

ESG Results					
TOPIC	METRIC	SASB Alignment	2019	2018	2017
Air Emissions ^[1]	Direct GHG Emissions (Scope 1) (Th Tonnes)		286	293	294
	Total GHG Emissions (Scope 1 and 2) (Th Tonnes)		1,066	1,099	1,165
	GHG Emissions per \$ Million Sales (MT)		50	51	57
	Emissions Reduction Initiatives (y/n)		Y	Y	Y
Climate	Climate Change Opportunities Discussed (y/n)		Y	Y	Y
	Risks of Climate Change Discussed (y/n)		Y	Y	Y
	Climate Change Policy (y/n)		Y	Y	Y
	CDP Carbon Disclosure (y/n)		Y	Y	Y
Energy	Total energy consumed (Gj)	RT-EE-130a.1	8,726,603[1]	9,320,072	9,184,140
	Percentage grid electricity	RT-EE-130a.1	99.50%	99.50%	99.50%
	Percentage renewable	RT-EE-130a.1	12%	0.50%	0.50%
	Energy Efficiency Policy (y/n)		Y	Y	Y
	Environmental Protection Policy (y/n)		Y	Y	Y
Water ^[1]	Surface water withdrawal from rivers, lakes, natural ponds (megaliters)		94	90	-
	Groundwater withdrawals from wells, boreholes (megaliters)		748	705	-
	Municipal potable water withdrawals (megaliters)		3,611	4,037	-
	Total water withdrawal (megaliters)		4,453	4,832	4,862
	The number of sites number in water-stressed regions and relative withdrawals in those regions		42 of our sites are in locations experiencing baseline water stress scores of High or Extremely High according to WRI Aqueduct. These 42 sites represent 17% of our total water withdrawals. We set annual water reduction goals, and to meet them, we focus on our largest water users and areas of high water stress. On an annual basis, we evaluate our water use management practices, measure our results and report across our facilities.		
	Time-specific target to reduce water withdrawal at the company level		We have two water targets: 1) By 2030 we plan to have 10% of our operations be certified zero water discharge. We will focus this target in water stressed areas. 2) In 2017 Eaton publicly committed to reduce its water consumption annually by 3% indexed to sales. We have met this 3% reduction goal annually, as shown in our water withdrawal data. We reduced water withdrawal by 6% and 7% indexed to sales and in 2018 and 2019, respectively.		
	Policy or commitment on water use reduction and to improve efficiency		As global demand for water grows, we continue to reduce our water consumption and implement responsible water practices. Our processes are not particularly water intensive, but water is critical to many of our operations. And as water stress becomes more pronounced in some areas in which we operate, this will continue to be an area of focus for us.		
Waste	Total Waste to Landfill (Th Tonnes)		231	237	264
	% Recycled		92%	89%	
	Waste Reduction Policy (y/n)		Y	Y	Y
	Amount of hazardous waste generated	RT-EE-150a.1	5,812 MT		
	Percentage Recycled	RT-EE-150a.1	50.68%		
	Number of Reported Spills	RT-EE-150a.2	0		
	Aggregate quantity of reportable spills, quantity recovered	RT-EE-150a.2	0 kg		
General Environmental	Environmental Supply Chain Management (y/n)		Y	Y	Y
	Existence of Environmental Management System (EMS)		Y	Y	Y
Safety and Health	Lost Time Incident Rate (Total incidents per 200,000 hrs worked or 100 FTE)		0.21	0.23	0.24
	Near miss frequency rate	RT-IG-320a.1	Eaton encourages near miss (NM) and employee concern reporting as part of our safety management system (MESH) and promotes reporting as part of our Zero Incident Safety culture. NM are used as a leading indicator to identify areas of risk and opportunity for continuous improvement. NM reporting is tracked as a measure of employee engagement. In 2019, we deployed an initiative to identify potentially severe incidents (PSI) as part of our proactive approach to reduce serious and fatal injuries. Near miss reports are a primary source of PSIs.		
	Fatality rate	RT-IG-320a.1	0	0	0
	Total Recordable Incident Rate (Total recordable incidents per 200,000 hrs)	RT-IG-320a.1	0.54	0.64	0.65

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(con't)	Health and Safety Policy (y/n)		Y	Y	Y
	Health and safety policy is group-wide (y/n)		Y	Y	Y
	Has the company set a target to improve H&S performance? (y/n)		Y	Y	Y
Human Rights	Social Supply Chain Management (y/n)		Y	Y	Y
	Equal Opportunity Policy (y/n)		Y	Y	Y
	Human Rights Policy (y/n)		Y	Y	Y
	Policy Against Child Labor (y/n)		Y	Y	Y
Ethics	Business Ethics Policy (y/n)	RT-EE-510a.1	Y	Y	Y
	Employee training on ethical standards (y/n)		Y	Y	Y
	Anti-Bribery Ethics Policy (y/n)		Y	Y	Y
	Employee Protection/Whistle Blower Policy (y/n)		Y	Y	Y
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	RT-EE-510a.2	No material losses in 2019.		
	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	RT-EE-510a.3	No material losses in 2019.		
Number of recalls issued, total units recalled	RT-EE-250a.1	0			
Total amount of monetary losses as a result of legal proceedings associated with product safety	RT-EE-250a.2	No material losses in 2019.			
Percentage of products by revenue that contain IEC 62474 declarable substances ^[2]	RT-EE-410a.1	Eaton does not track products containing IEC 62474 declarable substances by revenue. We have 39,561 saleable Electrical Sector finished products that contain declarable substances under REACH, RoHS and Proposition-65.			
Percentage of eligible products by revenue, that meet ENERGY STAR criteria ^[3]	RT-EE-410a.2	Eaton had 499 ENERGY STAR certified products in 2019.			
Product Lifecycle Management	Revenue from renewable energy-related and energy efficiency-related products ^[4]	RT-EE-410a.3	Eaton is in the process of defining a portfolio of sustainable products in order to measure the impact of our products that help our customers meet their sustainability goals. Criteria for the sustainability portfolio includes product related to renewable energy and energy efficiency. In 2019, 54% of our net sales were from diversified solutions provide a broad range of positive impacts including energy efficiency and enabling renewable energy.		
	Description of the management of risks associated with the use of critical materials	RT-EE-440a.1	2019 Annual Report Sustainability Governance		
Governance	CEO Duality (y/n)		Y	Y	Y
	% Women on Board		25%	25%	25.00%
	# Female Executives		120	114	112
	% Female Executives		19.90%	19.20%	19.20%
	Executive Director with Responsibility for CSR (y/n)		Y	Y	Y
	Executive Compensation Linked to ESG (y/n)		Y	Y	Y
Activity Metrics	Report to GRI Criteria (y/n)		Y	Y	Y
	Revenue by business segment ^[5]	RT-EE-000.A	2019 Annual Report		
	Number of employees	RT-EE-000.B	97,000		

^[1] Manufacturing sites only

^[2] Eaton metric includes only declarable substances regulated by ROHS, REACH (SVHC), Proposition 65 and on IHM

^[3] Eaton reports ENERGY STAR certified products as number of products, not percentage of products.

^[4] Eaton cannot disclose this metric for 2019. Baseline is under development.

^[5] Revenue by business segment is a substitute for number of units produced by product category activity metric