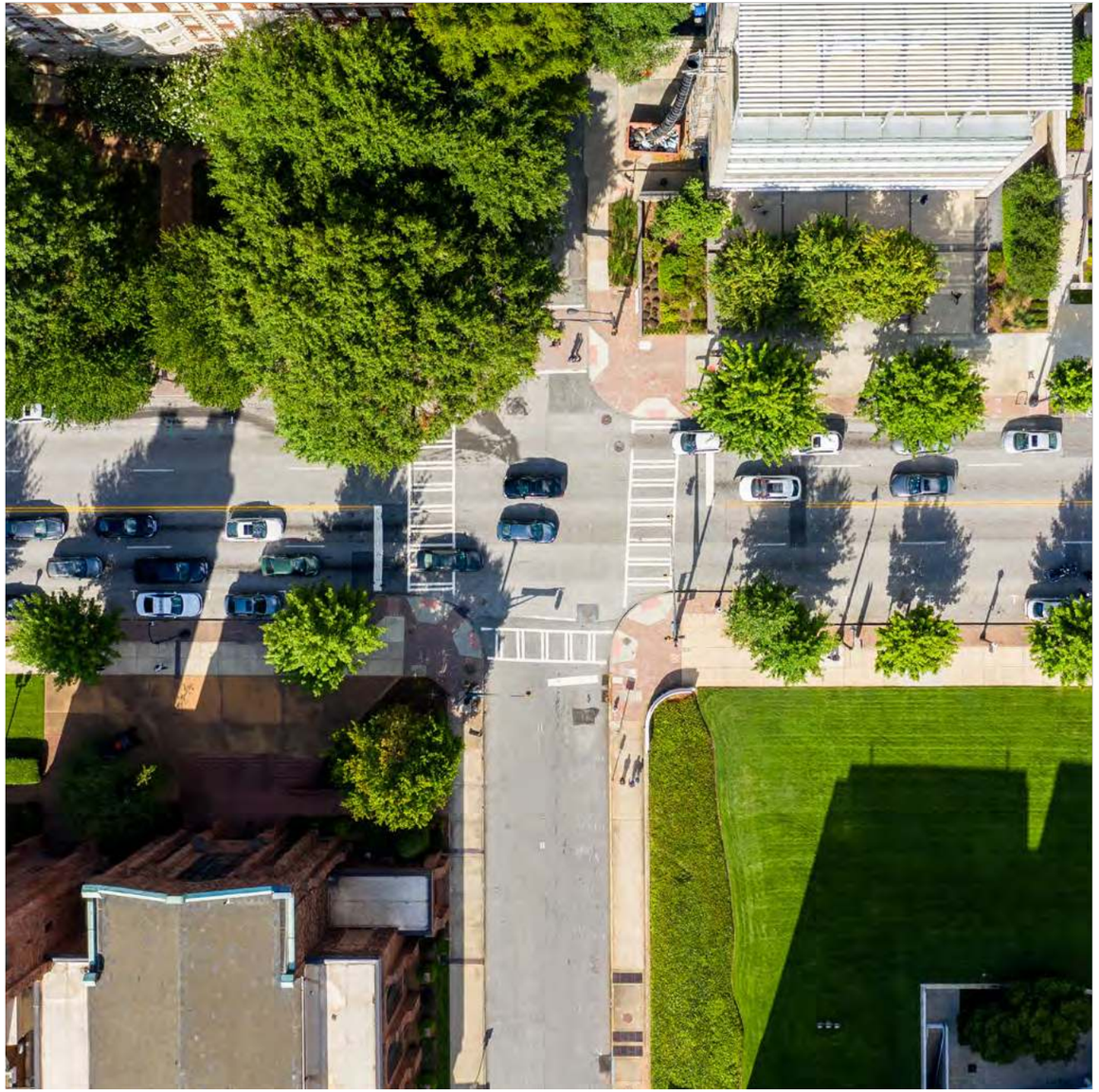
Disclosure number	GRI disclosure title	2025 direct response or location
The organization and its reporting practices		
3-1	Process to determine material impacts	Materiality assessment webpage Sustainability management
3-2	List of material topics	Materiality assessment webpage Sustainability management
Business integrity I GRI 205: Anti-Corruption 2016		
3-3	Management of material topics	Business integrity
205-2	Communication and training about anti-corruption policies and procedures	Business integrity Our Anti-Bribery and Corruption Policy is communicated to 100% of employees, including our Board of Directors, through our Code of Conduct and to 100% of our business partners through the Business Partner Code of Conduct. All salaried employees and the Board of Directors must complete anti-corruption training upon hire and every two or three years based on a risk analysis of their function at the company.
Climate risk I GRI 201: Economic Performance 2016		
3-3	Management of material topics	Climate Transition Plan Our climate strategy Business integrity TCFD content index 2025 CDP Response
201-2	Financial implications and other risks and opportunities due to climate change	Climate Transition Plan Our climate strategy Business integrity TCFD content index 2025 CDP Response (See questions 3.1.1 and 3.6.1)
Company culture I GRI 401: Employment 2016		
3-3	Management of material topics	Our workforce & culture
401-1	New employee hires and employee turnover	Our workforce & culture Sustainability data center
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our workforce & culture Sustainability data center
401-3	Parental leave	Our workforce & culture Sustainability data center
Diversity & Inclusion I GRI 405: Diversity & Equal Opportunity 2016		
3-3	Management of material topics	Our workforce & culture
405-1	Diversity of governance body and employees	2025 Annual Report / 2026 Proxy Statement Our workforce & culture Sustainability data center

