



Trane Technologies 2021 France Annual Pay Gap Reporting

Trane Technologies recently disclosed the 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 : 87/100
Trane Support SAS : 94/100

The obtained scores for the different gender pay indicators, as specified in the Decree, can be found in appendix.

The workforce in France consists of approximately 1,096 employees out of the 39,764 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 team members 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

APPENDIX – DETAILS OF OBTAINED SCORE PER INDICATOR

Société France SAS- 2021

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	5
Total calculable indicators	87
Total calculable scale	100
INDEX (out of 100 points)	87

Trane Support SAS- 2021

1- remuneration gap (in %)	39
2- individual increase gap	35
3- salary increases upon return from maternity leave	15
4- number of employees of the under-represented sex among the 10 highest paid employees	5
Total calculable indicators	94
Total calculable scale	100
INDEX (out of 100 points)	94