Shaping
a Sustainable Future

Trimble Sustainability Report 2023

Contents

A Message From Our Leadership

At Trimble, our mission is clear: to transform the way the world works and, in doing so, shape a better future for our customers, employees and the planet. Sustainability underlies our vision to connect the physical and digital worlds; it is woven into our products and solutions and integrated into our culture. We are meeting the needs of our customers, employees and the communities where we operate with an unwavering commitment to a better future.

Trimble enables our customers to be better, faster, safer, and greener, and we deliver these benefits through our platform strategy. Our Connect & Scale Strategy seeks to connect users and stakeholders with data and workflow across the industries we serve. We aim to simplify the complex and make our customers feel more confident in making decisions and getting their work done.

Our solutions empower customers to make better decisions and work smarter, enabling precise, impactful actions that can address sustainability challenges and significantly reduce emissions for our customers. Internally, we focus on improving our carbon footprint. Through these efforts, we reduced Scope 1 and 2 emissions across all Trimble facilities and enabled a 70% decrease in overnight air freight compared to 2022.

We lead with integrity. Trimble's Code of Conduct, Environmental Policy, and Human Rights Policies guide how we operate and set a high standard for ethical behavior for our employees and partners. I'm proud that we regularly receive the Best Place to Work Comparably Awards. Once again, we were honored as the Best Company for Women, proven by the 27% increase in women holding manager-level roles since 2020.

Finally, we recognize the transformative potential of AI and are developing responsible policies that lead with integrity while enhancing the capabilities of our workforce. As we look to the future, our commitment to sustainability remains steadfast. The path ahead for Trimble holds immense opportunity, and our unwavering commitment to sustainability will continue to guide what we do and how we work as we continue our journey toward a better future.

Rob Painter
CEO

As we reflect on our past and look ahead to the future, sustainability is a constant on our journey.

At Trimble, sustainability is about creating lasting value for our most important stakeholders—our customers, employees, and the communities where we live and operate. Integrating sustainability into everything we do is a responsibility and a fundamental part of our mission. We embed sustainable practices into our operations, products, and company culture. We believe each of us has a role in driving our vision of a better future for all.

We are proud of the significant strides we made in 2023. From reducing our carbon footprint to implementing innovative solutions for our customers, our collective efforts continue to make a tangible impact. Our achievements are a testament to our commitment and the hard work of each team member.

While we are well into our journey, we continue innovating to transform the way Trimble and the world work so we can grow together towards a better, more sustainable future. We welcome you to join us as we continue our journey to advance our sustainability goals and make a lasting positive impact on our planet.

Leah Lambertson
SVP OPERATIONS,
HEAD OF SUSTAINABILITY

Our Company

Trimble transforms the way the world works by enabling customers to do their life's work, better.

Our technology connects the physical and digital worlds for the agriculture, construction, geospatial, and transportation industries. It equips customers to improve their productivity, quality, safety, transparency, and sustainability.

Mission and Vision

We transform the way the world works by delivering products and services that connect the physical and digital worlds.

Values

Belong
Be yourself and thrive together

Grow
Be intentional and humble

Innovate
Be curious and solve problems

Trimble at a Glance

Trimble is uniquely positioned with the people, patents, reach, and interconnected scale to enable industrial transformation.

$3.8B
2023 revenue

$660M+
per year invested in R&D

12,000+
employees

Supporting customers in
150+ countries

1,000+
unique patents

Present in
40+ countries

Global Distribution of Employees

Trimble Core Industries

Agriculture:
Enabling safe, reliable food supply

Transportation:
Delivering goods efficiently

Construction:
Building vital infrastructure

Geospatial:
Mapping the earth digitally

Our Sustainability
Commitment

Our mission to transform the way the world works pushes us to innovate with purpose and create technology that can generate positive impact on a global scale. Through these efforts we are shaping a sustainable future for our customers, employees, and the planet.

This section provides an overview of our sustainability commitment, strategy for delivering on it and progress in 2023.

In This Section

Shaping a Sustainable Future

Our commitment to shaping a sustainable future is at the heart of our success as a business. It guides our people and culture in the work we do every day, developing solutions to help essential industries transform the way the world works.

We know becoming more sustainable is a journey, for us and for our customers. Our path is guided by our material issues, organized strategically around three pillars—**Building Resilience**, **Empowering People,** and **Leading With Integrity**—to ensure we contribute not only by transforming our company but also by equipping others to create a sustainable, resilient, and equitable future.

As we advance on this journey, we consistently strive for improvement. In 2024, this will include:

+ Conducting a double materiality assessment
+ Enhancing the comprehensiveness and precision of the data we use to evaluate and manage our sustainability performance

This report demonstrates our strategy, progress in 2023, and intentions for the future, organized around our three pillars.

Building Resilience:
is enabling ourselves, our customers, and the essential industries we serve to adapt, grow, and thrive over time.

Empowering People:
means our diverse community of innovators and problem solvers create opportunities for others to thrive.

Leading With Integrity:
exemplifies our dedication to leadership principles that ensure excellence in everything we do.

How Trimble Contributes

For us, contributing to a sustainable future means increasing our collective capacity to positively impact our communities and planet. We constantly develop how we:

- Drive improvements in our value chain
- Enable sustainable outcomes for customers, employees, and industry more widely
- Innovate solutions to create a more resilient, equitable, and sustainable world

This work is underpinned by eight United Nations Sustainable Development Goals (SDGs). Go to the appendix for more on SDGs.

2023 Highlights

Here are areas we performed well in and areas where we are aiming for more.

	Highlights	Where We Are Aiming for More	Where We Are Going
BUILDING RESILIENCE	• **Completed construction of the solar array at our Colorado HQ** • **32% reduction in Scope 1 and 2 emissions across all Trimble facilities** • **70% reduction in use of overnight air freight compared to 2022**	• Secure better data on Scope 3 emissions in areas we have targets • Enable managers to make clearer decisions to rationalize business travel • Prioritize more actions to reduce emissions from upstream logistics	• Upgrading heating and air conditioning systems at our North American Operations Hub • Help suppliers get in position to commit to set science-based reduction targets
EMPOWERING PEOPLE	• **People leader roles held by women has increased by 27% since 2020** • **32.6% of all employees achieved internal mobility in 2023** • **Maintain a culture of innovation with approximately 15% of revenue allocated in research & development initiatives** • **$880,000+ invested in communities across 2022 and 2023, focused on empowering people through education and career opportunities**	• Accelerate progress of equitable people leader representation with leadership development and accelerator programs • Expand our well-being programs for all employees • Achieve and maintain a high level of employee engagement with Belonging as a key factor that creates a positive work culture • Invest in non-profit organizations focused on advancing equity and empowering economic mobility for more people	• Updating our performance management program to include criteria focused on behaviors that reinforce our shared values of Belong, Grow and Innovate • Fostering a strong culture of belonging and safety through employee connection and shared inclusive leadership practices • Assessing talent processes to create equitable, transparent career growth and outcomes • Continue investments through partnerships and the Trimble Foundation
LEADING WITH INTEGRITY	• **Launched new policy and training for employees on responsible AI** • **Obtained 80 more external, independent product security certifications**		• Attaining external independent security certification for 40 more products by the end of 2025

Tracking Our Progress

Measuring progress on our ambitions in the Building Resilience and Empowering People pillars of Trimble's work.

Impact Area	Ambition	Target Date	Progress[1]
BUILDING RESILIENCE	Annually source all electricity from renewable sources	2025	21%
	50% absolute reduction in Scope 1 and 2 emissions	2030	32%
	50% absolute reduction in Scope 3[2] emissions	2030	0%
	70% of Trimble suppliers by emissions[3] to have committed to set science-based emission reduction targets	2026	31%
EMPOWERING PEOPLE	Female employees represent 35% of our global team	2025	31.3%
	Double underrepresented BIPOC[4] representation among US employees[5]	2025	12.5%
	Female and US BIPOC hold 36% of leadership positions	2025	31.4%
	Invest $1 million from the Trimble Foundation in community organizations advancing equity in our communities through access to education and career pathway partners	2025	$880k+
	Increase our belonging score in employee surveys to 79 or more	2025	75

[1] Denotes progress achieved by end of 2023.

[2] Scope 3 emissions for this target comprise emissions from fuel and energy-related activities, business travel, and upstream transportation and distribution.

[3] Covering purchased goods and services and capital goods.

[4] Black, Indigenous, and People of Color.

[5] This goal is specific to increasing underrepresented BIPOC employee representation, which includes employees that are Hispanic or Latino, Black or African American, American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, or Two or More Races.

Awards and Recognition

Our sustainability strategy contributes to making us an award-winning company in all the industries we serve.
Here are some highlights of the many awards we won in 2023.

**Finalist,
Best Workplaces
for Innovators**

**Top Company in
Technology, Software,
Telecommunications**

**Logistics Innovation Award,
Transporeon**

**Top 50
Global Innovator**

**Best in Show Award,
Future of Freight Festival**

**Silver Merit Award,
Technology Innovation**

**Top 20
Products**

**Consumer Social
Responsibility Award
for Innovation**

Building
Resilience

Trimble builds resilience for our customers, our company and our supply chain. Our technology enables major industries to transform their operations at scale, making Trimble the partner for anyone seeking to adapt, grow and thrive in the face of change. We are working throughout our value chain—our own operations, with suppliers and with customers— toward a more sustainable future.

In This Section

Enabling Resilience for Our Customers

We know customers want to make better decisions and work smarter. Making a business or industry more sustainable is rooted in making better decisions every day. Whether to drive fundamental transformation or smaller process improvements, Trimble solutions support efficiency, performance, profitability and resilience for the long term.

The industries we serve are ultimately the ones transforming how the world works. We constantly seek ways to better serve our customers, innovating for a better tomorrow. Our technologies in positioning, modeling, connectivity, and data analytics help our customers take meaningful, precise action, including on sustainability challenges. By bringing the physical and digital worlds together, Trimble solutions provide the information to make the right decisions and prove their impact. The potential scale of emissions avoided and reduced is significant.

Our core growth strategy to enable our customers includes:

+ **Connect and Scale**—our industry cloud platform strategy to help customers achieve better outcomes, faster

+ **Customer Transformation Now**—stories of how we are already partnering with customers for impact

+ **New Ventures**—how Trimble Ventures is at the cutting edge of innovation

Connect and Scale

Our customers' operations and the environment they work in are complex. Our technology solutions help them navigate complexity by translating the physical environment into digital insights that can be leveraged for analysis, better decision-making, and taking precise action in the real world.

We provide the capability to connect applications, data, workflows, and technologies to optimize customers' work for maximum effectiveness and efficiency. This allows them to better collaborate with their stakeholders based on a shared understanding of the issues and how to respond to them.

Building from our existing suite of solutions, the Connect and Scale strategy is about building even more momentum in efficiencies—including toward sustainable outcomes. It seeks better ways to:

+ Connect more software, hardware, data, and processes in a single, shared platform for online, real-time interactions between users to enable better decisions within and across organizations

+ Scale shared interactions within platforms through network effects, where more interactions create more value for each participant and therefore more participation overall, accelerating engagement by users and Trimble partners for greater innovation

By leading to more information, insights, and collaboration, Connect and Scale will help find more routes to sustainable outcomes, faster.

This strategy applies both to product offerings and to our team. For customers, it will mean more opportunity to create efficiencies and find more sustainable approaches. The Connected Climate Exchange, featured in last year's sustainability report, is a good example of a multi-industry, multi-stakeholder solution combining data from across Trimble systems to facilitate more sustainable decisions.[1]

Within our company, we are investing in people, processes, and technologies to improve how we work. You can see examples of how this is delivering better results for customers in Customer Transformation Now and of how it is transforming our company in Enabling Resilience at Trimble and Empowering People.

[1] As of April 2024, the Connected Climate Exchange is part of the PTx Trimble joint venture between Trimble and AGCO.

Customer Transformation Now

Here are some stories from 2023 to illustrate how Trimble solutions enable customers to optimize for both profitability and sustainability.

Enhancing Energy Efficiency Through AI

In 2023 we contributed to research into how artificial intelligence (AI) can facilitate better energy efficiency analysis for buildings.

The research is funded by the US Department of Energy in conjunction with the National Renewable Energy Laboratory (NREL). The goal is to create models to map elements of buildings and connect mapping to several key processes. A successful model will generate efficiencies for construction customers in fabrication, installation, and quality assurance. Successful implementation is expected to dramatically decrease both costs and energy consumption.

Trimble is working with NREL to use the technology on several existing projects. NREL expects to publish final results in 2027.

Enabling Customers to Reduce Transport Emissions

We empower customers to transform their transportation and logistics to meet their emissions goals. Our customer Nestlé is leading the way using the Transporeon-Rail Cargo Group platform for smarter transportation choices.

The platform enables customers to create efficiencies by moving to multimodal transport. It was precisely the right tool for Nestlé as it seeks ways to reduce its carbon footprint.

Transporeon and Rail Cargo Group combined management of all modes of freight in a single platform in 2023 to make transportation choices easier for customers. The project won the Austrian Logistics Award in 2024 and is up for the European Logistics Award later in the year.

> Through our collaboration with Transporeon and RCG, we are exploring the potential of multimodal transport as a lower-emission solution. By leveraging their technology, we aim to fill vehicles and plan our journeys more efficiently while making smarter choices that align with our emission reduction objectives. This is one part of our broader strategy to shift towards increased rail transport, which supports our emissions reduction goals.

Zsolt Zahuczki
REGIONAL DISTRIBUTION CENTER AND PHYSICAL LOGISTICS MANAGER, NESTLÉ PURINA, HUNGARY

Survey Tool Speeds Hydroelectric Project

Our SX12 scanning total station—a geospatial tool to capture high-quality survey data—was instrumental in a world-first for hydroelectric power: converting a disused gold mine in Queensland, Australia to a pumped storage hydroelectric power facility.

