



▶ 2021 Sustainability Report

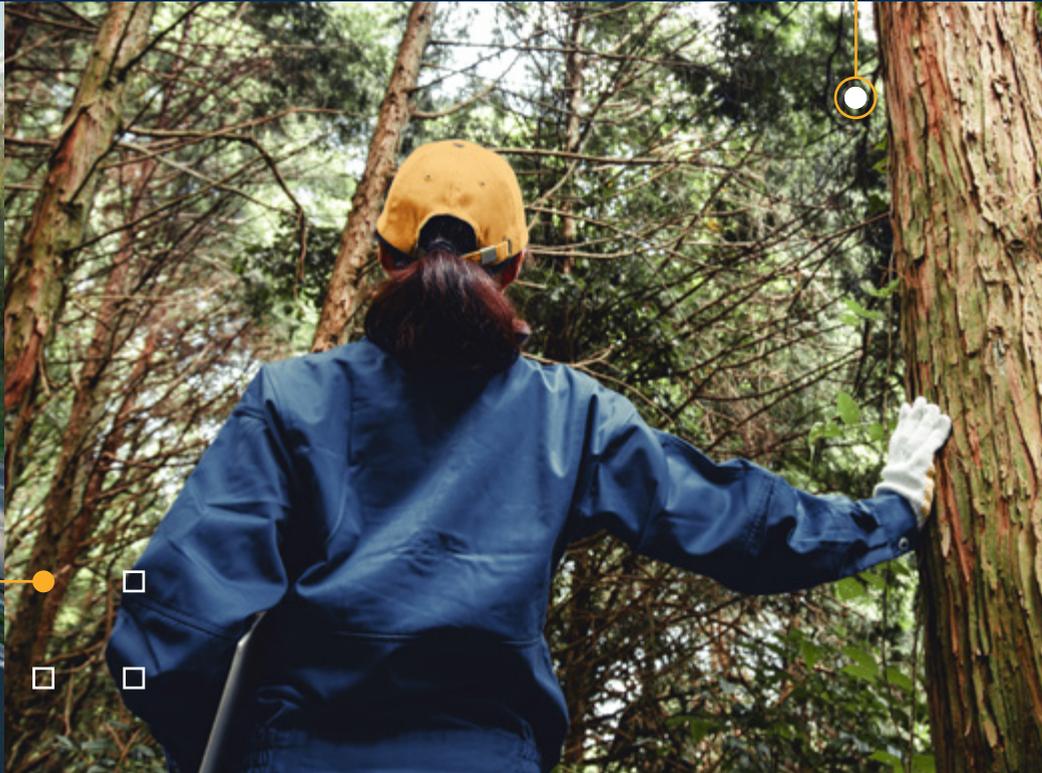


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About Trimble

Trimble technology connects the digital and physical worlds so teams can work smarter and more sustainably. Our solutions are used in the most important industries on earth that impact how we move, eat, and live. Over 40 years ago, what started with geospatial positioning products has grown into a global company with a singular focus: providing the data and technology to power a new, interconnected world of work. A world where every team has exactly what they need at every stage of the process—connecting people and giving everyone the information needed to get the job right the first time, without waste. It's a new approach that streamlines and accelerates even the hardest jobs.

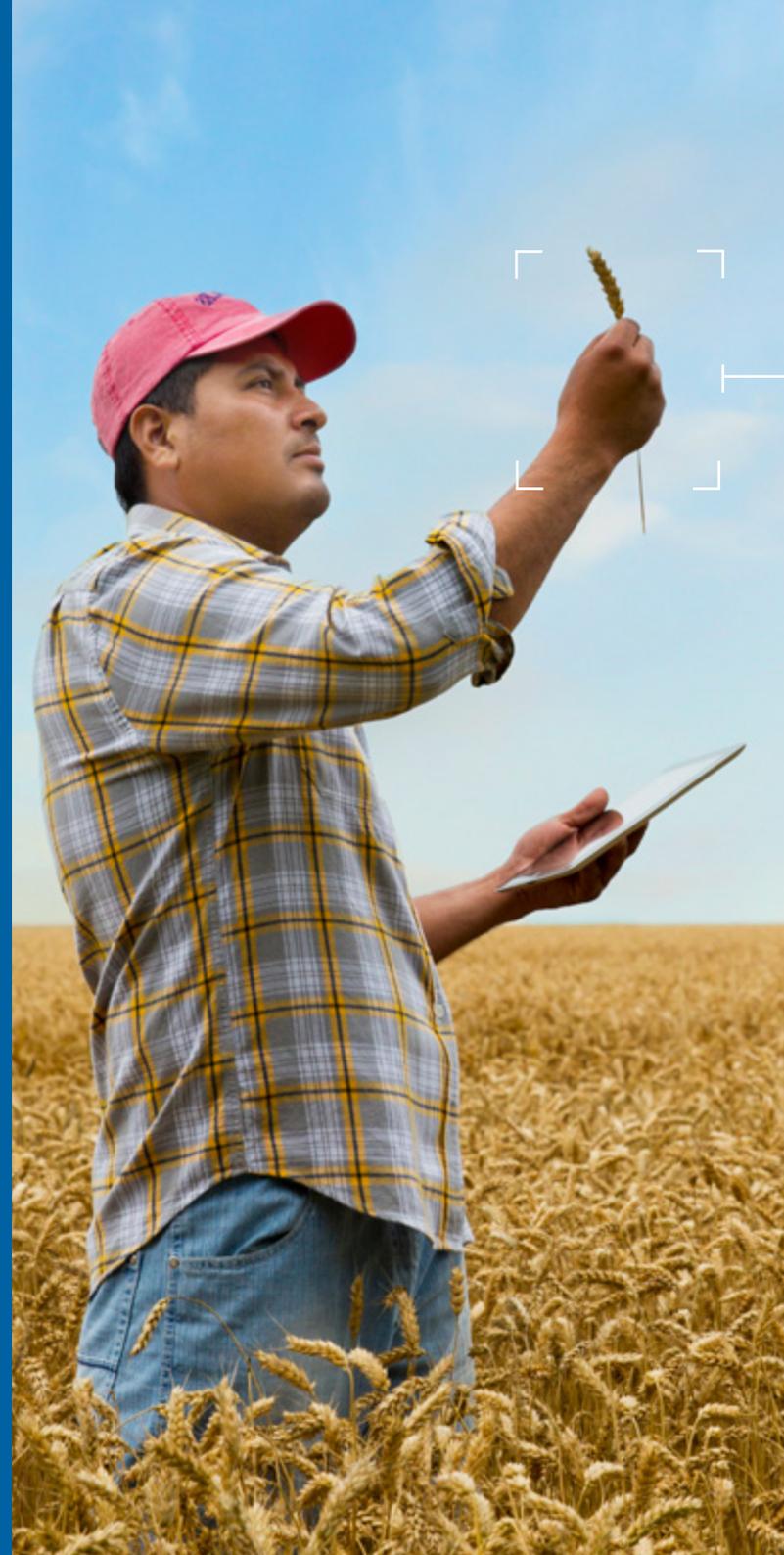
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Message From Our CEO

Trimble's over 40-year journey, serving some of the most important sectors to sustainability, has helped us learn to adapt to a changing world and innovate to the evolving needs of society and our planet. As an S&P 500 company with over 11,500 team members, we feel a heightened responsibility to be more sustainable and to help our customers drive sustainability across agriculture, forestry, construction, and transportation for the benefit of people today and future generations.

As a result, we put sustainability front and center and continue to take ambitious action. We are increasing our operational and product sustainability while also enhancing how our products help our customers drive sustainability by increasing their productivity, quality, safety, and transparency.

Through a strong governance structure, we manage our performance with cross-functional participation. We set Science-Based Targets, including utilizing 100% renewable energy sources to strive toward a net-zero future. We report to CDP with a complete inventory of our Scope 1, Scope 2, and Scope 3 emissions.

Decarbonizing Trimble and our value chains while solving customer challenges, such as maximizing agricultural yield amid a changing climate or increasing performance during worker shortages, won't be easy. It takes the brightest minds to provide unique ideas. It requires a culture of belonging, teamwork, and collaboration.

At the heart of Trimble is innovation, and at the heart of innovation is diverse thinking, experiences, and ways of looking at the world.

This is why we have intensified our commitment to diversity, equity, and inclusion (DEI) across our company. In 2021, we set ambitious DEI goals for 2025. We ramped up diverse talent attraction by using new tools, creating new inroads to a broader pool of candidates, and building relationships with partners, community organizations, and schools, including Historically Black Colleges and Universities (HBCUs) and Hispanic Serving Institutions (HSIs). We've also increased our commitment to helping existing employees reach their full potential through Employee Resource Networks (ERNs), mentorships, and opportunities for upward mobility throughout their careers at Trimble.

While there are many reasons to celebrate our sustainability momentum, it is clear that humanity has neglected issues like climate change for too long. The consequences are real and devastating. This year, wildfires in Colorado knocked on the doorstep of our Westminster campus and tore Trimble families from their homes nearby. In total, the surrounding communities lost over 1,000 homes, making it the most destructive fire in Colorado's history.

We've also seen geopolitical turbulence upend the lives of our employees and the global community. We condemned the unprovoked invasion of Ukraine by Russia and we took immediate action to ensure the safety of our employees while joining global economic sanctions in Russia.

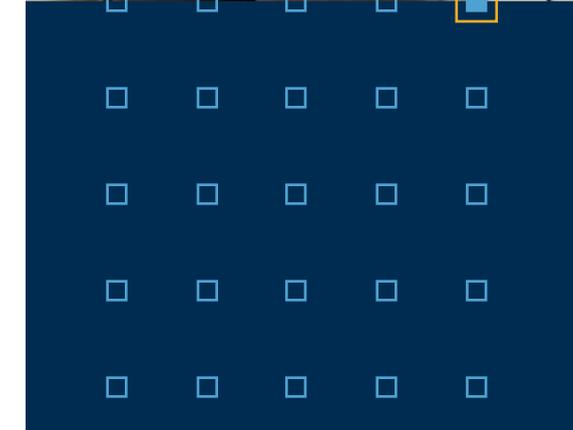
Now, as a global community, we must contend with the implications of war, including food shortages that further exacerbate existing hunger issues. Governments, companies like Trimble, and the industrial ecosystem that provides the necessities of life must unite to address this global crisis.

The business case for sustainability has never been stronger and has long been part of our value proposition. But we are running out of time to transform our world toward a more sustainable path. We must urgently act to deliver our proposition. If we want to see positive change, we must drive sustainability forward now. The stakes are simply too high.

This urgency only heightens our sense of purpose. I think I speak for all Trimble employees when I say that we are up to the task because transforming the way the world works is our life's work.



ROB PAINTER,
CHIEF EXECUTIVE OFFICER



Response to Recent Crises

In an interconnected world, a localized crisis can have a global impact.

At Trimble, we know that unplanned events and geopolitical conflicts can disrupt supply chain operations, impact resource availability, and affect employee safety. To buffer against long-term disruptions, we rely on integrative decision-making, risk management, and key partners to quickly support employees and communities facing challenges. In late 2021 and in 2022, two major events required decisive action and deployment of resources:

MARSHALL FIRES IN COLORADO

In December of 2021, severe wildfires broke out in the suburbs of Denver, where many Trimble employees live. Immediately, we activated an emergency communication response to check on the safety of our people. Through an interactive channel on our Intranet, those located outside of the immediate impact area shared resources and offered help and a place to stay to those displaced by the fires. A matching donation program was established through the Trimble Foundation Fund to support the Boulder Community Wildfire Fund. The campaign exceeded the original goal of \$50,000 and raised close to \$113,000. With the matching foundation grant, Trimble contributed just over \$225,000 to aid those affected by the fires.

UKRAINE CRISIS

In early February, prior to Russia's invasion of Ukraine, our team activated crisis management mechanisms to establish direct communication channels with colleagues in Ukraine and Russia. Resources were made available to those requiring evacuation assistance and support.

By March, we organized an employee matching donation program through the Trimble Foundation Fund with the Global Red Cross/Red Crescent Network and UNICEF. Additional donations were made to the American Red Cross. Our global team raised a total of \$300,000 to support humanitarian aid efforts through these organizations.

As the acute humanitarian and refugee crisis evolves into a chronic situation in Ukraine, the Foundation has engaged and continues to support a broad range of organizations' 'on-the-ground' relief efforts within Ukraine and across the surrounding region.

In May 2022, we made the difficult decision to cease selling products and services in Russia and Belarus. This decision affected the livelihoods of our Russian employees and was managed with empathy and care to support those affected by this change. We hope that the horrors of war and the catastrophic impact on the people and country of Ukraine cease as quickly as possible. Our hearts go out to all those who have suffered through and experienced loss because of this war.



