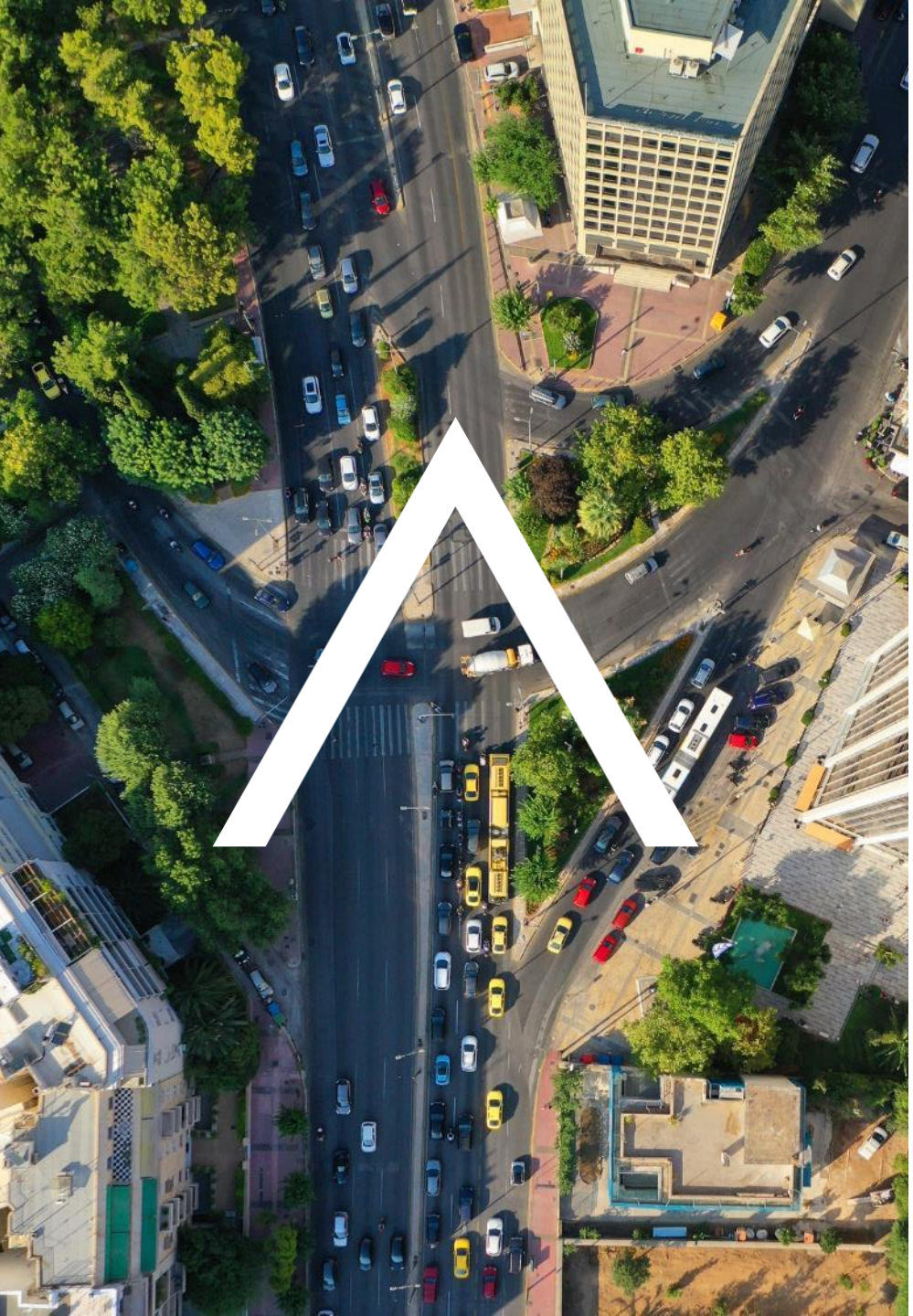


# Trane Technologies Ireland Gender Pay Gap Report 2026

This report details our July 2025 – June 2026 results
Employees covered: 815 (Galway, Shannon, Dublin)