Trimble customer MinStaff Survey supported the project's design by providing detailed surveys of the mine. Using the SX12, MinStaff was able to halve the number of personnel and time needed to complete the work.

As the project moved into construction, it required daily surveys to ensure that excavation and concrete additions conformed to design before moving to the next phase. Using Trimble tools again allowed rapid mapping on site rather than requiring repeated trips out of the tunnel to check results. All results were managed in the cloud through Trimble Business Center, allowing all professionals involved in the project to review and use survey results in real time.

With these capabilities, the project team kept the project on time, completing 50% of construction by mid-2023. Kidston will be Australia's first pumped hydroelectric project in over 40 years and the country's third-largest electricity storage facility—all optimally facilitated by Trimble solutions.

Mapping a Crucial River

RiverRestoration mapped the riverbed of 342 miles of the Colorado River to support the US Bureau of Reclamation's vital conservation work.

The Colorado River is believed to irrigate 90% of US winter crops but was designated the country's most endangered river in 2022. RiverRestoration's survey used multiple Trimble tools to create a seamless, 3D map with even greater accuracy than the Bureau required, and in a fraction of the time it would have taken using traditional real-time kinematic correction tools.

The Bureau can use the map to understand the impact of erosion and how that affects water capacity.
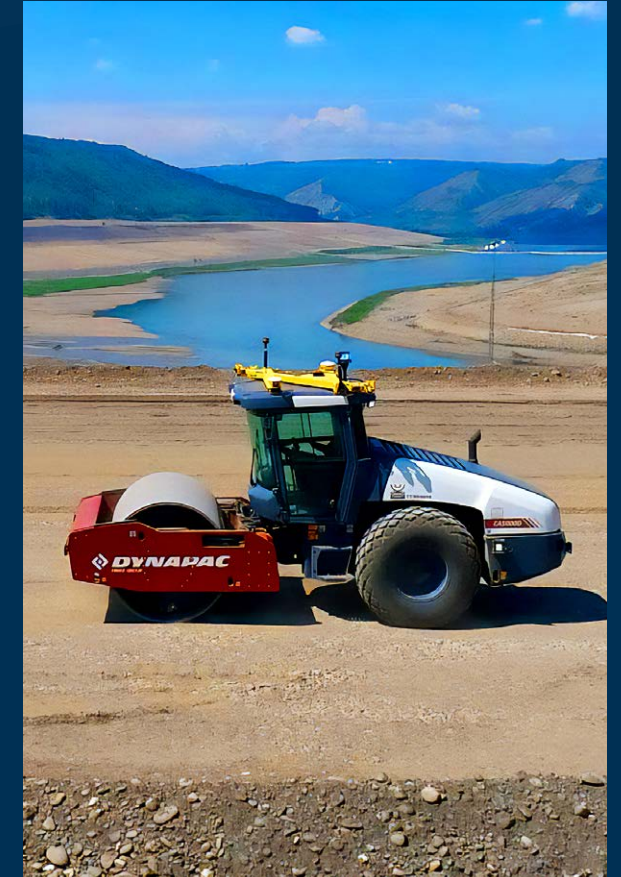
First Fully Autonomous Compactor Tested

Digital transformation of the construction industry took a big step forward in 2023 with the first test of a fully autonomous soil compactor on a live job.

Our customers ACCIONA Infrastructure Canada and Samsung C&T Canada used our software to gather data and guide compacting work on a major hydroelectric project in British Columbia, Canada. We were able to test the fully autonomous compactor for 37 hours alongside a fleet of manned compactors.

Our testing indicates customers can reduce fuel consumption and emissions by over 26% compared to worker-operated compactors.

We will conduct further testing through 2024 based on the success of this test. The goal is to make autonomous compacting available to select customers for beta testing in 2024.

> **"**Autonomy plays an important part in Samsung's vision of a more sustainable future, so it was thrilling to have a fully autonomous compactor being put to the test alongside our fleet of equipment with an operator on this project.
>
> **Yunki Kim**
> GROUP LEADER, CONSTRUCTION AUTOMATION TEAM, SAMSUNG C&T

New Ventures

Our Trimble Ventures corporate venture capital fund focuses on early- and growth-stage companies that have innovations that complement our platforms and have the potential to accelerate digital transformation in the industries we serve. As reported last year, Trimble Ventures also invests in the Ironspring Ventures fund.

Trimble Ventures strategy aligns with our wider innovation strategy, our sustainability goals, and UN SDGs. It is an important part of how we stay on the leading edge of developments to enable customers' efficiency.

In 2023 we added a new company, ProjectMark, to the portfolio by direct investment. ProjectMark has developed an AI-based customer relationship management platform for the construction industry.

The Trimble Ventures team is now also managing another investment, originally made by Transporeon, as part of integrating Transporeon into our operations.

Looking at existing investments, we developed commercial relationships between our main business divisions and some of the companies within the Trimble Ventures and Ironspring Ventures portfolios. Many of these startup companies are also notable for their contributions to sustainability benefits, such as:

+ Monarch Tractor, our first direct investment, started scaling production of its fully electric, autonomous tractors in the second half of 2023. In over 40,000 hours of use Monarch's fleet has helped farmers save more than 850 tons of CO_2 emissions.

+ Civ Robotics[1], a construction robotics start-up that has recently focused on layout systems for building solar farms. Their systems were deployed on over 40 projects in 2023, supporting construction of more than eight gigawatts of renewable energy across the United States.

+ Harbinger, an Ironspring Ventures portfolio company dedicated to electrifying commercial and specialty vehicles, has made advances in the medium duty commercial vehicle segment. A single Harbinger electric delivery truck can avert approximately 860 tons of CO_2 emissions over a vehicle's life compared to gas or diesel equivalents.[2]

We collaborated with seven leading companies in the construction industry to engage start-ups through the Construction Startup Competition. Support, including cash prizes, focused on innovations in green construction, supply chain, productivity, and future technology.

In 2024, we will continue to align activities with what our customers need and evaluate new investment opportunities.

[1] Trimble commercial relationship established.

[2] Comparison based on the US Department of Energy data on national average CO_2 emissions for US electricity production and CO_2 emissions from equivalent sized, late model year trucks.

Launched
in 2021

$200M
total fund size

Nine
direct investments[3]

Ironspring Ventures invested in
Three
companies in 2023

One
new direct investment in 2023

500+
companies engaged in 2023

Completed due diligence on
42
potential investment opportunities

[3] As of June 30, 2024. Includes one direct investment by Transporeon in April 2023.

Enabling Resilience at Trimble

We recognize that businesses have a responsibility to contribute to limiting global warming to 1.5 degrees Celsius and believe that building resilience in our value chain starts with us. Operating sustainably also supports our long-term objectives, enabling us to save resources, reduce costs, and mitigate climate-related risks.

We are applying our innovation and efficiency capabilities to our own organization in line with our climate action roadmap. As we enter Phase Three of our roadmap, we continue to focus on measuring and addressing Trimble's impact across the whole organization. This includes harmonizing disparate, business-unit level information into an enterprise-level view. The harmonization allows us to plan action based on identifying the areas where our impact is greatest and where we can significantly mitigate those impacts. We are guided in this by our Science Based Targets initiative-approved (SBTi) enterprise-level goals.

Our SBTi goals represent our strategic, phased approach toward a net zero future. They account for technological, operational, and financial considerations to ensure that transition is sustainable for Trimble.

In 2023 we made good progress reducing Scope 1 and 2 emissions. However, our overall emissions rose due to a change in calculation methodology that accounts for international manufacturing, as well as an increase in business travel.

We remain committed to tackling our emissions and will do so by building a mature data ecosystem that enables effective action. Data insights will help us to consider questions such as where the need for business travel remains valid and where it can be dialed back. Such cultural shifts are difficult, but understanding the cause and effect regarding emissions will help to aid in decisions such as how to allocate a limited travel quota. We have effectively reduced emissions from upstream logistics as the impact of COVID on supply chains recedes, and the need for last minute air freight with it. Over the coming years we will continue to reduce these emissions by near-shoring procurement, manufacturing, and shipping to individual global regions.

As we continue to advance towards our science-based targets we will be able to access credit at a lower rate through a facility set up to recognize our decarbonization achievements.

We enable our organization to meet these goals through:

+ **Climate Action Focus**—six areas that are most material to our emissions footprint

+ **Accelerating Change**—our current efforts to move forward in our focus areas

Governance and oversight are provided by the Board's Nominating and Corporate Governance Committee.

Goal	2023 Progress[1]
100% annual sourcing of renewable electricity by 2025	21%
50% absolute reduction in Scope 1 and 2 emissions by 2030	32%
50% absolute reduction in Scope 3[2] emissions by 2030	0%

[1] Progress is based on a 2019 baseline.

[2] Scope 3 emissions for this target comprise emissions from fuel and energy-related activities, business travel, and upstream transportation and distribution.
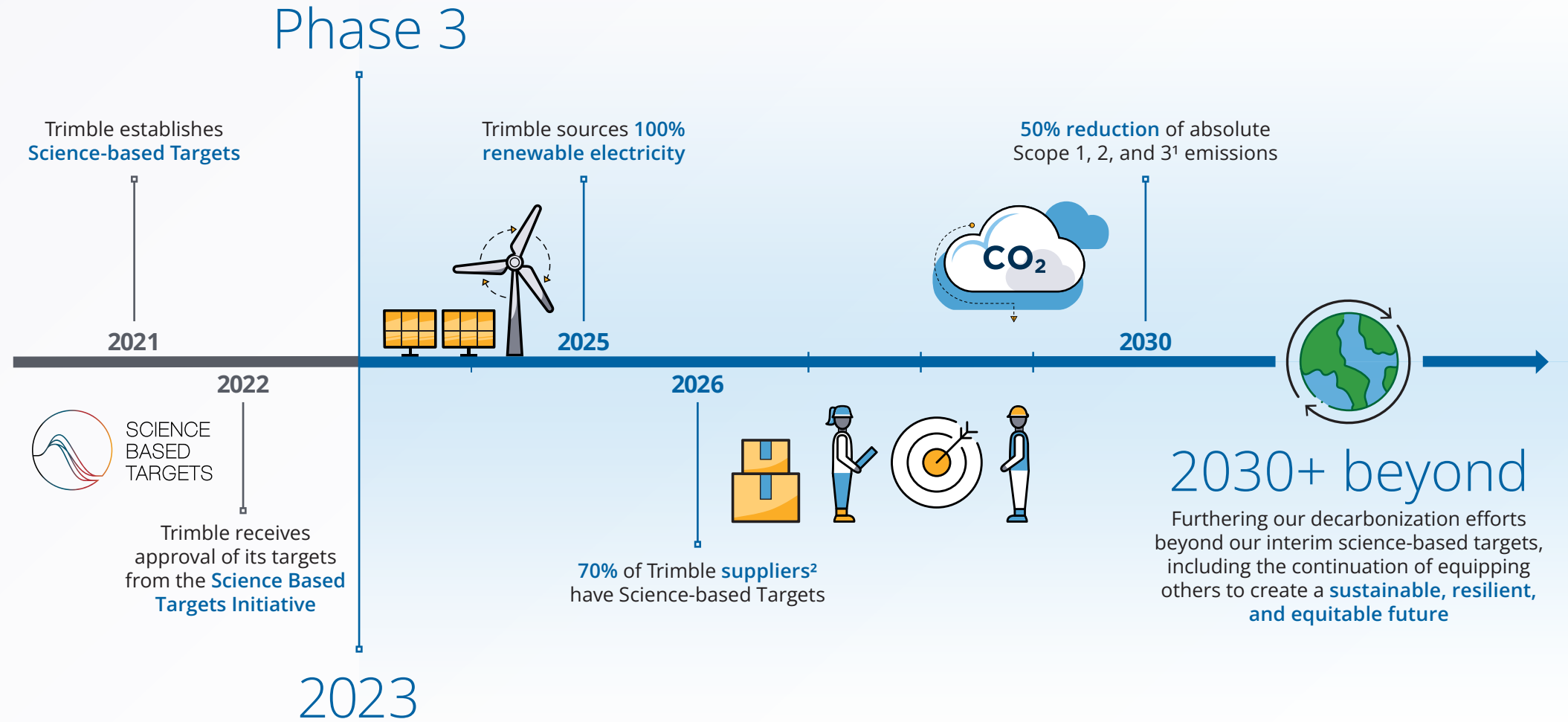
Climate Action Focus

We focus on six areas to prioritize action where we can maximize reductions in areas of our value chain with the greatest emissions impact.

Facilities
Expand energy efficiency and reduce carbon footprint at company facilities

Purchased energy
Increase annual sourcing of renewable electricity to 100% by 2025

Business travel
Reduce overall business travel and choose lower emission travel options

Supplier engagement
Engage with strategic suppliers to help them set their own science-based targets

Supply chain transportation and distribution
Change to lower emission models of transport and improve route and load volume efficiencies

Climate data monitoring and reporting
Measure, monitor, and disclose information on climate performance and progress toward our science-based targets

Roadmap for Climate Action

Action starts with Trimble. Driving decarbonization in our own value chain—building Trimble's resilience—is the start of building resilience for all. And we want to be accountable for our progress. This is our roadmap to achieve the science-based targets we have set to reduce our Scope 1, 2, and 3 emissions.

Phase 3

2021
Trimble establishes **Science-based Targets**

2022
SCIENCE BASED TARGETS

2023
Trimble receives approval of its targets from the **Science Based Targets Initiative**

2025
Trimble sources **100% renewable electricity**

2026
70% of Trimble **suppliers[2]** have Science-based Targets

2030
50% reduction of absolute Scope 1, 2, and 3[1] emissions

2030+ beyond
Furthering our decarbonization efforts beyond our interim science-based targets, including the continuation of equipping others to create a **sustainable, resilient, and equitable future**

[1] Scope 3 emissions include emissions from fuel and energy-related activities, business travel, and upstream transportation and distribution.