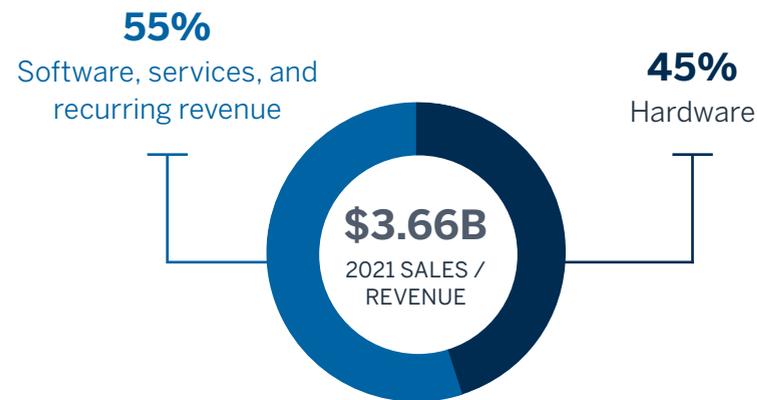
Our Company

SALES + SUPPORT NETWORKS IN OVER
125 COUNTRIES

CUSTOMERS IN OVER
150 COUNTRIES

EMPLOYEES IN OVER
40 COUNTRIES

Trimble's cumulative total return has significantly outperformed the S&P 500 over a 20-year time horizon.

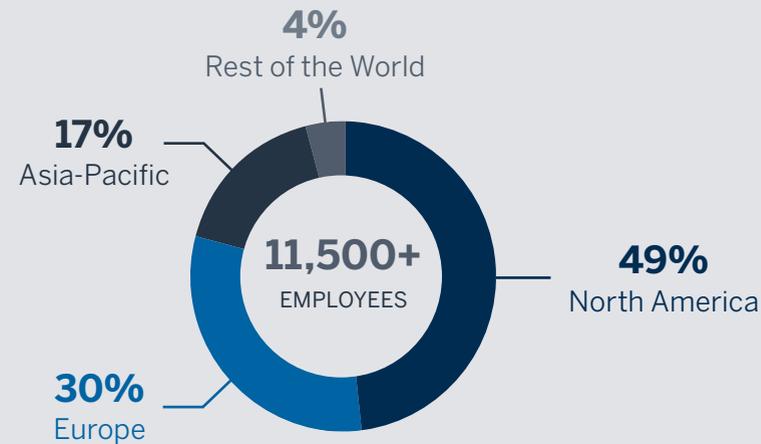


INTELLECTUAL PROPERTY (IP)

- **Over 1,000 unique patents**
- **>3,400 employees in product development**
- **>\$535 million/year on R&D in 2021**

Our ability to deliver transformational technologies is fueled by the creativity, intelligence, and professional know-how of our people as well as the innovative culture we embrace as a company. Our IP and investments in R&D help to embed and further strengthen our ability to bring solutions to the market that expand sustainability within diverse industries. Through our IP investments and efforts, we find ourselves in an ideal position to address long-term growth opportunities aligned with creating integrated work processes that improve productivity, efficiency, safety, and sustainability.

A GLOBAL EMPLOYEE COMMUNITY



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

SOLUTIONS

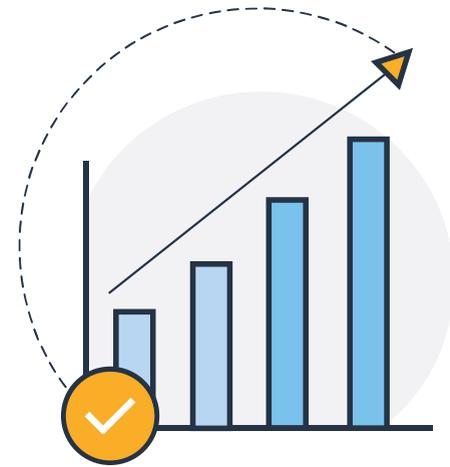
Our integrated solutions span key segments that play a critical role in day-to-day life. These segments include buildings and infrastructure, geospatial, resources and utilities, and transportation. Real-time feedback and virtual modeling capabilities enhance tangible return on investment. Trimble customers are able to experience lower operational costs, increased productivity, improved safety, enhanced quality, and reduced environmental impacts while maintaining regulatory compliance. By enabling greater accuracy, less rework, and increased efficiency, Trimble solutions yield fuel savings estimated to prevent over seven million metric tons of greenhouse gas emissions annually.

2021 Highlights



SCIENCE
BASED
TARGETS

Science Based Targets (SBTs) Submitted to Science Based Targets Initiative in 2021 and Approved in 2022



\$510M

Increase in Annual Revenue/Sales From 2020

34%

Increase in Net Income

26%

Increase in Operating Income

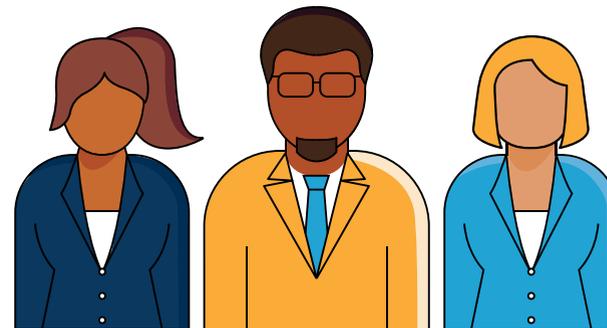
\$1.25B

Five-Year, \$1.25 Billion Sustainability Linked Revolving Credit Facility Approval Process Started in 2021 and Approved in 2022

"We are living in dynamic and uncertain times. However, one thing I am certain of is that Trimble has the strategy, value proposition, leadership, and talent required to stay nimble, flexible, and resilient. We invest in sustainability as part of who we are, applying our human capital and financial capital intelligently to create incredible results motivated by our shared purpose."



DAVID BARNES,
CHIEF FINANCIAL OFFICER



43%

Diverse New Hires

Increased Diverse Candidate Pipeline Resulting in 43% Diverse Underrepresented New Hires (Global Female & US BIPOC Hires)



9

New Tech Labs

Committed to Nine New University Trimble Tech Labs in 2021, a New Yearly Record, Bringing the Total to 28 Labs

Sustainability Is In Our DNA

Sustainability has, and always will be, crucial to our business and deeply interwoven in everything we do. We understand that sustainability leadership requires a strong commitment. To be leaders we must be resolute, realizing that the change we seek is only possible when we live it every day. At Trimble, we lead the change by living it—advancing sustainability because it is good for our business and it is our responsibility to do so.



LEADING THE CHANGE

We innovate and deploy technology solutions that empower mission-critical industries to do their jobs more sustainably and profitably. Our society and our planet benefit from the outcomes of their work.



LIVING THE CHANGE

We invest in and execute sustainability throughout our supply chain and business operations. We rally around sustainability as part of our culture, activating the talents of our team to create world-changing technology.

OUR TECHNOLOGY

Trimble technology is used across the globe by industries that help sustain our society. Our comprehensive portfolio of solutions transforms the ways companies work: increasing performance, reducing environmental impact, and bolstering profitability across their respective value chains. Our ability to develop innovative solutions that meet the demands of customers and address growing global challenges is integral to scaling sustainability and broadening the positive impacts we make as a company. By fostering greater connectivity within industries, smarter workflows, and more efficient use of resources, we believe that business benefits can create sustainable benefits. As a result, our society, our planet, and our future can prosper.



Positioning

Delivering high-accuracy positioning and correction.



Autonomy

Ensuring accurate, precise, and timely results with autonomous technology.



Connectivity

Real-time connections between field and office.



Modeling

Creating 3D modeling that uses real-time data flows to keep the outcomes clear.



Analytics

Evaluating vast data with speed and accuracy for improved decision-making.

OUR PEOPLE

Our people are problem solvers, innovators, and experts in their domains. Together, we work to confront complex challenges and develop solutions with real-world results. We believe remarkable outcomes happen when people are inspired by purpose. Sustainability is a key component of this purpose. Moreover, our purpose contributes to Trimble's culture and reputation as a company where people want to work—and where they can do their best work. Though we carefully cultivate Trimble's culture of purpose, we can always find areas for improvement. We are investing in diversity, equity, and inclusion (DEI) and we are actively working to create and extend opportunities for more people, both inside and outside the company. We are establishing new ways to foster employee connections, mentorships, and strive to create safe places where people may share their thoughts and engage in meaningful conversation. We listen to the voices of our employees because great ideas can come from any level and anywhere in the world.

29%

2021 US New Hires are Black, Indigenous and People of Color (BIPOC)

35%

Female Hires Across Our Global Workforce, 6% Increase Since 2020

1K

Launched Nine Employee Resource Networks (ERNs) With Over 1,000 Members

Contributing to Global Sustainability

Trimble's hardware, software, and service solutions empower millions of people to do their work better and more sustainably. Industries that provide the necessities of life rely on our technology to optimize their operations. Through the widespread application of our solutions, we contribute to performance and efficiency gains while solving complex real-world sustainability problems.

A STRATEGY FOR A MORE RESILIENT AND SUSTAINABLE WORLD—INDUSTRY SPOTLIGHT

[BUILDINGS AND INFRASTRUCTURE](#)

[GEOSPATIAL](#)

[RESOURCES AND UTILITIES](#)

[TRANSPORTATION](#)

TRIMBLE PARTNERS

[GLOBAL COMPANIES](#)

[EARLY AND GROWTH-STAGE COMPANIES](#)

[EDUCATIONAL INSTITUTIONS](#)

[CAREER ADVANCEMENT AND ACADEMIC RESEARCH](#)

[NON-PROFITS](#)



A Strategy for a More Resilient and Sustainable World

Trimble's sustainability commitment is a reflection of our mission in alignment with our corporate values.

We take a multi-year approach aimed at making the biggest difference in the industries and communities we serve. We expand and intensify progress on environmental and societal issues while simultaneously enhancing our business capabilities and those of our customers. Our Connect and Scale strategy contains two elements that work together to increase the magnitude of our sustainable contributions. The first element, Connect, integrates customer workflows, industry lifecycles, and solution insights into a robust platform providing customers with a streamlined way of working smarter, faster, and better – no matter where they work. A community of connected platform participants can organically interact and share information necessary to ramp up transformation – creating an ever-better platform experience that accelerates end-user value delivery. The second element, scale, guides our investment in the people, processes, and technologies we need to execute in all areas of our business, including sustainability.

Scale examines and refines how we provide for our customers through our connected solutions, and how we'll continue to grow Trimble in a profitable and resilient manner for years to come by building processes that meet the needs of the future.

Connect and Scale is our company strategy, however, it also contributes to a larger narrative – the 17 United Nations Sustainable Development Goals (UN SDGs) – which serve as a globally adopted sustainability roadmap. Achieving the UN SDGs is a daunting and time-sensitive task. We remain committed to ensuring that our mission, solutions, and initiatives align with and support the objectives of the UN SDGs. Throughout our sustainability journey, we will continue to identify the SDG targets where our contributions are most meaningful and significant. Implementing Connect and Scale, we'll convene companies and organizations around our platform, allowing them to learn, share, and overcome challenges while developing solutions aimed at creating sustainable results. Through collaboration and strengthened industrial capabilities, we'll open doors to new possibilities, creating scalable results that bring us closer to fulfilling the vision of the UN SDGs.





INDUSTRY SPOTLIGHT

Buildings and Infrastructure

Trimble Building & Infrastructure solutions shape our place on this planet – contributing to how we build our homes, our offices, and the roads that connect us. Creating the built environment offers significant sustainability opportunities and our product portfolio leads the way by empowering industry professionals to plan more intelligently, reduce emissions, and minimize environmental impacts across project lifecycles.