# Why Gender Pay Gap Reporting Matters

## Our Commitment to an Inclusive, Uplifting Culture

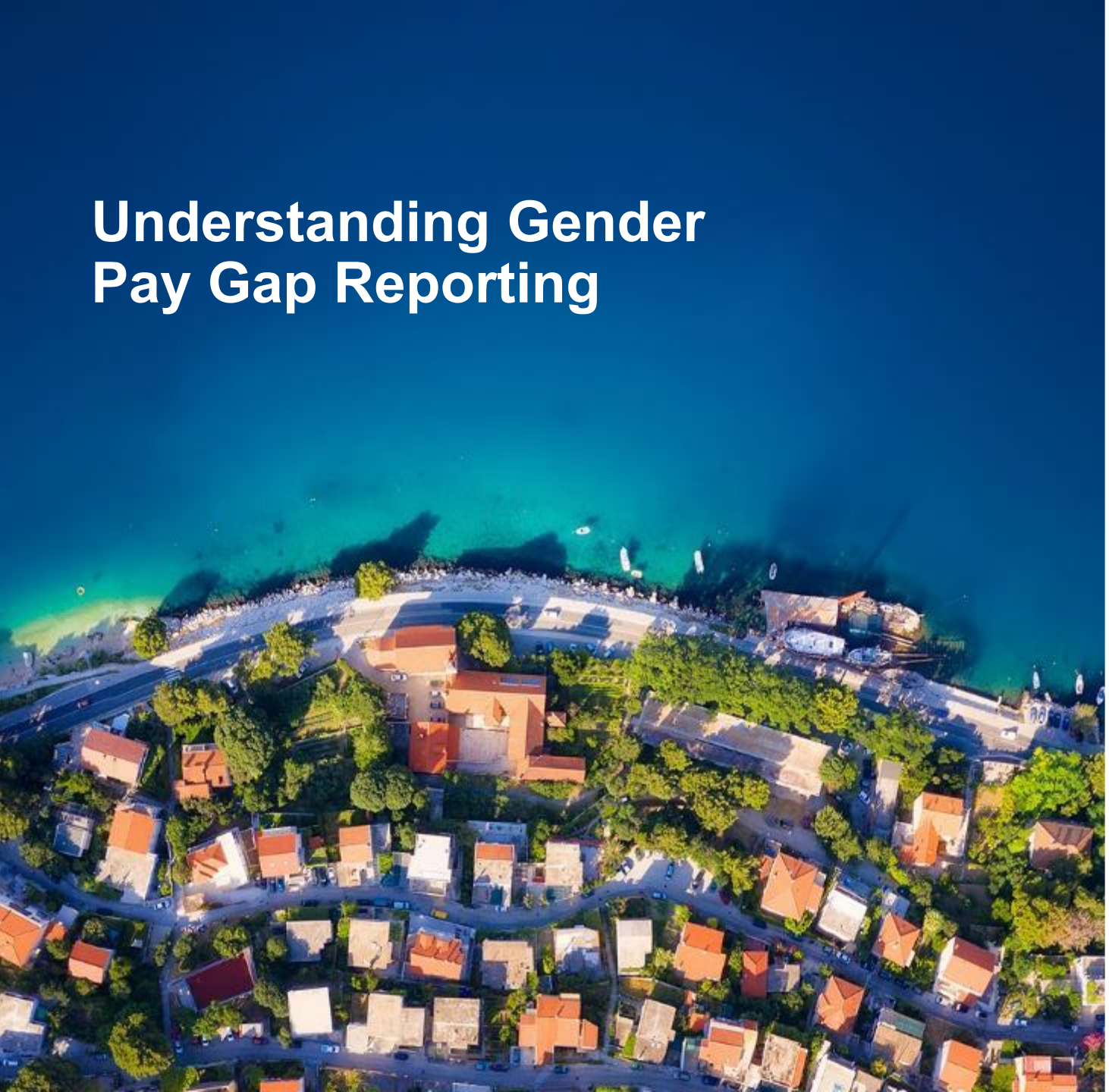
Trane Technologies has been steadfast in our commitment to building an inclusive, uplifting culture. Simply put, it's good for our business. Our inclusive culture helps us drive innovation, attract and retain the needed talent for our growing company and industry and meet the needs of our global customer base.

We aspire to create Opportunity for All. This aspiration helps us access the broadest talent pool possible, bringing in the diversity of thought and innovation needed to achieve our business goals. Our approach remains a key component of our success, as demonstrated by our consistent record of exceptional performance, including top quartile employee engagement, industry-leading talent retention and differentiated financial results.

We are proud to share our gender pay gap results for 2026. We have made progress in this area in recent years and will continue to work to build upon our inclusive, uplifting culture that allows all our employees to thrive, both at work and at home.

