

Trane Technologies plc Modern Slavery Statement

The following modern slavery statement is published on behalf of Trane Technologies plc and its consolidated subsidiaries (collectively “we,” “us,” “our,” “the Company”) for the 2024 fiscal year in compliance with the United Kingdom Modern Slavery Act of 2015 and the Australian Modern Slavery Act 2018. A listing of the Company’s subsidiaries is available in its latest Form 10-K filed with the United States Securities and Exchange Commission.

Company Overview

Trane Technologies plc, a public limited company incorporated in Ireland in 2009, and its consolidated subsidiaries is a global climate innovator that brings sustainable and efficient solutions to buildings, homes and transportation through our strategic brands, Trane® and Thermo King®, and our environmentally responsible portfolio of products, services and connected intelligent controls.

The Company’s Supply Chain

Trane Technologies is a global company with a broad product and service portfolio. Our brands bring sustainable, efficient heating and cooling solutions to buildings, homes, and transportation. All of our manufacturing facilities are located across several countries, and we ship products to customers globally. We source raw materials, components, products, and services from more than 28,200 suppliers across the globe. We work systematically to ensure that our suppliers share our values and continually improve their environmental and social conditions for the benefit of local communities and our entire planet.

Supply Chain Modern Slavery Risk Assessment

The Company is committed to taking steps to ensure that human trafficking and forced labor are not taking place in its supply chain or business. The Company is aware that a complex global supply chain may be associated with the risks of modern slavery when raw materials, components, products, or services pass through multiple tiers of suppliers.

The Company used a risk assessment process that evaluates suppliers’ compliance with its Business Partner Code of Conduct.

Additionally, the Company continued using a risk-based approach to survey suppliers in jurisdictions and industries that have a higher risk of modern slavery and human trafficking.

To obtain 2024 full fiscal year data on suppliers, the Company began supplier outreach and engagement in late 2024 and completed supplier due diligence in 2025. Suppliers were asked to provide complete 2024 data.

To enhance our modern slavery due diligence process, we collaborated with a third-party supply chain data management solution to facilitate the collection and management of supplier Human Trafficking Survey data. This solution deploys the Slavery & Trafficking Risk Template (STRT) through a streamlined process. The STRT is a free, open-source industry standard template created by the [Social Responsibility Alliance](#) that is designed to help companies with their supply chain modern slavery due diligence. This third-party supply chain data management solution enhanced our due diligence process and supplier engagement by removing the need for suppliers to download/upload forms and reorganizing the survey data collection to be in-portal. This solution's human trafficking and slavery due diligence program actively identifies and manages supply chain risks through the data collection process, including analyzing supplier responses to determine risk levels in several categories. Our investment in this solution has helped us gather, store, and validate due diligence data, identify areas for improvement in the due diligence process, and improve communication with stakeholders.

Supply Chain Modern Slavery Risk Mitigation

The Company's risk mitigation process, at a high-level, includes the ability to investigate potential issues at a supplier, provide training to a supplier, work with the supplier to implement mitigating controls, or assist a supplier in other appropriate manners with mitigating modern slavery risk. Our risk mitigation options also include termination of the supplier. Additional risk mitigation tools are outlined below.

Global Policies

As an organization driven by our Leadership Principles, we uphold human rights in our operations and value chain. The Company's [Code of Conduct](#), which applies to all employees, prohibits human trafficking, including forced or child labor. The Code also requires employees to conduct due diligence (or support due diligence efforts), so the Company does not retain suppliers who engage in human trafficking.

Additionally, the Company's [Global Human Rights Policy](#) reiterates the Company's prohibition of the use of forced or child labor and states that the employment relationship must be voluntary. This policy outlines our commitments to human rights and describes the processes and legal requirements to which we strictly adhere. This policy also reaffirms the Company's intolerance of human trafficking and includes enhanced requirements for recruiters and suppliers. Our policy aligns with the international requirements, including the International Labor Organization's

(ILO) Declaration on Fundamental Principles and Rights at Work and the United Nations Universal Declaration of Human Rights. The policy includes our Modern Slavery and Human Trafficking Statement, guided by ILO conventions 29 and 105, and outlines our steps to ensure compliance. We further address child labor with the guidance of ILO convention 138.

Training

In 2024, the Company's Global Human Rights Policy was communicated to employees through the Company's annual code of conduct training. This annual training included a course dedicated to anti-human trafficking. Salaried employees in high-risk roles, such as the Legal, Human Resources and Global Integrated Supply Chain (GISC) functions, are assigned courses based on function and associated risks. Additionally, live or webinar-based modern slavery and human trafficking training was created for GISC employees and suppliers. Anti-human trafficking / modern slavery training is available for suppliers through the third-party supply chain data management solution. Suppliers are encouraged to assess and review the education materials during the annual modern slavery due diligence process described above.

Reporting Mechanisms

The Company's Leadership Principle—we do what's right, always—and Code of Conduct asks employees to speak up and seek guidance or report concerns. The Company's [Ethics Helpline](#), which includes a reporting category for human trafficking and forced labor, is available to employees and outside third parties, including suppliers, for reporting concerns or alleged wrongdoing. The Ethics Helpline is available in over 150 languages by telephone and in 75 languages by webform. Reports to the Ethics Helpline are investigated and actions are taken to ensure compliance.

Employees and outside third parties may also report concerns using the Company's dedicated mailbox at AntiHumanTrafficking@tranetechnologies.com. This mailbox is monitored regularly by a cross-functional team from Legal and GISC.

Supplier Agreements

The Company defines its relationship with suppliers by contracts based on legal and ethical practices. The Company's contracts contain standard agreements that require suppliers to comply with the Company's [Business Partner Code of Conduct](#) and uphold fundamental human rights, including prohibitions on child, slave, prisoner and any other form of forced or involuntary labor. The Business Partner Code communicates the Company's expectations that suppliers operate ethically at all times. It also requires suppliers to ensure they do not violate basic human rights and prohibits forced labor and child labor. The Company will not continue

to procure goods or services from a supplier found to be engaging in modern slavery or human trafficking.

Assessing the Effectiveness of the Company's Actions to Combat Modern Slavery

The Company assesses the effectiveness of its actions to combat modern slavery by assessing employee awareness through training performance, analyzing reported modern slavery concerns, and working with suppliers engaged in our modern slavery due diligence process on how to implement or strengthen their policies and controls regarding modern slavery.

Consultation Process

The Company's global modern slavery and anti-human trafficking compliance program is managed by a cross-functional working group comprised of members of the Legal Department, including the Ethics & Compliance Group, and GISC.

With respect to consultation process requirements under the Australian Modern Slavery Act 2018, this working group prepared this statement and consulted with relevant leaders of the Company and with the board members of its Australian entities and entities engaged in sales into Australia in 2024: Trane Thermo King PTY LTD, Thermo King Enterprise Hong Kong LLC (formerly known as Thermo King Trading Company), Thermo King LLC, MTA SpA, and Trane Technologies International Limited.

Approval

This statement has been approved by the Board of Directors of Trane Technologies plc at its regular June 2025 meeting.



Dave Regnery
Chair and Chief Executive Officer

Board Approval Date: June 5, 2025