[2] 70% of Trimble's suppliers by emissions covering purchased goods and services and capital goods.

Accelerating Change

We have taken significant strides forward in understanding our footprint and planning to reduce it across our climate action focus areas. Roadmap Phases One and Two focused on connecting data sources and taking action where there was a clear route to reductions aligned with cost savings.

Phase Three requires us to carefully refine reduction strategies to pursue emission reductions in a manner that maximizes impact along a timeline that is practical for our business while acknowledging the urgency of the climate crisis. Gathering more, better-quality data is essential to understanding our global footprint and establishing effective reduction strategies.

Understanding Our Footprint

Understanding Scope 1 and 2 emissions is complex at Trimble due to the business unit-centric way we are organized. We have therefore focused on improving data access and quality.

In 2023 we created a single, centralized system to automatically gather Scope 1 and 2 emissions data from across all Trimble business units and geographic locations. We are now pushing to secure more granular-level data on Scope 3 emissions in categories where we have reduction targets.

More Efficient Facilities

We continue to seek efficiency across our facilities. Alongside existing reduction efforts, in 2023 we are partnering with teams in each Trimble location to set facility-level targets that align with our corporate goals. The first stage of target-setting concentrates on our North American Operations Hub, an 11-building campus in Dayton, Ohio, which accounts for approximately one-third of our overall facilities' emissions footprint.

We assessed all facilities to identify the principal emissions hotspots to help prioritize our approach. Work is already underway to plan actions for further reductions at the main hotspot in Dayton, Ohio, following an audit we reported on last year. We will identify and prioritize further potential actions at other facilities through in-depth analysis.

Transitioning Energy Procurement

We are building a portfolio of renewable energy to meet our 2025 goal. Our approach balances the feasibility and impact of available procurement options.

We completed a 1.7-megawatt solar energy array at our headquarters in Colorado, which will supply 100% of the campus' electricity demand in 2024. We worked with Namaste Solar to design and build the project, using several Trimble solutions to optimize construction. Raised structures holding the solar panels also incorporate 170 carports and 49 electric vehicle charging stations powered by the sun.

Trimble also established a centralized procurement function to identify high impact renewable energy opportunities available in the marketplace.

As we transition to renewable energy and make our facilities more efficient, we will purchase renewable energy credits (RECs) to cover the energy demand we cannot meet directly from renewable sources.

32%

total reduction of Scope 1 and 2 emissions across all Trimble facilities in 2023

At the end of 2023, we entered into a contract to purchase high-quality RECs covering 90% of Trimble's energy demand in North America. The contract enables us to participate in a major wind farm project in Big Spring, Texas, through the ever.green marketplace. This marketplace has allowed us access to a single, high impact project that is otherwise inaccessible to companies with a relatively low energy demand.

Our participation also contributes to refurbishing an existing wind farm and keeping it online, reducing the need to construct capacity at a new site.

We will reduce reliance on RECs as we improve our facilities' energy efficiency and secure more energy from on-site renewable generation.

Business Travel

Travel continues to be a practicality for Trimble as a global company. Setting an emissions reduction target for our business travel presents us an opportunity to reduce both our environmental impact and lower costs. Further reinforcing our emissions reduction goal, we have an internal company ambition to keep travel at or below 50% of pre-COVID levels. Our emissions reduction approach for business travel is grounded in both absolute reduction of our travel as well as prioritizing lower-emissions modes of transportation, where possible (e.g. train prioritized over air for in-country trips).

In 2023, business travel increased as it was the first full year without COVID-related restrictions, reflecting the business need to reconnect with customers and business partners. This backlog in travel resulted in increased emissions from travel compared to 2022.

Going forward, we will continue to enable employees to make decisions to rationalize travel (both frequency and mode) to a level that helps us achieve our target.

Developments in Distribution and Logistics

Trimble made significant improvements to our supply chain logistics in 2023 both to reduce cost and enhance resilience. However, due to our commitment to accurate and honest reporting, we have chosen to update our emissions calculations to account for the effect of burning jet fuel at high altitudes. This effect is called Radiative Forcing and results in much higher emissions associated with air freight. We will adjust this in our previous years' inventories so that we can see the true annual comparison. Until then, this will have the effect of appearing as an increase in logistics' emissions despite the operational efficiency improvements.

We established a central team to further refine demand management, so that we reduce the number of shipments—of both parts and finished products—required to fulfill customer orders. They are also tasked with increasing Trimble's use of low-carbon transport options.

The team has already implemented some measures, including:

+ Implementing a regional hub and spoke model to distribute products within the area where they are manufactured

+ Near-shoring where components are sourced from to reduce shipping distances prior to assembly

+ Improving lead time planning

This approach has already made inroads. For example, we reduced our use of overnight air freight by 70% in 2023.

70%

reduction in use of overnight air freight in 2023 compared to 2022

Enabling Resilience Across Our Supply Chain

Reducing our emissions relies extensively on having supply chain partners with similar values and commitments. We set clear standards for our suppliers, and monitor and work with them to align our whole supply chain with our sustainability priorities.

Trimble is seeking a supply chain that is resilient to climate, human rights and other risks, and supports our overall emissions reduction goals. Securing our own continuity of supply makes improving our supply chain a business imperative and the right thing to do.

As a responsible business partner, we collaborate with suppliers wherever possible to help them establish and achieve their own sustainability goals. Using our influence this way is good for Trimble and our suppliers. Our work to create a supply chain that enables and reinforces our commercial and sustainability strategies involves:

+ **Responsible Suppliers**—making sure we have reliable suppliers who share our values

+ **Engagement on Climate Action**—supporting suppliers to facilitate transformation in our own supply chain

Goal

	2023 Progress
70% of Trimble suppliers by emissions[1] committed to setting science-based emission reduction targets by 2026	31%

[1] Covering purchased goods and services and capital goods related to Scope 1 and 2 GHG Emissions.

Responsible Suppliers

Trimble is committed to ethical sourcing and responsible supply chain practices. As a proud member of the Responsible Business Alliance (RBA), we have a robust Conflict Minerals program in place to ensure transparency and accountability. Our dedication to responsible sourcing is reflected in our supplier engagement with a response rate of 95% or higher.

Our responsible supplier program comprises two streams, one for manufacturing suppliers and the other for all other suppliers. The program's requirements are that:

+ All suppliers must complete a detailed questionnaire and agree to the Trimble Third Party Code of Conduct (Third Party Code) before becoming a supplier. Suppliers that manufacture components bespoke for Trimble must also sign our Supplier Quality Requirements.

+ All suppliers must complete training on the Third Party Code, available on our website.

+ For manufacturing suppliers, we take a risk-based approach to assessing their processes on issues including labor practices, worker safety, human rights, and environmental protection to set the appropriate level of monitoring and auditing. We apply greater scrutiny to strategic suppliers—the 20% that provide a significant portion of components and finished products.

+ New manufacturing suppliers and all strategic suppliers must submit key data for our review. If the data warrants it, we may investigate further by an online or on-site audit.

+ We also continually monitor supplier performance against agreed quality, delivery and cost expectations. We take a risk-based approach to setting and reviewing completion of corrective actions.

+ If we identify a gap in a supplier's capabilities or processes, we offer tailored training and resources to help them improve practices and develop longer-term plans.

In 2024, we will be upgrading our system for training on the Third Party Code. This will enable us to better track the last date each supplier completed the training so we can require refresher training if appropriate.

We take a risk-based approach to engagement, prioritizing those with a greater potential impact on our supply chain.

This demonstrates our commitment to maintaining a responsible supply chain and promoting sustainable practices across our global operations.

Engagement on Climate Action

At the end of 2023 31% of suppliers had set science-based emission reduction targets, up from 25% in 2022.

Our team will continue to work with suppliers on this topic. We are embedding engagement into our existing responsible supplier program, focusing on tier one suppliers. Phase One, completed in 2023, harmonized data collection and prioritized suppliers based on the maturity of their sustainability programs. Phase Two involves communicating and collaborating with suppliers to help them commit to setting reduction targets.

We also continued our work on packaging, which supports our Scope 3 reduction efforts.

What's Next

Enabling Resilience for our Customers

+ Review how to develop further product offerings to support customers seeking more fundamental transformation of their business model as part of executing our Connect and Scale strategy

Enabling Resilience at Trimble

+ Secure better data on Scope 3 emissions in areas where we have targets and prioritize action based on insights gained

+ Upgrading our North American Operations Hub with new and more efficient heating, ventilation, and air conditioning equipment to both reduce power demand and improve continued business continuity assurance

+ Complete the creation of our near-shore, regional hub, and spoke model for distribution and logistics

+ Utilize data insights to improve decision-making on business travel

Enabling Resilience Across Our Supply Chain

+ Upgrade training platform for compulsory Third Party Code of Conduct supplier training

+ Support suppliers to commit to set their own science- based emission reduction targets

Empowering
People

Empowering people is how Trimble enables success for our customers, communities, and company—it is one part of our contribution to solving global challenges. Our employees and partners are the key: their diverse talent and experience accelerate our innovation. From talent recruitment to engagement to skills development and meaningful career pathways, we invest in employees and the communities around us so that all can thrive.

In This Section

Empowering Employees

We are transforming how Trimble works so we can better transform the way the world works. Our people strategy is designed to empower all employees to do their best work, creating an environment where they feel valued, can be themselves, and use their creative talents every day.

In a highly competitive market, we must ensure our talent and leadership pipeline is prepared to help us meet our workforce goals. Engaging our employees and setting them up for success is crucial to our business continuity and the future of our industry. Our strategy differentiates us by giving people a real connection to Trimble's mission and vision, so everyone feels they are part of how we make a difference in the world.

A Winning Strategy

Our people strategy aims to create an unrivaled experience where everyone can belong, grow, and innovate to transform the way the world works. A culture infused with our values, where everyone strives to solve problems and consistently deliver for our customers and communities.

To enable that culture, we are seeking a seamlessly connected experience for each employee across every step of their journey with Trimble.

Having a diverse, inclusive team, where we value differences and invite unique perspectives to bring the best ideas to life, is essential to building a company that can transform the way the world works. Our diversity, equity, and inclusion (DEI) efforts are therefore a core part of a sustainability strategy that makes us a more dynamic, innovative, and resilient company. Principles woven throughout the employee journey include:

+ Empower communities—transforming the way the world works starts with transforming the communities where current and future employees live and work

+ Diversity—expand talent recruitment to increase the diverse perspectives that drive our most innovative work and better reflect the communities and cultures we operate in

+ Equity—increase access and opportunity for all employees to achieve their full potential

+ Inclusion—ensure Trimble is a workplace where everyone belongs, valuing differences and celebrating individuality

+ Leverage data to ignite meaningful change and identify what matters most to employees

A Journey With Trimble Values

We seek to bring our values to life in every stage of the employee journey to foster an unrivaled, high-performing culture.

Finding the Best Talent
Creative solutions to attracting and hiring extraordinary people

Engage and Perform
Listening to our team and enabling them to achieve their best

Supporting Our People
Providing the rewards and recognition that motivate and retain employees

Planning for the Future
Workforce planning that aligns Trimble's talent and business strategies while remaining adaptable

Setting Talent up for Success
Onboarding each new person so they feel welcome and ready for life at Trimble

Develop and Grow
Training, development, and career progression that empowers employees and our company

Understanding Career Transitions
Managing role changes in a way that works for all

Each of the following sections show how we weave that inclusive approach into every stage of the employee journey. We emphasize that all leaders and employees are encouraged to take part in this work.

Together, all these elements of how people experience working at Trimble contribute to our award-winning, inclusive culture.

Planning for the Future

Talent planning is about doing the work now to establish the pipeline of talent Trimble needs for the future. It considers a range of factors, including the company's longer term strategy, skills needs and market- and location-based trends. Utilizing strategic talent planning ensures we build a diverse and innovative workforce.

We have several initiatives to further unify our strategy, data analysis and workforce planning, including:

+ Introducing organizational effectiveness workshops for leaders. The goal is to align talent with business needs, while integrating employee experience into strategic planning.

+ Enhancing our market and internal data analysis capabilities to enable smarter, data-driven decisions that support our talent strategies.

+ Piloting a new approach from 2024 to connect workforce planning with our early career recruitment and talent development strategy.

Finding the Best Talent

The talent attraction team finds world-class talent who are passionate about our mission and can make Trimble's Connect and Scale strategy happen.

We build standardized, scalable hiring processes to work for everyone. Combined with our focus on creative ways to diversify candidate slates, our approach attempts to maximize opportunities to find the best candidates through:

+ Progressing our inclusive hiring approaches

+ Early career pathways

+ Events and partnerships

+ Investing in long-term candidate relationships

We have seen steady year-over year increases in female representation in our workforce. We also have seen a strong improvement in the underrepresented leaders at the company.