TRANE TECHNOLOGIES

# Understanding Gender Pay Gap Reporting



Gender pay gap reporting shows the difference in average earnings between men and women **across all roles at Trane Technologies Ireland; it does not compare pay for identical jobs**.

We use two measures: the mean pay gap, which compares the average hourly pay of all male and all female employees, and the median pay gap, which compares the middle value of hourly pay for men and women when all employees are listed from lowest to highest earnings.

These metrics highlight how factors like gender representation in different roles and career progression affect overall pay, informing our efforts to promote equity and inclusion within our organisation.

TRANE TECHNOLOGIES

# 2026 RESULTS IRELAND

## Results

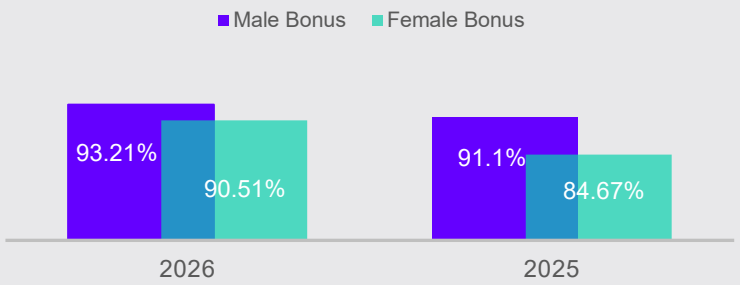
| Difference between men and women* | Mean (average) | Median (middle) |
|---|---|---|
| Hourly Remuneration | 5.3% | 9.5% |
| Bonus Pay | -38.04% | 25.41% |

| Difference between **part-time** men and women* | Mean (average) | Median (middle) |
|---|---|---|
| Hourly Remuneration | -100% | -100% |

| Difference between **temporary** men and women* | Mean (average) | Median (middle) |
|---|---|---|
| Hourly Remuneration | 14.4% | 6.7% |

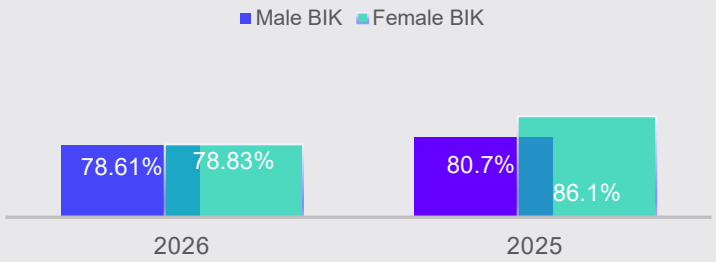
## Bonus

Proportion of males and females receiving bonus payments



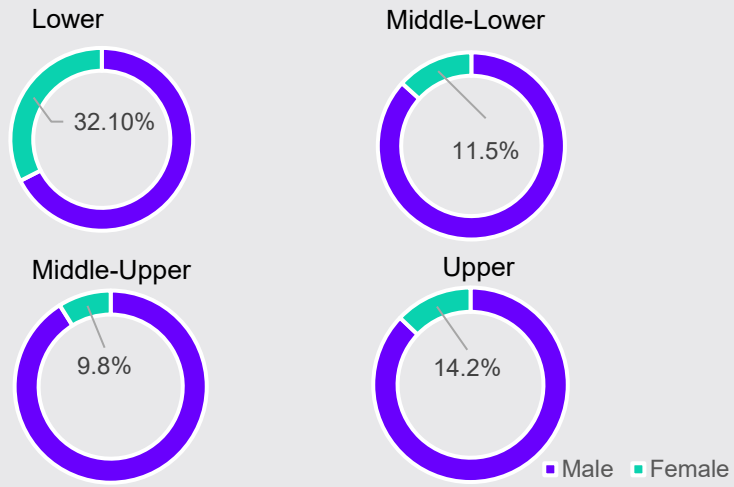

## Benefit in kind

Proportion of males and females receiving payment in form of benefit in kind (BIK)