Disclosure number	GRI disclosure title	2025 direct response or location
Greenhouse gas (GHG) emissions I GRI 305: Climate Change 2016		
3-3	Management of material topics	Climate Transition Plan Our climate strategy Greenhouse gas emissions
305-1	Energy direct (Scope 1) GHG emissions	Greenhouse gas emissions Sustainability data center Climate Transition Plan Gases included in the calculation: CO_2, CH_4, N_2O, HFCs 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, June 2024; 2017 Climate Registry Default Emissions Factors Report, Table B.2, April, 2020. Consolidation approach for emissions: Financial control Standards, methodologies, assumptions and/or calculation tools used: World Resources Institute, GHG Protocol Explanation of any significant changes in emissions that triggered recalculations of base year emissions: No significant changes triggering recalculations in 2025
305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse gas emissions Sustainability data center Climate Transition Plan 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: U.S. location-based factors: 2023 eGRID, eGRID2023-data.xlsx, January 17, 2025. Location-based factors for other locations: International Energy Agency (IEA) Emission Factors published September 2024. Market-based factors: Electricity supplier provided GHG factor where available. Where not available, factors obtained from 2024 Green-e® Residual Mix Emissions Rates (2022 Data); Institute for Global Environmental Strategies (IGES), List of Grid Emission Factors, version 11.5 published October 2024; or Association of Issuing Bodies. European Residual Mixes, Results of the Calculation of Residual Mixes for the calendar year 2023. Consolidation approach for emissions: Financial control Standards, methodologies, assumptions and/or calculation tools used: World Resources Institute, GHG Protocol Explanation of any significant changes in emissions that triggered recalculations of base year emissions: No significant changes triggering recalculations in 2025

Disclosure number	GRI disclosure title	2025 direct response or location
305-3	Other indirect (Scope 3) GHG emissions	Greenhouse gas emissions Sustainability data center Climate Transition Plan Gases included in the calculation: All Scope 3 categories covered by the GHG Protocol Scope 3 emissions categories and activities included in the category: All Scope 3 categories covered by the GHG Protocol. Base year for the calculation: 2019 Standards, methodologies, assumptions and/or calculation tools used: Data sources and calculation methodologies vary based on the most relevant Scope 3 categories calculated Explanation of any significant changes in emissions that triggered recalculations of base year emissions: No significant changes triggering recalculations in 2025
305-4	GHG emissions intensity	Greenhouse gas emissions Sustainability data center Gases included in the calculation: CO_2, CH_4, N_2O Organization-specific metric (the denominator): Million USD Types of GHG emissions included in the intensity ratio: Scope 1 and market-based Scope 2 GHG emissions
305-5	Reduction of GHG emissions	Greenhouse gas emissions Sustainability data center Climate Transition Plan Gases included in the calculation: CO_2, CH_4, N_2O Base year for the calculation: 2019 Scopes in which reductions took place: Scope 1 and 2 Standards, methodologies, assumptions and/or calculation tools used: GRI 305: Emissions 2016, Disclosure 305-5
305-6	Emissions of Ozone-Depleting Substances (ODS)	Trane Technologies is not a manufacturer of ODSs based on our interpretation of GRI 305-6.
305-7	Nitrogen Oxides (NO_x), Sulfur Oxides (SO_x) and other significant air emissions	Sustainability data center Persistent organic pollutants, volatile organic compounds, hazardous air pollutants, particulate matter and other standard categories of air emissions identified in relevant regulations are not significant air emissions for Trane Technologies. Source of emissions factors and the GWP rates 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

Disclosure number	GRI disclosure title	2025 direct response or location
Energy I GRI 302: Energy 2016		
3-3	Management of material topics	Energy
302-1	Energy consumption and self-generation within the organization	Energy Sustainability data center Source of the conversion factors used to understand the energy consumption within the organization: EPA Climate Leaders, Emission Factors for Greenhouse Gas Inventories, 18 April 2023; 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, April, 2020 Standards, methodologies, assumptions and/or calculation tools used: GRI 302: Energy 2016, Disclosure 302-1
302-2	Energy consumption outside of the organization	All energy was consumed within the organization
302-3	Energy intensity	Energy Sustainability data center Organization-specific metric (the denominator): Revenue in Million USD Types of energy included in the intensity ratio: Fuel, heating and electricity Ratio uses energy consumption within the organization

Disclosure number	GRI disclosure title	2025 direct response or location
302-4	Reduction of energy consumption	Energy Sustainability data center Climate Transition Plan Base year for the calculation: 2019 Rationale for the base year: We chose 2019 as our base year because it represented an average production year and allowed us to set ambitious targets and strategies. It also serves as the base year for our emissions reduction targets, and our energy consumption influences our progress on our emissions reduction targets. Types of energy included in the reductions: Fuel, heating and electricity Standards, methodologies, assumptions and/or calculation tools used: GRI 302: Energy 2016, Disclosure 302-4
Energy-efficient & low-emission products I GRI: Custom Disclosure		
3-3	Management of material topics	Sustainable innovation
Sustainable product design & life cycle I GRI 301: Materials 2016		
3-3	Management of material topics	Product sustainability & circularity
301-2	Recycled input materials as a percentage of total input materials used to manufacture the organization's primary products and services	Product sustainability & circularity Sustainability data center
Technology & innovation I GRI: Custom Disclosure		
3-3	Management of material topics	Sustainable innovation
Custom	Innovation Revenue: Percentage of revenue from the current reporting year derived from new solutions or new markets launched within the prior 36 months	Sustainable innovation Sustainability data center