BUILDINGS

When it comes to building projects, getting the job done right the first time, on time, is crucial. Our Connected Construction solutions bring the most advanced digital capabilities to remove friction from start to finish. Across the project, lifecycle data informs decisions leading to safer, more efficient, and more sustainable results. Teams can accelerate previously time-consuming processes while ensuring that workers in the field and those in the office are all on the same page – working in concert toward the same successful outcome. Our building construction portfolio of solutions includes:

- Construction accounting, payroll, time management, and enterprise resource planning (ERP) solutions
- Owner asset lifecycle solutions
- Project management and capital improvement
- Cost estimating software and resource planning
- 3D architectural, structural design, and building information modeling (BIM)
- Site layout and measurement
- Real-time collaboration and mixed-reality visualization

INFRASTRUCTURE

Every day we depend on infrastructure to keep our society moving. Creating the infrastructure to support us today and tomorrow demands solutions that help address significant challenges ranging from worker shortages to climate change and resource use. Trimble's integrated solutions help to improve planning, design, construction, and maintenance of civil infrastructure assets. By digitally transforming the project lifecycle, communities and the environment experience positive benefits ranging from better worker safety to less waste and reduced energy use. Our civil construction solutions include:

- 3D design and data preparation software
- Route selection and design of field and office software
- Construction surveying, site control, and positioning systems
- Earthworks, paving, drilling machine guidance, and control systems
- Systems to monitor and manage assets, equipment, and workers
- Real-time collaboration software



Trimble Solutions Impacting the UN SDGs

Trimble solutions are used during construction and infrastructure projects to make cities and communities safer, more resilient, with fewer negative impacts on the environment.

CUSTOMER VALUE PROPOSITION



Enhances work efficiency



Increases operational cost savings



Improves machine productivity and reduces fuel consumption



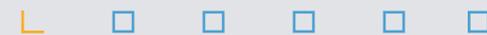
Informs better decision-making



A Model of Sustainable Design

Momentum has been building in the architecture industry to design in a way that ensures all new buildings and major renovations are carbon neutral. One U.S. architecture firm is using Trimble technology to embed a foundation of sustainable design into every project.

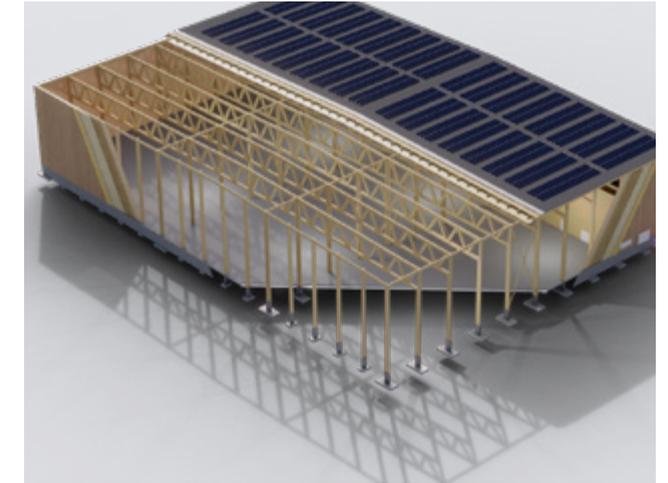
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Connectivity Keeps Field Teams Aligned with Purpose

Technology can play a key role in supporting environmental sustainability in the civil construction and earthworks industries. One company is using Trimble's advanced earthworks technology and connectivity solutions to enable real-time collaboration and optimize workflows, allowing workers to tread more lightly and efficiently on the environment.

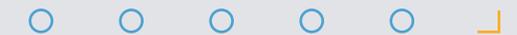
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Cutting Carbon at the Conceptual Stage

In Europe and parts of North America, momentum for meeting net-zero carbon targets is building within corporate and public sector building owners. Learn how a technology collaboration between Trimble and One Click LCA is giving a leading architecture and engineering company in Europe the tools to design with a building's entire life cycle in mind.

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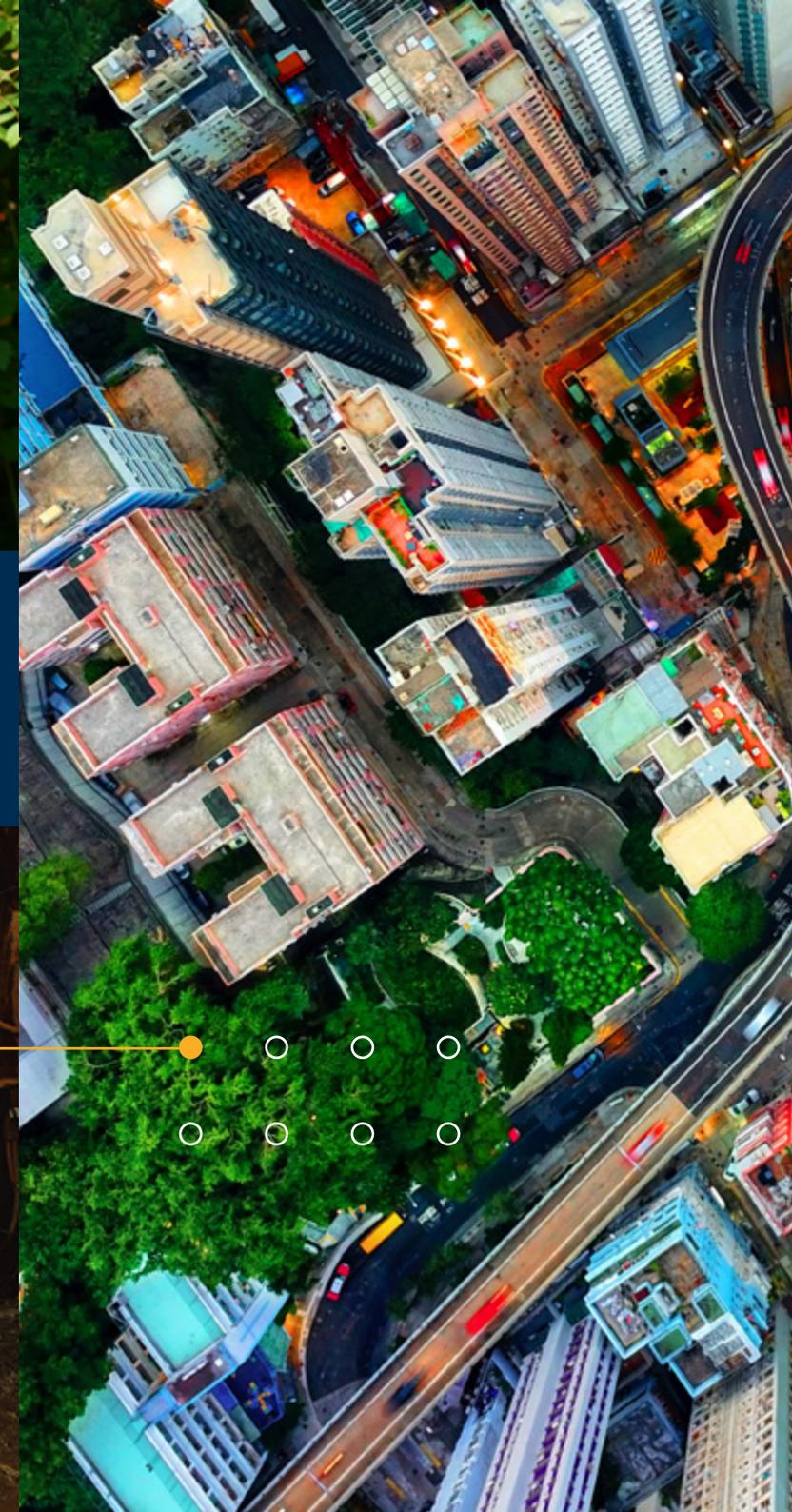
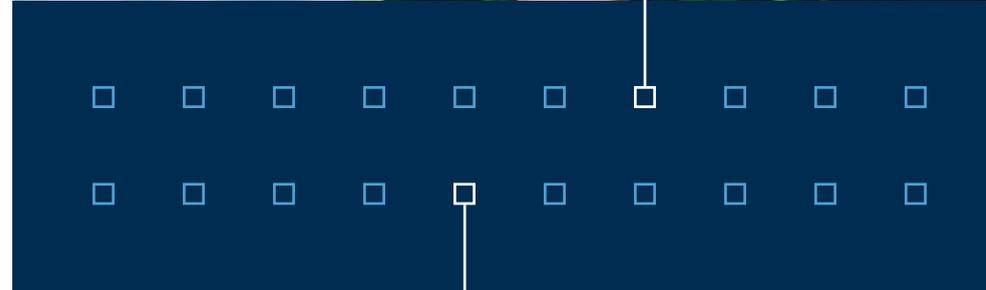
Geospatial

In the office and in the field, Trimble geospatial technologies enable a more vivid understanding of the world around us.

Through an expansive portfolio of transformative solutions, our diverse customer base can streamline workflows and information exchange. This results in more efficient use of natural resources and enhances the performance and lifecycle of civil infrastructure.

Core to our business, our geospatial solutions converge people, products, and places — seamlessly. Our solutions are powered by the Global Navigation Satellite System (GNSS), optical, and imaging technology, along with software — offering pinpoint precision required by professionals engaged in surveying, mapping, GIS, 3D modeling, land administration, and the environment. Timely and reliable data allows for more accurate modeling, navigation, and better spatial interactions between humanity and our planet. Our geospatial solutions include:

- GNSS and total stations for land surveying
- GIS data collection
- 3D laser scanning
- Mobile mapping
- Remote sensing and photogrammetry
- Software for data collection, processing, modeling, and analytics
- Structural and environmental monitoring





Trimble Solutions Impacting the UN SDGs

Trimble solutions contribute to building resilient infrastructure, promoting inclusive and sustainable industry, and fostering innovation, which all lead to a better, more informed understanding of the world around us.

CUSTOMER VALUE PROPOSITION



Optimizes land and water management



Enables property rights, the basis of economic development



Optimizes the build-out of cadastral systems



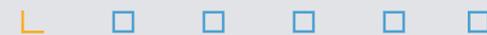
Enables efficiency gains over traditional solutions



Protecting Birds with Precise Positioning

Northern Ireland's Strangford Lough is the largest, most ecologically diverse inlet in the British Isles. But an invasive grass species is threatening the region and the thousands of birds that feed there. One survey company used Trimble technology to precisely map the invasive vegetation, enabling authorities to develop a mitigation plan to help preserve the Lough.

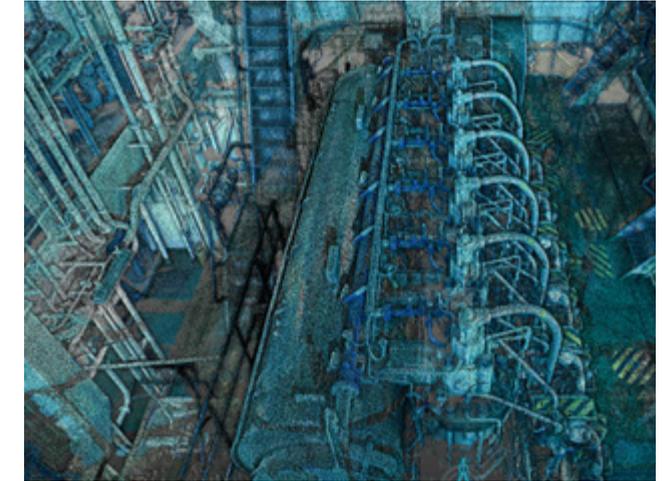
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A Smart Approach to Transformation

Smart City initiatives are among today's most powerful economic drivers and the most efficient way to tackle the interconnected threats of climate change. Learn how Trimble technology is supporting Vietnam's Ho Chi Minh City's plan to transform itself into a smart city by 2025.

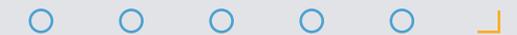
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Ship Scanning Sets Sail

Environmental regulations in the shipping industry are requiring equipment retrofits and vessel modernizations, which can be extensive, costly, and time-consuming. One South African company is using the speed and precision of Trimble laser scanning to enable architects to confidently design new equipment and keep vessels sailing.

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INDUSTRY SPOTLIGHT

Resources and Utilities



Trimble provides customers who interact with the natural world with technology that optimizes resources and workflows for greater yield, profitability, and environmental stewardship.

AGRICULTURE

Feeding the world is increasingly difficult with geopolitical turbulence, market pressures, and more intense weather events. It pays to control what you can, where you can, and with great precision. Our agriculture portfolio is designed to empower farmers with revolutionary technologies, combining data analysis, navigation, and automation to increase yields by applying resources with accuracy. Farmers are better equipped to provide safe and nutritious food production, with their work translating into bottom-line results. Our agriculture products and services include:

- Manual and automated guidance and steering systems
- Grade control and water management systems
- Flow and variable-rate application control
- Spot spraying technology
- Desktop and cloud-based data management
- Correction services

FORESTRY

It is vital that we manage our forests respectfully – not only as an economic driver but as a resource that must serve generations to come. Our Connected Forest solutions span the full lifecycle from planning to planting, harvesting, transporting, and processing. The solutions transform the forest industry supply chain by connecting forest owners, contractors, and forest product companies. The value proposition is centered on getting the right supply for the mill—optimized for value creation, margin improvement, and sustainable sourcing.

