



▶ **2021 Report** Diversity, Equity, & Inclusion

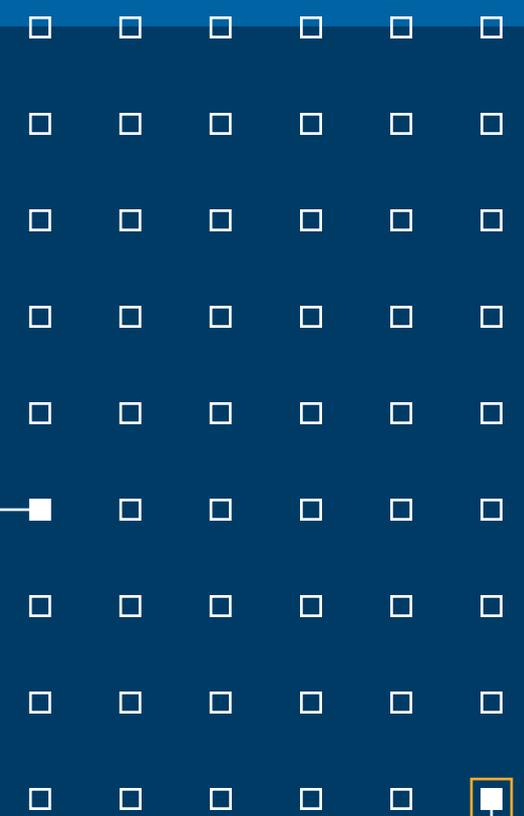


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A Message From Leadership



Rob Painter, Chief Executive Officer

For more than 40 years, Trimble has been transforming the way the world works. Beginning as a Silicon Valley start-up, the company is now a global S&P 500 company employing more than 11,500 people in over 40 countries. Although we are no longer a small organization, we continue to value every employee as an individual. We appreciate their uniquely different skill sets, characteristics, and respective life experiences.

We have taken substantial and deliberate steps forward in our Diversity, Equity, and Inclusion (DEI) journey spanning initiatives within and outside the company. This year, I took the CEO Pledge, where I, along with other executives, confirmed a commitment to cultivating an environment that expands and brings a sense of belonging through employee empowerment.

Consistent with this commitment, Trimble has made the bold decision to modify our executive long-term incentive plan to incorporate sustainability goals tied to science-based emission reduction targets and diversity workforce representation, in addition to delivering strong financial results. We also have entered into a new, five-year \$1.25 billion revolving credit facility linked to two of Trimble's sustainability goals—reducing greenhouse gas emissions and increasing gender diversity with more female representation in the workplace. We believe reinforcing our commitments in these important financial arrangements will drive accountability and commitment to Trimble's purpose, both through the transparency of our journey and by placing real financial rewards at stake.

Our rapidly changing world inspires Trimble's dedication to emphasizing DEI in alignment with our values, processes, and overall culture. Ultimately, our differences make us more innovative, understanding, and stronger — not just as a company but also as a community. Working toward our mission means that we continually improve and adapt, reflecting the needs of our people, our local communities, and the diverse populations we serve. By asking questions, actively listening, and speaking up, we can bring to light important issues that require thoughtful discussions to develop and yield meaningful solutions. Through intentional action, we will continue building momentum toward an environment that provides equitable opportunities for our people to shine brightly. We will cultivate workspaces that provide fertile ground for world-changing ideas to arise. We know that transforming the way the world works starts with transforming the way we work together.

Our Values



BELONG

Be yourself and thrive together



GROW

Be intentional and humble



INNOVATE

Be curious and solve problems

“People are Trimble’s most treasured asset, powering our adaptability, innovative thinking, and long-term success. Every day, we have the privilege to work alongside extraordinary individuals. Our employees deserve every opportunity to achieve their full potential. We share a responsibility to create a culture where Trimble employees can be the best version of themselves and feel they belong to and are part of something bigger than themselves. We believe in a culture where people feel respected, valued, and celebrated for who they are and what they contribute to the company as a whole.”



JAIME NIELSEN,
CHIEF PEOPLE OFFICER



Our DEI Journey

“In 2021, we activated new initiatives, asked people to listen to increase understanding, connection, empathy, and grace, and learned concepts essential to our multi-year DEI strategy. This work involves a journey of learning, advocacy, commitment, and engagement from all of our Trimble teams. Many employees, managers, and senior leaders leaned into this work to fuel our early momentum from actions. We recognize that diverse teams, equitable experiences, and an inclusive culture are paramount to our future success.”



MELISSA URIBES,
VICE PRESIDENT, TALENT AND DEI



OUR DEI PROGRESS AND NEXT STEPS

Diversity, Equity, and Inclusion (DEI) helps strengthen Trimble’s culture through continuous engagement, promoting a sense of belonging, and inspiring employees and community members towards action. This inaugural report highlights and explains the mission, vision, and goals behind this commitment.

Formalized in 2020, our DEI journey celebrates a history of leveraging the talents of global teams and marks a pledge towards transforming the way we work together. We are proud of all the DEI achievements thus far and are excited for the future as we build on this momentum.

JOURNEY-TO-DATE HIGHLIGHTS:

Developed a DEI strategy.

A company-wide framework that helps advance DEI, through strategic policies and programs that engage employees, mid managers, and senior leadership.

Increased diverse candidate pipeline resulting in 35% global female hires and 29% U.S. Black, Indigenous and People of Color hires (BIPOC) in 2021.

Expanded diverse networks used to source and hire candidates.

Launched nine Employee Resource Networks (ERNs) with over 1,000 members.

Provide employees with community resources and internal networks connected by similar interests and causes.

Achieved 75% favorable score for Belonging on employee engagement questions.

Surveyed all employees on engagement and established a benchmark for belonging.