SASB content index

Disclosure number	Disclosure	Industry	Unit	2025 direct response or location
Accounting metrics				
RT-EE-000.A; RTIG-000.A	Number of units produced by product category	Electrical and Electronic Equipment Industrial Machinery and Goods	Number	Proprietary
RT-EE-000.B; RTIG-000.B	Number of employees	Electrical and Electronic Equipment Industrial Machinery and Goods	Number	Our workforce & culture Global workforce (employees + contractors): 46,325
Energy management				
RT-EE-130a.1; RTIG-130a.1	1. Total energy consumed	Electrical and Electronic Equipment Industrial Machinery and Goods	Megawatt Hours (MWh)	Energy 894,647
	2. Percentage grid electricity	Electrical and Electronic Equipment Industrial Machinery and Goods	Percentage (%)	16%
	3. Percentage renewable	Electrical and Electronic Equipment Industrial Machinery and Goods	Percentage (%)	84%
Product life cycle management				
RT-EE-410a.1	Percentage of products by revenue that contains IEC 62474 declarable substances	Electrical and Electronic Equipment	Percent (%) by revenue	Data not available
RT-EE-410a.2	Percentage of eligible products, by revenue, that meet Energy Star® criteria	Electrical and Electronic Equipment	Percent (%) by revenue	29% of revenue is from products that can meet the efficiency metrics specified by Energy Star® for Residential Furnaces and Residential & Light Commercial Central Air-conditioners and Heat Pumps.
RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	Electrical and Electronic Equipment	Percent (%) by revenue	Approximately 43.6% of revenue is from products and services that contribute to the clean energy transition.

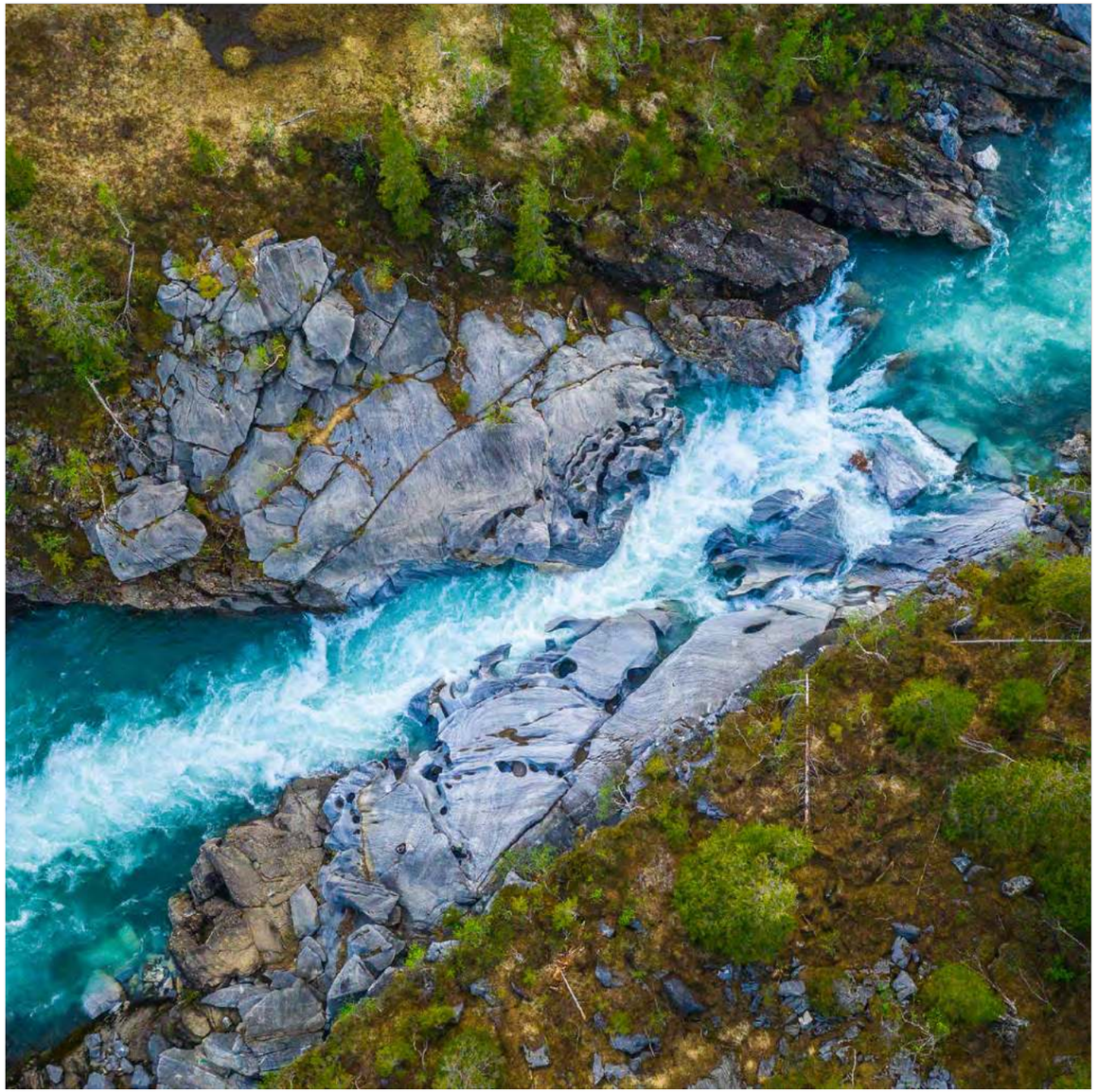
Disclosure number	Disclosure	Industry	Unit	2025 direct response or location
Hazardous waste management				
RT-EE-150a.1	Amount of hazardous waste generated, percentage recycled	Electrical and Electronic Equipment	Metric tons (mt), Percentage (%)	Amount of hazardous waste generated: 1,044 metric tons Based on SASB's assessment test, we have determined this isn't material. Learn more about our waste reduction strategy in the Waste section.
RT-EE-150a.2	Number and aggregate quantity of reportable spills, quantity recovered	Electrical and Electronic Equipment	Number, Kilograms (kg)	0 reportable spills in 2025
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 product reliability and safety, please see the Product sustainability & circularity section.
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 product reliability and safety, please see the Product sustainability & circularity section.
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	Conflict Minerals Report Supply chain sustainability & performance Human rights
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	Business integrity
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 our business ethics, please see the Business integrity section.
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 our business ethics, please see the Business integrity section.