Our Connected Forest solutions include:

- Land and forestry management
- Wood procurement and contracting
- Operations management
- Sawmill manufacturing execution

UTILITIES & PUBLIC ADMINISTRATION

Strong communities rely on utilities that provide for residents all while maintaining cost efficiency and safety. A resilient utility requires accurate data that translates into sound decision-making affecting investments, planning, and operational workflows. Trimble solutions provide utilities with predictive models and analytics needed to effectively manage their systems. Through cutting-edge technology, the energy, water, and resource networks we count on are made more resilient, more sustainable, and in compliance with regulations.

Our utilities and public administration solutions include:

- Mapping, field data collection, augmented reality, and mobile solutions
- Project management and capital improvement
- Asset management, permitting, and licensing
- Utility network planning, modeling, and design
- Electric network capacity, compliance, and vegetation management
- Internet of things (IoT) remote monitoring and management for water, wastewater, stormwater, and gas networks

15

LIFE ON LAND



Trimble Solutions Impacting the UN SDGs

Trimble solutions help protect, restore, and promote the sustainable harvesting of terrestrial resources. They also steward a more intelligent use of resources across diverse sectors.

CUSTOMER VALUE PROPOSITION



Improves resilience and response to fires, flooding, and natural disasters



Supports greater increases in yield and reduction in herbicides



Unlocks efficiency gains in log transportation



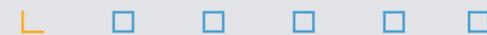
Permits increase in water efficiency and renewable energy resources



Weeding Out the Weeds

Controlling weeds is a natural challenge in agriculture. Trimble technology is helping one Brazilian farmer root out weeds in a cost-effective manner while increasing yield and lessening environmental impacts.

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Piping in Real-Time Information

For effective water supply, cities need management systems that are as fluid as the water they deliver. Learn how the City of Escondido, CA is using Trimble technology for an “actionable” monitoring and alerting solution that brings in real-time data from the field to help them effectively maintain their system, create efficiencies, and build a strong, sustainable water supply.

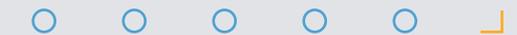
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Tracking the Trees and the Forest

Foresters must balance and deliver multiple objectives and benefits from their forests—from protecting nature to managing and protecting forest stocks and relying on those stocks to deliver quality wood products to market. See how one Irish forestry company uses Trimble technology to create an innovative supply chain system to help manage its forests effectively and sustainably.

[READ MORE](#)



Transportation

Trimble Transportation technologies make the global supply chain smarter, more productive, and easier to manage. In a time where logistics and transportation concerns abound, our capabilities empower carriers, shippers, and brokers to work together—ensuring the world’s goods make their journey as efficiently as possible.

The world has seen just how vital transportation is in maintaining our daily lives. Rising fuel costs, staffing issues, supply interruptions, and unforeseeable climate-related events stand in the way of smoothly running, profitable operations. That is why integrating Trimble solutions is critical to success and used by top trucking fleets in the U.S. By connecting drivers, back office, management, shippers, and freight, we help improve capacity utilization while optimizing routes for less fuel consumption, more profit, and reduced environmental impact. Our enterprise and mobility transportation solutions include:

- Business intelligence and data analytics
- Safety and regulatory compliance
- Mapping, navigation, and routing
- Freight brokerage, supply chain visibility, and final mile optimization



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Trimble Solutions Impacting the UN SDGs

Trimble helps to optimize and streamline logistics in the supply chain with an eye for greater fuel efficiency and fleet performance.

CUSTOMER VALUE PROPOSITION



Enhances driver safety



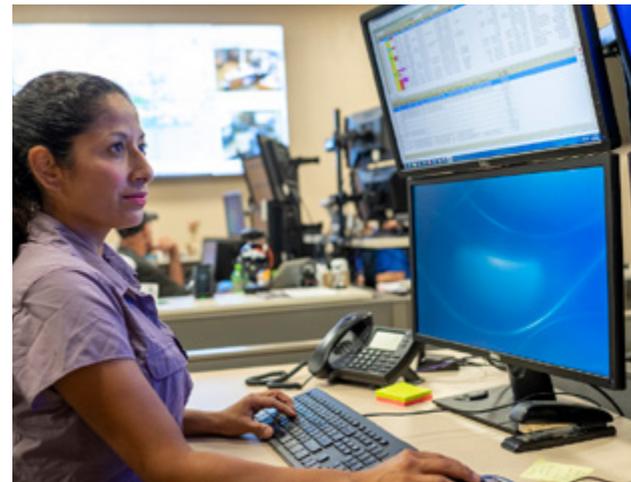
Reduces carbon emissions



Increases fleet utilization



Promotes fuel efficiency



Efficiency: Dead Ahead

Sitting idle and driving empty miles are challenging for operators, vehicles, the economy, and the environment. One large grocery chain is using Trimble technology to break through significant productivity roadblocks and drive towards a more sustainable and efficient fleet.

[READ MORE](#)



A Clear Route to Optimizing Deliveries

In an industry that's become as much about package delivery as it has the environment, one UK transportation company is using Trimble technology to optimize its path to delivery, maintain customer satisfaction and boost sustainability by reducing fuel use and cutting carbon emissions.

[READ MORE](#)



Getting on the Road to Streamlined and Sustainable Routes

With the need to address both sustainability and rising customer expectations, one German transportation business is relying on Trimble technology to reduce overall travel time, achieve more successful first-time deliveries, and reduce emissions across its entire fleet.

[READ MORE](#)





Supporting UN SDG 17

We cultivate partnerships, elevating the collective capacity to resolve the world's most pressing sustainable development issues.

CUSTOMER VALUE PROPOSITION

- ✓ Expands collaboration
- ✓ Drives innovative solutions
- ✓ Promotes sustainability
- ✓ Increases sector efficiency

Trimble Partners

Trimble partners with business and industry leaders to enhance its innovation pipeline and deliver sustainable outcomes in the industries we serve.

The global community has been tasked with developing and implementing scalable, affordable, and effective solutions to address problems and challenges our planet has never seen before. Given the complexity and scale of this task, it is clear that for any organization, individually solving these issues is not always possible. However, when we band together, we stand a much better chance of realizing success. Through cooperation and collaboration, we have worked to build knowledge, expand reach, and develop and deliver solutions globally with industry partners and organizations.



Partnering With Global Companies

Together with industry leading partners we extend our reach to deliver innovative, integrated solutions.



CATERPILLAR® Trimble and Caterpillar, through its joint venture Caterpillar Trimble Control Technologies (CTCT), develops mixed-fleet, machine-agnostic control and guidance systems for the construction industry, regardless of the make or model of the equipment manufacturer. This innovative approach has led the way in the adoption of machine control systems worldwide. These systems enable machine operators to increase efficiency, improve productivity and safety, as well as reduce rework, which can help to reduce emissions and drive sustainability in construction.

CNH INDUSTRIAL As part of a long-time alliance, Trimble supplies CNH Industrial with customized machine guidance systems for its factory-installed agriculture equipment brands. In addition, Case IH and New Holland provided customers with technology that can seamlessly transfer their task data into Trimble Ag Software. Such capability aligns with providing a complete solution for growers to manage a mixed fleet of vehicles.

esri THE SCIENCE OF WHERE™ Trimble partners with Esri, the global leader in geographic information system (GIS) software, to offer integrated industry-focused hardware and software mapping and location analytics solutions. The companies collaborate by integrating Esri's ArcGIS® software with Trimble's GIS Mapping, Trimble's Cityworks® asset management, Unity water monitoring, Landfolio® land administration, and Connected Forrest™ solutions to provide greater visibility, traceability, efficiency, and drive improved sustainability for our customers.

HILTI Through our joint venture, Intelligent Construction Tools, LLC, Trimble and Hilti have developed innovative measuring solutions for the building construction trades. In addition, we are creating connections between Trimble and Hilti software for seamless data exchange to improve productivity and reduce rework.

HORSCH HORSCH and Trimble are partnering to deliver autonomy solutions to the agriculture market. The collaboration extends beyond autonomously controlling machines, such as the self-propelled crop protection sprayers, to full workflow automation from the office to the field. This relationship integrates Trimble's established autonomy expertise in guidance systems, path planning, and in-field process automation with HORSCH's fleet of machines.

Microsoft Trimble and Microsoft are collaborating to advance technology adoption and accelerate the digital transformation of the construction, agriculture, and transportation industries. By leveraging the Microsoft cloud, Trimble and Microsoft are working to develop, build, and deliver industry cloud platforms and solutions that connect people, technology, tasks, data, processes, and industry lifecycles. Initially, Trimble's work with Microsoft will focus on building the Trimble Construction Cloud powered by Microsoft Azure.

Partnering With Global Companies



The Nikon-Trimble joint venture designs and manufactures surveying instruments including mechanical total stations and related products. In Japan, the joint venture distributes Nikon's survey products as well as Trimble's survey products including GPS and robotic total stations. Outside of Japan, Trimble is the exclusive distributor of Nikon survey and construction products. The joint venture enhances Trimble's market position in survey instruments through geographic expansion and market penetration. The Nikon instruments broaden Trimble's survey and construction product portfolio. The products enable users to increase efficiency, improve productivity, and reduce rework.



Trimble provides factory-fit telematics hardware for PACCAR's Peterbilt and Kenworth Class 8 trucks.

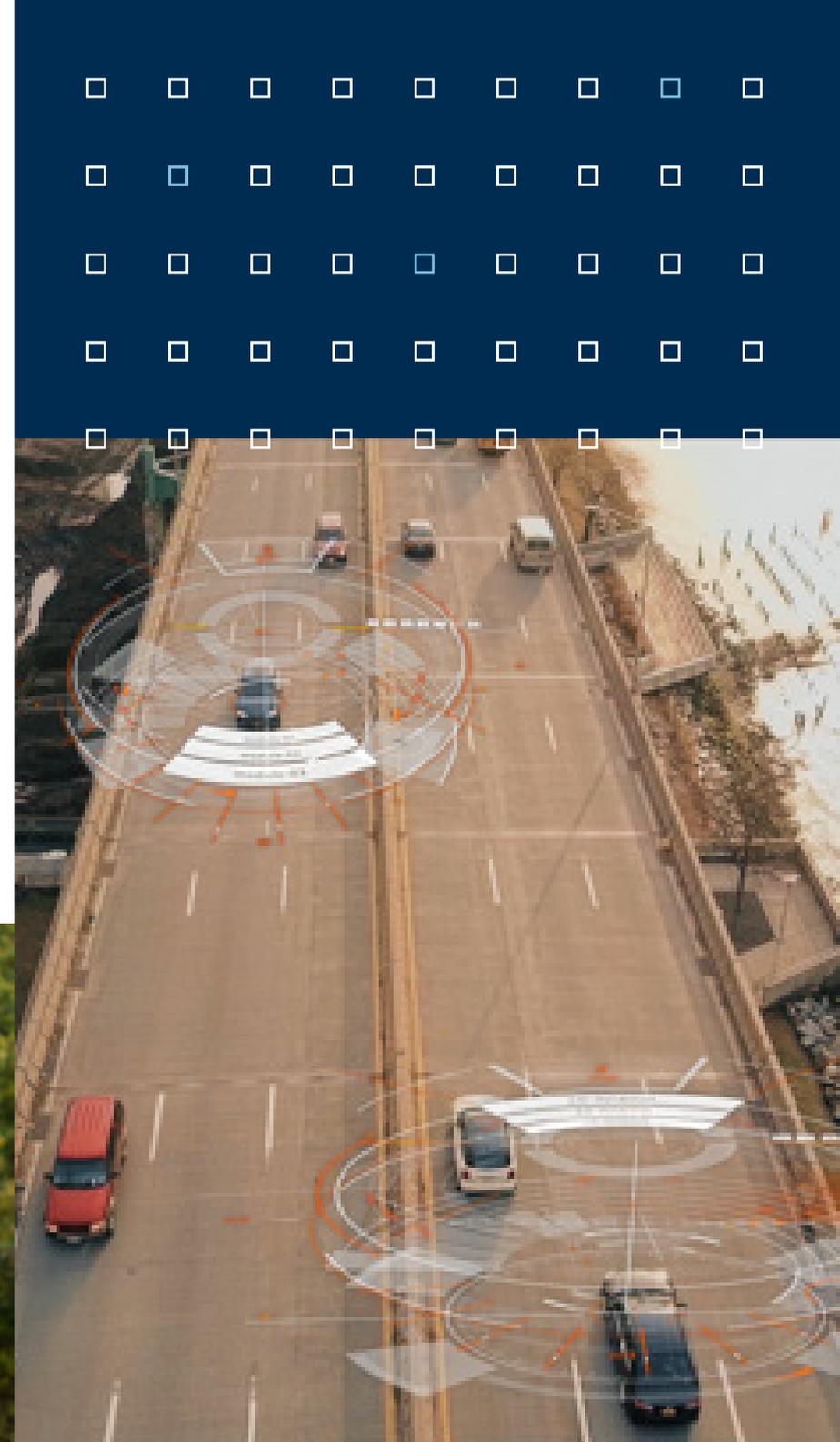
This empowers fleets to better manage vehicle uptime by automatically notifying fleet managers and dealers of potential service events and providing expert service recommendations. The collaboration also streamlines the installation of aftermarket equipment as fleets only need to add an in-cab display to unlock a wide range of Trimble fleet management solutions.



