



## Trane Technologies 2020 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 : 92/100

Trane Support SAS: 94/100

The France workforce consists of approximately 1,054 employees out of the 38,580 Trane Technologies employees worldwide. Trane Technologies has multiple legal entities in France, Société Trane SAS and Trane Support SAS with data disclosed, Trane France; which did not have enough groups hitting employee count thresholds to calculate, and some smaller entities with fewer than 50 employees.

Pay equity at Trane Technologies means that men and women in the same role, with the same levels of experience, performance, scope and responsibility are compensated at the same level. 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.

**In March of 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 2017, we 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.

### **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