

Environmental, Social and Governance (ESG) Scorecard

2021 UPDATE

Climate^{1,2}	2019	2020	2021	2021 vs 2019	2025 goal
Greenhouse Gas Emissions Intensity (Metric Tons CO ₂ e/\$MM revenue) ³	54.22	54.62	44.80	▼	48.80
Total Greenhouse Gas Emissions (Metric Tons CO ₂ e)	162,270	158,133	158,538		
Total Natural Gas Usage (MWh)	373,071	381,757	382,281		
Total Electricity Usage (MWh)	191,052	180,819	188,454		
Total Water Usage (gallons 000s)	362,129	351,127	347,650		
Health & Safety	2019	2020	2021		
Total Recordable Incident Rate (TRIR) ⁴	0.94	0.94	1.06		
Development & Stability	2019	2020	2021	2021 vs 2019	2025 goal
Full-Time Salaried Employees with documented development plan	100.0%	100.0%	100.0%	◄	100.0%
Average tenure of executive leaders (years)	22.0	19.0	18.0		
Ethics	2019	2020	2021	2021 vs 2019	2025 goal
Full-Time Salaried Employees certifying adherence to code of conduct	100.0%	100.0%	100.0%	◄	100.0%
Suppliers certifying adherence to code of conduct ⁵	n/a	34.3%	59.0%	▲	90.0%
Product Stewardship	2019	2020	2021		
Revenue from Green Products ⁶	30.5%	32.1%	30.0%		
Greenhouse Gas Avoidance from water heaters and boilers ^{2,6} (Metric Tons CO ₂ e)	487,383	473,724	494,825		
Displacement of Single-Use Plastics (millions of bottles)	1,200	1,400	1,300		
Diversity	2019	2020	2021		
Women employees among full-time global workforce	42.0%	41.0%	39.0%		
Women members of Board of Directors	20.0%	20.0%	30.0%		
Community Support	2019	2020	2021		
A. O. Smith Foundation grants (\$MM)	\$ 1.6	\$ 1.7	\$ 1.6		

¹ All manufacturing operations, excluding three small facilities

² 2019 baseline and 2020 data revised from 2020 CRS report published January 2021. GHG calculations incorporate the most recent grid emissions factors on Jan. 1 of the reporting year.

³ 2021 metric reflects energy efficiency improvements and product pricing initiatives.

⁴ 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). Performance is benchmarked against an AOS derived enterprise-wide standard TRIR of 2.96; the average of the 2021 Bureau of Labor Statistics standards that are applied to each AOS facility depending on their NAICS code.

⁵ North America direct suppliers

⁶ Defined relative to energy efficiency industry standards and other internal benchmarks