

# Corporate Responsibility & Sustainability Scorecard

2020 UPDATE

Climate <sup>1,2</sup>	2019	2020		2025 goal
Greenhouse Gas Emissions Intensity (Metric Tons CO <sub>2</sub> e/\$MM revenue)	56.85	58.89	▲	51.17
Total Greenhouse Gas Emissions (Metric Tons CO <sub>2</sub> e)	164,393	164,253	◀▶	
Total Natural Gas Usage (MWh)	384,854	414,284	▲	
Total Electricity Usage (MWh)	191,034	181,527	▼	
Total Water Usage (gallons 000s)	363,295	331,886	▼	
Health & Safety	2019	2020		
Total Recordable Incident Rate (TRIR) <sup>3</sup>	0.94	0.94	◀▶	
Development & Stability	2019	2020		2025 goal
Employees with documented development plan	100.0%	100.0%	▲	100.0%
Average tenure of executive leaders (years)	22.0	19.0	▼	
Ethics	2019	2020		2025 goal
Employees certifying adherence to code of conduct	100.0%	100.0%	▲	100.0%
Suppliers certifying adherence to code of conduct	n/a	34.3%	▲	100.0%
Product Stewardship	2019	2020		
Revenue from Green Products <sup>2,4</sup>	30.5%	32.1%	▲	
Greenhouse Gas Avoidance from water heaters and boilers <sup>4</sup> (Metric Tons CO <sub>2</sub> e)	512,000	496,250	▼	
Displacement of Single-Use Plastics (millions of bottles)	1,200	1,400	▲	
Diversity	2019	2020		
Women employees among full-time global workforce	42.0%	41.0%	▼	
Women members of Board of Directors	20.0%	20.0%	◀▶	
Community Support	2019	2020		
A. O. Smith Foundation grants (\$MM)	\$ 1.6	\$ 1.7	▲	

<sup>1</sup> all manufacturing operations, excluding three small facilities

<sup>2</sup> 2019 baseline revised from 2020 CRS report published January 2021.

<sup>3</sup> TRIR defined as significant work-related injuries or illnesses beyond first-aid, calculated per OSHA formula (# of incidents x 200,000/total number of hours worked in one year)

<sup>4</sup> Defined relative to energy efficiency industry standards and other internal benchmarks