



Trane Technologies 2024 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 reflects a reporting period of January 1, 2024 – June 30, 2024, 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 797 employees out of approximately 45,000 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. To drive progress toward our purpose and a more sustainable future, we established bold [2030 Sustainability Commitments](#). These commitments include:

- Our **Gigaton Challenge**, to reduce our customers' carbon emissions by one gigaton;
- **Leading by Example** through carbon neutral operations; and
- Creating **Opportunity for All** by uplifting our culture and communities.

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.

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.



Ireland Gender Pay Gap Report Summary

This Gender Pay Gap report shows that while Trane Technologies in Ireland currently has a higher proportion of male employees, females currently represent 19% of employees – a steady increase over the past few years.

The Gender Pay Gap report also demonstrates that the current female population is well remunerated.

For the Ireland 2024 Gender Pay Gap (GPG) reporting period, Trane Technologies is reporting on data from a six-month period, specifically from January 1 to June 30, 2024. This is due to the implementation of a new payroll system, which has resulted in the unavailability of historic data prior to January 2024. As a result of this, we do not have a true comparison between the years 2023 and 2024 for gender pay gap reporting purposes. This situation will be rectified for Ireland Gender Pay Gap Reporting from 2025 onwards.

It is also important to note that the Irish Government introduced a number of changes in relation to the classification of certain pay elements which came into effect from May 2024. These new guidelines have impacted a number of reporting areas detailed below:

- A. Basic Pay (as defined) will now include the value of social welfare benefits paid to staff in relation to adoptive leave, maternity leave, and parental leave. Additionally, employers will include any “top up pay” paid to said employees.
- B. The value of benefit in kind (BIK) is now to include any “non-cash benefits” and the value of and “share options” and/ or “interests in shares.” Prior to the amendment these values were classified under bonus remuneration.

The rules and definitions are included in appendix 1. These changes are significant as they result in the data not being comparable for 2024 versus previous years in these areas. Owing to this, we have left the comparable data out of Table 2 for reporting purposes.

General Summary

Overall, our Company compensation and benefits are fair and equitable and aligned with our aim for a workplace where all employees are valued and rewarded fairly across all compensation variables. 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. drive sustainable growth and foster an environment of trust and integrity. The majority of all employees are eligible to receive bonuses. All employees are eligible to receive benefits-in-kind. The BIK numbers below represent those who are availing of benefits, such as healthcare, stocks and shares, with some employees opting out of such benefits as their voluntary right to do so.

From the below table, it is positive to see that our female headcount representation continues to increase year on year, reaching 19% in 2024. The percentage bonus paid to female employees of 67.1% is slightly lower versus 2023 due to the analysis relying on only six

months of available data. There is also a slight increase in the percentage of BIK availed of in our female population in 2024, which is relating to higher female representation in stocks and shares owing to the Irish Government reclassification of this field as mentioned above. In relation to the quartile data, there is an increase in the female representation in the lower hourly and middle lower hourly quartiles whilst we see a decrease in the middle upper and upper hourly quartiles. The difference stems from the reporting period duration as well as the Irish Government reclassifications of the above-mentioned pay elements.

Table 1: Ireland 2024 - Gender Gap Metrics Report - Snapshot as of June 30, 2024

Gender Gap Metric	Male 2024	Female 2024	Male 2023	Female 2023	Male 2022	Female 2022
Total Headcount Population	81%	19%	83%	17%	84%	16%
The above data for 2024 is representative of 770 employees; 630 male and 140 females and includes both the salaried and production (hourly) populations. 2023 figures: 771 EE's; 643 M, 128 F 2022 figures: 773 EE's; 652 M, 121 F						
% Bonus Paid	82.9%	67.1%	89.11%	69.53%	89.57%	66.94%
The above figures represent the proportion of relevant employees of the respective gender who were paid bonus remuneration.						
% BIK Availed of	83.2%	84.3%	84.14%	82.81%	78.07%	84.30%
The above figures represent the proportion of relevant employees of the respective gender who were paid benefit-in-kind						
% Lower Hourly Remuneration Quartile	70.5%	29.6%	88.08%	11.92%	90.21%	9.79%
% Middle-Lower Hourly Remuneration Quartile	86.5%	10.4%	91.19%	8.81%	88.60%	11.40%
% Middle Upper Hourly Remuneration Quartile	86.5%	13.5%	79.27%	20.73%	85.49%	14.51%
% Upper Hourly Remuneration Quartile	80.6%	19.4%	75%	25%	73.06%	26.94%

The additional gender pay gap metrics contained in Table 2 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 female mean hourly rate for the reporting period 2024 is €43.14 vs €36.10 for the reporting period 2023, which incorporates ordinary pay and bonus pay (as per appendix 1 definitions).

The median gender pay gap is the difference between female employees' median hourly wage (the middle-paid woman) and male employees' median hourly wage (the middle-paid man). 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 which incorporates ordinary pay and bonus pay (as per appendix 1 definitions).



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.

Where there is a minus figure, this is representative of a gap favorable to the female population. Due to the limited reporting period data available, namely from January 1 to June 30, 2024, the bonus data paid in Q3 and Q4 of 2023 for the largely male production hourly employees have not been included leading to a significant upside in the figures below.

Table 2: Ireland 2024 - Gender Gap Metrics Report - Snapshot as of June 30, 2024

Gender Gap Metric	Total % 2024
% Gender Gap Mean Hourly Remuneration	-0.75%
% Gender Gap Median Hourly Remuneration	9.2%
% Gender Gap Part-Time Mean Hourly Remuneration	44.82%
% Gender Gap Part-Time Median Hourly Remuneration	44.82%
% Gender Gap Temporary Mean Hourly Remuneration	12.5%
% Gender Gap Temporary Median Hourly Remuneration	24%
% Gender Gap Mean Bonus Remuneration	-110.1%
% Gender Gap Median Bonus Remuneration	-450.7%

At Trane Technologies, we also remain committed to investing in STEM initiatives and education. We have established partnerships with local charities and educational institutions and have developed scholarship programs that enable and support more individuals to gain education and employment in areas such as engineering, technology, and computer science.

We are committed to cultivating an inclusive workforce, developing and educating our talent and supporting our managers to be inclusive leaders.