



Trane Technologies 2022 France Annual Pay Gap Reporting

Trane Technologies recently disclosed following scores for French employees, as of the reporting period as required by law under the Decree 2019-15 of January 8, 2019.

Société Trane SAS : 76/100
Trane Support SAS: 97/100

The obtained scores for the different gender pay indicators, as specified in the Decree, can be found in appendix.

The France workforce consists of approximately 1,137 employees out of nearly 40,000 Trane Technologies employees worldwide. Trane Technologies has multiple legal entities in France. For 3 of the legal entities, we are required to disclose data. Trane France however does not have enough female employees in the different subcategories and consequently no score can be calculated. The other legal entities have fewer than 50 employees and are not required to disclose.

On an annual basis Trane Technologies conducts an audit to ensure pay equity across the enterprise, including France. We have rigorous pay practices to ensure we compensate our employees fairly, equitably and competitively across many compensation variables. Our compensation practices are based on external norms, extensive data, internal equity, scope and accountability of jobs and performance.

At Trane Technologies, our purpose is to boldly challenge what's possible for a sustainable world. We drive our purpose in several ways. One way is by solving for some of the world's biggest sustainability challenges and inspiring a movement with bold 2030 Sustainability Commitments. These commitments include:

- Our gigaton challenge, to reduce our customer's carbon emissions by one gigaton;
- Leading by example through carbon neutral operations; and
- Opportunity for all with commitments on gender parity and workforce diversity reflective of our communities

Our commitment to Diversity and Inclusion is core to our 2030 Sustainability Commitments and to who we are as a company. As part of our 2030 Sustainability Commitments, we're also committed to ensuring that by 2030, women comprise 35% of our leadership positions. In 2017, Trane Technologies entered the Paradigm for Parity Coalition to bring gender parity to its corporate leadership structure by 2030. The first in our industry to pledge, Trane Technologies united with other companies in the coalition to address the corporate leadership gender gap.

In the same year, Trane Technologies signed onto the pledge for CEO Action for Diversity & Inclusion, the largest CEO driven business commitment to advance diversity and inclusion in the workplace. The pledge holds each participating CEO and company accountable to continue to advance diversity and inclusion in the workplace by creating open, trusting environments where we can have the complex, sometimes difficult, dialogue about diversity

and inclusion. This pledge is another natural extension of what we're already doing to create a progressive, diverse, and inclusive environment.

APPENDIX – DETAILS OF OBTAINED SCORE PER INDICATOR

Société France SAS

	2022
1- remuneration gap (in %)	35
2- individual increase gap	10
3- promotion gap	15
4- salary increases upon return from maternity leave	NC
5- number of employees of the under-represented sex among the 10 highest paid employees	5
Total calculable indicators	65
Total calculable scale	85
	76

Trane Support SAS

	2022
1- remuneration gap (in %)	37
2- individual increase gap	35
3- salary increases upon return from maternity leave	15
4- number of employees of the under-represented sex among the 10 highest paid employees	10
Total calculable indicators	97
Total calculable scale	100
INDEX (out of 100 points)	97