## Pay Quartiles

Proportion of males and females in each pay quartile



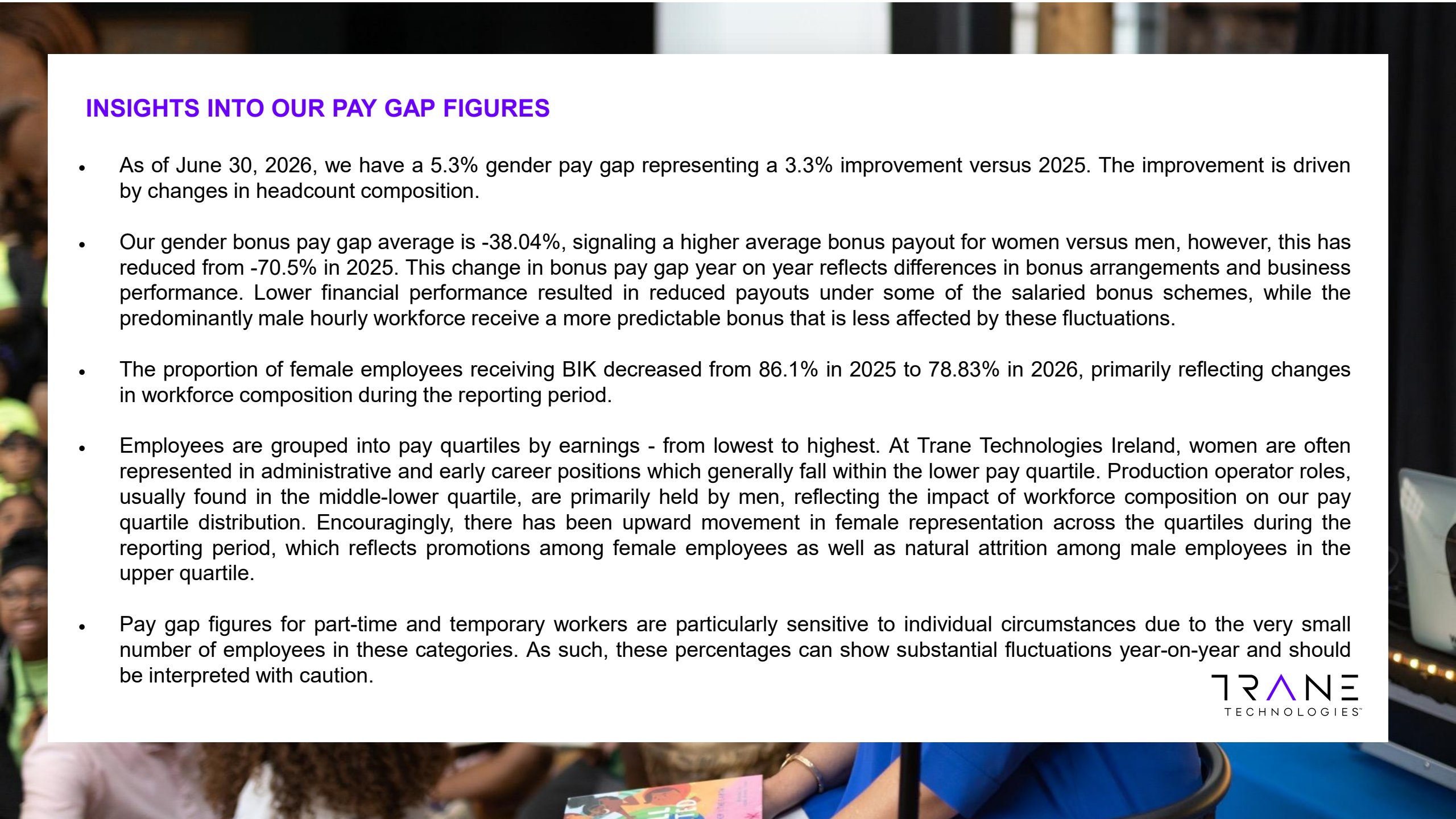



"At Trane Technologies, we believe that creating opportunities for everyone is fundamental to who we are and to our long-term success. By building an environment where every person can grow and succeed, we strengthen our teams and create lasting positive impact for our business and the communities we serve"

**Michael Stratford**
ISC Multi-Site Leader, Thermo King EMEA

**Data applies to employees based in the Republic of Ireland. A positive value indicates that male employees had higher earnings, while a negative value indicates that female employees had higher earnings.*

TRANE TECHNOLOGIES



## INSIGHTS INTO OUR PAY GAP FIGURES

- As of June 30, 2026, we have a 5.3% gender pay gap representing a 3.3% improvement versus 2025. The improvement is driven by changes in headcount composition.