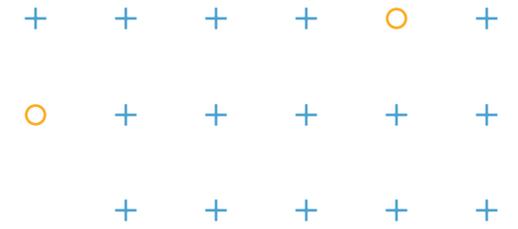
Launched Dr. Gladys West Scholarship Fund.

A fund honoring the pioneer mathematician who has contributed to innovation in GPS technology. Four-year student scholarships will be awarded for their education at partner universities to fuel the next generation of talent in our industries.

Established new community partners with a focus on diverse candidate pipeline, education, training, and social advocacy.

With Trimble's support partner organizations will increase their impact on education, equity and empowerment of underrepresented groups.

Our DEI Key Initiatives



Drive diversity through strategic recruiting and hiring.

Increase the diverse candidate pipeline and hires.



Achieve equity by increasing career development and more transparent processes.

Improve equity in career growth and in transparent employee experiences.



Foster a culture of inclusion by inviting and valuing differences.

Celebrate individuality and embrace our diversity through inclusivity.



Commit to make sustainable change.

Support leaders with tools, training, and accountability for improving DEI.



Engage with communities where Trimble operates.

Invest in community partners focused on improving DEI through workforce development, education, and volunteerism.



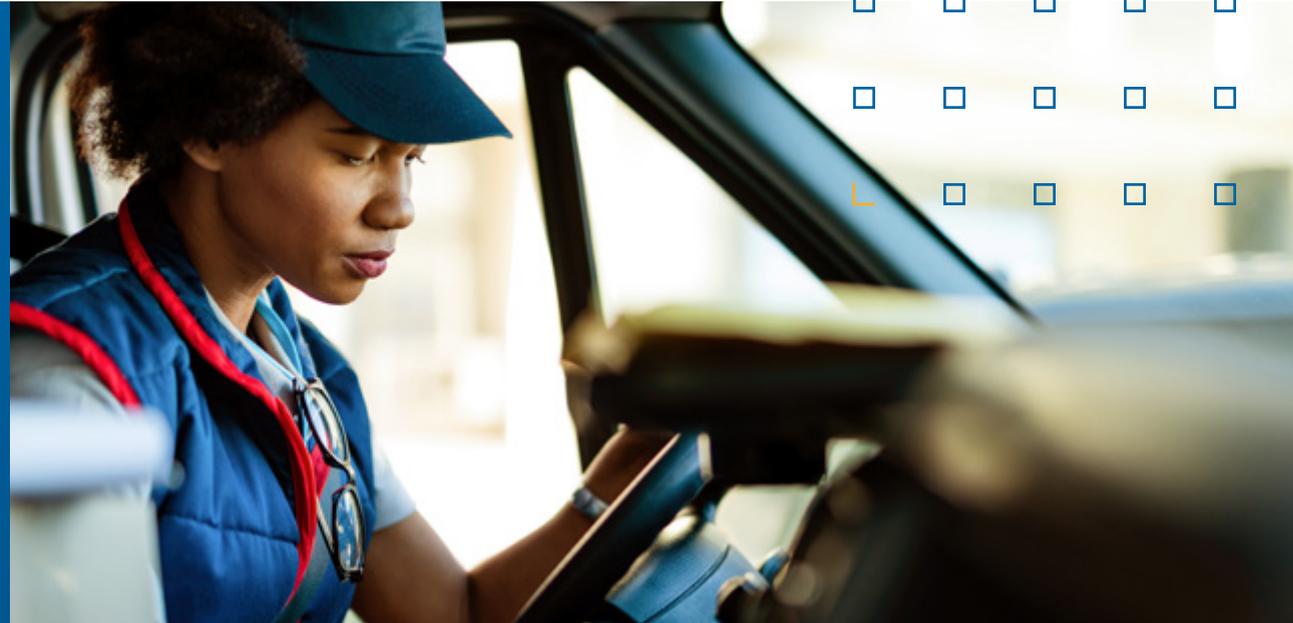
DEI Strategy: Mission and Vision

DEI MISSION

Transform how we work together to inspire and engage all employees to achieve their full potential.

DEI VISION

Every Trimble employee feels respected and valued, is celebrated for their individuality, and has opportunities to thrive.



DEI 2025 COMMITMENTS

By 2025, Trimble aspires to be even more representative of the places where we operate and the communities we serve. By expanding and amplifying the networks through which we identify, source, and hire diverse talent, we will extend new opportunities to individuals who make our company stronger, better, and more resilient for the future.

Senior leaders reinforce our vision and catalyze commitment to our DEI goals and initiatives. Managers engage others and open up safe spaces where dialogue regarding DEI topics, events, and activities can happen.

Employees contribute to inclusion and belonging by sharing their experiences with others and participating in employee-led initiatives. Together, all three groups work to further weave DEI into the fabric of our culture.

BY 2025 WE ASPIRE TO ACHIEVE:

