



Trane Technologies

2024 France Annual Pay Gap Reporting

Trane Technologies recently disclosed the following scores for their French employees, for the 2024 reporting period as required by law under the Decree 2019-15 of January 8, 2019.

Société Trane SAS: 92/100
Trane France SAS: 86/100

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 1,200 employees out of the approximately 45,000 Trane Technologies employees worldwide. Trane Technologies has multiple legal entities in France. We are required to disclose data for two of the legal entities: Société Trane SAS and Trane France SAS.

We have disclosed the data for Société Trane SAS for several years. This is the first year Trane France SAS reached the calculation threshold for data disclosure. 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. Our dedication to fair and equitable pay practices is integral to our ability to drive sustainable growth and foster an environment of trust and integrity.

Trane Technologies has been steadfast in our commitment to building an inclusive, uplifting culture and creating opportunity for all. We believe team members' diverse experiences and perspectives strengthen our ability to develop innovative solutions for global challenges. Our culture remains a key component of our success as demonstrated by our consistent record of exceptional performance; top-quartile employee engagement, industry-leading talent retention and differentiated financial results.

As part of our 2030 Sustainability Commitments, we are creating Opportunity for All by uplifting our people and communities. We invest in our people and an inclusive culture where everyone can grow and thrive; and we give back in our communities to support the next generation of the workforce with the potential to transform our world.

For example, through voluntary forums such as our CEO Day of Understanding, we facilitate open dialogues and promote inclusion and belonging in the workplace. Our Business Resource Groups and Inclusion Networks, open to all employees, help connect, develop and engage team members across the globe. We embed our Leadership Principles across our people practices like onboarding, learning and performance management, and we offer learning paths to help build inclusive leadership capabilities. We also continue to work with and learn from other leading organizations to help bridge the growing skilled labor gap; create pathways to STEM careers and a pipeline of highly skilled talent; and support industry career development.

Our focused sustainability strategy, uplifting inclusive culture, and relentless investment in growth and innovation enables us to deliver differentiated value for our people, customers, shareholders, communities, and the planet as we boldly challenge what's possible for a sustainable world.

More information on our website: <https://www.tranetechnologies.com/en/index.html>

APPENDIX – DETAILS OF OBTAINED SCORE PER INDICATOR

Société Trane SAS

	2024
1- remuneration gap (in %)	37
2- individual increase gap	20
3- promotion gap	10
4- salary increases upon return from maternity leave	15
5- number of employees of the under-represented sex among the 10 highest paid employees	10
Total calculable indicators	92
Total calculable scale	100
INDEX (out of 100 points)	92

Trane France SAS

	2024
1- remuneration gap (in %)	36
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	0
Total calculable indicators	86
Total calculable scale	100
INDEX (out of 100 points)	86