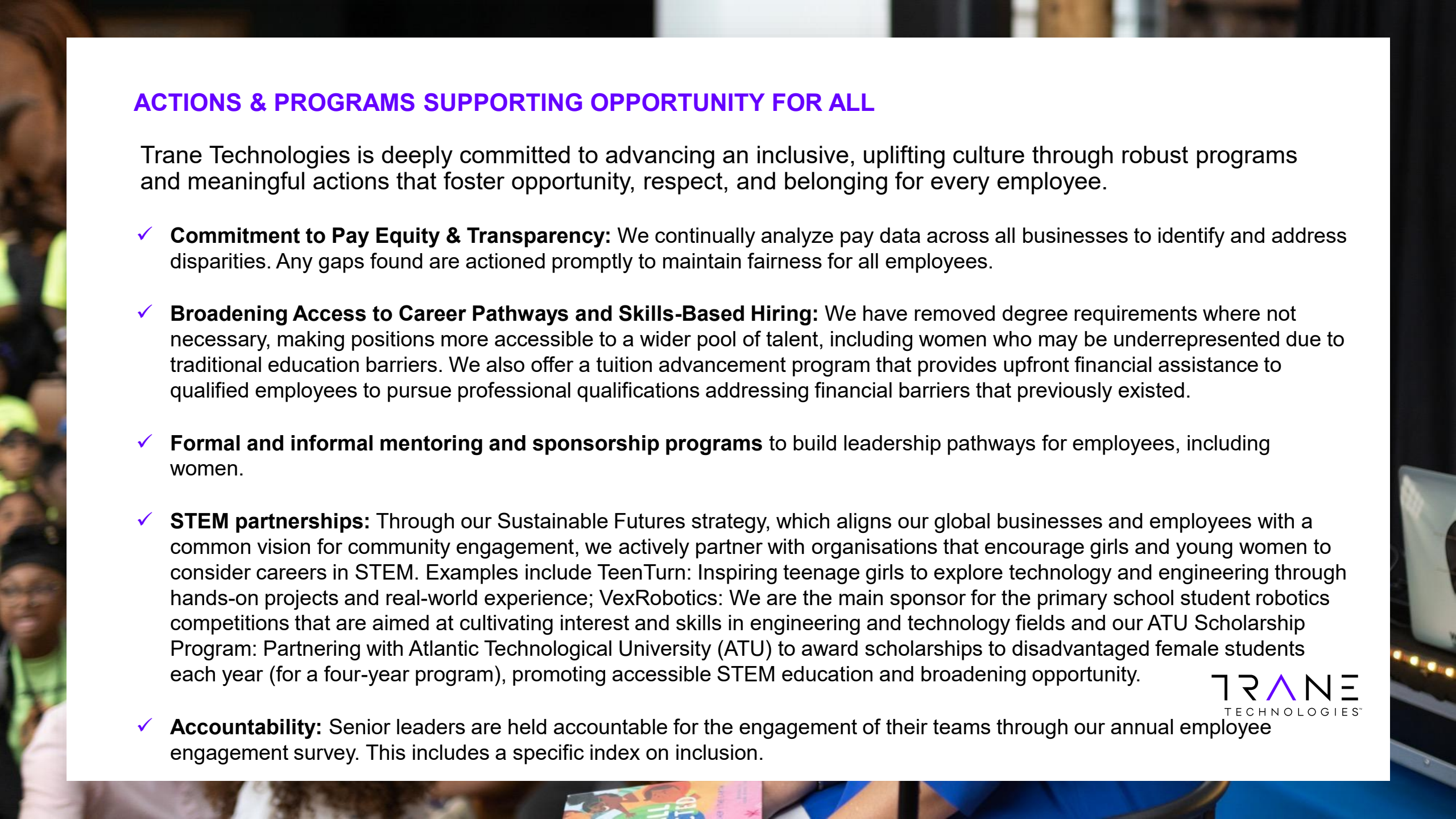
- Our gender bonus pay gap average is -38.04%, signaling a higher average bonus payout for women versus men, however, this has reduced from -70.5% in 2025. This change in bonus pay gap year on year reflects differences in bonus arrangements and business performance. Lower financial performance resulted in reduced payouts under some of the salaried bonus schemes, while the predominantly male hourly workforce receive a more predictable bonus that is less affected by these fluctuations.

- The proportion of female employees receiving BIK decreased from 86.1% in 2025 to 78.83% in 2026, primarily reflecting changes in workforce composition during the reporting period.