35%

Females in the global workforce
Current: 29%

Double underrepresented¹ U.S. BIPOC representation

Current: 11%

36%

Global Female and U.S. BIPOC representation in leadership

Current: 29%

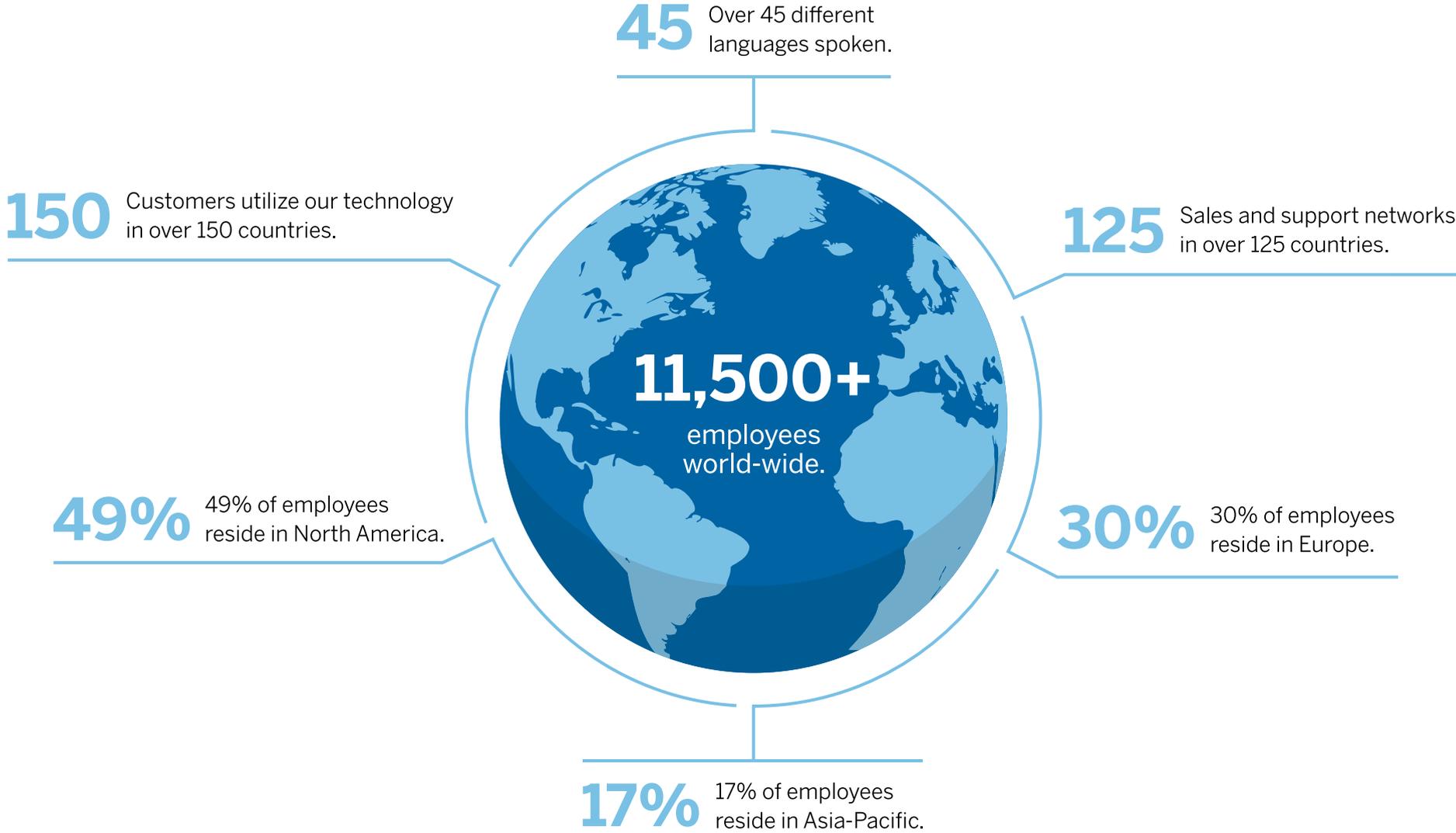
Achieve high performing benchmark Belonging engagement score.

Increase philanthropic DEI efforts to further advance equity with 1M in investments and 100K volunteer hours made available for community outreach.

¹For this purpose, underrepresented references US BIPOC groups that are a smaller percentage of the workforce than the general US population.

We Are Trimble: Demographic Data

Trimble's global geographic and cultural diversity makes us unique and strong. Through focused dedication, we will continue to build a company that represents the multicultural workforce available in the communities where we live and operate.



Demographic Data

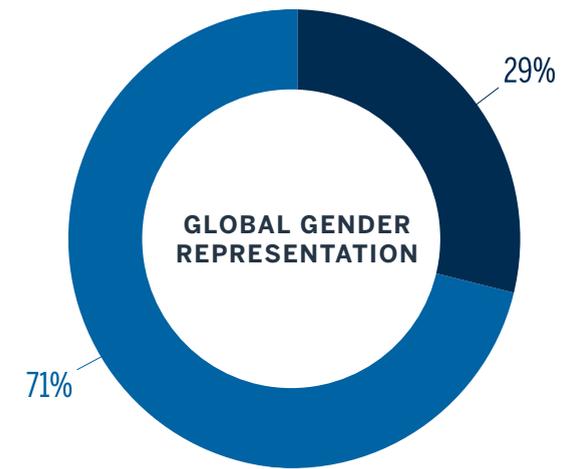
GLOBAL DATA BY GENDER

Between 2020 to 2021, our DEI activities led to a modest increase in representation of females. We are focused on bringing more women into Trimble and in helping them advance their careers through internal promotions.

