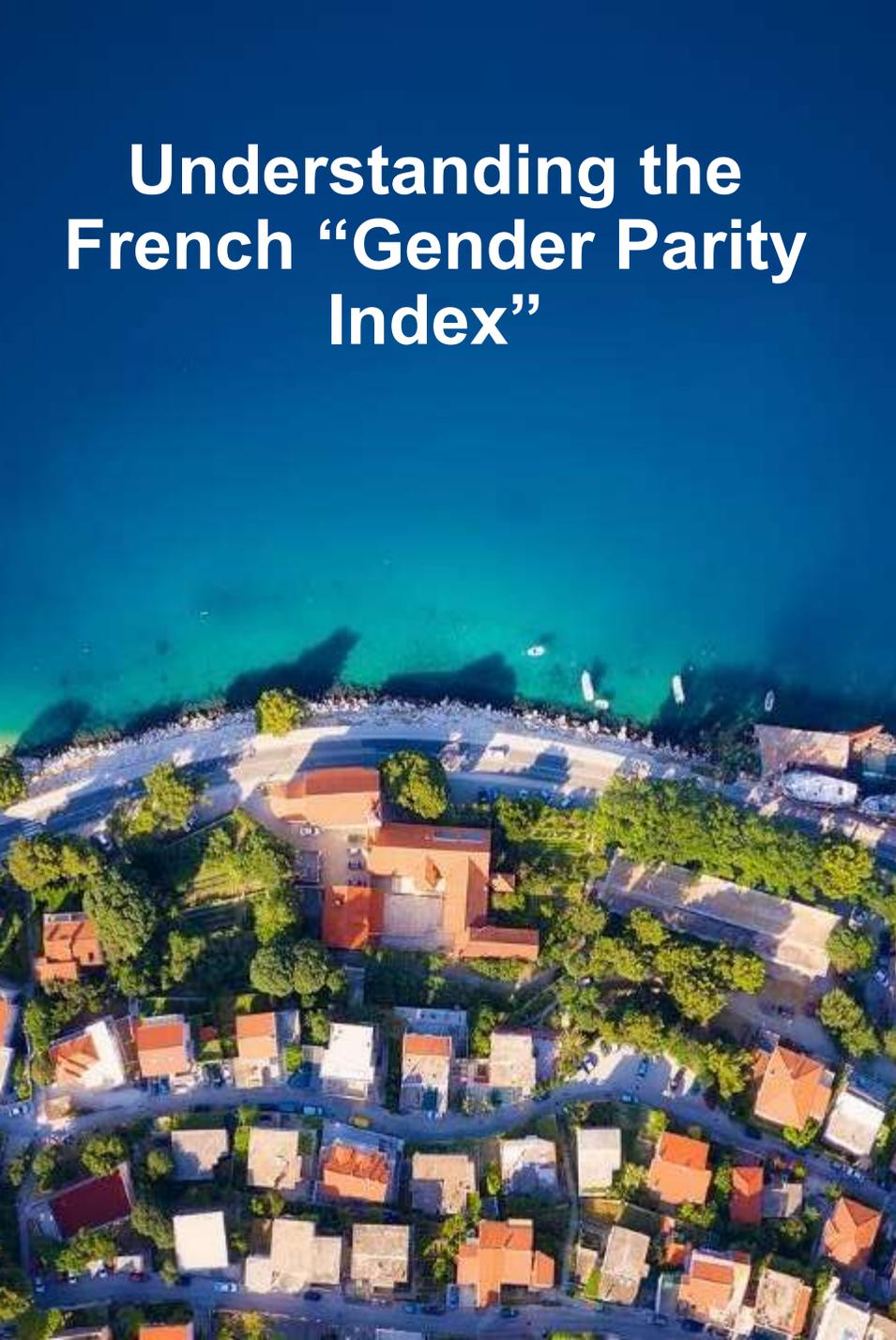




# Trane Technologies France Gender Pay Gap Report 2025

This report details our 2025 results  
Employees covered: 1158 (Trane SAS, Trane France SAS)



# Understanding the French “Gender Parity Index”

## Understanding the French Gender Parity Index

The French Gender Parity Index is an official assessment tool designed to measure the equity of treatment between women and men within the workplace. It evaluates how fairly employees are treated, with a particular focus on compensation, advancement opportunities, and career development.

