



Trane Technologies 2023 France Annual Pay Gap Reporting

Trane Technologies recently disclosed the 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: 90/100
Trane Support SAS: 100/100

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 1,166 employees out of the 44,933 Trane Technologies employees worldwide. Trane Technologies has multiple legal entities in France. For three of the legal entities, we are required to disclose data. Trane France, however, does not have enough female employees in the different subcategories; 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.

Trane Technologies has been steadfast in our commitment to creating a diverse workforce that mirrors the communities in which we work and live. In alignment with our 2030 Sustainability Commitments, we focus on implementing initiatives that promote gender parity and workforce diversity. We believe building a diverse team and inclusive culture where everyone can thrive is critical to developing innovative solutions for a sustainable future.

Each year, we provide opportunities to build inclusion capability, facilitate open dialogues across the enterprise, and enable our Employee Resource Groups and Inclusion Networks to connect, develop and engage team members across the globe. We equip managers to help build a pipeline of diverse talent through focused capability building, allyship and inclusive hiring practices that help minimize conscious or unconscious bias. We also continue to support and leverage resources and learnings from key industry initiatives, including CEO Action for Diversity and Inclusion™ and Paradigm for Parity™, focused on advancing diversity and inclusion in the workforce.

Our Strategy and Key Focus Areas

INCLUSIVE CULTURE: Nurture an inclusive culture where people bring their best selves to work everyday

ACCOUNTABLE LEADERS: Hold leaders accountable for achieving diversity and inclusion goals

DIVERSE WORKFORCE: Achieve diverse workforce representation that is reflective of our communities

SOCIAL IMPACT: Build our social impact through community partnerships and contributions that create opportunity for all

MARKETPLACE LEADERSHIP: Lead and influence our suppliers, customers and channel partners to be diverse and inclusive

More information on our website: [Diversity and Inclusion | Trane Technologies](#)

APPENDIX – DETAILS OF OBTAINED SCORE PER INDICATOR

Société France SAS

| | 2023 |
|---|-------------|
| 1- remuneration gap (in %) | 35 |
| 2- individual increase gap | 20 |
| 3- promotion gap | 15 |
| 4- salary increases upon return from maternity leave | 15 |
| 5- number of employees of the under-represented sex among the 10 highest paid employees | 5 |
| Total calculable indicators | 90 |
| Total calculable scale | 100 |
| INDEX (out of 100 points) | 90 |

Trane Support SAS

| | 2023 |
|---|-------------|
| 1- remuneration gap (in %) | 40 |
| 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 | 100 |
| Total calculable scale | 100 |
| INDEX (out of 100 points) | 100 |