Disclosure number	Disclosure	Industry	Unit	2025 direct response or location
Employee health & safety				
RT-IG-320a.1	Total recordable incident rate (TRIR)	Industrial Machinery and Goods	Rate	TRIR: 0.58
	Fatality rate	Industrial Machinery and Goods	Rate	Fatality rate: 0
	Near miss frequency rate (NMFR)	Industrial Machinery and Goods	Rate	Trane Technologies tracks lost-time incident rates among employees and contractors. For more information, please see the Occupational health & safety section.
Fuel economy & emissions in use-phase				
RT-IG-410a.1	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Industrial Machinery and Goods	Gallons per 1,000 ton-miles	Based on SASB's assessment test, we've determined this isn't material. For more information on this topic, please see the Greenhouse gas emissions section.
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 the Greenhouse gas emissions section.
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 the Greenhouse gas emissions section.
RT-IG-410a.4	Sales-weighted emissions of: 1. Nitrogen oxides (NO_x), 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 the Greenhouse gas emissions section.
Remanufacturing design & services				
RT-IG-440b.1	Revenue from remanufactured products and remanufacturing services	Industrial Machinery and Goods	Reporting currency	2025 Revenue: $281.6 million (USD) Product sustainability & circularity

TCFD content index

Disclosure	2025 source	
Governance		
a) Describe the board's oversight of climate-related risks and opportunities.	Climate Transition Plan	Climate Transition Plan
	2025 Sustainability Report	Sustainability management
	2025 CDP Response	Question 4.1.2
b) Describe management's role in assessing and managing climate-related risks and opportunities.	Climate Transition Plan	Climate Transition Plan
	2025 Sustainability Report	Sustainability management Business integrity
	2025 CDP Response	Questions 4.3 and 4.3.1
Strategy		
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term	Climate Transition Plan	Climate Transition Plan
	2025 Annual Report	2025 Annual Report
	2025 Sustainability Report	Sustainable innovation Greenhouse gas emissions Public policy
	2025 CDP Response	Questions 3.1 and 3.6.1
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning	Climate Transition Plan	Climate Transition Plan
	2025 Annual Report	2025 Annual Report
	2025 Sustainability Report	Sustainable innovation Greenhouse gas emissions Public policy
	2025 CDP Response	Questions 5.3.1 and 5.3.2
c) Describe the potential impact of different scenarios, including a 2°C scenario, on the organization's businesses, strategy and financial planning.	Climate Transition Plan	Climate Transition Plan
	2025 CDP Response	Questions 5.1.1, 5.1.2, 3.1.1 and 3.6.1
Risk management		
a) Describe the organization's process for identifying and assessing climate-related risks.	Climate Transition Plan	Climate Transition Plan
	2025 Sustainability Report	Business integrity
	2025 CDP Response	Questions 5.1.1, 5.1.2, 3.1.1 and 3.6.1

Disclosure	2025 source	
b) Describe the organization's processes for managing climate-related risks	Climate Transition Plan	Climate Transition Plan
	2025 Sustainability Report	Business integrity Sustainability management Greenhouse gas emissions
	2025 CDP Response	Question 2.2.2
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	Climate Transition Plan	Climate Transition Plan
	2025 Sustainability Report	Business integrity
	2025 CDP Response	Question 2.2.2
Metrics & targets		
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Climate Transition Plan	Climate Transition Plan
	2025 Sustainability Report	Sustainability commitments Our climate strategy Greenhouse gas emissions Energy Waste Water Sustainable innovation Product sustainability & circularity Supply chain sustainability & performance Sustainability data center
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Climate Transition Plan	Climate Transition Plan
	2025 Sustainability Report	Greenhouse gas emissions Sustainability data center
	2025 CDP Response	Questions 7.6, 7.7 and 7.8
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Climate Transition Plan	Climate Transition Plan
	2025 Sustainability Report	Sustainability commitments Our climate strategy Greenhouse gas emissions Energy Waste Water Product sustainability & circularity Sustainability data center
	2025 CDP Response	Questions 7.53.1 and 7.53.2



WEF content index

Theme	Disclosure	2025 location or direct response
Governance pillar		
Governing purpose	The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.	Sustainability strategy
Quality of governing body	Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.	2025 Annual Report / 2026 Proxy Statement Sustainability management
Stakeholder engagement	A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.	Sustainability management
Ethical behavior: Anti-corruption	1. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region. 2. a) Total number and nature of incidents of corruption confirmed during the current year but related to previous years. b) Total number and nature of incidents of corruption confirmed during the current year, related to this year. 3. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.	Business integrity
Ethical behavior: Protected ethics advice and reporting mechanisms	A description of internal and external mechanisms for: 1. Seeking advice about ethical and lawful behavior and organizational integrity; and 2. Reporting concerns about unethical or unlawful behavior and lack of organizational integrity.	Business integrity
Risk and opportunity oversight	Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.	Form 10-K: Part I, Item 1A Business integrity