Our strategy around People is built on the belief that everyone in our organization should feel empowered to give their best, develop to their full potential and have fulfilling, rewarding careers. We are committed to continuously evolving the employee journey with this goal in mind, ensuring that every step is supported by our One Trimble People eXperience strategy.
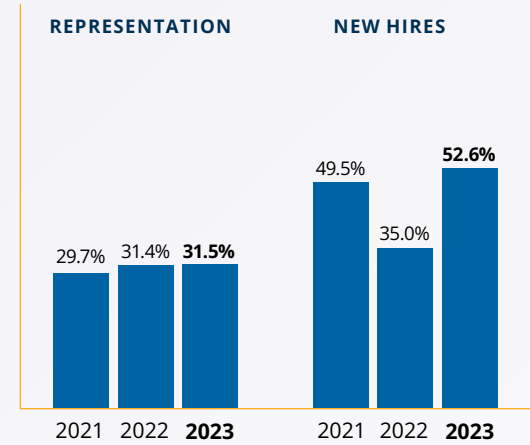
Jaime Nielsen
CHIEF PEOPLE OFFICER
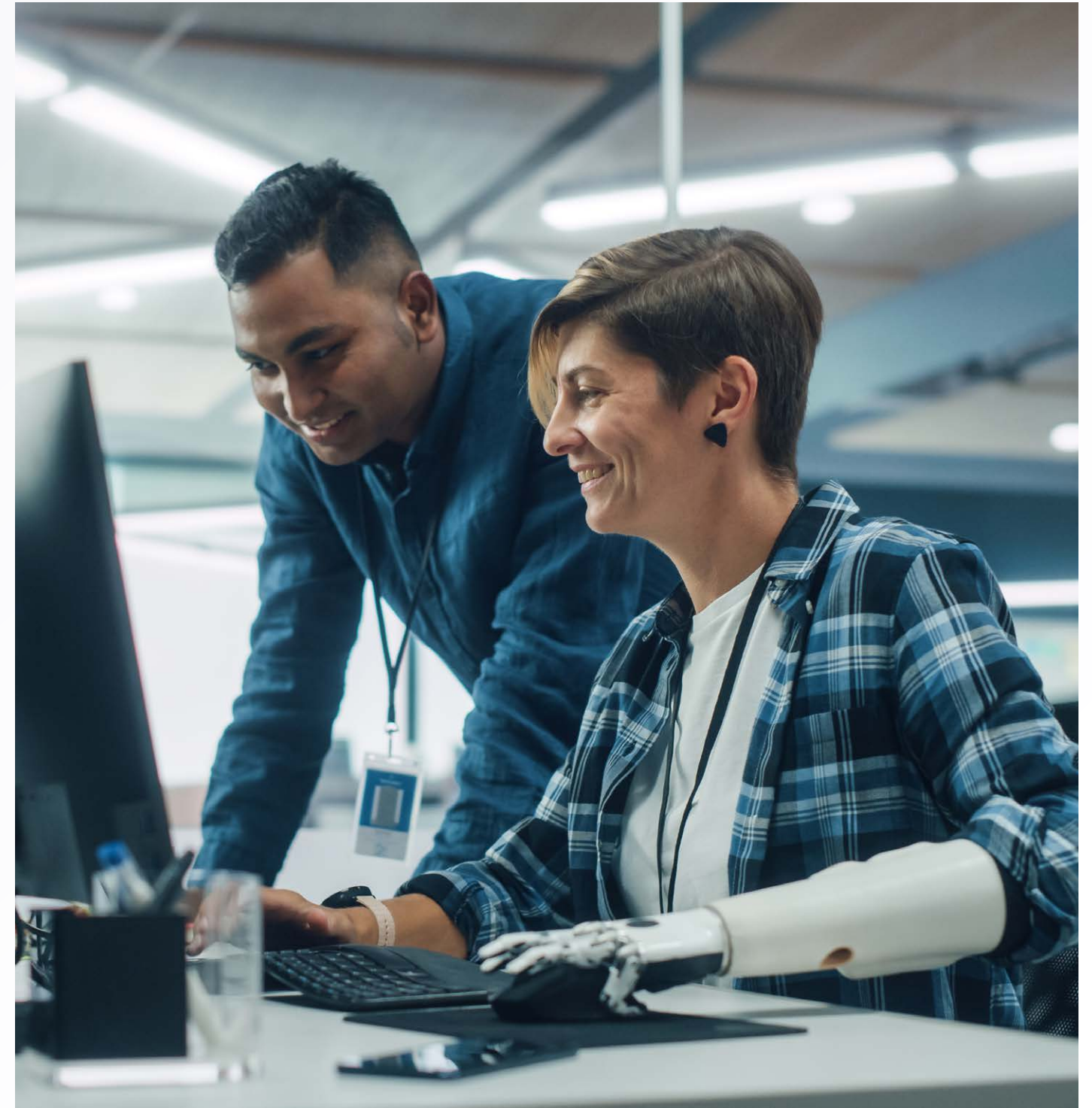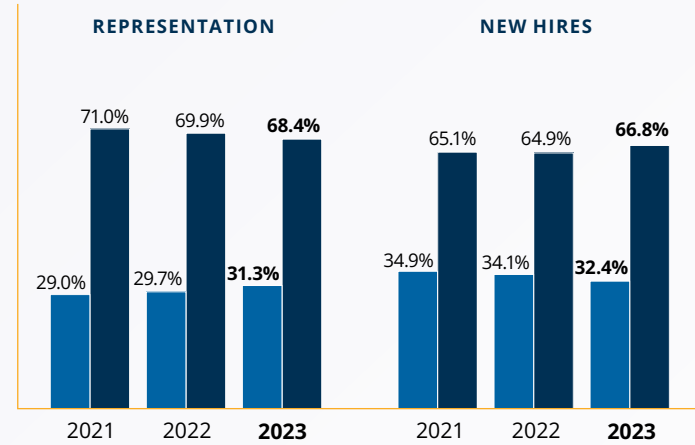
Global Gender & US BIPOC People Leader Representation

Global Female & US BIPOC in People Leader
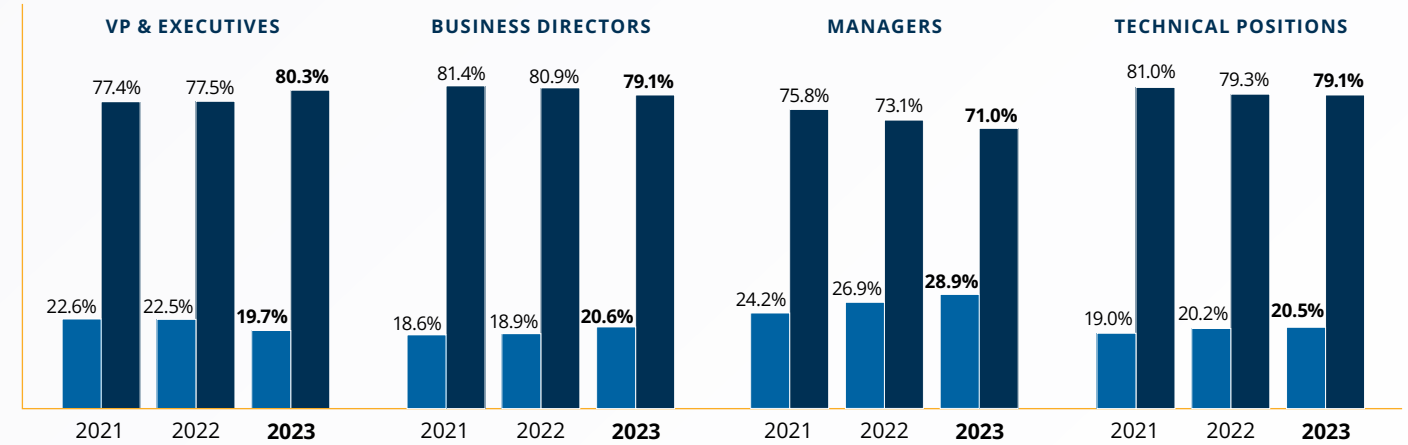
■ Total Underrepresented People Leaders[1]

REPRESENTATION

- 2021: 29.7%
- 2022: 31.4%
- **2023: 31.5%**

NEW HIRES

- 2021: 49.5%
- 2022: 35.0%
- **2023: 52.6%**

2021 2022 **2023**   2021 2022 **2023**

[1] Diverse (Global females and US BIPOC with direct reports)

Global Data by Gender

■ Female Employees (Global)   ■ Male Employees (Global)

REPRESENTATION

- 2021: 29.0% / 71.0%
- 2022: 29.7% / 69.9%
- **2023: 31.3% / 68.4%**

NEW HIRES

- 2021: 34.9% / 65.1%
- 2022: 34.1% / 64.9%
- **2023: 32.4% / 66.8%**

2021 2022 **2023**   2021 2022 **2023**

Gender by Job Hierarchy

VP & EXECUTIVES

- 2021: 22.6% / 77.4%
- 2022: 22.5% / 77.5%
- **2023: 19.7% / 80.3%**

BUSINESS DIRECTORS

- 2021: 18.6% / 81.4%
- 2022: 18.9% / 80.9%
- **2023: 20.6% / 79.1%**

MANAGERS

- 2021: 24.2% / 75.8%
- 2022: 26.9% / 73.1%
- **2023: 28.9% / 71.0%**

TECHNICAL POSITIONS

- 2021: 19.0% / 81.0%
- 2022: 20.2% / 79.3%
- **2023: 20.5% / 79.1%**

2021 2022 **2023**   2021 2022 **2023**   2021 2022 **2023**   2021 2022 **2023**

US Racial/Ethnic Diversity (2023 YE)

US Workforce by Race & Ethnicity

- 68.0%
- 11.26%
- 4.65%
- 5.15%
- 2.12%
- 0.27%
- 0.35%
- 8.2%
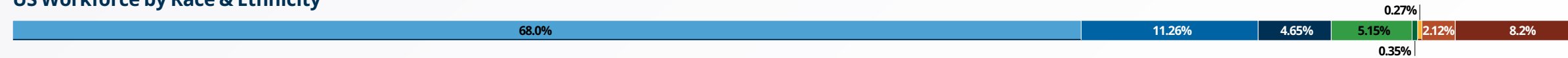
Race & Ethnicity by Job Hierarchy

VP & EXECUTIVES
- 79.21%
- 9.9%
- 1.98%
- 1.98%
- 0.99%
- 5.94%

BUSINESS DIRECTORS
- 72.6%
- 11.78%
- 1.37%
- 5.48%
- 0.27%
- 1.37%
- 7.12%

MANAGERS
- 72.54%
- 10.95%
- 3.49%
- 3.49%
- 0.16%
- 0.16%
- 0.95%
- 8.25%

TECHNICAL POSITIONS
- 61.78%
- 19.2%
- 3.18%
- 4.06%
- 0.29%
- 0.41%
- 1.94%
- 9.13%
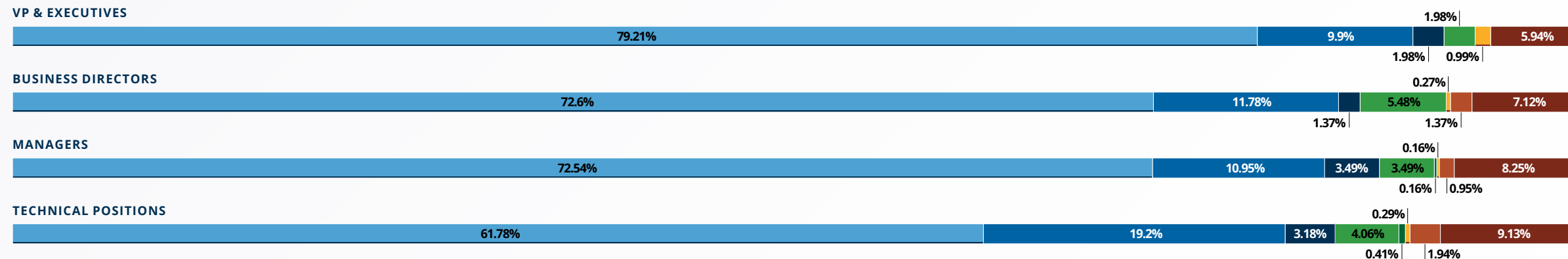
Legend:
- ■ White US employees
- ■ Asian US employees
- ■ Black US employees
- ■ Hispanic/Latin-X US employees
- ■ Native American employees
- ■ Pacific Islander employees
- ■ Two or more races US employees
- ■ Not declared

Progressing Our Inclusive Approaches

We have introduced several measures we believe will accelerate progress in our focus areas by making recruitment processes more inclusive.

We strive for diverse candidate slates for all leadership positions. We seek to include historically underrepresented community members inclusive of gender, race/ethnicity, differing abilities, and veteran status. While we aim to achieve this for any role, we are particularly focused on maintaining momentum toward increasing diverse representation in leadership positions.

Early Career Pathways

Early career pathways are both fundamental to attracting the next generation of our workforce and one of the main ways we expand our talent recruitment pipelines. While pathways to join Trimble are open to all, we have also developed partnerships with schools serving historically underrepresented students.

Our primary early career recruitment channels are internships, new graduate hiring and the rotational development program (RDP). We partner with a broad range of schools who serve the communities where we operate and institutions serving diverse students, including Historically Black Colleges and Universities (HBCUs) and Minority Serving Institutions (MSIs).

Internships and RDP 2023

Interns have the opportunity to work in many areas of our business, including:

- Software engineering
- Product management
- Sales
- Marketing
- Finance
- Operations
- Information Technology

They work on challenging projects and get the chance to develop skills and network to prepare for their careers.

The RDP develops talent in product management, sales, finance, and operations. RDP associates have the opportunity to work in multiple areas of our business, moving between roles, projects, and divisions over a two- or three-year period. We supplement this broad experience with development activities, including training and coaching. Participants build skills and their internal network, while we gain highly trained and prepared team members when they complete the program.

327
interns hired globally

39%
of US interns identified as women

60%
of active RDP participants identify as women or US BIPOC

Community Partnerships

We're proud to work with a targeted group of partners fostering career pathways in the community and increasing historically underrepresented candidates at all career stages in our industry.

Our partners include:

Setting up for Success

Getting onboarding right is crucial to ensure employees feel they belong. Having inclusive teams and leaders makes a big difference: Research indicates 86% of new hires decide how long they will stay with a company in their first six months.[1]

We set Trimble and new hires up for success. Our managers play a vital role in fostering an inclusive team culture, which is essential for enhancing employee retention and creating a sense of belonging.