- Employees are grouped into pay quartiles by earnings - from lowest to highest. At Trane Technologies Ireland, women are often represented in administrative and early career positions which generally fall within the lower pay quartile. Production operator roles, usually found in the middle-lower quartile, are primarily held by men, reflecting the impact of workforce composition on our pay quartile distribution. Encouragingly, there has been upward movement in female representation across the quartiles during the reporting period, which reflects promotions among female employees as well as natural attrition among male employees in the upper quartile.

- Pay gap figures for part-time and temporary workers are particularly sensitive to individual circumstances due to the very small number of employees in these categories. As such, these percentages can show substantial fluctuations year-on-year and should be interpreted with caution.

TRANE TECHNOLOGIES



## ACTIONS & PROGRAMS SUPPORTING OPPORTUNITY FOR ALL

Trane Technologies is deeply committed to advancing an inclusive, uplifting culture through robust programs and meaningful actions that foster opportunity, respect, and belonging for every employee.

- ✓ **Commitment to Pay Equity & Transparency:** We continually analyze pay data across all businesses to identify and address disparities. Any gaps found are actioned promptly to maintain fairness for all employees.

- ✓ **Broadening Access to Career Pathways and Skills-Based Hiring:** We have removed degree requirements where not necessary, making positions more accessible to a wider pool of talent, including women who may be underrepresented due to traditional education barriers. We also offer a tuition advancement program that provides upfront financial assistance to qualified employees to pursue professional qualifications addressing financial barriers that previously existed.

- ✓ **Formal and informal mentoring and sponsorship programs** to build leadership pathways for employees, including women.

- ✓ **STEM partnerships:** Through our Sustainable Futures strategy, which aligns our global businesses and employees with a common vision for community engagement, we actively partner with organisations that encourage girls and young women to consider careers in STEM. Examples include TeenTurn: Inspiring teenage girls to explore technology and engineering through hands-on projects and real-world experience; VexRobotics: We are the main sponsor for the primary school student robotics competitions that are aimed at cultivating interest and skills in engineering and technology fields and our ATU Scholarship Program: Partnering with Atlantic Technological University (ATU) to award scholarships to disadvantaged female students each year (for a four-year program), promoting accessible STEM education and broadening opportunity.

- ✓ **Accountability:** Senior leaders are held accountable for the engagement of their teams through our annual employee engagement survey. This includes a specific index on inclusion.

TRANE TECHNOLOGIES

## LOOKING FORWARD

- We remain committed to sustained progress towards equitable outcomes across our business.
- We will continue to review our data, listen to our people and evolve our approach to ensure lasting impact.

This report is prepared in accordance with the Irish Gender Pay Gap Information Act 2021 and reflects all mandatory metrics, definitions, and government updates.

For further information or queries, please contact the Ireland HR Team.

Learn more about Trane Technologies' global commitments:
[Trane Technologies 2030 Sustainability Commitments]








# APPENDIX- 2026 GPG Information Act 2021 Reporting Requirements (snapshot date June 30, 2026)

## Table 1: Ireland 2026 - Gender Gap Metrics Report - Snapshot as of 30th June

| Gender Gap Metric | Male 2026 | Female 2026 | Male 2025 | Female 2025 |
|---|---|---|---|---|
| **Total Headcount Population** | 83.19% | 16.81% | 83.2% | 16.8% |
| **The above data for 2026 is representative of 815 employees; 678 male and 137 females and includes both the salaried and production (hourly) populations. 2025 figures: 811 EE's; 674 M, 137 F** | | | | |
| **% Bonus Paid** | 93.21% | 90.51% | 91.1% | 84.7% |
| **The above figures represent the proportion of relevant employees of the respective gender who were paid bonus remuneration.** | | | | |
| **% BIK Availed of** | 78.61% | 78.83% | 80.7% | 86.1% |
| **The above figures represent the proportion of relevant employees of the respective gender who were paid benefit-in-kind** | | | | |
| **% Lower Hourly Remuneration Quartile** | 67.9% | 32.1% | 67.5% | 32.5% |
| **% Middle-Lower Hourly Remuneration Quartile** | 88.5% | 11.5% | 86.7% | 13.3% |
| **% Middle Upper Hourly Remuneration Quartile** | 90.2% | 9.8% | 91.1% | 8.9% |
| **% Upper Hourly Remuneration Quartile** | 85.8% | 14.2% | 87.1% | 12.9% |

TRANE TECHNOLOGIES