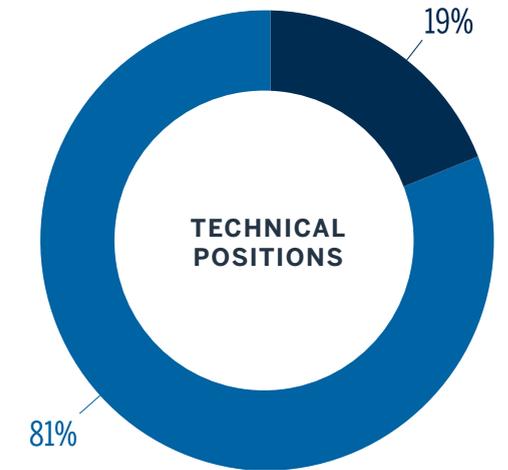
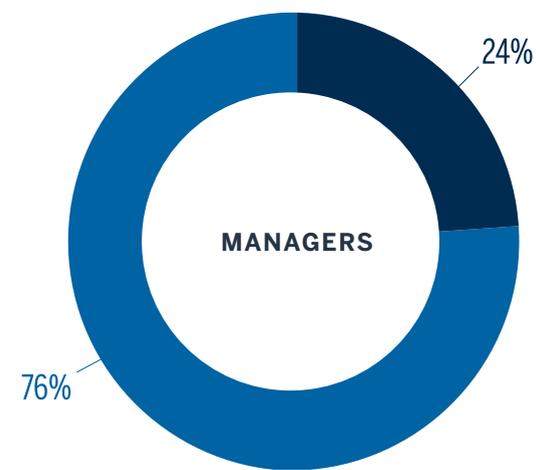
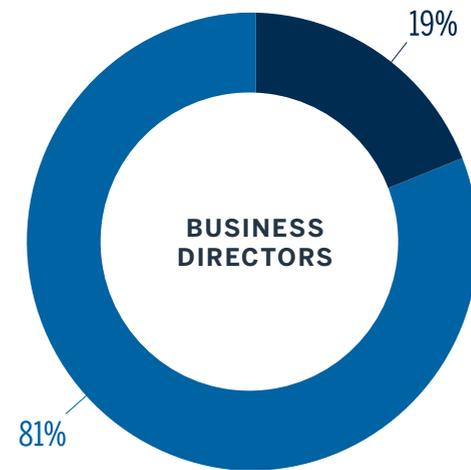
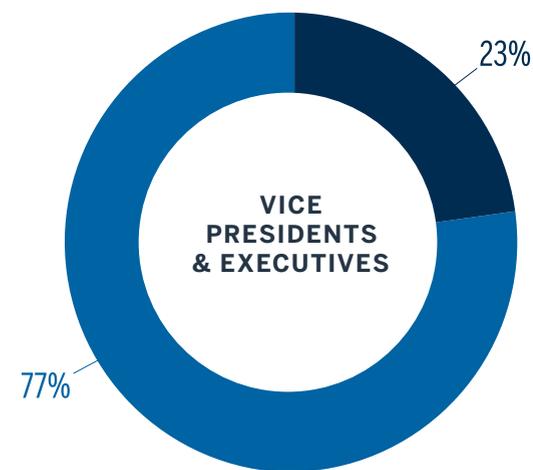
We did see strong momentum in recruiting with a 6% increase in the percentage of global female hires from 29% in 2020 to 35% in 2021.

■ FEMALE¹ ■ MALE¹

Data as of December 31, 2021. Reflects gender representation in overall workforce, new hires, Vice President & Executive, Business Director & Manager job levels. Technical Positions include roles identified as tech jobs based on internal definition.



GLOBAL GENDER REPRESENTATION BY POSITIONS

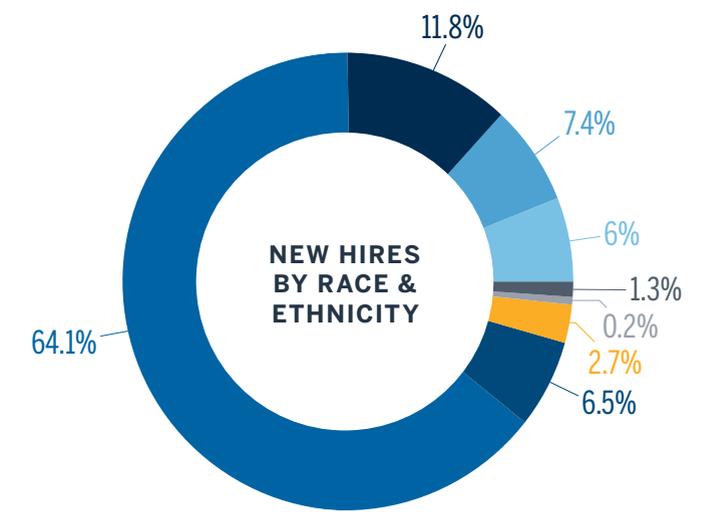
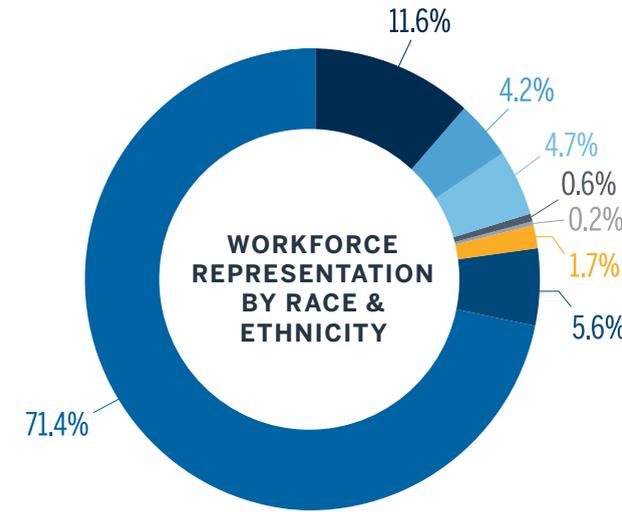
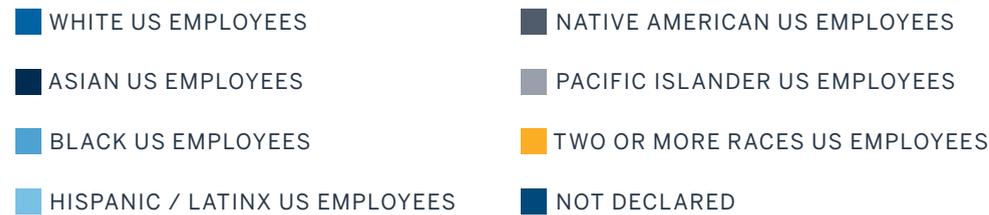


¹Fewer than 0.5% of our employees have not declared a gender. We are working to increase options in 2022 for employees who choose to voluntarily identify as non-binary.