Trimble and Qualcomm Technologies, Inc. introduced meter-level location accuracy for smartphones through the availability of Trimble RTX® GNSS technology, a correction services platform, for Snapdragon® 8 Gen 1 and Snapdragon 888 Mobile Platforms. This technology enables superior location capabilities in premium Android smartphones worldwide. The combination contributes to higher quality, more accurate location-based user experiences—such as car navigation with lane-level guidance. In addition, Trimble and Qualcomm Technologies are collaborating to provide high-accuracy positioning solutions for connected vehicles, Advanced Driver Assistance Systems ADAS, and autonomous driving solutions to automotive OEMs and Tier 1 suppliers.

Snapdragon is a trademark or registered trademark of Qualcomm Incorporated.

Snapdragon is a product of Qualcomm Technologies, Inc. and/or its subsidiaries.



Partnering With Early and Growth-Stage Companies



In August of 2021, Trimble announced the creation of Trimble Ventures, a corporate venture capital fund focused on investing in early and growth-stage innovative companies that align with Trimble's mission of transforming work in agriculture, construction, geospatial, and transportation industries.

The fund launched with up to \$200 million available for strategic investments in companies with the potential for technology-enabled disruptive innovation. These companies offer solutions that complement Trimble's products and technology platforms to support our customers' work even further. Trimble Ventures seeks to invest in companies with technologies and solutions related to hardware and software applications; artificial intelligence; augmented, virtual, and mixed reality; autonomy and robotics; blockchain; IoT; advanced analytics; and sustainability.

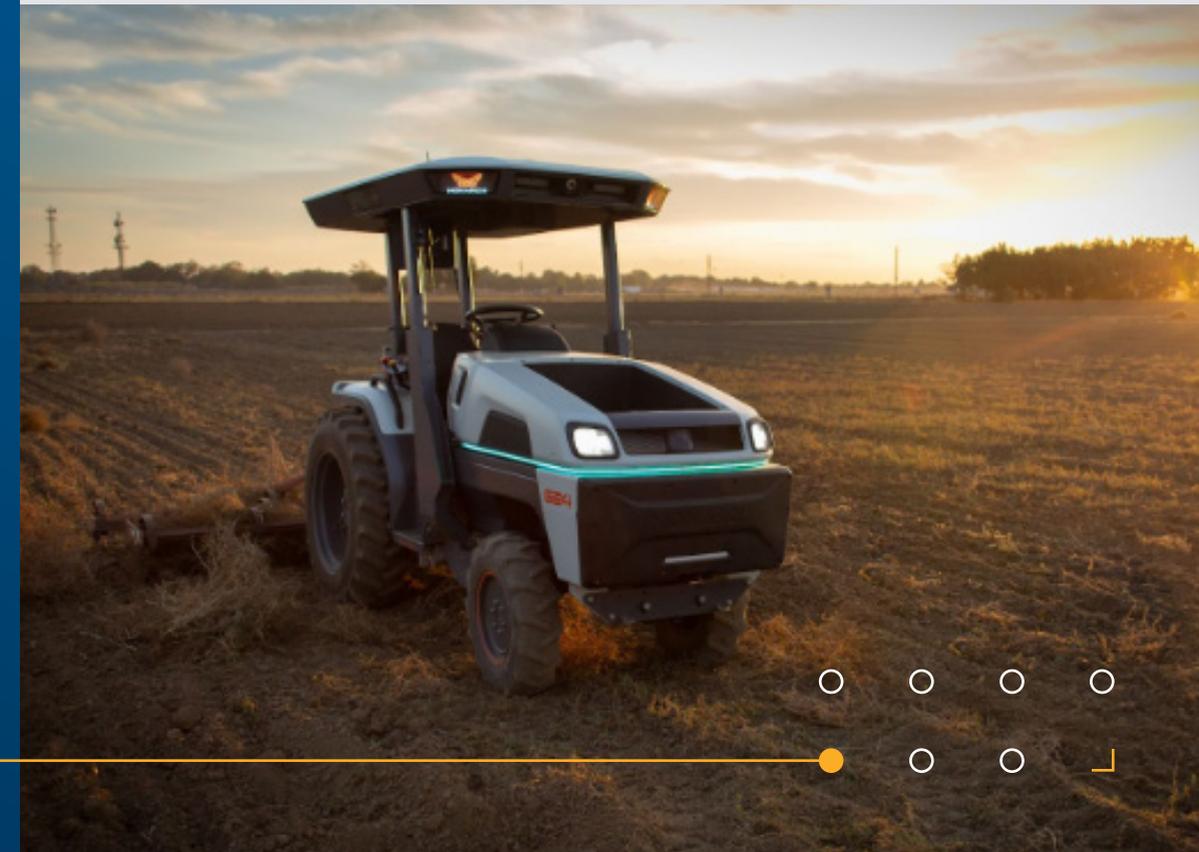
"We are focused on partnering with emerging technology startups that are taking innovative approaches to solving challenging problems and align with our strategy and vision of transforming the way the world works. By providing capital, industry expertise, and broader access to technologies, customers, partners, and markets, we can help startups scale and grow. Trimble Ventures provides an exciting opportunity to extend the Trimble platform, accelerate innovation, and effectively bring new solutions to our customers and industries."



CHRIS STERN,
VICE PRESIDENT AND MANAGING
DIRECTOR FOR TRIMBLE VENTURES

MONARCH TRACTOR — MAKING SUSTAINABLE FARMING ECONOMICALLY SUPERIOR

Trimble Ventures invested in Monarch Tractor – the world's first fully electric, autonomous compact smart tractor platform that empowers productive and sustainable farming. Farmers today face numerous challenges including labor shortages, weather, safety concerns, ensuring sustainability, government regulations, and more. Monarch Tractor addresses these issues by combining electrification, automation, machine learning, and data analysis. These technologies enhance a farmer's existing operations, increase labor productivity and safety, and maximize yields to cut overhead costs and improve sustainability through reduced carbon emissions.



Partnering With Educational Institutions

EDUCATION AND OUTREACH

Trimble's Education and Outreach program's mission is to create a next-generation workforce equipped and empowered to transform the construction, geospatial, and natural resource industries through partnering with teachers, students, and educational institutions worldwide.

These programs help to democratize education and to ensure that future industries are accessible, equitable, and sustainable, which aligns with Trimble's mission, culture, and values.



TRIMBLE TECHNOLOGY LABS

Trimble is intentional about investing in the education of our next generation. This is done through a variety of programs including the Trimble Technology Lab Program, which has 28 labs established in 16 countries to date. In 2021, Trimble added 9 new labs for architecture, engineering, construction, agriculture, forestry, and geospatial technologies. As part of the program, Trimble is partnering with a variety of educational institutions including Minority Serving Institutions (MSIs) to build equity and access to technology amongst historically excluded communities.

MINORITY SERVING INSTITUTIONS SPOTLIGHT

FIU Florida International University (FIU) was the first Trimble Technology Lab at a Hispanic-Serving Institution. The lab is located within the Moss School of Construction, Infrastructure and Sustainability and provides students with hands-on experience with a wide selection of Trimble products. The lab will help expand the university's access and expertise in construction project management, architectural modeling, structural analysis, surveying technology, mixed reality, design, office-to-field solutions, and more.

CU University of Colorado Denver The University of Colorado Denver gained the designation of an Asian American, Native American, Pacific Islander Serving Institute (AANAPISI) in addition to its Hispanic-Serving Institution (HSI) status. Trimble established a Trimble Technology Lab within the College of Engineering, Design and Computing and funded a scholarship for engineering students.



FLORIDA INTERNATIONAL UNIVERSITY



UNIVERSITY OF COLORADO DENVER



Partnering With Educational Institutions

K-12 OUTREACH

SketchUp for Schools

SketchUp for Schools is a free, fun, and versatile 3D modeling tool for the K-12 community that can be used to design anything from parks and skyscrapers to 3D printable action figures. Featuring built-in training tutorials and curriculum, SketchUp for Schools helps students and teachers quickly gain confidence and improve their 3D modeling skills. The problem-solving and design skills students develop using SketchUp are transportable to any number of STEM and creative design fields such as architecture, engineering, video game design, and beyond.

She Builds Camp at FIU

In 2021, She Builds Camp, hosted by Florida International University and Trimble, welcomed twenty-five 13 to 18-year-old girls as well as industry guests, students, faculty, and alumni. The camp's mission is to introduce girls to construction management and demonstrate the endless possibilities of building a successful career in the industry. Trimble's support of this program aligns with our focus on diversity, equity, and inclusion in ensuring that more women have access to careers in construction.

Visiting Professionals Program

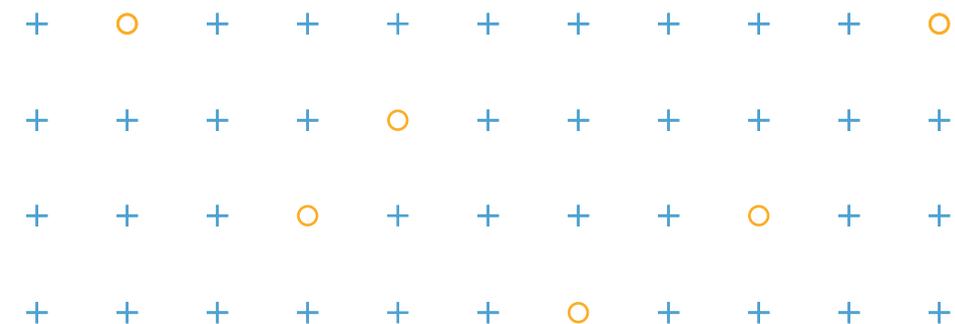
Through the Visiting Professionals Program, Trimble sponsors visits from industry professionals at higher education campuses. They demonstrate how our solutions are deployed in architecture and design, surveying and mapping, civil and environmental engineering, and construction management. In 2021, visiting professionals were hosted at Boulder Valley School District TEC in Colorado where the students benefited from hands-on interaction with the latest Trimble technologies serving the construction industry.

Boulder Technical Education Center (TEC) Program

Trimble supports the Boulder Technical Education Center (TEC) Program, which provides 11th and 12th-grade students with the opportunity to earn college credits and career-enhancing certifications. This learning environment promotes in-demand career skills while maintaining home high school enrollment and providing transportation.

Project Spectrum

Project Spectrum is an education program conducive to the visual and spatial strengths of individuals on the autism spectrum. By offering SketchUp 3D software and skill-building workshops, teens and young adults gain high-tech skills applicable to the private sector while immersing themselves in a creative outlet and opportunity for self-expression. The program is conducted in collaboration with families, schools, local autism societies, and partners including the University of Colorado and Google, fostering accessible pathways into technology-focused careers in construction, architecture, and engineering.



Real World Experience Accelerating Career Advancement

Internships

Trimble's Internship Program builds a diverse pipeline of capable and high performing students and new graduate candidates. Interns are coached, counseled, and challenged to prepare them for their future careers. Our program includes internships for software engineering, product management, finance and marketing, sales, and more.

Rotational Development Program (RDP)

RDP addresses talent development challenges, including:

- ✓ Addresses future talent shortage by bringing in the next generation and fresh ideas
- ✓ Reinforces the value of collaboration by creating a cohort of networked, skilled, and organizationally savvy employees who are given the opportunity to work across divisions and teams, allowing Associates to break out of silos
- ✓ Closes skills gaps by quickly developing varied skills across divisions and roles
- ✓ Promotes follow-through by forcing rotations to occur in a logical way that gives participants clarity on their interests and strengths
- ✓ Increases Trimble's Employee Value Proposition by attracting and retaining high potential employees

Trimble Supports World-Class Academic Research and Innovation



Cambridge Trimble Fund

Trimble partners with Cambridge University to enable world-class academic research that has the potential to achieve a significant impact across geospatial technology for the construction engineering sector.