While we are proud of our managers, we believe it is important that we continuously evolve to support a modern diverse workforce. In 2023 we launched a development course that equips leaders with practical approaches to cultivate inclusion and build a better team. The initial pilot with over 100 leaders in our construction segment was a success. We are now rolling out the course across Trimble.

We believe these efforts will improve engagement and contribute to targeted improvements in belonging score for all employees.

84%
of employees would recommend their manager to others

86%
agree their direct leader fosters a culture of inclusion

84%
believe their team values diverse perspectives

Engage and Perform

We build our employee experience by actively listening to our team. Engagement is also fundamental to performance: research shows direct links between increased engagement and improved work.[2]

There are several channels we use for engagement, including:

+ Global employee surveys twice a year

+ Periodic pulse surveys on specific topics

+ Open discussion sessions conducted by leaders at all levels

We track our performance closely through various engagement metrics and particularly against our belonging score to assess the impact for our employees. A sense of belonging is a key factor in engagement and we promote an inclusive employee experience through various programs, including Employee Resource Networks (ERN) and the Global DEI Council.

Overall engagement is positive—80% of people would recommend Trimble as a great place to work—but we are constantly looking to improve the overall employee experience. Based on insights from employee surveys in late 2023 we are creating new programs, such as new employee wellness initiatives we expect to launch later in 2024.

It is also important that managers help employees perform through regular one-to-one meetings to align on job expectations, offer feedback, discuss successes and challenges, and provide coaching. We therefore have internal processes to standardize goal-setting, performance management and coaching.

Feeling We Belong at Trimble

While our score dipped slightly this year compared to 2022, it remains above the industry average[3] and is in line with our overall engagement data for all employees. The data indicates that the lower score may be caused by sentiments around Trimble's recent organizational changes. To address this we have increased change management efforts focused on communication and inclusive decision making.

In addition to new inclusive leadership training, we have detailed, team-specific action plans at all levels of management. The plans aim to improve belonging for everyone and engage employees in a process that is meaningful and impactful at the team level. For example, one team in Brazil has different leaders present actions they are taking in response to the Engage Survey at every monthly meeting, creating a conversation on progress and promoting accountability. Their belonging score has since improved consistently.

While the recent drop tracks industry averages, when we break scores down by group, we can see belonging scores for underrepresented groups have moved closer to our internal benchmark. This signals that our inclusion work is producing results.

Employee Belonging Scores

Industry average

Year	Score
2021	75
2022	78
2023	**75**

[1] Onboarding: A New Look at New Hires, The Aberdeen Group, 2013

[2] Determinants of employee engagement and their impact on employee performance, *International Journal of Productivity and Performance Management* (2014, Volume 63(3), 308-323).

[3] Technology industry average is based on benchmark data provided by our engagement partner, Glint.

Celebrating Employee Resource Networks

Our nine ERNs promote inclusion across our entire organization. We are proud of their ability to create empowering spaces where all types of perspectives and experiences are celebrated. Their work has contributed to the increased sense of belonging reported in engagement surveys among the demographic groups they are connected to.

ERNs focus on advocacy, education, and community initiatives such as collaboration with our HR function and external partners. One example is partnering to host leadership programs to increase access to training, networking and knowledge sharing.

Empowering Our DEI Council

The DEI Council serves an important role in advancing our people strategy. It was formed in 2022 to represent employees' views and champion inclusion-related initiatives across Trimble. The council consists of members from different parts of the world.

Recent accomplishments through the DEI Council have included:

+ Employee inclusion guides, with several launched this year

+ Global DEI Leader Awards, with the first winners announced in 2023

+ Activating manager training on inclusive team fundamentals

Growing ERNs

700+

employees are members of an ERN

53

ERN events supported by Trimble in 2023

Develop and Grow

Trimble aims to foster a culture of accessible internal mobility where every employee has the opportunity to develop skills and gain experience to support their career goals.

Career Development for All

Our comprehensive training and development programs support employees' individual career pathways. People can draw on our suite of over 30 programs, with courses covering a wide range of interpersonal skills that anyone at Trimble might need. Our learning catalog includes topics like team leadership, change and project management, language and communication, and building cultural awareness.

Throughout 2023 we built on existing training and development structures to create more equitable access to career pathways by:

+ Piloting our Talent Pools program to provide better development opportunities for employees seeking a leadership pathway, with full launch planned for 2024

+ Designing a sponsorship program to provide greater access to mid-level leaders for commencement in 2024

+ Curating a suite of targeted career advancement programming in partnership with ERNs

+ Identifying employees seeking a career or role change to enable transitions into new internal roles

+ Updating internal job postings to make access to opportunities more equitable

The Talent Pools pilot is intended to create development pathways for people seeking management, senior director, or executive roles. The program's development opportunities are designed to prepare for the expectations associated with the next level of their leadership journey before they apply for the role.

Additional career development opportunities have been designed with ERNs. For example, a new Visible Leaders program was created in collaboration with Trimble's Black Professionals ERN to support Black employees' development. The program aims to provide increased access to development, networking and leadership exposure to help accelerate participants' growth.
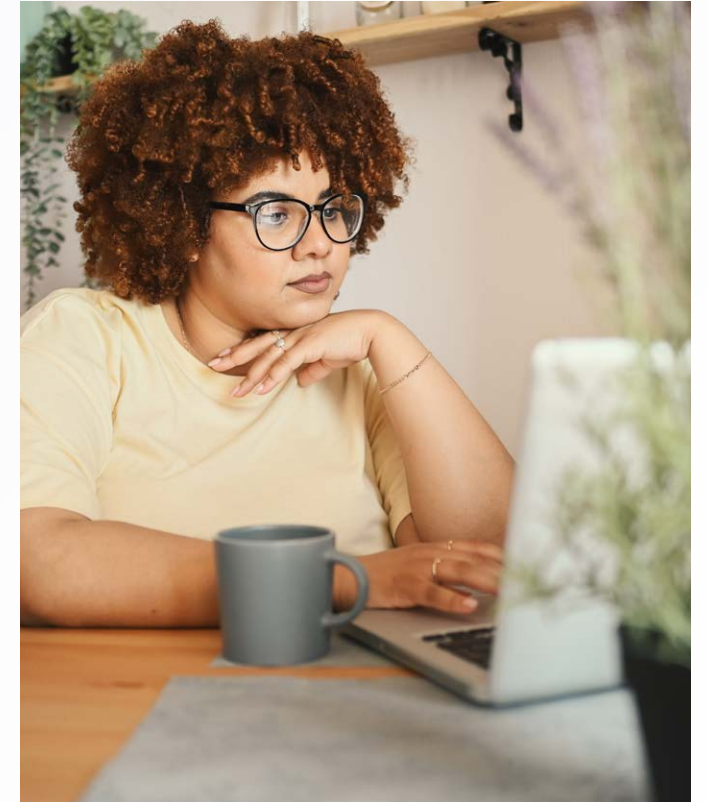
Visible Leaders are people who currently hold people manager roles with potential to move up to mid-level and senior positions. They received training on topics such as giving and receiving feedback, and participate in peer learning, networking, and one-to-one coaching.
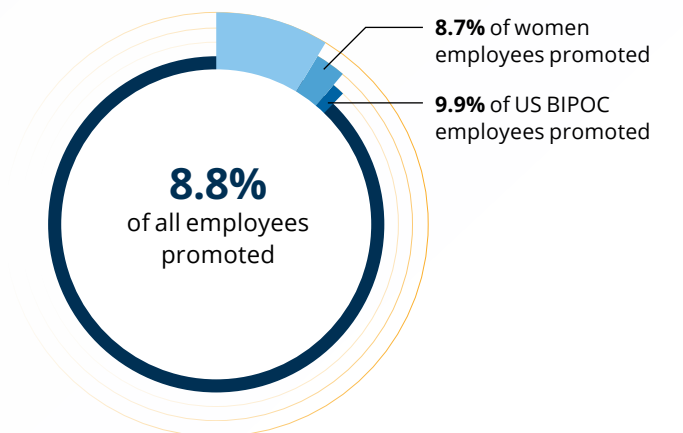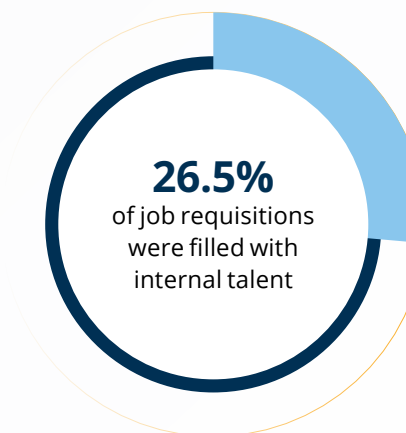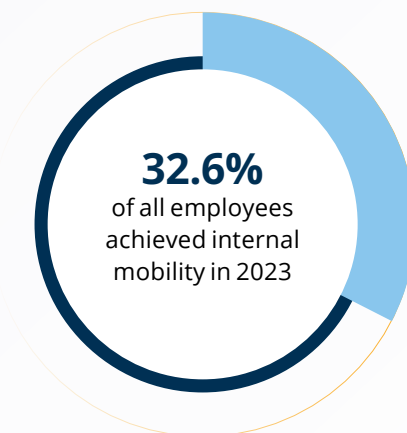
Equitable Internal Mobility

Our internal mobility data illustrates how Trimble is providing career growth and advancement for all employees, including helping improve diverse representation in our internal talent pipeline and leadership positions.

These new programs supplement existing career routes and development opportunities for our employees:

+ Career Connection platform—where employees and external candidates can easily find and apply for jobs across Trimble

+ Trimble Gigs—enabling employees to find project-based roles elsewhere in the organization to build skills and an internal network

+ Mentoring program—a portal, open to all employees, to connect with a mentor they can learn from through a deeper, supportive relationship

Internal Mobility 2023

32.6%
of all employees achieved internal mobility in 2023

26.5%
of job requisitions were filled with internal talent

8.8%
of all employees promoted

8.7% of women employees promoted

9.9% of US BIPOC employees promoted

Supporting Our People

In addition to cultivating an inclusive, high performing workplace, retaining employees requires a compelling and holistic approach to rewards. Our benefits are competitive, inclusive, and flexible, and we supplement them with peer-led recognition.

Benefits People Want

Our commitment to being a workplace everyone can thrive includes curating a range of benefits employees and their families want. As a global business, specific benefits vary by country but can include:

+ Health and wellness—from health insurance to a wellness program and on-site gyms

+ Paid time off—including paid holidays, parental, medical, and other leave

+ Financial and retirement—from salaries and retirement savings plans to relocation assistance

+ Moments that matter—benefits relating to milestones in employees' lives, from building their family to advancing educational goals

+ Work life and perks—including flexible and remote working opportunities

Our Employee Support Program has a holistic well-being focus, with clinically accepted tools to mitigate stress and other mental health concerns. We offer counseling services to all employees through our Employee Assistance Program and we build employee connections around physical and mental health with coffee chats, fitness challenges, and a wellness app.

Looking forward, based on insights from recent employee surveys, we will explore adding new employee wellness offerings in 2024 as we seek to take an ever more holistic approach to well-being.

Making Benefits More Equitable

Every employee deserves equitable access to quality healthcare that protects mental, emotional, and physical well-being. In 2023 we concentrated on expanding benefits for LGBTQ+ employees and their dependents with the addition of:

+ Gender-affirming healthcare for US employees

+ A benefits guide for our US LGBTQ+ employees

+ Guides and tools on gender transition for all global employees

Peer Recognition

Trimble believes that an inclusive workplace where everyone has the opportunity to thrive is one where we celebrate great contributions from colleagues.

Our global peer-to-peer recognition program, called Bravo, has been in place since 2018, in which any employee can recognize a colleague for demonstrating Trimble's values. Recognition ranges from private messages to public nominations for monetary rewards, denominated in Bravo points and redeemable via an online platform.

Understanding Career Transitions

Career goals and aspirations change as work evolves and employees pursue new growth or challenges. Whether driven by business changes or an employee choosing a different role, we want to support employees navigating career transitions.

We understand the importance of change management and are training leaders on steering successful change initiatives. We help employees with:

+ Open dialog about changes affecting teams and roles

+ Encouragement to seek support from their manager or the People eXperience team when navigating a transition

+ Access to internal job opportunities when employees are seeking a new role

+ Opportunities for those considering retirement to discuss plans with their manager with a view to a phased transition that benefits both the employee and the team
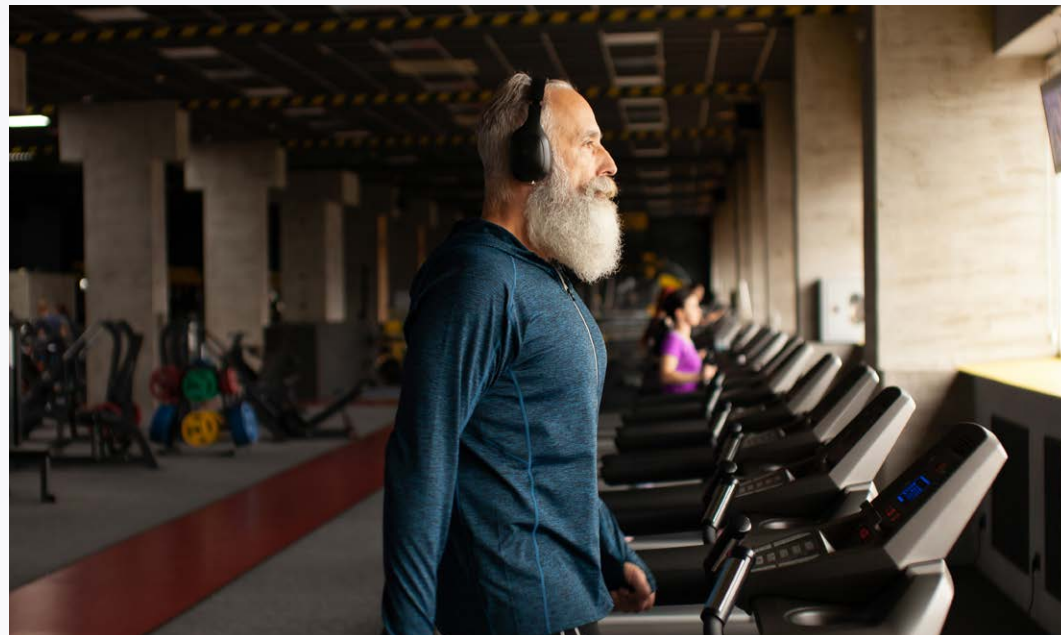
Award-Winning Culture

Attention to every element of the employee experience creates an award-winning culture. As the world changes, we strive to make this a dynamic, innovative, inclusive company that people want to join through:

A Culture of Innovation—making it our daily business to stay ahead of rapid advances in technology

AI for Efficiency—using AI to make employees' work easier and more rewarding

Gaining Recognition—winning awards that attract talent

Keeping Everyone Safe—maintaining an excellent safety record

Innovation That Matters

Commitment to innovation is fundamental to our growth and sustainability strategies. As well as investing approximately 15% of our revenue in research and development, we foster a culture of innovation through an innovation strategy that combines:

+ The Trimble Innovation Council, established in 2022 to drive innovation. It guides our innovation strategy, oversees the innovation process, creates incentives through competitions, and ensures our global team has the necessary skills.