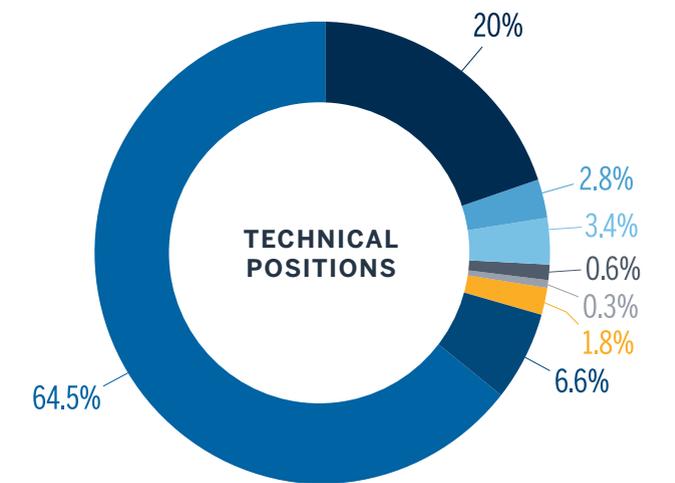
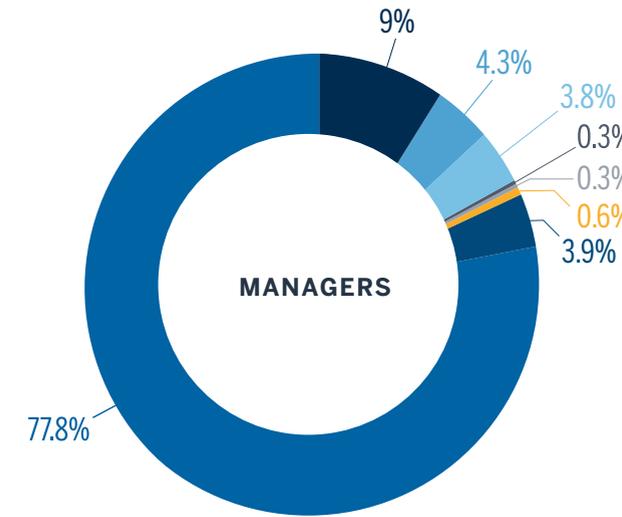
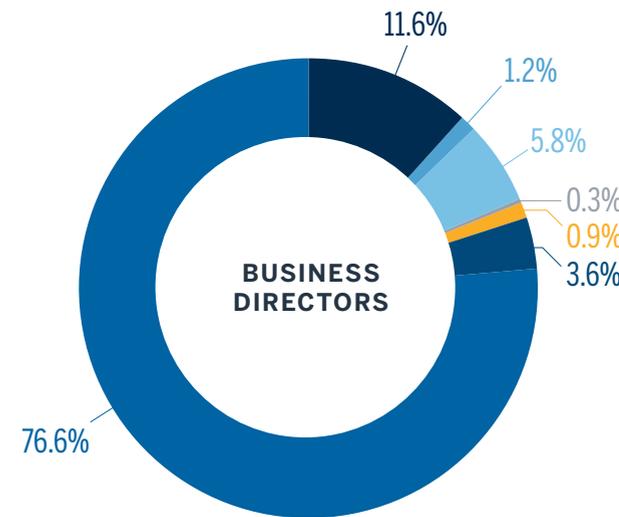
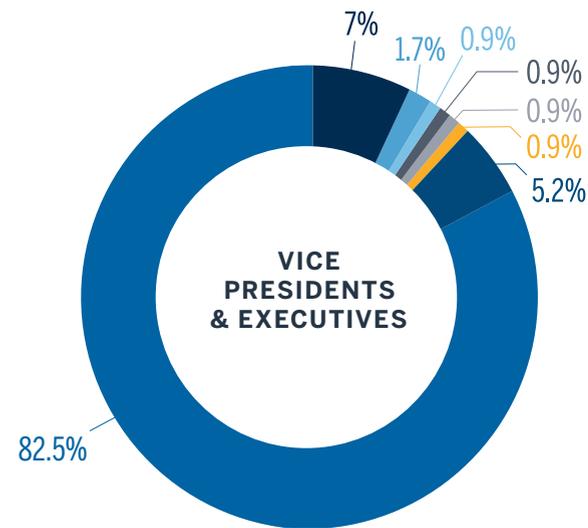
Demographic Data

U.S. DATA BY RACE & ETHNICITY

While recruitment and hiring is an area of continued focus that will take time to show significant change in our overall population, we are energized by the 29% of new hires in 2021 from U.S. Black, Indigenous, and People Of Color (BIPOC) populations.



GLOBAL RACE & ETHNICITY BY POSITIONS





2021 DEI Insights

In 2021, toolkits, discussion forums, and diverse employee communities within the company galvanized our efforts in bringing people together.

We removed barriers, increased learning, and encouraged participation through meaningful conversations around belonging. We encouraged employees to share personal experiences in safe spaces.

Building and achieving a culture that invites and values diversity is predicated on listening to our employees. Therefore, we used engagement surveys to gauge employee happiness, satisfaction, and belonging.

We found that:

- Men and women have relatively similar scores
- LGBTQ+ employees who are out at work have more positive scores overall
- Generally, belonging is consistently high across all races and gender categories
- Underrepresented groups are more likely to take personal action to further DEI which signals opportunities to increase our culture of allyship

The surveys gave us a better understanding of the challenges that we must address. We are striving to:

- Build confidence in underrepresented groups that we will take action based on their feedback
- Create a safe space for all employees to provide feedback — adding ease around the discussion of DEI topics
- Ensure employees are encouraged to speak up in group discussions, especially when their perspective varies from others
- Expand DEI conversations to support empathy, grace, and understanding of challenges our global employees experience
- Increase female and U.S. BIPOC representation at Trimble

"Working for a company that has a commitment to DEI means I get to show up to work each day as my authentic self. Everyone's open-mindedness to learn about each other's cultures and backgrounds helps me feel a sense of belonging. In my role, I am fortunate to learn about all of our employees' experiences and to see Trimble through so many perspectives. Every day I get the privilege to grow and learn as an ally and member of the Trimble family."



