



Trane Technologies 2023 Ireland Gender Pay Gap Analysis

Trane Technologies recently disclosed the following information for Irish employees, as of the reporting period as required by law under the Gender Pay Gap Information Act 2021.

The Gender Pay Gap Information Act 2021 requires organizations with populations of more than 250 employees to report on their hourly gender pay gap across a range of metrics. The obtained scores, which reflect a reporting period of July 01, 2022 – June 30, 2023, can be found in the appendix.

The Trane Technologies Ireland workforce is based in three locations: Galway, Shannon, and Swords. The workforce in Ireland consists of approximately 771 employees out of nearly 40,000 Trane Technologies employees worldwide.

On an annual basis Trane Technologies conducts an audit to ensure pay equity in each country across the company. As represented in the data below, 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.

Ireland 2023 - Gender Gap Metrics Report - Snapshot as of 30th June

| Gender Gap Metric | Male | Female |
|---|---------------|---------------|
| Total Headcount Population | 83% | 17% |
| The above data is representative of 771 employees; 643 male and 128 females and includes both the salaried and production (hourly) populations. | | |
| % Bonuses Paid* | 89.11% | 69.53% |
| The above figures represent the proportion of relevant employees of the respective gender who were paid bonus remuneration. | | |
| % BIK Availed Of** | 84.14% | 82.81% |
| The above figures represent the proportion of relevant employees of the respective gender who were paid benefits-in-kind. | | |
| % Lower Hourly Remuneration Quartile | 88.08% | 11.92% |
| % Middle-Lower Hourly Remuneration Quartile | 91.19% | 8.81% |
| % Middle-Upper Hourly Remuneration Quartile | 79.27% | 20.73% |
| % Upper Hourly Remuneration Quartile | 75.00% | 25.00% |
| Hourly remuneration is grouped into quartiles from lowest to highest and defined as lower, middle-lower, middle-upper, and upper. | | |
| Pay quartiles are calculated by splitting all employees into four even groups according to their level of pay, looking at the proportion of men and women in each quartile. | | |

**The majority of our employees are eligible to receive bonuses, both male and female.*

***All employees are eligible to receive benefits-in-kind. The BIK numbers above represent those who are availing of benefits, such as healthcare, with some employees opting out of such benefits.*

The additional gender gap metrics below reflect the difference between female and male employees’ mean hourly wage, where the mean hourly wage is the average hourly wage across the organization.

The median gender pay gap is the difference between female employees’ median hourly wage and male employees’ median hourly wage. The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle.

The Total % is calculated as: The difference between the mean/median hourly remuneration of relevant employees of the male gender and that of relevant employees of the female



gender, expressed as a percentage of the mean/median hourly remuneration of relevant employees of the male gender.

The minus figure is representative of a gap favorable to the female population.

| Gender Gap Metric | Total % |
|--|----------------|
| % Gender Gap Mean Hourly Remuneration | -15.06% |
| % Gender Gap Median Hourly Remuneration | -27.18% |
| % Gender Gap Part-Time Mean Hourly Remuneration | 44.82% |
| % Gender Gap Part-Time Median Hourly Remuneration | 44.82% |
| % Gender Gap Temporary Mean Hourly Remuneration | 70.99% |
| % Gender Gap Temp Median Hourly Remuneration | 39.35% |
| % Gender Gap Mean Bonus Remuneration | -85.41% |
| % Gender Gap Median Bonus Remuneration | 13.87% |