Stanford Center for Integrated Facility Engineering

Trimble is a member of Stanford's Center for Integrated Facility Engineering (CIFE), which promotes public welfare by sharing knowledge that improves the performance of the built environment. The integration of design, construction, and operation for all kinds of built facilities is shared publicly to help maximize the dissemination and widespread adoption of industry best practices. CIFE works to develop and test engineering and management methods that measurably improve the reliability, productivity, innovation, and sustainability of the built environment across products, organizations, and processes.



Virginia Tech Smart Systems Lab

At Virginia Tech, Trimble supports research for the Smart Systems Lab to facilitate workforce safety research with Trimble XR10 Mixed Reality Device and Trimble Connect. The lab helps students learn computational thinking skills in construction, engineering, and management through active learning that extracts meaningful insights from large datasets and supports engineers with better decision-making.



“At FIU, we are cultivating a diverse next generation of technology-enabled construction managers by incorporating Trimble solutions into our curriculum. Thanks to the establishment of a Trimble Technology Lab, our students learn to design and plan projects efficiently, minimizing waste and rework while improving productivity and time to completion — setting them on a path to drive sustainability in the industry. Our passion goes outside the classroom and into the community, providing free training for entry-level workers in the construction industry in an effort to build a more resilient, equitable, and sustainable industry.”



JOSE FARIA,
MOSS ENDOWED CHAIR OF
THE MOSS DEPARTMENT OF
CONSTRUCTION MANAGEMENT, FIU

Partnering With Non-Profit Organizations to Make a Difference

TRIMBLE FOUNDATION FUND

The Trimble Foundation Fund is a Donor-Advised Fund (DAF) that embodies our purpose to serve communities and society in powerful ways. Our philanthropic and charitable efforts help to support people in need and improve their livelihood.

The Trimble Foundation provides support in the communities where Trimble does business. We specifically address challenges that resonate with our mission, core competencies, and values.

"The Trimble Foundation mission is both simple and profound—we seek to contribute to building stronger and more equitable communities to drive a sustainable future."



EMILY SAUNOI-SANDGREN,
CHAIR, TRIMBLE FOUNDATION

TRIMBLE FOUNDATION FOCUS AREAS



Disaster and Climate Resilience

Supporting communities impacted by natural disasters and climate change with the help of organizations focused on disaster recovery and rebuilding efforts as well as building resilient communities.



Female Education and Empowerment

Encouraging the advancement of females by working with organizations focused on the education and empowerment of females.



Advancing Diversity, Equity, and Inclusion

Working with organizations who have demonstrated significant progress in addressing inequities and furthering the advancement and empowerment of underrepresented people.



Local Giving

Providing a platform where Trimble employees can support their communities by inspiring local offices to engage in philanthropic activities. With employees in more than 40 countries, we can more effectively address the unique needs of the cities and towns where we operate. We are committed to supporting our local communities, from Sunnyvale, California; to Danderyd, Sweden; to Chennai, India. Thanks to Trimble Day of Service, employees can use their time and expertise to serve a cause that is important to them.

Dr. Gladys West Scholarship Program



In 2021, the Trimble Foundation honored Dr. Gladys West, a pioneer in mathematics, minority advancement, and the advent of GPS by establishing the Dr. Gladys West Scholarship Program. Because of Dr. West's work, people can receive driving directions, tag a location on social media, or transform industries using accurate and precise

geospatial technologies. Dr. West deeply embodies our company's value to "Be Curious and Solve Problems" while her achievements helped create pathways for future generations to pursue careers in the geospatial industry. The scholarship program will support students by enabling Virginia State University—Dr. West's alma mater—North Carolina A&T State University, and Florida International University to award a four-year scholarship to one student each year. These Historically Black College and Universities (HBCUs) and Minority Serving Institution (MSI) were chosen to honor Dr. West as a woman of color, aligning with two of the Trimble Foundation's key support pillars: female education and empowerment and diversity, equity, and inclusion.

People and Culture

Trimble's ambition for a sustainable future is made possible when we celebrate the unique characteristics of our people. Welcoming different perspectives united around our core values creates a more resilient company and innovative culture. By sharing ideas and leveraging each individual's professional and life experience, we will be better positioned to adapt and succeed as a company.

TRIMBLE DIVERSITY, EQUITY,
AND INCLUSION GOALS

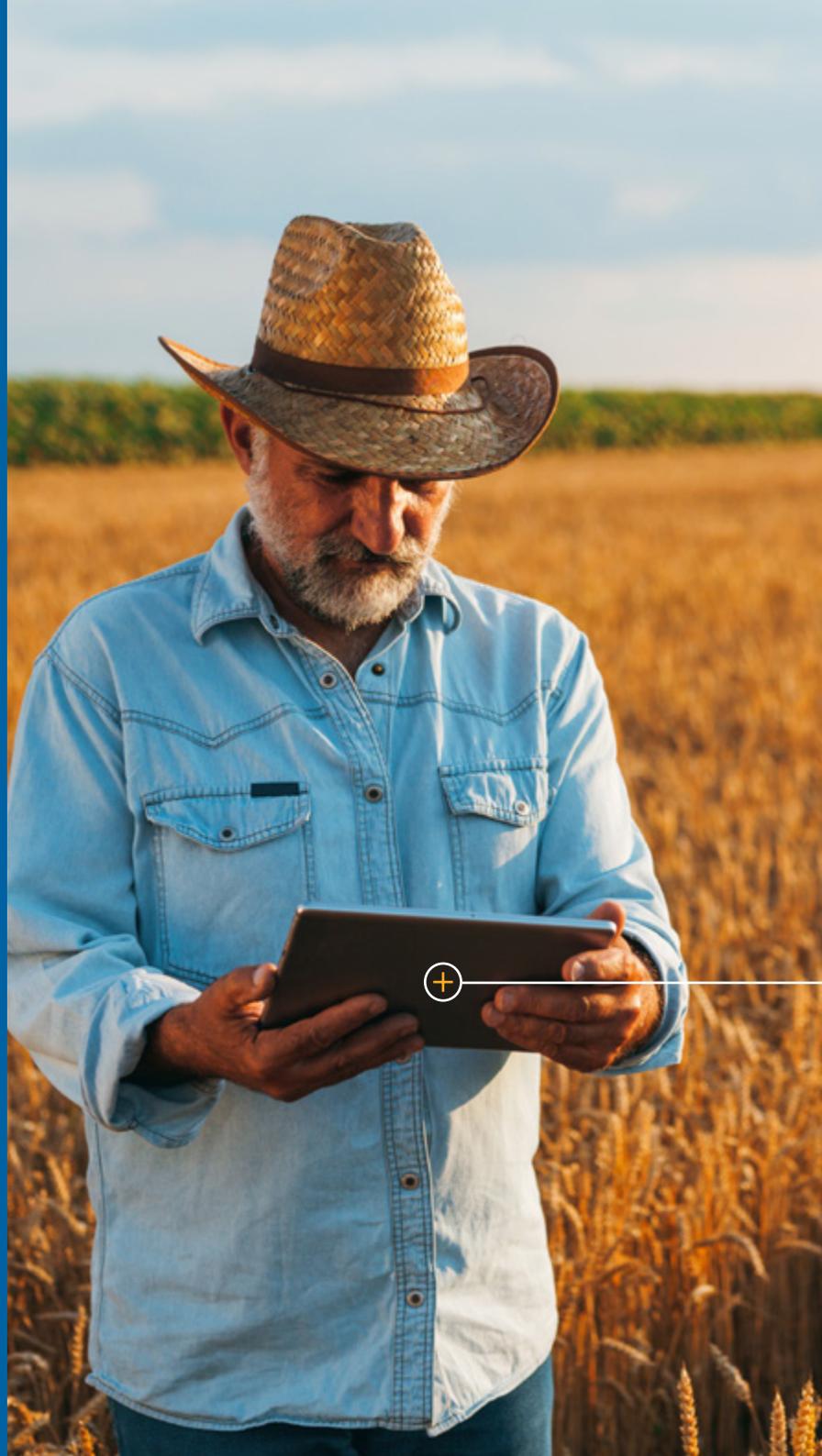
EQUITABLE AND INCLUSIVE
OUTCOMES FOR OUR PEOPLE

SUPPORTING A DIVERSE WORKFORCE
AND TALENT PIPELINE

POSITIONING OUR PEOPLE FOR SUCCESS

FUTURE OF WORK

AWARDS AND RECOGNITION



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 Report

In 2021, we published our first DEI report. This publication provides an in-depth look at our progress thus far. We encourage you to learn more about our DEI efforts by reading the report at trimble.com.

Trimble Diversity, Equity, and Inclusion Goals

Our cultural journey, along with our sustainability journey, is ever-evolving and growing in scope as we continue to learn.

To bring our DEI aspirations to fruition, we must be intentional about what we want to achieve and our path to achieving it. We understand that reaching our goals by 2025 will not be easy. We will have to excel in executing specific areas of our business in order to succeed.

Several key initiatives include:

- ✓ Driving diversity through strategic recruiting and hiring
- ✓ Fostering a culture of inclusion where individuality and diversity are embraced and celebrated
- ✓ Committing to sustainable change by supporting our leaders with tools, training, and accountability
- ✓ Achieving equity by increasing career development opportunities and by facilitating more transparent processes
- ✓ Engaging with and investing in community partners who advance DEI through workforce development, education, and volunteerism

Our senior leaders are fully committed and driving accountability for achieving our DEI goals. Many employees are leading initiatives and contributing to make Trimble stronger each day. Collectively, we know that DEI will strengthen our teams and better position Trimble to succeed as a company.



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.



Equitable and Inclusive Outcomes for Our People

Trimble's DEI strategy activated new initiatives focused on building an even more welcoming, diverse, equitable, and inclusive workplace.

We introduced new resources and tools to strengthen employees' well-being, advance internal mobility, and increase belonging by building connections and communities through Employee Resource Networks (ERNs).

TRIMBLE'S ERN ACHIEVEMENTS:

Black Professional Network (BPN)

For Black History Month, BPN partnered with BlackFacts.com, a digital platform designed to inform, educate, and inspire individuals about the significant historical and cultural contributions of People of Color. The partnership enabled the Trimble Talent Attraction team to reach a broader audience of Black communities and professionals to expand our diverse talent pools.

LGBTQ+ Network

The network collaborated with executive sponsors and the Trimble leadership team to advocate for and implement Progeny. Progeny provides an equitable fertility benefit for all US employees in 2022. Under the new Progeny benefit, LGBTQ+ employees can pursue family building supported by their company health plan. They can also access resources that make navigating the family-building journey easier while experiencing better clinical outcomes.

Trimble Women's Network

With nearly 900 members worldwide, the Trimble Women's Network is dedicated to connecting, supporting, and mentoring women in the workplace. The Women's Network launched an initiative that brings female employees together by creating mentoring pairs across the company. New pairs are connected continuously, providing opportunities to share resources, experiences, advice, and expertise while fostering upward mobility.

Trimble Family Support Network

The group was created to support employees with dependents, with an emphasis on normalizing the support needed for families navigating complex dynamics of work-life flexibility and career development. Already there are 300 active members and the number keeps growing.

With increased interconnection, individuals can build safe spaces in which to share their experiences, meet new allies, and work together towards long-term changes on issues that matter in our workplace and in the communities where we operate.