Theme	Disclosure	2025 location or direct response
Planet pillar		
Climate change: GHG emissions	For all relevant greenhouse gases (e.g., carbon dioxide, methane, nitrous oxide, F-gases, etc.), report in metric tonnes of carbon dioxide equivalent (tCO_2e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	Greenhouse gas emissions Sustainability data center
Climate change: TCFD implementation	Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050.	Sustainability strategy TCFD content index
Nature loss	Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).	Nature Impact Assessment Greenhouse gas emissions
Freshwater availability	Report for operations where material, megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress according to WRI Aqueduct water risk atlas tool. Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.	Water 2025 CDP Response
People pillar		
Dignity and equality	Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g., ethnicity).	Our workforce & culture Sustainability data center
	Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups and other relevant equality areas.	Proprietary
	1. Ratios of standard entry-level wage by gender compared to local minimum wage. 2. Ratio of the CEO's total annual compensation to the median total annual compensation of all employees (excluding the CEO).	1. Proprietary 2. 2025 Annual Report / 2026 Proxy Statement
	An explanation of the operations and suppliers considered to have significant risk for incidents of child labour forced or compulsory labour. Such risks could emerge in relation to type of operation (such as manufacturing plant) and type of supplier; or countries or geographic areas with operations and suppliers considered at risk.	Proprietary
Health and well-being	1. The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked. 2. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.	Occupational health & safety Sustainability data center

Theme	Disclosure	2025 location or direct response
Skills for the future	1. Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of trainings provided to employees divided by the number of employees). 2. Average training and development expenditure per full time employee.	Our workforce & culture Sustainability data center
Prosperity pillar		
Employment and wealth generation	1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region. 2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	Our workforce & culture Sustainability data center
	1. Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organization's global operations, ideally split out by: • Revenue • Operating costs • Employee wages and benefits • Payments to providers of capital • Payments to government • Community investment 2. Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.	2025 Annual Report / 2026 Proxy Statement 2025 financial highlights
Wealth creation and employment	1. Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy. 2. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.	Form 10-K Part II
Innovation in better products and services	Total costs related to research and development.	Sustainable innovation Sustainability data center
Community and social vitality	The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes and other taxes that constitute costs to the company, by category of taxes.	Form 10-K Part II

Sustainability data center

Purple text references data related to 2030 Sustainability Commitments and other key sustainability success metrics.

Please be advised that figures have been rounded, which may result in minor discrepancies in subtotals.

Environmental

Greenhouse gas emissions	Baseline (2019)	2023	2024	2025
Scope 1 GHG emissions (metric tons CO_2e)				
Total Scope 1 GHG emissions	**319,465**	**205,873**	**205,924**	**157,334**
Emissions from refrigerants in manufacturing processes and cooling equipment	198,532	87,030	86,000	29,200
Emissions from fuels used in service vehicles	61,430	69,396	77,021	81,675
Emissions from fuels used in manufacturing	56,195	46,965	40,436	44,049
Fugitive and other emissions from manufacturing processes	3,308	2,482	2,467	2,411
Scope 2 GHG emissions (metric tons CO_2e)				
Total unadjusted market-based Scope 2 GHG emissions	153,968	127,169	134,997	121,705
Total adjusted market-based Scope 2 GHG emissions	**123,857**	**41,076**	**44,330**	**25,178**
Total location-based Scope 2 GHG emissions	160,255	112,943	117,774	88,545
Scope 1 & 2 GHG emissions (metric tons CO_2e)				
Total absolute Scope 1 and market-based Scope 2 GHG emissions	**443,322**	**246,949**	**250,254**	**182,511**
Percent reduction in absolute Scope 1 and market-based Scope 2 GHG emissions from 2019 baseline	**-**	**44%**	**44%**	**59%**
Total Scope 1 and location-based Scope 2 GHG emissions	479,720	318,815	323,698	245,879
Scope 1 & 2 carbon intensity performance				
Carbon intensity for Scope 1 and adjusted market-based Scope 2 GHG emissions for the organization ($mtCO_2e$/million USD)	33.90	13.97	12.61	8.56
Reduction of GHG emissions intensity, including adjusted market-based Scope 2 GHG emissions, from a 2019 baseline (metric tons/USD)	-	19.93	21.29	25.34
Reduced emission through energy from renewable sources				
Total reduced GHG emissions from renewable energy (metric tons CO_2e)	**30,111**	**86,390**	**90,665**	**118,822**
Reduced GHG emissions from VPPA renewable energy credits (metric tons CO_2e)	26,568	41,632	42,368	43,745
Reduced GHG emissions from purchased or supplier-provided RECs (metric tons CO_2e)	1,244	31,734	32,719	52,779

Greenhouse gas emissions	Baseline (2019)	2023	2024	2025
Reduced GHG emissions from electricity generated by on-site solar/photovoltaic systems (metric tons CO_2e)	2,299	13,023	15,579	22,298
Cumulative reduction in Scope 2 GHG emissions by renewable energy since January 2019	20%	73%	71%	84%
Cumulative reduction in total Scope 1 and Scope 2 GHG emissions by renewable energy since January 2019	6%	48%	47%	61%
Scope 1 regional GHG emissions (metric tons CO_2e)				
North America	248,224	156,867	159,883	114,147
Latin America	21,866	18,026	15,970	13,902
Europe, Middle East, Africa	32,353	24,918	23,076	23,404
Asia Pacific	17,021	6,062	6,995	5,881
Scope 2 regional GHG emissions (metric tons CO_2e)				
North America	77,603	11,318	11,516	3,881
Latin America	12,451	5,066	5,704	4,992
Europe, Middle East, Africa	11,166	3,617	3,886	4,089
Asia Pacific	22,637	21,076	23,226	12,215
Scope 3 GHG emissions (million metric tons CO_2e)				
Total Scope 3 GHG emissions	369	271	238	211
Product use	365	266	234	207
Purchased goods and services	4	5	4	4
Other air emissions (metric tons)				
NO_x	106	106	107	115
SO_x	7	6	6	8
Direct volatile organic compound (VOC) emissions	276	203	201	196
Biogenic emissions (metric tons CO_2e)				
Biogenic emissions	0	76	100	227

Purple text references data related to 2030 Sustainability Commitments and other key sustainability success metrics.

Please be advised that figures have been rounded, which may result in minor discrepancies in subtotals.