+ Quarterly innovation awards, celebrating innovative work at Trimble for the past 20 years, with a top prize of $15,000.

+ A structured innovation funnel, from listening to customers, to generating ideas at DreamerHack ideation events, through hackathons to show proof of concept, to implementation.

+ We are currently integrating AI-related innovation objectives into formal goals for certain teams.

Innovations coming out of that funnel create real business impact for Trimble and the industries we serve.

SPOTLIGHT

AI Coding Speeds Development

Trimble software developers already love the efficiency gains from Github Copilot, an AI-based coding assistant. Gains are reported on a range of tasks, such as code documentation. Not only are developers reporting time savings averaging 30 minutes per working day, they also report greater job satisfaction.

AI for Efficiency

We see substantial potential, with proper structures for responsible approaches, for AI to enhance productivity and provide critical support for decision-makers facing sustainability challenges. We plan to increase investment in AI, particularly to automate processes and augment the workforce—our developers are already reaping benefits.

As AI transforms the way we work, Trimble's new AI training program upskills our global team. Launched in 2023, the program comprises:

+ Mandatory training courses on responsible AI

+ Webinars on AI tools, processes, and best practices, such as strategies for adopting AI in how we work and steps to unlocking productivity through generative AI

+ Informal lunch-and-learn sessions covering AI tools to help with various tasks, from coding to customer service

+ Professional development opportunities, including training on tools to help rapidly complete coding tasks

+ A new intranet site with information and resources

We see the program as essential not only to Trimble's ability to serve customers and grow our business, but to doing so with integrity as a responsible corporate citizen.

A Culture of Gender Equity

Receiving awards across multiple years reflects the success of equity initiatives for women in technology at Trimble. As an example, in 2023 we again won Comparably awards for both Best Company for Women and Best CEOs for Women.

Over the past four years we have seen higher representation of women in our global team and leadership positions.

At the end of 2023, the proportion of manager-level roles held by women had increased by 27% and director-level roles by 28% since 2020. This contributes to a robust talent pipeline for executive roles.

Gaining Recognition

Our strategic approach to culture-building is recognized as award-winning each year. Our wins in 2023 show Trimble is a workplace where everyone can thrive, from interns to CEOs.

2023 Campus Forward Award
for Large Early Career Programs

OnCon Icon Awards 2023:
Top 50 Talent Acquisition Team

13
Comparably Best Company Awards

Six
Vault internship awards

Empowering Communities

Transforming the way the world works includes empowering the communities around us to belong, grow, and innovate. We invest directly and work through partnerships to enable real impact worldwide.

Much of our community work is channeled through:

+ **Trimble Foundation**—our donor-advised fund for philanthropic contributions

+ **Trimble Cares**—how we empower employees to support their local communities

+ **Educating the Next Generation**—increasing access to quality education and routes into fulfilling careers

Trimble Foundation Fund

Our philanthropic efforts to shape a sustainable future where people and planet thrive are primarily directed through our Trimble Foundation Fund. The Foundation supports organizations in three priority areas, with many projects addressing more than one area:

+ Building community resilience—covering disaster responses and climate change adaptation and mitigation efforts

+ Advancing equity—increasing access to quality education and pathways to fulfilling careers

+ Transforming industries—projects that scale sustainable industry practices

Showing Up for All Out

Through the Foundation, we continued our support for All Out, the global organization promoting freedom, equality, and safety for LGBTQ+ people.

The Foundation extended funding for All Out's training for young activists in Africa following the success of the sessions supported last year. Since our 2022 report, the program equipped 30 young LGBTQ+ activists with digital skills to advance their focus on protecting freedom, equality, and safety for people in Uganda and Ghana.

Funding also went to All Out's ongoing work in Ukraine, offering medical assistance, food, shelter, and evacuation to people at risk.

ALL OUT

Hawaii Wildfires Response

The Trimble Foundation provided a $75,000 grant to the American Red Cross in immediate response to the wildfires that swept Maui and the island of Hawaii in August 2023.

The grant helped the American Red Cross to provide relief and recovery assistance to survivors, including meals, shelter, reunification for people separated in the disaster, and aid for families who lost loved ones.

The relief effort was significant. For example, from August 2023 to July 2024, the American Red Cross provided over three million meals and snacks and more than 2.2 million overnight shelter and hotel stays.

+ American Red Cross

Women Changemakers for Education

In 2023 the Trimble Foundation boosted support for Women Changemakers for Education, the organization supporting young women leaders in their leadership journeys.

Under its International Women's Day grants program, Women Changemakers for Education funds proposals from graduates of their fellowship program. This year, the Foundation supported 10 such grants—a 50% increase over 2022.

Our support enabled a variety of programs focused on small business training, mentorship, STEM awareness, and combating sexual harassment, all aimed at inspiring inclusion and empowering women and girls.

Kibtiya Mohammed Faruk's Create Impact Foundation (CIE) offers an inspiring example. In partnership with Imam Kholmeini Islamic School in Ghana, CIE sponsored classroom conversations on the importance of investing in women and girls, exploring career choices, and dealing with the effects of sexual harassment. Over 100 students, parents, teachers, and administrators attended.

Team Rubicon

In 2023, the Trimble Foundation contributed to Team Rubicon's Ready Reserve Fund, supporting their veteran-led humanitarian mission.

The funding facilitated local volunteer training, disaster operations, and home rebuild services. So far in 2024, Team Rubicon has:

- Served over 2,595 individuals in 419 communities
- Completed 50 operations
- Deployed 2,015 veteran-led volunteers
- Rebuilt 12 homes

Key efforts included tornado recovery in Marshall, Michigan, where volunteers removed debris to ensure safe access for residents.

Currently, Team Rubicon is responding to Hurricane Beryl in Houston, Texas, storms in Nyssa, Oregon, and wildfires in Leadville, Colorado. The support from the Trimble Foundation ensures that Team Rubicon's volunteers have the necessary resources to assist communities in need.

Trimble Cares

Trimble Cares is our giving initiative to empower employees to support their local communities through volunteer and philanthropic activities.

To leverage Trimble's global presence, we encourage each office with 50 or more employees to identify the unique needs of their local areas and address them. Trimble Cares allows local offices to form Trimble Cares chapters, promoting grassroots involvement and activating employee groups to participate in Trimble's annual Day of Service. Through a flexible framework of guiding principles, Trimble Cares inspires action on the doorstep of each of our locations. It enables employees to make a real difference locally by supporting organizations and activities they are passionate about.

Recent Trimble Cares volunteer activities highlight the program's diverse engagement and impact. For example, just in July 2023, Trimble volunteers participated in various community projects in Colorado, including:

+ Rehabilitating trails at Lair o' the Bear Park

+ Assembling care bags for families with medical needs

+ Contributing to Habitat for Humanity's construction efforts

+ Organizing food distribution at the Food Bank of the Rockies

These initiatives not only benefit communities but also foster relationships between team members. Through such dedicated efforts, Trimble Cares maintains our commitment to enhancing the well-being of communities worldwide.

Educating the Next Generation

We believe every young person should have the opportunity for their talent to shine. With many industries, including those of our customers, facing coming talent shortages, supporting education from K-12/primary level up through university is a multi-faceted contribution to our communities.

Trimble provides learning opportunities and connects the future workforce with the tools they need. We do this through:

+ Trimble Technology Labs
+ Promoting underrepresented talent
+ Training the future workforce
+ Outreach and awards

Trimble Technology Labs

Trimble Technology Labs (TTLs) help educate the next generation by teaching students Trimble tools. We provide the latest from the Trimble product portfolio to our TTL partner institutions, allowing students to learn on the same platforms they will need to use in their careers.

TTLs also form a network for international knowledge exchange and a way to reach people and institutions that have been historically underserved.

In 2023 we launched new labs in:

+ University of Auckland, New Zealand
+ Virginia Tech, US
+ Ohio State University, US

First Trimble Technology Lab at an HBCU

We will soon install the first TTL at an HBCU through the support of the Trimble Foundation. **Florida A&M University** is the first grant recipient under the new TTL Facilities Grant program. The TTL is expected to open officially in September 2024.

> Trimble's generous support will equip our students and faculty with state-of-the-art technology, while setting a historic precedent as the first TTL at a Historically Black College/University. We are honored by a gift that demonstrates a commitment to cultivating a diverse and technologically proficient generation of architects and engineers.

Andrew Chin
DEAN OF SCHOOL OF ARCHITECTURE & ENGINEERING TECHNOLOGY, FLORIDA A&M UNIVERSITY

+ FHNW, Switzerland
+ University of Valladolid, Spain
+ Polytechnic Institute of Madrid, Spain

With the TTL to be opened in 2024 at Purdue University, US, we now have a total of 30 TTLs at academic institutions in 13 countries across five continents.

The Trimble Foundation started the TTL Facilities Grant program in 2023 to help fund MSIs and HBCUs who may otherwise be unable to establish a TTL.

This grant program is open to any US MSI or HBCU where Trimble has approved a proposal for a TTL. The Foundation considered the first application in late 2023 and made the grant in early 2024. Two further applications have been received and will be considered in 2024.

The Trimble Foundation made a fresh grant to Engineers Without Borders (EWB) in 2023 focusing on both climate resiliency projects and education initiatives. Part of this grant supports EWB student chapters in colleges and universities with established TTLs to use

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Trimble technology in development projects that create access to clean water, construct community buildings like schools, and establish sustainable agricultural practices. Our support simultaneously helps train the next generation of engineers to further EWB climate resiliency work.

We also further built global knowledge exchange, following on from the first ever TTL Conference in 2022. The 2023 edition, at Florida International University in Miami, US, welcomed over 70 academics from more than 20 universities in the global TTL network. Participants shared ideas in various sessions on:

+ Integrating technology into academic courses
+ Innovative partnerships and student competitions
+ New ways for academics to use Trimble equipment
+ Educators' role in molding the future workforce

EWB-USA Volunteers

Increasing Access to STEM Education

Trimble recognizes that not all people have access to the same opportunities to realize their full potential. Our programs and partnerships seek more equitable access to science, technology, engineering, and math-related (STEM) opportunities for women and people from other underrepresented groups.

Since 2021, the Trimble Foundation has offered the Dr. Gladys West Scholarship, named in honor of the trailblazing mathematician whose work ultimately led to the Global Positioning System. In 2023 students from Florida International University, Virginia State University, and North Carolina Agricultural and Technical State University received new scholarships.

Trimble partners with several organizations to empower underrepresented people pursuing careers in STEM. Partners in 2023 included:

+ Access Opportunity
+ Code Savvy
+ Girls With Impact
+ Transportation & Construction GIRL
+ National Society of Black Engineers
+ ActivateWork

One highlight was a visit by 11 girls from Transportation and Construction GIRL at our campus in Westminster, Colorado for a day. They explored how our technology works both in the office and in the field, taking away some inspiration for their future careers. We aim to partner with Transportation and Construction GIRL again in 2024 to fund scholarships to students pursuing careers in transportation and construction.

Workforce of the Future

The world faces a massive shortage of workers with new and evolving skills needed in a decarbonized, climate-resilient economy. Trimble Workforce Development supports training to fill that skills gap.

We work in partnership with various trade organizations, high schools, colleges, and universities to run train-the-trainer and worker training sessions for a wide variety of workflows employing Trimble technologies. These programs often train workers from otherwise underserved communities and many organizations recruit their graduates.

Outreach and Awards

We run a number of outreach programs and awards investing in education at all levels.

The Trimble Visiting Professionals Program connects industry leaders with academic institutions. Institutions can partner with one of over 45 experts for workshops, talks, and support on student projects. The program prioritizes historically underserved communities. The Program hosted its first week-long workshop at Jomo Kenyatta University, Nairobi, Kenya. Students and university staff attended, with sessions covering traditional and digital techniques for modeling objects. Digital design training used Trimble SketchUp.

We also supported the 2023 STEM Xposure Global Camp, where teams of middle schoolers from 10 different countries came to learn and design solutions for affordable housing. Trimble provided financial support, SketchUp software, and a senior member of the Trimble team to teach the hundreds of attendees.

Other outreach work streams include:

+ SketchUp for Schools—we provide our 3D modeling tool to K-12 schools for free as a fun way for students to develop a passion for 3D design and problem-solving. In 2023, that included featuring SketchUp for Schools at Florida International University's Trimble Bootcamp for high school students interested in construction.

