

The Trane Technologies' Canadian Subsidiaries' Joint Report under the Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act of 2023

The following joint modern slavery report (“Modern Slavery Report”) is published on behalf of Trane Canada ULC, Trane Investments Canada Inc. and Artic Cool Chillers Limited (“the Trane Technologies Canadian Subsidiaries”) for the 2023 fiscal year in compliance with Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act of 2023 (the “Act”). The Trane Technologies Canadian Subsidiaries are part of Trane Technologies plc’s (the “Company”) global modern slavery compliance program. Therefore, the information provided below from the Company’s global modern slavery compliance program applies to the Trane Technologies Canadian Subsidiaries.

Trane Technologies plc, the ultimate parent company for the Trane Technologies Canadian Subsidiaries, also publishes an annual modern slavery statement in compliance with the United Kingdom Modern Slavery Act of 2014 and the Australian Modern Slavery Act of 2018. It is available on the Trane Technologies plc homepage at:

https://www.tranetechnologies.com/content/dam/cscorporate/pdf/company/legal/Modern_Slavery_Act_Statement.pdf.

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 efficient and sustainable climate solutions to buildings, homes and transportation driven by strategic brands Trane® and Thermo King® and an environmentally responsible portfolio of products and services. The Trane Technologies Canadian Subsidiaries are each wholly owned indirect subsidiaries of Trane Technologies plc.

The Company’s Supply Chain

The Trane Technologies Canadian Subsidiaries are part of a global company with a broad product and service portfolio. Trane Technologies’ 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 27,000 suppliers across the globe. In 2023, our combined annual spend was over \$9 billion for direct material and indirect

suppliers. 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, forced labor and child labor (“modern slavery”), are not taking place in its supply chain or business. The Company is aware that a complex global supply chain may be associated with 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 2023 full fiscal year data on suppliers, the Company surveyed suppliers in early 2024 and asked suppliers to provide complete 2023 data. To complete this modern slavery due diligence process, the Company distributed the [Slavery & Trafficking Risk Template \(STRT\)](#) using a third-party supply chain data management solution to assist in our survey and due diligence 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. The third-party supply chain data management solution’s human trafficking and slavery due diligence program actively identifies and manages supply chain risks. The Company’s investment in this third-party supply chain data management solution has helped the Company gather, store, and validate due diligence data while streamlining supply chain communications with stakeholders.

Additionally, in 2023, Trane Technologies contracted with a third-party provider to help the company learn of events that may impact its supply chain. This third-party provider’s service monitors world events and alerts users of many types of potentially disruptive scenarios, including incidents related to forced labor.

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

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.

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 reaffirms the Company's intolerance of human trafficking and includes enhanced requirements for recruiters and suppliers. Our policy aligns with the stringent standards set forth by 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 2023, 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.

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. 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 daily 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.

Remediation Measures

The Company is not aware of an instance of modern slavery in its activities or supply chain. Therefore, the Company does not have any measures taken to remediate any modern slavery or the loss of income to the most vulnerable families that resulted from any measure taken to eliminate the use of modern slavery in its activities and supply chains to disclose in accordance with section 11(3)(d) – (e) of the Act.

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, evaluating supplier compliance with the Business Partner Code of Conduct, and performing supplier systems assessments, which include human rights as one of the categories of risk evaluated.

Consultation Process

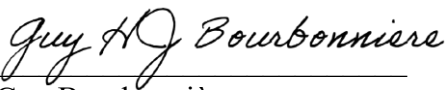
The Company's global modern slavery compliance program is managed by a cross-functional working group comprised of members of the Legal Department, including the Ethics & Compliance Group, and GISC.

Approval

This joint Modern Slavery Report has been approved by the board of directors of each of the Trane Technologies Canadian Subsidiaries. Pursuant to resolutions adopted by the board of directors of each of the Trane Technologies Canadian Subsidiaries, the director named below is authorized to execute and deliver this Modern Slavery Report by and on behalf of the Trane Technologies Canadian Subsidiaries.

Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.



Guy Bourbonnière

Director of Trane Canada ULC, Trane Investments
Canada Inc. and Artic Cool Chillers Limited

I have the authority to bind Trane Canada ULC,
Trane Investments Canada Inc. and Artic Cool
Chillers Limited.

Attestation Date: May 31, 2024

**RESOLUTIONS OF THE DIRECTOR
OF
TRANE CANADA ULC**

The undersigned, being the sole director of Trane Canada ULC, a British Columbia unlimited liability company (the "Company"), does hereby consent to the following resolutions with the same force and effect as if such resolutions had been duly adopted at a meeting of the directors of the Company:

WHEREAS, after due consideration and deliberation, the sole director has determined to approve and adopt, by and on behalf of the Company, the Joint Modern Slavery Report substantially as presented in the attached Exhibit A (the "Modern Slavery Report"), and to authorize any director or officer of the Company to execute and deliver the Modern Slavery Report by and on behalf of the Company.

NOW THEREFORE, it be resolved that the sole director hereby (1) approves the adoption of the Modern Slavery Report, and (2) authorizes any director or officer of the Company to execute and deliver the Modern Slavery Report by and on behalf of the Company.

CONSENTED to as of May 29th, 2024.


Guy Bourbonniere

**RESOLUTIONS OF THE DIRECTOR
OF
ARCTIC COOL CHILLERS LIMITED**

The undersigned, being the sole director of Arctic Cool Chillers Limited, an Ontario corporation (the "Company"), does hereby consent to the following resolutions with the same force and effect as if such resolutions had been duly adopted at a meeting of the directors of the company:

WHEREAS, after due consideration and deliberation, the sole director has determined to approve and adopt, by and on behalf of the Company, the Joint Modern Slavery Report substantially as presented in the attached Exhibit A (the "Modern Slavery Report"), and to authorize any director or officer of the Company to execute and deliver the Modern Slavery Report by and on behalf of the Company.

NOW THEREFORE, it be resolved that the sole director hereby (1) approves the adoption of the Modern Slavery Report, and (2) authorizes any director or officer of the Company to execute and deliver the Modern Slavery Report by and on behalf of the Company.

CONSENTED to as of May 29th, 2024.



Guy Bourbonniere

**RESOLUTIONS OF THE DIRECTOR
OF
TRANE INVESTMENTS CANADA INC.**

The undersigned, being all directors (the "Directors") of Trane Investments Canada Inc., a British Columbia corporation (the "Company"), do hereby consent to the following resolutions with the same force and effect as if such resolutions had been duly adopted at a meeting of the Directors of the Company:

WHEREAS, after due consideration and deliberation, the Directors have determined to approve and adopt, by and on behalf of the Company, the Joint Modern Slavery Report substantially as presented in the attached Exhibit A (the "Modern Slavery Report"), and to authorize any director or officer of the Company to execute and deliver the Modern Slavery Report by and on behalf of the Company.

NOW THEREFORE, it be resolved that the Directors hereby (1) approve the adoption of the Modern Slavery Report, and (2) authorize any director or officer of the Company to execute and deliver the Modern Slavery Report by and on behalf of the Company.

CONSENTED to as of May 28, 2024.



Guy Bourbonnière



Michelle D. Trumpower



Evan M. Turtz