Energy	Baseline (2019)	2023	2024	2025
Absolute energy use (MWh)				
Total energy consumption	**879,546**	**841,726**	**853,546**	**894,647**
Indirect (purchased electricity)	330,397	300,551	312,080	310,061
Direct (fossil fuels, biofuels, renewable electricity generated and used)	549,149	541,175	541,467	584,586
Natural gas	232,622	205,445	173,648	196,664
Gasoline	224,273	246,406	279,509	275,957
Diesel	64,306	58,287	52,410	72,739
Propane	17,090	16,515	15,255	13,677
Solar electricity generated and used	4,344	7,981	11,201	14,401
Fuel oil	1,594	1,656	2,506	2,021
Vegetable oil	0	236	282	255
Aviation fuel	4,919	4,152	4,836	6,136
Biopropane	0	210	213	526
Biodiesel	0	39	84	129
Propylene	0	249	1,261	1,187
Normalized energy use (MWh/million USD)	67.26	47.62	43.03	41.96
Energy consumption & sales (MWh)				
Total electricity consumption	334,741	308,532	323,281	324,462
Total heating consumption	234,216	207,102	176,154	198,685
Total cooling consumption	0	0	0	0
Total steam consumption	0	0	0	0
Total electricity sold	262	436	664	909
Total heating sold	0	0	0	0
Total cooling sold	0	0	0	0
Total steam sold	0	0	0	0
Reduction in energy consumption achieved as a direct result of conservation and efficiency initiatives	**692**	**10,339**	**10,444**	**10,989**
Renewable energy data				
Renewable energy generated (MWh)	6,404	9,888	13,418	17,449
Renewable energy generated and sold to grid (MWh)	262	436	664	909
Renewable energy generated and used (MWh)	4,344	7,981	11,201	14,401
Renewable energy purchased (MWh)	65,275	210,256	218,427	259,054
Percentage grid electricity	79%	29%	29%	16%
Percentage renewable electricity (purchased plus solar vs total)	21%	71%	71%	84%
Number of RE100-compliant sites	0	25	27	28

Trane Technologies' renewable energy sources (MWh)

Sites using green electricity obtained directly/indirectly from renewable energy generation systems	Location	Type	Produced or purchased renewable electricity (MWh)			REC treatment
			2023 production	2024 production	2025 production	
Bangplee Solar PV System	Bangkok, Thailand	On-site solar PV	0	468	489	N/A — No RECs: Company owns renewable energy attributes from 100% of generation
Conselve Solar PV System	Conselve, Italy	On-site solar PV	0	0	436	N/A — No RECs: Company owns renewable energy attributes from 100% of generation
Galway Solar PV System	Galway, Ireland	On-site solar PV	1	711	880	N/A — No RECs: Company owns renewable energy attributes from 100% of generation
Kolin Solar PV System	Kolin, Czech Republic	On-site solar PV	0	0	536	N/A — No RECs: Company owns renewable energy attributes from 100% of generation
Monterrey Solar PV System	Monterrey, Mexico	On-site solar PV	110	440	294	N/A — No RECs: Company owns renewable energy attributes from 100% of generation
Pueblo Solar PV System	Pueblo, CO, USA	On-site solar PV	1,189	2,386	3,074	RECs held in reserve per State Environmental Agency requirements through 2025
Prague Engineering & Technology Center Solar PV System	Prague, Czech Republic	On-site solar PV	0	89	93	N/A — No RECs: Company owns renewable energy attributes from 100% of generation
Southampton Solar PV System	Southampton, United Kingdom	On-site solar PV	0	180	193	N/A — No RECs: Company owns renewable energy attributes from 100% of generation
Taicang Solar PV System	Taicang, China	On-site solar PV	3,723	3,867	4,034	N/A — No RECs: Company owns renewable energy attributes from 100% of generation
Trenton Solar PV System	Trenton, NJ, USA	On-site solar PV	2,171	2,342	1,688	Utility owns RECs[1]

1 The RECs from this project are owned by the utilities. We purchase replacement RECs, equal to the amount of solar generated by the PV system, from other renewable energy facilities in the U.S.

Trane Technologies' renewable energy sources (MWh)

Sites using green electricity obtained directly/indirectly from renewable energy generation systems	Location	Type	Produced or purchased renewable electricity (MWh)			REC treatment
			2023 production	2024 production	2025 production	
Tribano Solar PV System	Tribano, Italy	On-site solar PV	0	0	64	N/A — No RECs: Company owns renewable energy attributes from 100% of generation
Wujiang Solar PV System	Wujiang, China	On-site solar PV	0	0	785	N/A — No RECs: Company owns renewable energy attributes from 100% of generation
Rushville Solar PV System	Rushville, IN, USA	On-site solar PV	0	0	1,167	RECs set-up process underway
Zhongshan Solar PV System	Zhongshan, China	On-site solar PV	786	718	667	N/A — No RECs: Company owns renewable energy attributes from 100% of generation
Sourced zero carbon electricity for 100% of power used	Bari, Italy; Galway and Shannon, Ireland; Essen, Germany; La Crosse, Wisconsin, USA	All electricity used by the location is 100% derived from renewable generation processes	5,454	4,873	47,389	No RECs: Power supplier certifies electricity provided is 100% derived from renewable generation processes
Sourced zero carbon electricity for a portion of power used	Monterrey, Mexico; Taicang, China (two factories & Technology Center); Zhongshan, China	A portion of the electricity used by the location is 100% derived from renewable generation processes	18,416	22,949	31,086	No RECs: Power supplier certifies electricity provided is 100% derived from renewable generation processes
Seymour Hill Wind Farm VPPA	Seymour Hills Northern Texas, USA	Seymour Hills Wind VPPA	101,053	100,374	101,352	Company owns and retires RECs
Electricity supplier provided or Trane Technologies purchased RECs or GOs	Barcelona, Spain; Clarksville, Tennessee, USA; Columbia, SC, USA; Conselve, Italy; Hastings, Nebraska, USA; Prague and Kolin, Czech Republic; Lynn Haven, Florida, USA; Trenton, NJ, USA; Tribano, Italy; Tyler, Texas, USA	Power company or Trane Technologies purchases and retires RECs/ Guarantees of Origin (GOs) for a portion or 100% of Trane Technologies' electricity	85,333	90,231	79,226	Power provider retires RECs/GOs on behalf of Trane Technologies