## How the Index Is Calculated

The index is based on five measurable indicators, each contributing to a total possible score of 100 points:

- The average pay gap between women and men
- Differences in individual salary increases
- Differences in promotion rates
- The percentage of women receiving a salary increase following maternity leave
- The representation of women among the company’s 10 highest-paid employees

A higher score reflects stronger performance in fostering gender parity. Companies scoring below 75 are required to implement corrective measures to improve equity.

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. The other legal entities have fewer than 50 employees and are not required to disclose.

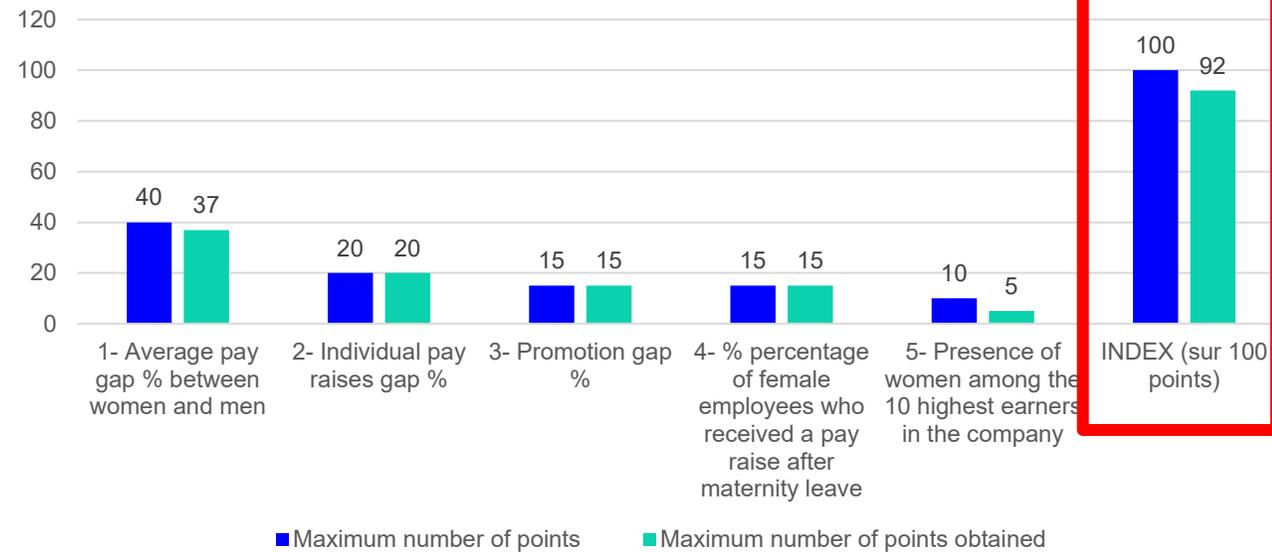
## In Summary

The French Gender Parity Index serves as a key regulatory benchmark in France, providing companies with a clear framework to measure, monitor, and advance gender equality in the workplace.

## 2025 Société Trane Insights – 2025 score : 92/100



Gender Equality Index - Société Trane SAS 2025



### 1. Average pay gap

Women and men receive almost the same pay for equivalent positions  
→ Equal pay is a reality

### 2. Individual pay raises gap

Men and women have an equal chance of getting a raise  
→ No discrimination in pay increases

### 3. Promotion gap

Promotions opportunities are fair, regardless of gender  
→ Equal career opportunities

### 4. Pay raise after maternity leave

All female employees returning from maternity leave received a raise  
→ Full respect for employees' rights

### 5. Women among the 10 highest earners

There remains an opportunity to enhance female representation among the company's highest earners. As part of our ongoing Diversity and Inclusion efforts, we will continue working to increase the presence of women in management and leadership roles.

## Highlights

Société Trane continues to demonstrate strong progress in gender parity, with minimal differences in pay, raises, and promotions — clear evidence of its commitment to fair and equitable workplace practices. The company fully supports the rights of employees returning from maternity leave, reflecting its focus on inclusion and employee well-being.

**The score of 92/100** reaffirms the company's long-standing commitment to pay equity and pay transparency and a diverse, inclusive and uplifting culture.