ANA LOZANO,
PEOPLE ENGAGEMENT COORDINATOR

Furthering Team Diversity

We value diversity in our workforce, including various cultures, backgrounds, ages, gender, race and ethnicities, nationality, sexual orientation, religion, people with different abilities, parents and caregivers, and many other characteristics, knowing that it drives our best thinking.

We aim to look more broadly at the varied candidate experiences that will enhance our culture, capabilities, and value to customers. We are taking actions to increase diversity in recruiting and hiring decisions which include:

- Expand diverse candidate outreach and sourcing through use of new job boards, participation in diversity-focused career fairs, and fostering new relationships with diverse professional organizations
- Implement a new recruiting system to help build and maintain ongoing candidate relationships with diverse talent pools
- Invest in early career hiring with new university relationships, including Historically Black Colleges and Universities (HBCU), Hispanic-Serving Institutions (HSI) and schools with higher ratios of underrepresented students
- Improve recruitment and selection process standards to increase objectivity and reduce bias

- Train managers and employees to identify and mitigate the negative impacts of bias on recruitment, selection, and hiring processes
- Embed and showcase diversity and belonging into Trimble's values

EXPANDING REPRESENTATION

By expanding our recruiting efforts to reach a wider range of diverse candidates, we can tap into a talent pool that may not have been previously exposed to Trimble, and the innovative career opportunities available at our company. We also are dedicated to increasing access to career growth opportunities for current employees by improving leadership visibility to internal talent across different career stages, and facilitating discussions to support internal mobility. The new initiatives benefit internal candidates seeking new opportunities throughout different stages of their career development.

ORGANIZATIONS WE SUPPORT:

Trimble is proud to support the following organizations: National Society of Black Engineers (NSBE), Lesbians Who Tech, the Society of Hispanic Professional Engineers (SHPE), Society of Women Engineers (SWE), Path Forward, and ActiveWork.

“As a NSBE Board of Corporate Affiliate Partner, Trimble is in a position to make a true impact on programs, scholarships, and leadership development for members. This is one way we are investing in the black professional engineering and technology community.”



TANYA WATSON,
DIRECTOR, QUALITY ASSURANCE
NSBE PARTNER LEAD

Early Career Internships and University Hire Programs

We expanded our early career and internship opportunities through university and community partnerships to increase female and U.S. BIPOC representation. This includes the establishment of Trimble Technology Labs, a network that now includes 28 universities spanning 16 countries on five continents.

“Trimble’s Returnship Program opened the door for me to join a company that was willing to take a chance on me based on my solid core skill set, providing the exposure to catch up on the tech side. Now I’m back in the thick of working, and for a tech company, no less!”



LAURIE WHITTIER,
CONTENT MARKETING
SPECIALIST

Returnships for Mid-Career Professionals

Through a partnership with Path Forward, we extended opportunities to mid-career professionals who have been out of the job market for two or more years due to caregiving responsibilities. 12 individuals with at least five years of prior work experience participated in a 16-week mid-career internship at Trimble and 83% were hired into regular full time positions at the end of the returnships.





Advancing Equity

We believe that every employee deserves a pathway to achieve their full potential.

We realize the importance of being transparent in our processes so that individuals are equipped to make informed decisions around their career growth plan.

Competitive compensation, benefits, and health and wellness programs are important aspects that support a diverse, equitable, inclusive, and safe work environment.

To that end, we are focused on creating a culture of transparency when it comes to pay and rewards, and we want all our employees to understand how our rewards programs work, as well as their own packages.

This includes financial education, new total compensation statements, our benefits portal, compensation calculators, and other tools.

We also monitor pay equity and living wages using statistical methodologies on a regular basis and address identified gaps outside of the annual merit program.

We have launched new employee health and wellness programs to increase access to mental health and employee wellness resources to better meet the diverse needs of our workforce.

We aim to achieve 100% pay equity and working with experts and our leadership, we have developed a set of best practices and tools designed to address systemic barriers impeding equal pay for equal work. These include not asking for compensation history; using clear and consistent processes for merit and equity allocations, as well as having a bonus plan that is based purely on business performance.



SIMON GRACE,
VP TOTAL REWARDS & PEOPLE SERVICES

Supporting Internal Upward Mobility of Employees

We provide current employees with increased opportunities for internal upward mobility through more accessible job postings and mentorship resources. Trimble Women's Network launched a mentoring initiative that connected female mentoring pairs across Trimble. New pairs are being connected continuously.

“It can be a lonely position to always stand out, just by being a woman. Issues discussed have ranged from 'am I the only one experiencing this?' to 'I'd like to know what it's like to work in another division and don't know who to ask'. The program has created connections across Trimble in all directions.”



HELENA FREDENBERG,
REGULATORY COMPLIANCE
TEAM LEAD

Fostering Inclusion & Diversity

Inclusion starts with a feeling of safety. It requires spaces that encourage authenticity, interpersonal risk-taking, collaboration, and participation.

We are committed to building such spaces by empowering our people. Our Employee Resource Networks (ERNs) and DEI commitments help to lay this foundation.

EMPLOYEE RESOURCE NETWORKS

Neurodiversity Network	LGBTQ+ Network	Black Professional Network
Trimble Family Support Network	Trimble Diversity in Action (DNA)	Trimble Women's Network (TWN)
Veteran's Network	Latin-X@Trimble	India Network

Trimble ERNs embrace a grassroots approach where voices of employees with different backgrounds, life experiences, and perspectives are celebrated. ERNs empower staff to work together as a community to ensure sustainable and long-term change.

ERNs welcome colleagues across the company to come together, connect, and collaborate. These employee-led groups are instrumental in inspiring others to grow their awareness and actively participate in making Trimble more diverse, equitable, and inclusive through ERN led initiatives.

“Being part of an ERN at Trimble has drastically changed my experience as an employee. Being able to more fully be myself at work has improved my engagement and helps others who look like me know there is an opportunity for them to bring more of themselves to work.”



OMAR J. COCHRAN,
CLOUD SERVICES SUPPORT MANAGER,
CO-CHAIR, BLACK PROFESSIONAL NETWORK

“This is tangible proof that DEI is more than just talk to Trimble, it’s action, and that Trimble cares about their employees’ total well-being.”