+ Project Spectrum—a Trimble team offers SketchUp workshops created specifically for children on the Autism Spectrum.

+ Competitions—students get the chance to win prizes for projects completed using Trimble technologies, like the Trimble Education Awards for high school students in France and the Tekla Global BIM Awards, both for projects using our Building Information Modelling (BIM) solutions. In 2024 we will be bringing the SketchUp Ascent Competition back to Trimble Dimensions, with an expanded program for both college students and K-12 educators.

What's Next

Adobe Stock

Empowering Our Team

+ Further optimize the employee experience and opportunities for our teams to collaborate as workplaces trend more toward hybrid working

+ Further mature our workforce planning approach

+ Launch new talent development and accelerator programs

+ Add a shared values component to our new performance management program

+ Enhance core inclusive team skills for managers

+ Upskill people leaders to recognize and respond to mental health concerns across their teams

Empowering Communities

+ Further develop educational and scholarship offerings, both to meet the needs of tomorrow's learners and to become even more inclusive

+ Partner with Transportation and Construction GIRL to offer scholarships to students pursuing careers in transportation and construction

+ Run the Ascent Competition again in 2024

+ Explore expanding TTL programming with a lower barrier to entry for institutions so that more people can access Trimble Technology

Leading
With Integrity

Trust is indispensable. We are dedicated to structures and principles that ensure integrity in all we do—from sustainability to cybersecurity. We continue to reinforce these foundations so that, whatever direction the world's transformation takes, we will remain a partner stakeholders can trust.

In This Section

Corporate and Sustainability Governance

Maintaining Trimble's high standards as a responsible business requires strong governance. The governance of our sustainability program is structured to guarantee strategic alignment with and execution against our corporate strategic priorities. This governance overview covers:

The Board of Directors—oversight from people with deep, diverse experience and a track record of excellence in their field

Governance Structures—how we set and maintain alignment, strategically and responsibly

90%
of Board Directors have experience at a senior level of sustainability management and oversight

30%
of Board Directors are female or BIPOC

40%
of Board Directors have less than five years tenure

The Board of Directors[1]

Trimble's Board of Directors has 10 members and its work is supported by its Audit Committee, People and Compensation Committee, and Nominating and Corporate Governance Committee. The Board's oversight is guided by the Trimble Corporate Governance Guidelines and committee charters. Committee composition and governance documents are publicly available.

Our Board has depth and breadth of experience in corporate and sustainability matters, with many decades combined experience across the technology, construction, engineering, life sciences, and telecommunications industries. We place a high priority on board refreshment and diversity. See our 2024 Proxy Statement for more on board composition.

[1] Board statistics are as of 2024.

Governance Structures

Our Board of Directors is responsible for reviewing, monitoring, and guiding both our corporate and our sustainability strategy. The Executive Management Team executes the strategies and steers operations.

The Corporate Sustainability Team supports the Executive Management Team in ensuring action toward our sustainability goals is fully integrated into our operations. The Corporate Sustainability Team reports to the Executive Management Team regularly and to the Nominating and Corporate Governance Committee of the Board of Directors. The Board's Audit Committee reviews our risk management process, which includes climate-related risks.

Our operations adhere to key guiding policies, including our Environmental Policy and Human Rights and Labor Policy. The Trimble Third Party Code of Conduct sets out our requirements for suppliers to ensure they maintain high ethical standards and business integrity.

For Trimble, sustainability goes hand in hand with creating value for our customers, employees and shareholders. This is why sustainability is the cornerstone of Trimble's Connect and Scale strategy, allowing our customers to become more efficient in their operations.

Börje Ekholm
CHAIR OF THE BOARD OF DIRECTORS

Sustainability Governance at Trimble

Trimble Board of Directors & Board Committees
reviews, monitors, guides

Trimble Executive Management
reviews, monitors, guides

↑

Corporate Sustainability Team
orchestrates, integrates, supports

Material Topic Responsibilities
drive initiative development, provide guidance, collect data

+

Sustainability Working Groups
ensure cross-functional implementation into business processes

+

Operational Units
localize, plan, implement

Ethics and Compliance

Ethical business practices not only ensure compliance with applicable laws but also bring our values to life for every Trimble stakeholder. Trimble steers all employees' conduct and ethics through:

Implementing Our Code—steps to make everyone at Trimble accountable to the highest standards

Responsible AI—a new policy and training to stay ahead of rapid changes in technology

Implementing Our Code

Our Code of Business Conduct and Ethics (the Code), refreshed in 2022, equips Trimble employees and partners to act lawfully, ethically, fairly, and in compliance with our policies. It is supported by various policies, including our:

+ Anti-Corruption and Anti-Bribery Policy
+ Corporate Disclosure Policy
+ Insider Trading Policy
+ Human Rights and Labor Policy
+ Environmental Policy
+ Third Party Code of Conduct

The Code and any policies relevant to an employee's role are accessible on our corporate intranet, Charlie. We require suppliers to confirm they will comply with the Third Party Code of Conduct when we first engage them, and manage compliance through our supplier program.

We train every employee on the Code during onboarding and then annually. In 2023, 89% of employees completed training on the Code. To cultivate a high level of awareness, the Ethics and Compliance Team sends regular newsletters, hosts events, and maintains a suite of supporting materials on Charlie on various topics covered by the Code. Employees can also ask our ethics and compliance help desk questions to clarify the Code's requirements.

Responsible AI

The use of AI globally will only keep growing. Trimble is acting to ensure we continue to use AI responsibly in this fast-moving environment.

We took three significant steps to stay ahead in 2023. We launched a new, standalone AI Policy, a suite of employee training with a compulsory module on responsible AI, and a statement of principles on our website.

These will steer our own advances in AI in solutions for customers and in creating efficiencies for employees.

Trimble will continue to assess opportunities to use AI carefully and only implement AI-driven solutions if they sufficiently protect both our company and our customers. Our website has more information on Trimble's approach to AI.
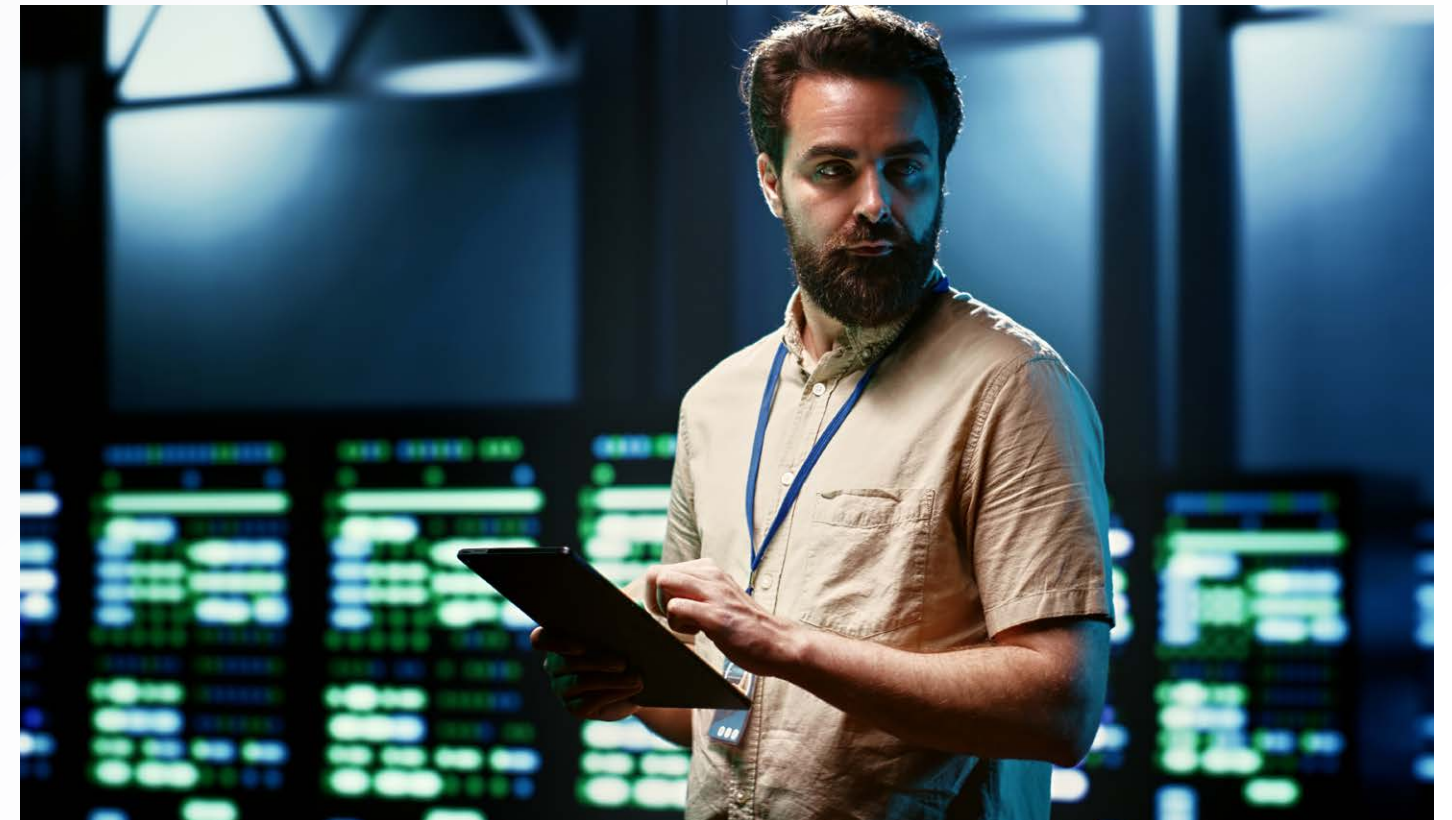
Privacy and Cybersecurity

Trimble's success relies on excellence in cybersecurity and privacy. As a leading technology company with innovative solutions relying on interconnectivity, operational continuity is essential—our customers have to be able to trust the security of our systems. Our multifaceted program covers:

Robust Cybersecurity—strong risk management as part of our wider risk management system

Respect for Privacy—aligning our standards with the many privacy standards that apply to an international business

Robust Cybersecurity

Trimble takes a holistic approach to assessing, identifying, and managing risks from cybersecurity threats. This includes building in adaptability to emerging risks.

The Board of Directors oversees cybersecurity risk. The Audit Committee of the Board is responsible for reviewing cybersecurity risk exposure and mitigation. In 2023, we introduced an internal business objective to ensure we manage cybersecurity risks to the highest standard. Our CEO is ultimately responsible for delivering on that objective. The Chief Information Security Officer (CISO) holds operational responsibility and reports quarterly to the CEO and Audit Committee.

Cyber Strategy and Management

The CISO devises Trimble's strategy for handling cybersecurity risk with our team of cybersecurity specialists. That process, and all implementation of the strategy, is guided by well-known frameworks and trusted third parties.

Each of our sectors has its own expert dedicated to determining where risk mitigation efforts might be needed. They work with our CISO and product engineering teams to:

+ Review data from our central risk tracking system

+ Prioritize risk mitigation activities

+ Assess threats unique to each Trimble product and line of business

+ Ensure products implement the required technical security controls

+ Review emerging best practices in cybersecurity for future implementation

Secure Systems

Our digital systems employ various protections, including access controls, denial of service protection, and automated intrusion-prevention tools.

Our product development builds robust security into cloud-based products and services. This includes vulnerability scanning, intrusion prevention, and tracking security metrics. Many of our products are certified to industry standards that address information security, resilience to cyber-attacks, organization-wide protection, responses to evolving security threats, and data protection. In 2023, we significantly increased the number of products certified.

Our comprehensive information security training program includes an annual security awareness module for all employees and courses for product developers throughout the year.

We assess a supplier's cybersecurity processes before making any purchase over a minimum threshold.

Incident Response Preparations

Trimble's incident response process applies widely accepted industry frameworks, such as the National Institute of Standards and Technology (NIST) cybersecurity framework.

We utilize a range of third parties to evaluate our readiness, including:

+ Regular assessments of our products for any vulnerabilities

+ An annual attack simulation for our team to practice to assess its response and learn

Respecting Privacy

Trimble's wide, global customer base means there are many types of data held in our products. We must therefore meet exacting privacy requirements from across a wide range of regulatory frameworks and customer demands.

Our design standards adhere to the European General Data Protection Regulation (GDPR) and other privacy and data protection regulations applicable in areas where we operate. We continually monitor the landscape to remain compliant with emerging regulations.