Waste	Baseline (2019)	2023	2024	2025
Waste generated (metric tons)				
Total waste generated	34,986	34,391	34,717	34,563
Total hazardous waste generated	1,088	963	1,135	1,044
Total non-hazardous waste generated	33,898	33,428	33,582	33,519
Total solid waste generated	**10,669**	**3,646**	**5,388**	**4,143**
Reduction in solid waste generated from a 2019 baseline	**-**	**66%**	**50%**	**61%**
Normalized hazardous waste (metric tons/million USD)	0.08	0.05	0.06	0.05
Normalized non-hazardous waste (metric tons/million USD)	2.59	1.89	1.69	1.57
Number of sites that achieved zero waste to landfill at 90% diversion by year end	**28**	**42**	**41**	**44**
Waste disposal (metric tons)				
Non-hazardous waste to landfill	5,572	1,874	3,425	2,509
Non-hazardous waste recycled	24,317	30,745	29,329	30,420
Normalized non-hazardous waste to landfill (metric tons/million USD)	0.43	0.11	0.17	0.12
Normalized non-hazardous waste recycled (metric tons/million USD)	1.86	1.74	1.48	1.43
Packaging data				
Emissions avoided from returnable packaging projects (metric tons CO_2e)	140	746	48	210
Solid waste avoided from returnable packaging projects (metric tons)	877	1,616	133	799

Water	Baseline (2019)	2023	2024	2025
Water use (thousand cubic meters)	2,954	1,973	1,516	1,517
Normalized water use (cubic meters/million USD)	226	112	76	71
Percent of total water use at sites in areas of high to extremely high water stress	**18%**	**23%**	**31%**	**32%**
Wastewater used in water stressed locations (thousand cubic meters)	524	447	471	480
Reduction in water use in water-stressed regions from 2019 baseline	**-**	**15%**	**10%**	**8%**
Trane Technologies sites in areas of high to extremely high water-stress	**24**	**24**	**24**	**24**
Wastewater permit exceedances	2	1	2	2

Social

Global workforce						
Location (2025)	Employee type	Women		Men		Grand total
Asia Pacific	Hourly	6.4%	63	93.6%	918	981
	Salaried*	26.8%	1,537	73.2%	4,190	5,727
Europe, Middle East, Africa	Hourly	6.4%	202	93.6%	2,937	3,139
	Salaried	30.6%	878	69.4%	1,994	2,872
Americas	Hourly	23.6%	4,001	76.4%	12,965	16,966
	Salaried	32.6%	4,601	67.4%	9,533	14,134
Total	Hourly	20.2%	4,266	79.8%	16,820	21,086
	Salaried	30.9%	7,016	69.1%	15,717	22,733

* Includes salaried service technicians

Gender diversity data	2020		2023		2024		2025	
	Women	Men	Women	Men	Women	Men	Women	Men
Governance body (Executive Leadership Team)	12.5%	87.5%	20.0%	80.0%	23.1%	76.9%	33.3%	66.7%
Leadership positions (director level, vice president and above)	21.7%	78.3%	26.5%	73.5%	27.9%	72.1%	27.7%	72.3%
All management positions (all levels of management)	21.8%	78.2%	25.2%	74.8%	26.4%	73.6%	26.4%	73.6%
Workforce	25.3%	74.7%	25.9%	74.1%	25.9%	74.1%	25.7%	74.3%
Members of Board of Directors[1]	5	7	6	6	6	6	6	6

1 Members of our Board of Directors as of December 31 of the reported year.

Racial & ethnic diversity data	2020	2023	2024	2025
Racially and ethnically diverse overall (U.S.)[2]	35.5%	37.2%	37.3%	36.9%
Salaried	17.5%	20.6%	21.3%	21.1%
Hourly	50.5%	51.9%	51.6%	50.4%

2 Classified into five minimum categories by the U.S. Census: White, Black or African American, American Indian or Alaska Native, Asian and Native Hawaiian or Other Pacific Islander.

Global workforce data	2020	2023	2024	2025
Full-time employees	34,646	40,472	44,044	43,819
Contractors	3,108	2,368	2,327	2,506
Key talent retention rate	97%	96%	98%	96%
Total new hires	3,837	8,474	8,727	6,120

Age groups (2025)	Under 30 years old	30-50 years old	50+ years old
Percentage of individuals within the organization's leadership positions			
Total company	0.0%	44.9%	55.1%
New hires	0.0%	47.4%	52.6%
Percentage of individuals within the organization's management positions			
Total company	2.5%	56.2%	41.2%
New hires	5.6%	68.3%	26.1%
Percentage of employees			
Total company	16.8%	54.4%	28.8%
New hires	44.8%	44.3%	10.9%

Company culture				
Employee engagement survey results	2020	2023	2024	2025
Inclusion Index	76	78	80	80
Sustainability Index	79	80	82	82
Average employee engagement survey score	80	80	82	81
Participation rate	90%	87%	90%	91%

U.S. parental leave data	2020		2023		2024		2025	
	Women	Men	Women	Men	Women	Men	Women	Men
Employees who were eligible for parental leave	4,624	11,935	5,863	14,814	7,128	17,725	7,849	20,302
Employees who took parental leave	106	254	121	305	114	293	156	409
Employees who returned to work[3]	102	248	117	302	111	292	153	402
Return to work rate	96%	98%	97%	99%	97%	100%	98%	98%
Employees who returned to work and were still employed after 12 months[4]	87%	90%	88%	85%	92%	90%	89%	88%

3 Completed benefits in current year and were still employed 30 days after completing benefits.

4 Completed benefits in current year and were still employed 30 days after completing benefits.

Purple text references data related to 2030 Sustainability Commitments and other key sustainability success metrics.