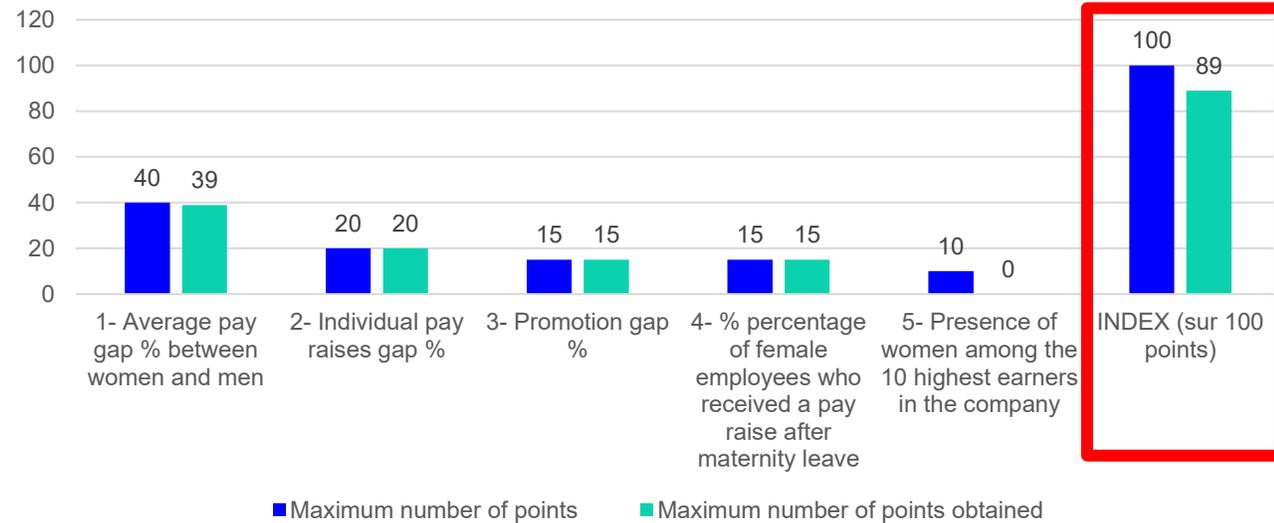


“At Trane Technologies, we believe that creating opportunity for everyone is fundamental to our purpose and success. When we cultivate an environment where each individual can thrive, we tap into the full potential of our people and advance meaningful progress for our business and the communities we serve

**Nathalie VAXELAIRE**  
GM of Société Trane



### Gender Equality Index - Trane France 2025



#### 1. Average pay gap

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#### 3. Promotion gap

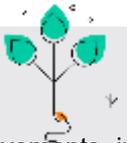
Promotions opportunities are fair, regardless of gender  
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#### 4. Pay raise after maternity leave

All female employees returning from maternity leave received a raise  
 → Full respect for employees' rights

#### 5. Women among the 10 highest earners

There is an imbalance: few women among the highest earners.  
 → Efforts to be continued as part of our Diversity and Inclusion journey to increase the representation of women in management and leadership roles.



### Highlights

Trane France stands out for its significant achievements in gender equality: differences in pay, raises, and promotions are particularly low, reflecting an equitable internal policy. The rights of employees returning from maternity leave are fully respected, illustrating the company's commitment to inclusion and the well-being of all.

**The score of 89/100** highlights and confirms Trane France's strong, concrete, and long-standing commitment to professional equality, diversity, and inclusion.



At Trane Technologies, we aspire to create an environment where everyone can thrive and seize opportunities. Our commitment to pay equity and transparency helps foster a culture where every employee is respected, valued, and fairly compensated. This approach allows us to accelerate innovation, strengthen engagement, and have a positive and lasting impact for our customers.

**Rémy Cartailac**  
 District Leader, TSO France

## To go further: all French entities signed an agreement with unions on professional equality between women and men

- **Vision and objectives**

HVAC segment remains predominantly male, mainly historical educational reasons.

To boldly challenge the status quo, our main objectives are :

- Supporting women's professional development and promoting gender diversity and parity at all levels.
- Equal treatment of women and men, from recruitment onwards and throughout their careers.
- No discrimination in recruitment, compensation and career advancement only based on objective and professional criteria.

- **Strategic focus areas of agreement**

- Recruitment & Diversity
- Training opportunities
- Professional development & career opportunities
- Remuneration parity with annual check (gender gap analysis)
- Work life balance
- Bias, sexism and harassment awareness
- Monitoring & governances with unions

## LOOKING FORWARD

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- 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 has been prepared in accordance with French legislation around professional equality between women and men. It includes all the indicators and definitions required by the authorities.

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

Learn more about Trane Technologies' global commitments:

[Trane Technologies 2030 Sustainability Commitments](#)