TRIMBLE'S ERNS:

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

Supporting a Diverse Workforce and Talent Pipeline

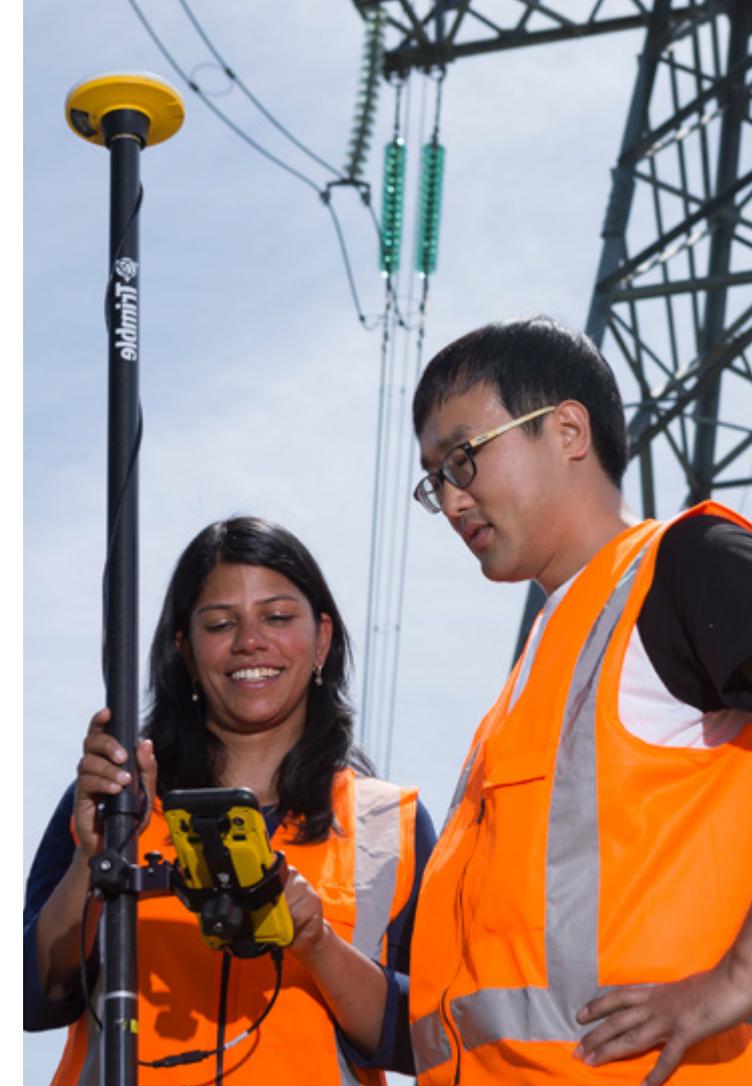
EXPANDING REPRESENTATION IN RECRUITMENT

The tech industry has historically been predominantly white and male. Despite enhanced awareness and upward progress, the overall representation of diverse populations is far from where it should be. To realize change we must be intentional about our efforts to create a more diverse workforce. This starts by working hard to expand our talent pool and grow a more diverse talent pipeline. Prospective employees may not be aware of all that Trimble has to offer. We must make clear our desire to bring many different people to our teams and highlight ways their differences make our teams better and more capable. This includes communicating that we value the unique characteristics and life experiences of potential candidates. As we continue to increase diversity amongst potential employees, we also want to create equitable opportunities for career growth and professional development through internal mobility, skill-based training, experiential learning, and mentorship.

There is a wealth of talent within our company and we want to maximize the capabilities of our people and celebrate their unique traits at all levels of the company.

We have spearheaded initiatives aimed at recruiting, hiring, and promoting employees to increase diversity and representation at Trimble:

- Sourcing talent through diverse job boards and career fairs
- Strengthening relationships with diverse professional organizations
- Implementing new systems to build and nurture ongoing candidate relationships
- Tapping into relationships with Historically Black Colleges and Universities (HBCUs) and Minority Serving Institutions (MSIs) to engage with candidates for early career hiring
- Reducing bias and increasing objectivity in recruitment and selection processes
- Empowering managers and employees to identify and mitigate negative impacts of bias on recruitment through training
- Embedding diversity and belonging as integral to Trimble's culture and values



ORGANIZATIONS WE SUPPORT:

Trimble is proud to support the following organizations through sponsorships, memberships, partnership programs, and additional resources that help each organization realize its respective mission: 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. We thank them for making the workforce more inclusive, equitable, and accessible for more people.



Positioning Our People For Success

EMPLOYEE WELL-BEING

Employee well-being is of the utmost importance. Trimble provides resources and support that address both physical and mental well-being, as well as issues including financial health. These efforts ensure that every employee is able to be their best self—both at work and at home. Employees across the globe have dealt with new challenges and ongoing stressors brought about by the COVID-19 pandemic, remote work, geopolitical turbulence, and caregiving responsibilities, just to name a few. Trimble has placed emphasis on mental health awareness through the provision of our Employee Support Program and clinically accepted tools designed to deal with stress, and prevent burnout or other feelings that can negatively impact an employee's well-being. All Trimble employees receive Safety, Health, and Environmental policy training, as well as clear communication and updates pertaining to any localized COVID-19 or health-related work restrictions. Employee safety is always top of mind and we do everything in our power to stay in front of developments that could jeopardize employee health and safety.



FOCUSING ON MENTAL HEALTH

Caring for one's mental health is integral to personal well-being and the ability to thrive at home, at work, and in the community. Trimble provides employees with paid time off to support rest, rejuvenation, and well-being. We also provide global days off for mental health awareness. In 2021, the Black Professional Network sponsored a mental health workshop where clinically-proven tools for addressing burnout, stress, and overcoming obstacles were shared with employees so they can implement them in their daily lives.

WORKPLACE EQUITY

Competitive compensation, benefits, and health and wellness programs support a diverse equitable, inclusive, and safe work environment. When it comes to pay and rewards, we are focused on creating a culture of transparency. We monitor pay equity and living wages using statistical methodologies and address gaps that exist outside of the annual merit program. We aim to achieve 100% pay equity using best practices and tools designed to address systemic barriers impeding equal pay for equal work. All our employees should understand how our rewards programs work, as well as their own benefits packages. To ensure understanding, we provide financial education, new total compensation statements, a benefits portal, compensation calculators, as well as other helpful resources.





Future of Work

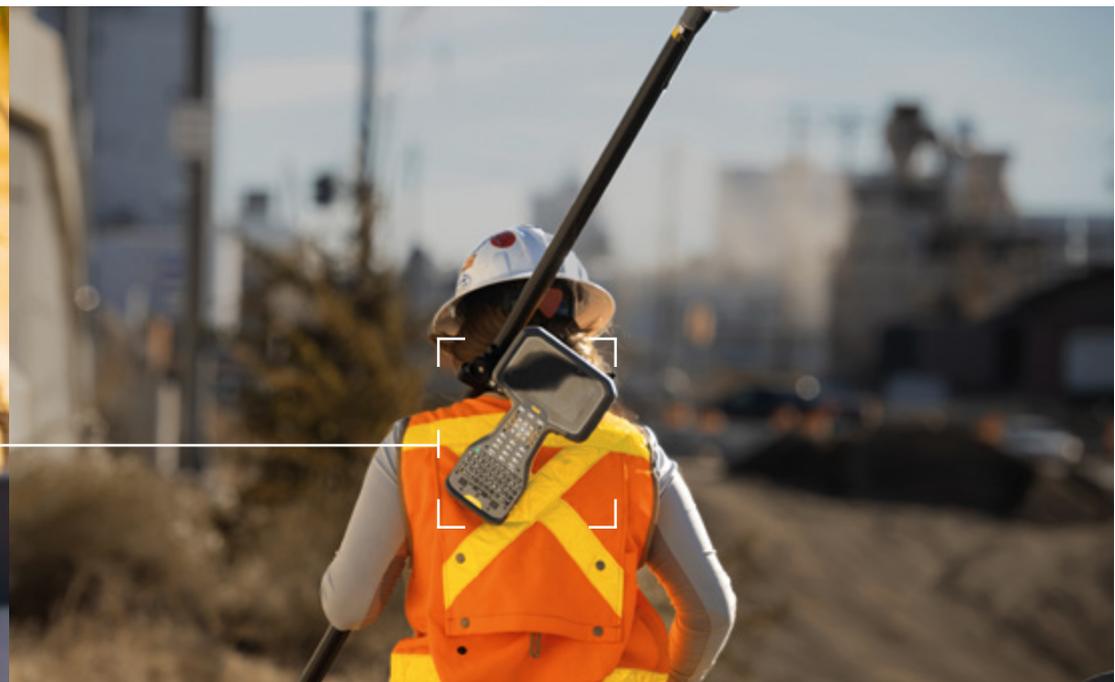
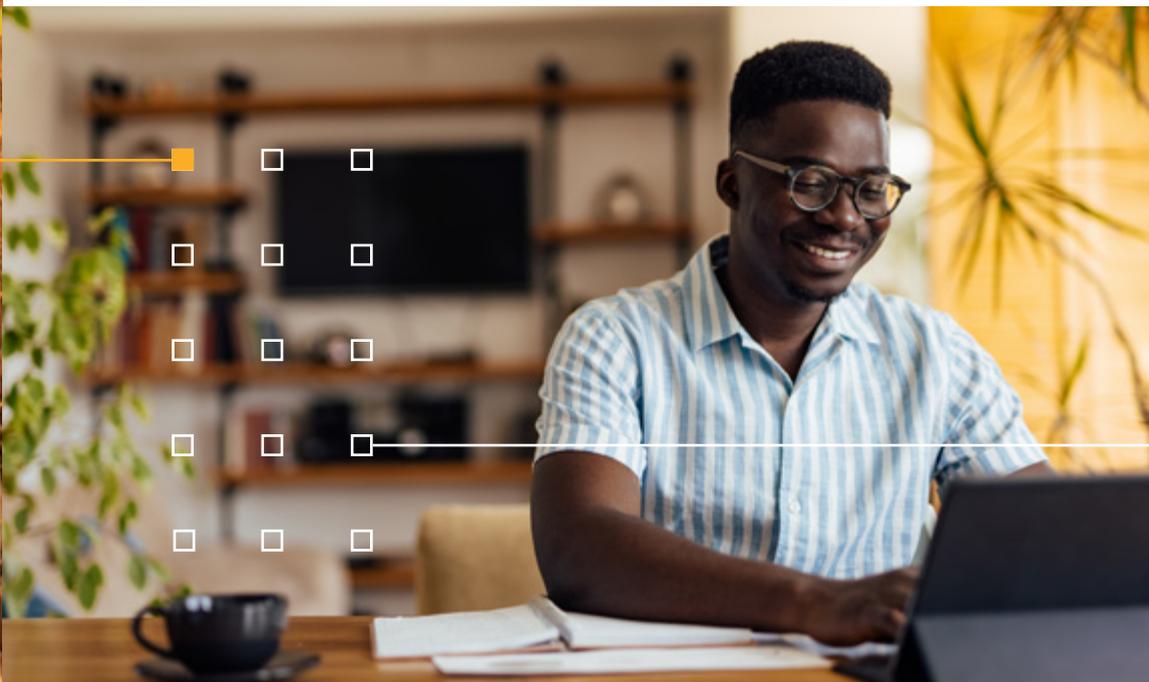
The modern, digital economy requires companies to become ever more agile and interconnected to stay ahead.

The future of work is reframing how and where work is done, as well as who does it. This includes how our employees, customers, and prospects are working in the office, at home, or in the field.

Digital transformation has allowed our employees to conduct work in a virtual format, with digitized workflows and connectivity to peers and stakeholders from across the globe. While the rate of change has accelerated, adaptation to change can be challenging—which is why investing in resources that help employees to be more agile and interconnected is vitally important. At the same time, it is also our responsibility to ensure that despite rapid change, the approach to work remains just and sustainable.

Therefore, we have invested in ways to help prepare our employees for success, while maintaining our culture and values. They include conducting change surveys, providing change management resources, providing new technology skills training, and enhancing digital and team communications.

As workflow pioneers, our focus on the future of work extends beyond Trimble. We test new methods of working internally and then perfect them for our customers to adopt. As areas of manual work are replaced by automated offerings, we use our insight to remove friction from the transition process. Leveraging these insights, we can help our customers to establish an ideal balance between human and technological resources, optimizing performance and sustainability in their work.



Awards and Recognition

“People are the beating heart of our company. Their expertise and ability to transform the way the world works lead to incredible innovations that improve the lives of people across the globe. We must ensure that every employee is empowered to do their best work and be their best self through continually strengthening our culture and cultivating belonging. By living our values, we can continue to build on success while contributing to a more sustainable world where we all can thrive for generations to come.”



JAIME NIELSEN,
CHIEF PEOPLE OFFICER



**FAST COMPANY'S
BEST WORKPLACES
FOR INNOVATORS
2021 HONOREE**

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

2021 COMPARABLY AWARDS

Source: comparably.com/companies/trimble/awards



Operational Excellence

We transform the way we work to transform the way the world works. Throughout our global operations and supply chain, our ability to implement technology, policies, and processes effectively plays an integral role in supporting and demonstrating our commitment to sustainability.