EMILY SPRAGUE,
MARKETING MANAGER, TRANSPORTATION,
MEMBER, LGBTQ+ ERN

“I definitely believe TWN contributes to building an inclusive culture at Trimble. During the pandemic we were more isolated and through TWN employees were able to connect to people around the world — both professionally and personally.”



BETH SHIREY,
LEARNING DEVELOPMENT DIRECTOR, VIEWPOINT



SHAPING DEI AT TRIMBLE

Our cultural diversity at Trimble creates potential for us to innovate and grow in ways only possible through exposure to different perspectives. Cultivating safe and open environments allows us to understand how culture shapes us and can strengthen us as a whole global organization. Achieving this requires participation from all levels – leaders, managers, and employees. We introduced a number of bottom-up and top-down initiatives to promote transparency, encourage engagement, and improve communication across the company.

“Many of us work at smaller sites on specific topics with local teams. Networking opportunities provide space to have deeper discussions on cultural identity, the challenges we face, and what we can contribute across our global community.”



BARBARA ZENGER-LANDOLT
SENIOR APPLICATION ENGINEER,
DIVERSITY EQUITY AND INCLUSION ADVOCATE

‘Words Matter’ initiative

Trimble’s Engineering Council, in collaboration with employees from underrepresented groups and our ERNs, spearheaded an initiative to look deeper into language and its role in creating a more inclusive environment. The team identified non-inclusive terminology originating in practices historically associated with slavery and discrimination. The terms and words identified have been permanently replaced to promote a more inclusive and welcoming work culture.



WELLBEING AT WORK

Over the past several years our employees have experienced new stressful challenges brought on by the pandemic, working remotely, social and racial injustices and caregiving. These situations intensify the need for additional employee support. Therefore, we aim to strengthen wellbeing at work to promote a feeling of safety.

Every year, Trimble provides a global day off for mental health awareness. For 2021, the Black Professional Network sponsored a mental health workshop focused on sharing clinically proven tools that address burnout, stress, and help promote ways to overcome obstacles that hinder personal wellbeing.



“We recognize employees are dealing with very complicated life issues right now and we want to be creative and intentional in identifying new ways to support them.”



RICHARD BROWN,
DIVERSITY EQUITY AND INCLUSION
ADVOCATE

“We all have lives outside of work and no one should be put in a position to choose work over family. Family responsibilities are very broad, a universal and mandatory need that is gender neutral.”



SREE CEEMALAPATI
SENIOR PROGRAM MANAGER, FTG,
MEMBER, FAMILY SUPPORT NETWORK



Transforming Community Impact

We are inspired to expand DEI efforts beyond the walls of Trimble and into the communities where our employees and customers live.

Much of our community work is conducted through the Trimble Foundation. It is a donor-advised fund that serves our communities and society through philanthropic efforts. The fund supports organizations that promote activities in alignment with our company vision and mission. It promotes global giving through partners and also encourages local offices to define areas where Trimble’s resources can have the greatest impact in their communities. There are more than 230 offices around the world, local action addresses the unique needs of the cities and towns where we operate.

Employees who want to actively participate in local efforts can take paid time off to volunteer as a Trimble Day of Service. This day was added in 2021 to encourage employees to take time to engage in their local communities to do work that is meaningful to them. Many teams participate as a group, and some prefer to select organizations that best represent their interests. Such an approach allows for a diverse range of volunteer efforts across the globe.

The Diversity, Equity, and Inclusion committee of the Foundation Fund identified its central objectives to be the advancement and empowerment of underrepresented groups. These groups may be subject to years of systemic inequity that have created significant barriers to access and advancement in society. We partner with organizations focused on reducing barriers and increasing access to education, advancement, equitable justice, and career pathway opportunities.

ADDRESSING SYSTEMIC INJUSTICES



The Advancement Project combats racial injustice in the U.S. and exists to fulfill America’s promise of caring, inclusive, and just democracy. It envisions a future where people of color can thrive, be safe, and exercise power. Through Trimble’s support, the Advancement Project National Office hired new staff, increased its community program to support voter protection, fight racial and immigrant injustices, and provide education on issues that people of color experience.



All Out mobilizes hundreds of thousands of people to build a world where no person will have to sacrifice their family or freedom, safety or dignity, because of who they are or who they love. All Out stands for supporting LGBTQ+ rights and challenging anti-gay laws. Through Trimble’s support, All Out created and operated several new programs focused on education and drawing global attention to countries where LGBTQ+ rights are violated.



Rob Painter, Trimble’s CEO, has taken a pledge with other CEOs to focus on leading accountability systems to improve diversity, equity, and inclusion within Trimble and the communities where we live and serve our customers.

INCREASING ACCESS TO HIGHER EDUCATION

Honoring Dr. Gladys West

In 2021, Trimble announced a scholarship program honoring Dr. Gladys West, a pioneer in mathematics, minority advancement, and the advent of the Global Positioning System (GPS) – one of the most widely used innovations throughout the world.



Dr. Gladys West

The Dr. Gladys West Scholarship will enable Virginia State University, North Carolina A&T State University, and Florida International University to award a four-year scholarship to one student each year. These universities were carefully chosen based on the programs they offer in the field of science aligning with the Trimble Foundation's focus on female empowerment, education, and diversity.

IMPROVING EXPOSURE TO CAREER PATHWAYS



Empowers youth and educators with the knowledge, skills, and support to create with technology; interrupting and counteracting gender, racial, and economic gaps in computing. Trimble sponsored new opportunities for hands-on computer science learning that inspires learners to transform the future.



This program creates opportunities for high-potential students from low-income households to gain clarity on their individual path, ensuring success throughout college and beyond. Trimble is a multi-year annual corporate sponsor, participates as a business advisor, and hosts summer career planning and business workshops for participants.