195
products ISO/IEC 27001:2013 certified

64
products SOC certified

80
more products certified in total in 2023
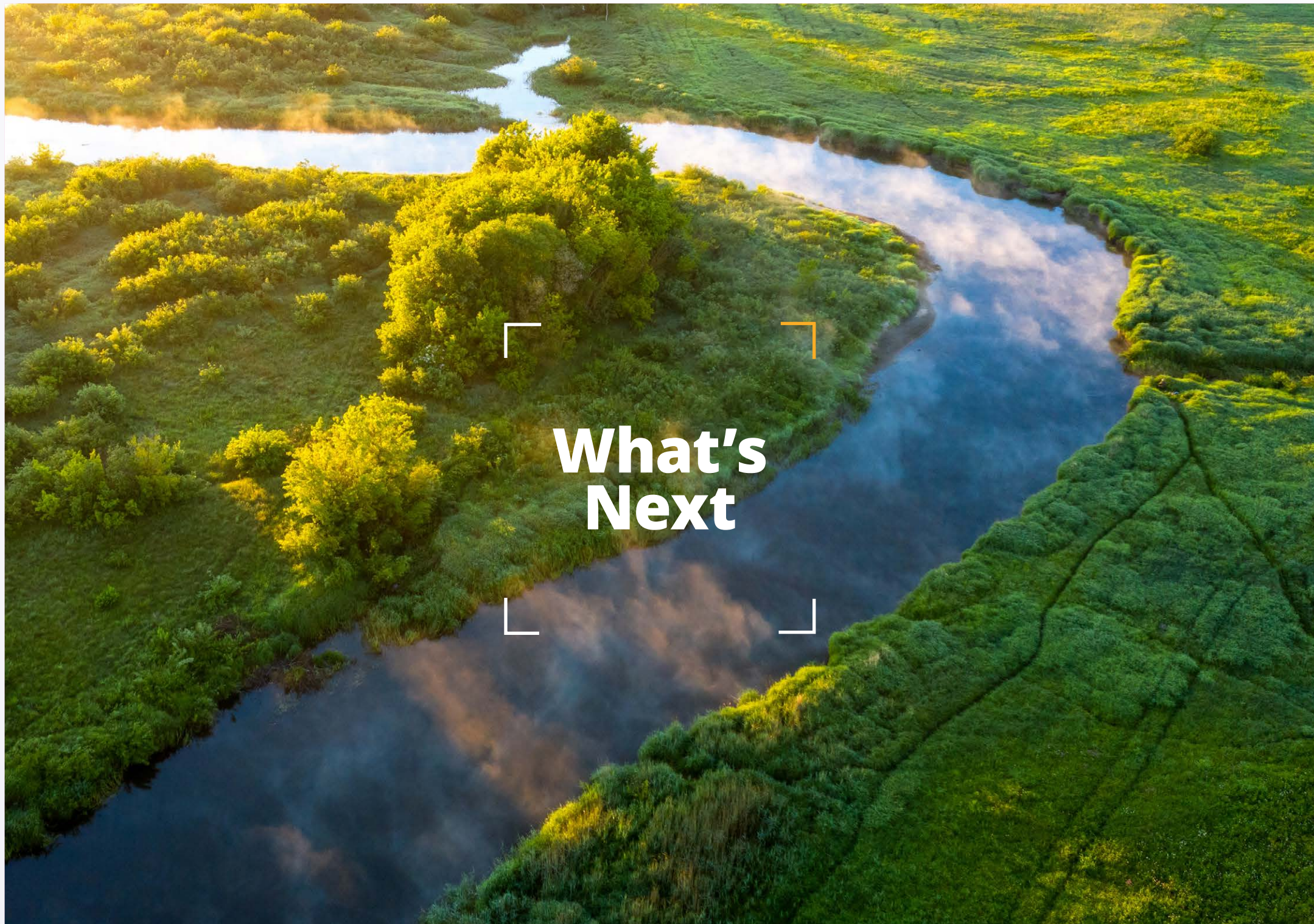
What's Next

Corporate and Sustainability Governance

+ Maintain our high standards, updating frameworks if the need arises

Ethics and Compliance

+ Maintain our high standards, updating policies and procedures in response to any changes in our operating environment

Privacy and Cybersecurity

+ Secure either ISO or SOC certification for 40 more Trimble products by the end of 2025

+ Continuously evaluate other potential certifications for products throughout the year

+ Work toward FedRAMP certification by the end of 2025

Appendix

In This Section

About This Report

Trimble has been proud to report regularly regarding our commitment to sustainability and responsibility since 2017. Our annual Sustainability Report provides our stakeholders the information they need to understand our commitment to and progress in developing our sustainability vision at Trimble—Shaping a Sustainable Future—and its pillars of focus: Building Resilience, Empowering People, and Leading with Integrity. Unless otherwise noted, the data in this report is specific to our 2023 fiscal year, but may also include mention of initiatives launched in early 2024.

This report's data aligns with the Sustainability Accounting Standards Board (SASB) standards for Electrical and Electronic Components and Software and IT Services. Alignment with the Task Force on Climate-Related Disclosures (TCFD) and the United Nations Sustainable Development Goals (UN SDGs) is outlined in this report and available on our website.

SASB Index

Material Topic(s) Addressed	Metric	2021	2022	2023	Notes	SASB Reference
Talent Attraction	Number of employees	11,815	11,825	12,700	–	RT-EE-000.B
	Employee engagement as a percentage	83%	83%	80%	–	TC-SI-330a.2a
Percentage of employees by region						
Diversity, Equity, and Inclusion	North America	49%	48%	42%	–	TC-SI-330a.1
	Europe	30%	30%	37%	–	TC-SI-330a.1
	Asia Pacific	17%	18%	17%	–	TC-SI-330a.1
	Rest of world	4%	4%	4%	–	TC-SI-330a.1
Percentage of gender and racial/ethnic group representation						
Diversity, Equity, and Inclusion	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	See note			See breakdowns on page 24 Global Gender & US BIPOC representation, and US Racial/Ethnic Diversity (2023 YE).	TC-SI-330a.3
Talent						
Talent Attraction	Voluntary attrition (excluding manufacturing)	9.3%	11.1%	6.8%	–	–
	Voluntary attrition (including manufacturing)	9.5%	11.1%	6.9%	–	–
Human Rights	Total Recordable Incidence Rate (per 100 employees)	0.3	0.1	0.1	For Trimble USA	–

Material Topic(s) Addressed	Metric	2021	2022	2023	Notes	SASB Reference
	Environment					
Natural Resource Management	Total space worldwide (sq. ft)	3,300,000	3,200,000	2,900,000	Our reported footprint represents ever improving data availability, M&A and divestitures. The net outcome being a decrease in our total footprint as we continue to consolidate our facilities down to match our current business needs.	–
	Total energy consumed	191,000	172,000	197,000	–	RT-EE-130a.1a, TC-SI-130a.1a
	Percentage of total energy consumed that is grid electricity	Not Reported	65%	68%	Trimble has committed to sourcing 100% renewable energy by 2025 as part of our science-based target (SBT). The numbers reported here are grid and renewable electricity as a percent of total energy consumption including direct fuel usage, per SASB's definition. Meanwhile Trimble's SBT tracks renewable electricity as a percent of total electricity consumption in line with the principles of RE100.	RT-EE-130a.1b, TC-SI-130a.1b
	Percentage of total energy consumed that is renewable	Not Reported	22%	14%		RT-EE-130a.1c, TC-SI-130a.1c
Climate Change	Disclose Scope 1 greenhouse gas (GHG) emissions	3,800	5,100	4,000	–	Metrics and Targets Recommended Disclosure (b)
	Disclose Scope 2 GHG emissions	10,800	10,200	10,500	–	Metrics and Targets Recommended Disclosure (b)

Material Topic(s) Addressed	Metric	2021	2022	2023	Notes	SASB Reference
	Environment					
Climate Change	Disclose Scope 3 GHG emissions	186,000	168,000	281,000	Trimble onboarded Watershed's enterprise climate platform as part of our tech blueprint for managing climate data, fulfilling our science-based targets, and producing investor-grade reporting in alignment with emerging regulations. Trimble has opted to use Watershed's CEDA methodology which replaces the US based EEIO model and instead uses a Global model. By changing to the CEDA model, we account for our global emissions more accurately and the result is higher reported emissions for components purchased and manufacturing. This will mean we will need to rebaseline to assess how much our emissions have changed due to factors not related to the change in methodology. Additionally - we are now including radiative forcing in our air freight emission calculations.	Metrics and Targets Recommended Disclosure (b)
Natural Resource Management	Total water withdrawn	See note			Trimble's portfolio contributes to sustainable management of water resources. Internal water consumption has not yet risen to the level of materiality to justify comprehensive tracking of water withdrawals and consumption across our operating footprint. We recognize the importance of water resource management as part of our broader natural resource management material topic and are making strides to enhance our internal management approach, including water use metrics.	TC-SI-130a.2a

Material Topic(s) Addressed	Metric	2021	2022	2023	Notes	SASB Reference
Environment						
Natural Resource Management	Total water consumed	See note			Trimble's portfolio contributes to sustainable management of water resources. Internal water consumption has not yet risen to the level of materiality to justify comprehensive tracking of water withdrawals and consumption across our operating footprint. We recognize the importance of water resource management as part of our broader natural resource management material topic and are making strides to enhance our internal management approach, including water use metrics.	TC-SI-130a.2b
	Percentage of total water withdrawn in regions with High or Extremely High Baseline Water Stress	See note				TC-SI-130a.2c
	Percentage of total water consumed in regions with High or Extremely High Baseline Water Stress	See note				TC-SI-130a.2d
Sustainable Product Design and Lifecycle Management	Percentage of eligible products, by revenue, certified to an energy efficiency certification	See note			Energy efficiency certification criteria are not relevant to Trimble products. Sustainable product design and lifecycle management is a key topic that we will continue to focus on in product design and development.	RT-EE-410a.2a
Climate Change	Revenue from energy efficiency-related products	See note			Our portfolio contributes to sustainability as a catalyst for enhanced energy efficiency and productivity in diverse industrial sectors.	RT-EE-410a.3b
Data Privacy						
Privacy and Data Protection	Description of policies and practices relating to behavioral advertising and user privacy	See note			Learn more about Trimble's Privacy Center.	TC-SI-220a.1a
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	No material monetary losses in years 2021-2023			–	TC-SI-220a.3a
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	See note			Learn more about Trimble's Privacy Center.	TC-SI-220a.5a
Cybersecurity	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	See note			Learn more about Trimble's Privacy Center. Customers and stakeholders may report a cybersecurity concern here.	TC-SI-230a.2a

Material Topic(s) Addressed	Metric	2021	2022	2023	Notes	SASB Reference
	Risk Management					
Business Model Resilience	Description of business continuity risks related to disruptions of operations	See note			Please see Item 1A, "Risk Factors," in Trimble's Annual Report.	TC-SI-550a.2a
	Materials Sourcing					
Business Model Resilience	Discussion of the management of risks associated with the use of critical materials	See note			Learn more about Trimble's Supplier Code of Conduct.	RT-EE-440a.1a
	Ethics					
Business Ethics/ Fair Business Practices	Description of policies and practices for prevention of corruption and bribery	See note			Learn more about Trimble's Business Ethics and Conduct Policy.	RT-EE-510a.1a
	Description of policies and practices for prevention of anti-competitive behavior	See note			Learn more about Trimble's Business Ethics and Conduct Policy.	RT-EE-510a.1b
	Total amount of monetary losses as a result of legal proceedings associated with product safety	No material monetary losses in years 2021-2023			–	RT-EE-250a.2a
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	No material monetary losses in years 2021-2023			–	RT-EE-510a.2a
	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	No material monetary losses in years 2021-2023			–	RT-EE-510a.3a, TC-SI-520a.1a

SDG Index

United Nations Sustainable Development Goals

Our mission is to transform the way the world works by enabling our customers to bring, build, construct, create, and grow the essentials we need to live every day and build future communities. Together with the industries we serve, we aim to build a future where our technologies enable a more resilient and sustainable way of living.

SDG	Shaping a Sustainable Future
5: GENDER EQUALITY Achieve gender equality and empower all women and girls	Trimble has established DEI goals focused on gender equity (mixed in with our goals for US BIPOC). We also track women-owned businesses upstream in our supply chain. Trimble places tech labs in schools and partners with groups like Transportation and Construction GIRL to increase exposure of underrepresented communities to our technology.
9: INDUSTRY, INNOVATION AND INFRASTRUCTURE Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation	Trimble solutions enable the development of resilient infrastructure around the world. Together with our technology, our customers can increase resource-use efficiency in building, retrofitting, and upgrading resilient infrastructure.
11: SUSTAINABLE CITIES AND COMMUNITIES Make cities and human settlements inclusive, safe, resilient, and sustainable	As natural disaster events increase in frequency and intensity, there is increased urgency to undertake resilience planning so communities can identify potential hazards and threats, and establish prevention, adaptation, mitigation, and recovery plans. Trimble solutions are used during construction and infrastructure projects globally. Our products make cities and communities safer, more resilient, and have fewer negative impacts on the environment. Trimble technology helps predict vulnerabilities to natural disasters. Trimble workflows are contributing to the resilience and sustainability of cities and communities by (1) reducing materials waste from rework and thus (2) reducing the overall carbon footprint of buildings.
12: RESPONSIBLE CONSUMPTION AND PRODUCTION Ensure sustainable consumption and production patterns	Trimble has set science-based targets which include engaging 70% of our suppliers in setting their own science-based targets by 2026. Through our technology, we also optimize, and streamline logistics across global supply chains with an eye for greater fuel efficiency and fleet performance. ——— Transporeon, now part of Trimble, provides a Transportation Management Platform (TMP) that includes a Carbon Visibility Dashboard that enables customers to measure, manage and reduce their logistics emissions efficiently and transparently across the supply chain.

13: CLIMATE ACTION

Take urgent action to combat climate change and its impacts

In 2022, our emissions goals were approved by the Science-Based Target Setting initiative (SBTi) and put us on a path toward reducing emissions by 50% by 2030. We are also working to ensure 70% of our suppliers set science-based targets by 2026. Together, we can all achieve goals aligned with the Paris Agreement to keep warming to 1.5°C.

At Trimble, we serve some of the world's key industries that represent some of the greatest opportunities to accelerate sustainable outcomes by taking action on climate change. Many of Trimble's solutions enable our customers to accelerate sustainable outcomes by reducing emissions.

15: LIFE ON LAND

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests,combat desertification, and halt and reverse land degradation and halt biodiversity loss

Trimble's Connected Forest solutions help companies manage their forests for sustainability outcomes and toward government sustainability regulations.

17: PARTNERSHIP FOR THE GOALS

Trimble cultivates strong relationships globally through our industry partner network and with nonprofit organizations and educational institutions to take action on some of the world's most pressing sustainable development issues. We are committed to collaboration, innovation, sustainability, and efficiency with all of our partners.