Please be advised that figures have been rounded, which may result in minor discrepancies in subtotals.

Corporate citizenship	2020	2023	2024	2025
Employee & community engagement data				
Percent of employees globally who volunteered in community or sustainability initiatives	46%	26%	22%	27%
Volunteer participants	15,811	10,402	9,559	11,849
Hours volunteered	**20,559**	**92,517**	**92,148**	**104,474**
Global contributions (thousand USD)				
Total philanthropic giving	**10,934**	**18,888**	**20,096**	**19,890**
Value of employee volunteering time during paid working hours	548	2,508	2,866	3,551
Charitable fundraising	3,170	1,326	1,581	811
Charitable contributions	1,048	4,283	2,748	2,529
In-kind giving	969	4,782	5,777	8,313
Administrative overheads	89	179	314	207
Trane Technologies Foundation donations to community partners	5,109	5,810	6,811	4,479
Percent increase year over year in philanthropic giving	**-**	**19%**	**6%**	**-1%**

Learning & development	2020	2023	2024	2025
Average number of learning & development hours				
All employees	14.0	11.5	16.3	14.9
Salaried employees	-	15.0	18.6	18.8
Hourly employees	-	8.0	13.8	11.2

Occupational health & safety data	2020	2023	2024	2025
Total recordable incident rate (per 200,000 hours worked)[1]	**0.81**	**0.82**	**0.70**	**0.58**
Lost-time incident rate (per 200,000 hours worked)[2]	**0.09**	**0.12**	**0.10**	**0.06**
Number of lost-time incidents (per million hours worked)	0.43	0.59	0.49	0.30
Employee lost-time frequency rate (per million hours worked)	0.44	0.62	0.47	0.29
Contractor lost-time frequency rate (per million hours worked)	0.24	0.17	0.84	0.45
Employee occupational illness frequency rate (per million hours worked)	0	0	0	0
Work-related fatalities	0	0	0	0
Total hours worked (among employees and supervised employee contractors)	72,526,044	85,157,195	87,924,393	90,710,528

1 (recordable injuries x 200,000) / total hours worked by employees

2 (recordable injuries resulting in lost work time x 200,000) / total hours worked by employees

Human rights data	2020	2023	2024	2025
Salaried employees trained on anti-harassment (U.S.)	100%	100%	100%	100%
Employees able to access Anti-harassment Policy	100%	100%	100%	100%
Required salaried employees trained on anti-corruption	100%	100%	100%	100%

Governance

Lobbying expenditures (thousand USD)	2020	2023	2024	2025
Total monetary value of Trane Technologies' financial and in-kind lobbying contributions made directly and indirectly by the organization	633	988	1,182	1,112
Employee contributions to Trane Technologies' political action committee (U.S. only)	22	13	20	27

Supply chain sustainability & performance	2020	2023	2024	2025
Supplier data				
Percentage of Tier-1 spend with significant suppliers	-	-	53%	51%
Percentage of significant suppliers enrolled in sustainability reporting platform	-	100%	100%	100%
Number of significant suppliers enrolled in sustainability reporting platform / capacity building programs	-	-	179	250
Diverse-owned business spend (million USD)	380	525	427	598
Supplier risk assessment data				
Percentage of direct material spend assessed on a semi-annual basis for risk	100%	100%	100%	100%
Number of suppliers identified as having significant actual and potential negative environmental or social impacts	0	0	0	0
Significant actual and potential negative environmental or social impacts identified in the supply chain	0	0	0	0
Percentage of suppliers identified as having significant a ctual and potential negative environmental or social impacts with which improvements were agreed upon as a result of assessment	0%	0%	0%	0%
Percentage of suppliers identified as having significant actual and potential negative environmental or social impacts with which relationships were terminated as a result of assessment	0%	0%	0%	0%

Technology & innovation

Sustainable innovation	2020	2023	2024	2025
Percentage of eligible products, by revenue, that meet Energy Star® criteria	53%	20%	18%	29%
Sustainable revenue[1]	-	-	46%	44%
Projects meeting or exceeding quality, design and cost goals	85%	78%	83%	85%
Average revenue from innovation	**21%**	**27%**	**32%**	**32%**
Research and development spend (million USD)	**165**	**252**	**310**	**348**
Mergers and acquisitions spend (million USD)	Not reported	881	197	278
Percentage of mergers and acquisitions spend focused on sustainability-related objectives	Not reported	Over 90%	Over 90%	Over 90%
Number of new products and services launched	54	98	190	110
Number of new patent filings	0	125+	135+	135+

1 Based on the definition and calculations provided by Corporate Knights Sustainable Economy Taxonomy for Green Products, https://www.corporateknights.com/resources/corporate-knights-sustainable-taxonomy/

Product sustainability & circularity	2020	2023	2024	2025
Product life cycle data				
Number of new product development projects generated or improved by the Product Development Process	194	230	262	178
Avoided emissions from refrigerant reclamation program (metric tons CO_2e)	177,350	213,918	323,770	794,750
Materials data				
Percentage of recycled input materials used to manufacture the organization's primary products and services	**-**	**45%**	**46%**	**44%**
Revenue from remanufactured products and remanufacturing services (million USD)	-	104	215	282

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