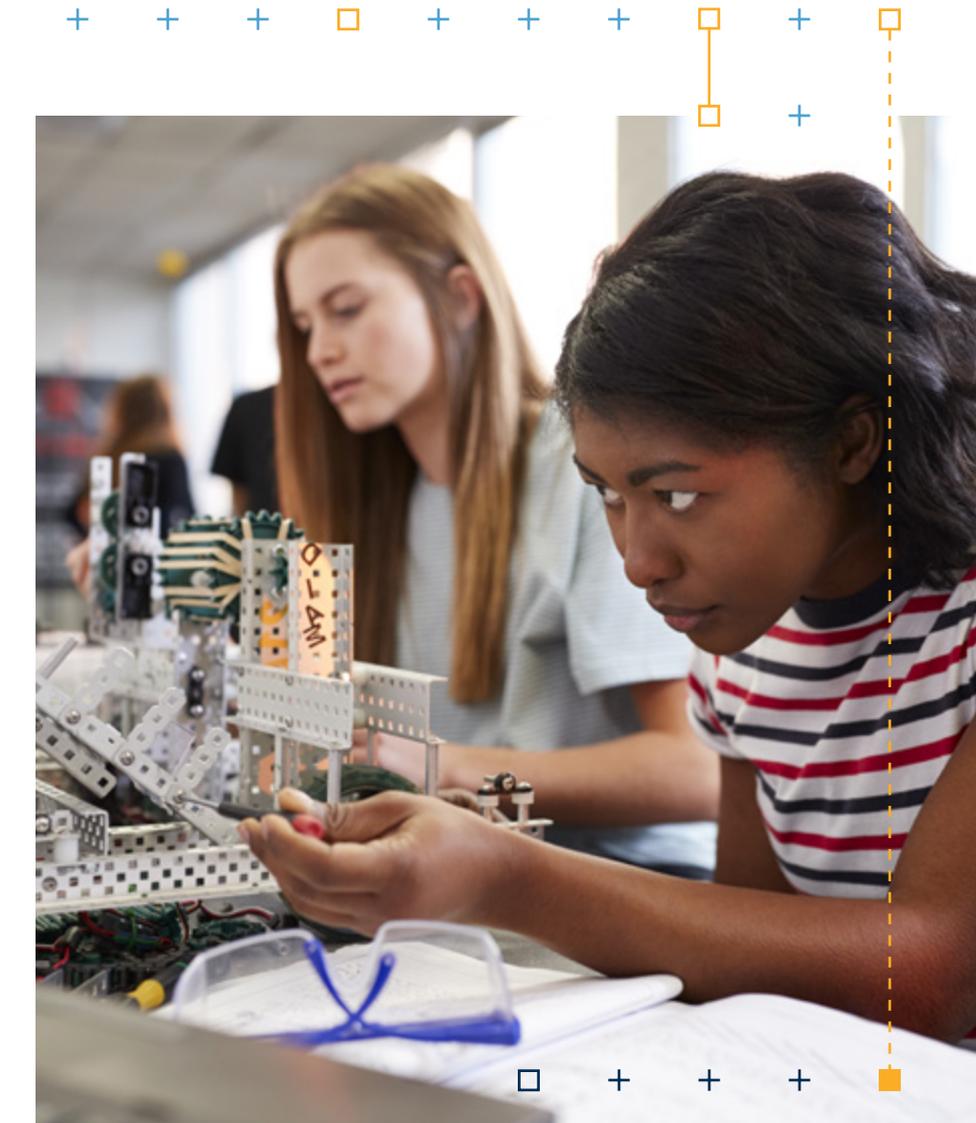
As the only tech-enabled entrepreneurship program in the United States, Girls With Impact enables girls ages 13-17 to learn about business planning through hands-on educational workshops. Trimble provides scholarships to high schools for students from low income or underrepresented populations.



The organization elevates women past stereotypes to pursue financially sustainable careers in transportation and construction. Trimble sponsors and volunteers at career events that provide product and technology demonstrations and encourages young female students to explore careers in construction and transportation.

TRIMBLE TECHNOLOGY LABS

Trimble partners with select institutions with 28 technology labs in 16 countries, including Historically Black Colleges & Universities (HBCUs) and Minority Serving Institutions (MSIs) to provide students access to many of the latest tools available in Trimble's diverse portfolio.



Looking Ahead

We celebrate the progress we've made so far in our DEI focus at Trimble. We also acknowledge that we are early in our journey. Many opportunities stand before us to build and strengthen our foundation through greater diversity, equity, and inclusion. In 2022 and beyond, we will progress and focus initiatives aimed to:

- Increase representation of diverse underrepresented talent through expanded candidate outreach and new early career university partners
- Increase career growth and internal mobility through investment in new recruiting systems and talent development programs and processes
- Improve Belonging survey scores through ERN supported initiatives and continue the development of inclusive team behaviors and skills
- Expand community engagement with partner organizations focused on improving diverse talent pipeline and equity for underrepresented groups

To assist this process, in 2022 we will establish a Global DEI Council – a team of representatives to galvanize and drive change to propel our momentum. Members will represent the voices of our employees across countries, regions and various job roles. By engaging more employees across the globe we believe we can better accelerate our DEI efforts and achieve meaningful progress.





While we are early in our journey, we are proud to celebrate and be recognized for our accomplishments as a diverse, inclusive employer.

Awards & Recognition

2021 COMPARABLY AWARDS:



PLACED IN THE **TOP 10%** OF COMPANIES FOR DIVERSITY/GENDER SCORES BY COMPARABLY



“We pride ourselves on making the world better. We are committed to going beyond good intentions to embed DEI into our strategic operating norms. Diversity and inclusion is a key aspect of innovation, collaboration, and producing solutions that solve complex problems for our customers and the world and communities where we live and work.”



PATRICIA BOOTHE,
SENIOR VICE PRESIDENT
DEI EXECUTIVE SPONSOR

Source: comparably.com/companies/trimble/awards



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