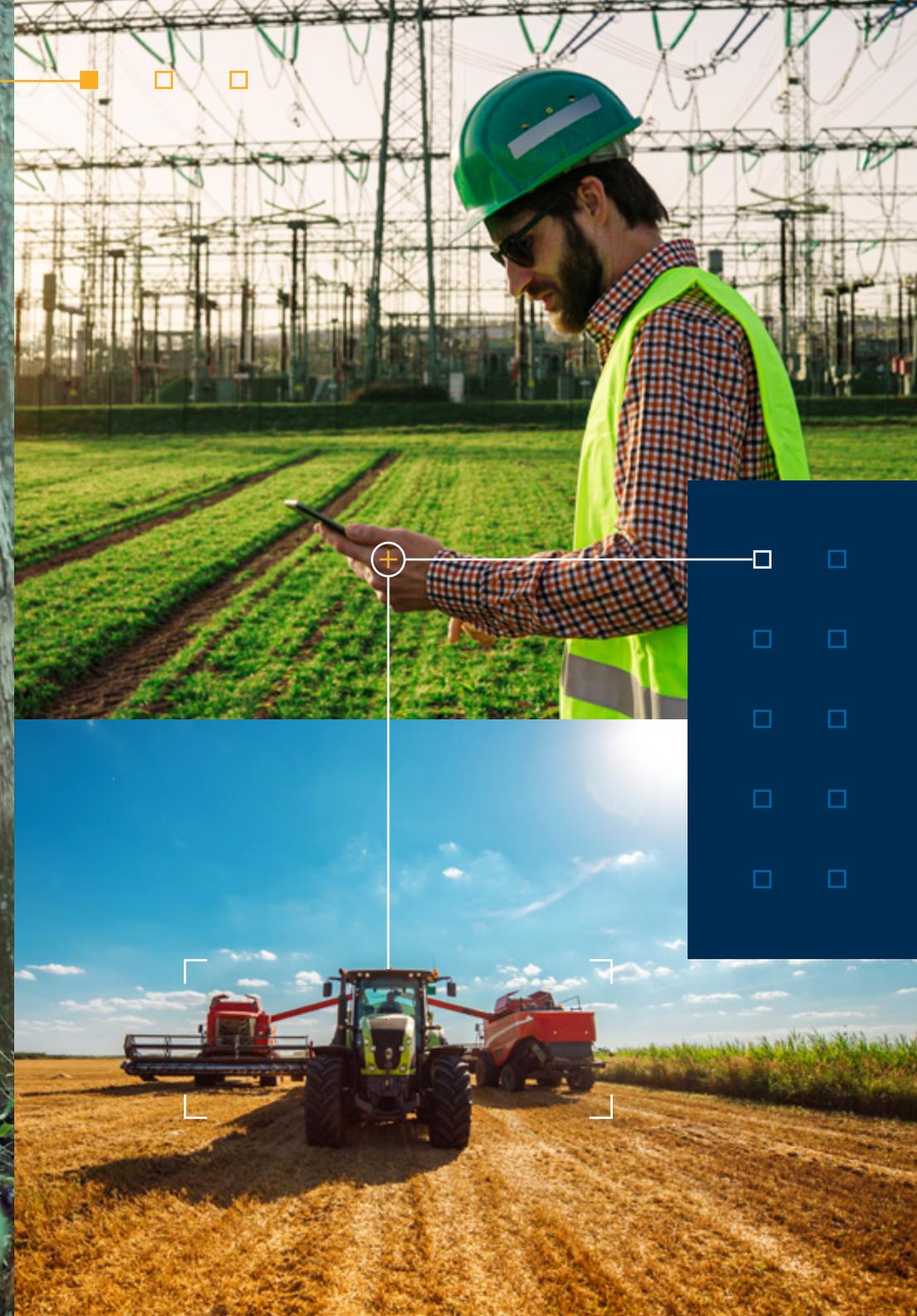
ADVANCING SUSTAINABILITY

SCIENCE-BASED TARGETS

STRATEGIC GROWTH WITH SUSTAINABILITY IN MIND

UPHOLDING THE HIGHEST STANDARDS OF ETHICS AND INTEGRITY

A FOCUS ON SUPPLY CHAIN RESILIENCY



Advancing Sustainability



Every business, including Trimble, relies on environmental and social systems.

These systems provide the resources and fundamental groundwork from which commerce is possible. Isolating business from the well-being of our planet and the health of our society has resulted in unprecedented issues that now require drastic action to remedy. We believe, however, that business can play a generative role — one that fosters win-win opportunities when people, technology, and our natural ecosystems work in greater harmony to produce beneficial outcomes.

Changing the trajectory of sustainability issues, including climate change, demands that we act differently, and, more importantly, that we think differently. This includes weaving sustainability into everything we do, from innovating around circularity to determining how our operations either contribute to climate change or help defend against it. When we expand our perspective, we are also better able to see the opportunities in front of us. Some of the most effective ways we are advancing sustainability are by investing in technology that leaves a little-to-no footprint and drives real business benefits, such as cost savings.

For example, Trimble is installing on-site renewable energy at select Trimble locations, including plans for on-site solar in Westminster, Colorado. These projects are just a start. Through our RE100 membership in connection to setting our science-based targets, we commit to a 100% renewable energy future which involves using our influence to transform toward a zero-carbon power grid.

Once again in 2022, we are taking inventory of our Scope 1, 2, and 3 emissions with disclosure through CDP.

We are excited to announce that the SBTi has approved our near-term science-based emissions reduction targets consistent with requirements to keep warming to 1.5°C, the most ambitious goal of the Paris Agreement.



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

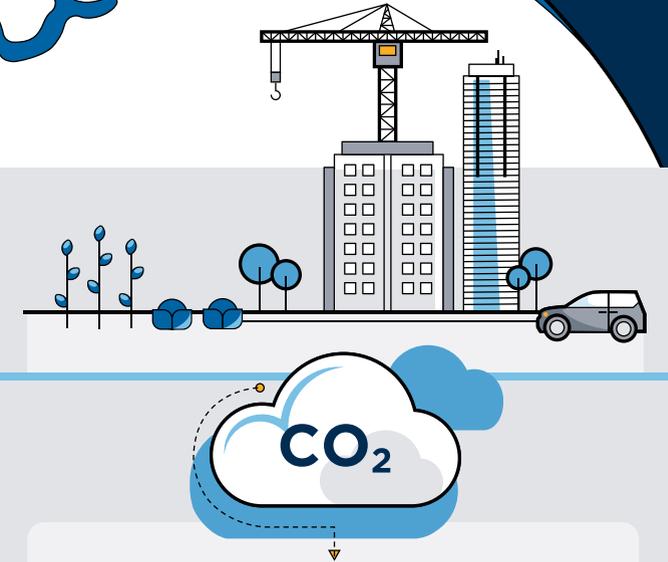
SCIENCE BASED TARGETS:

Transforming the Way We Work

[SCIENCEBASEDTARGETS.ORG](https://www.sciencebasedtargets.org)

2030 + BEYOND

Trimble solutions continue to support **our customers** to achieve their own climate goals



2030

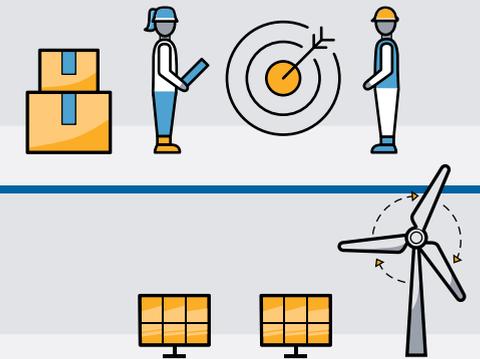
-50% reduction of absolute Scope 1, 2, and 3* emissions

** Scope 3 emissions: includes emissions from fuel and energy related activities, business travel, and upstream transportation and distribution.*

2026

70% of Trimble **suppliers**** have Science Based Targets

*** 70% of Trimble's suppliers by emissions covering purchased goods and services and capital goods*



2025

Trimble sources **100% renewable electricity**

2022

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



2021

Trimble establishes **Science Based Targets**



Strategic Growth With Sustainability In Mind



SUSTAINABLE CONSTRUCTION IN FINLAND

Trimble's new office in Espoo, Finland, exemplifies our sustainability vision in Europe. The building was built on time and on budget, showcasing the many ways our innovative technology helps reduce the carbon footprint of the built environment. Our new space features solar panels, industrial-scale air-to-water heat pumps, EV charging stations, and automated lighting solutions. The building also meets the rigorous requirements of the BREEAM sustainability certification system.



ESPOO



SUSTAINABLE EXPANSION IN INDIA

In 2022, we opened our largest R&D center in Chennai, India. The building's sustainable features include rainwater harvesting, onsite wastewater treatment, solar-powered lighting, as well as other energy efficiency measures. The office also has a well-equipped library and state-of-the-art research labs where teams that are working on next-gen autonomous navigation and field scanning solutions — including AR/VR tech, 3D positioning, and control products — can utilize the most progressive precision technology tools.



CHENNAI



Upholding the Highest Standards of Ethics and Integrity

Companies who perform important work put their trust in Trimble.

Trust extends beyond the effectiveness of our solutions. It includes assurances that we conduct our business the right way. Our customers, partners, investors, and stakeholders must have confidence that we conform to best practices and maintain our status as good corporate citizens. We do not waver from our dedication to compliance. We work diligently to protect our business from potential risk and strive to embed business practices that protect human rights, champion security, and protect user privacy.



ANTI-CORRUPTION / ANTI-BRIBERY

Anti-corruption and anti-bribery standards are practiced and understood by Trimble employees at all levels.

To ensure ethical business practices we:

Abide by Trimble's Business Ethics and Compliance Policy — an extensive internal document that specifies the standards by which we work. Our Business Ethics and Compliance Policy addresses appropriate behavior in our business, including prohibitions on conflicts of interest, bribery, and corruption under the Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act 2010. There are no exceptions to these standards based on local practices or special conditions.

PRIVACY & DATA PROTECTION

Protecting the privacy, identity, and confidentiality of our customers is extremely important to us.

To ensure privacy we:

- Provide transparency on how we collect and use personal data
- Standardize processes
- Reinforce best practices
- Simplify the language of our policies so they can be easily understood

The security approach at Trimble is embedded and operationalized throughout the lifecycle of our products. By monitoring the infrastructure of our solutions and the environments in which they're deployed, we can identify intrusions, manage vulnerabilities, and maintain high levels of security.

RESPONSIBLE RAW MATERIAL SOURCING

In Europe, any Waste Electrical and Electronic Equipment (WEEE) supplied to the market by us, partners, and/or subsidiaries is recycled by Trimble Europe B.V. European Regional Fulfillment Centre (ERFC) on behalf of Trimble Distributors, conforming to the European Union's WEEE Directive 2002/96/EC. We continue to source environmentally responsible materials that meet the requirements of the Restriction of Use of Certain Hazardous Substances in Electrical Equipment (RoHS) Directive.

RESPONSIBLE AI

Artificial Intelligence is an incredibly powerful tool — one that we use to drive productivity and efficiency, make the workplace safer, and help to support a low-carbon future. AI provides immense business benefits and allows people to spend time on the most important parts of their jobs. However, such power must be managed responsibly and never abused. That is why we pay careful attention to how AI is designed, developed, and deployed. We aim to ensure that AI truly works for the user as well as stakeholders in a positive way. Through strong AI governance, as well as compliance with existing and emerging regulations, we strive to deliver AI-driven solutions that engender trust, fairness, and transparency, while providing rich customer experiences.

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TECHNOLOGY & DEVICE SECURITY

Innovation in technology is not possible without the safety and security of proprietary information. Our products provide seamless interconnectedness and communication between devices across distances. We contribute to building more holistic, conscious, and integrated spaces that promote collective engagement and dialogue. To assure safety and security within digital spaces, we made significant investments to enhance our cybersecurity and data protection while maintaining system integrity. Secure two-step log-in verification, firewall protection, and the issuing of unique sign-in details, such as the Trimble Identity (TID) for accessing all Trimble solutions from one dashboard, provides safety and efficiency to the user. Strict design standards enable us to comply with the European Commission's General Data Protection Regulation (GDPR) that came into effect in May 2018. We offer our best solutions to our customers. In rare cases where Trimble products do get lost or stolen, we wipe clean the data of the devices, ensuring nothing is compromised.



A Focus on Supply Chain Resiliency

Supply chains across industries have been tested. COVID-19, geopolitical turbulence, shortages of components, and logistical issues continue to persist. However, it is our responsibility to strengthen our supply chain to withstand challenges and operate efficiently. The livelihoods of our customers depend on it.

Our supply chain embodies our commitment to environmental and social sustainability, operating at the highest ethical standard congruent to our corporate values, policies, and Supplier Code of Conduct. Trimble is a member of the Responsible Business Alliance (RBA), the largest industry coalition dedicated to corporate responsibility in global supply chains. As an RBA member, we support the mission and vision of the RBA and commit to RBA's Code of Conduct. We are held accountable to the Code, with measures including self-assessment questionnaires, audits, and implementing corrective actions if necessary. Continual improvement is also an important aspect of our membership. Through RBA trainings, tools, resources, and participation in working groups and taskforces, we are better equipped to increase our supply chain resilience while contributing to industry supply chain leadership overall.



Sustainable supply chains value workers and the conditions in which work is performed. We uphold a socially responsible supply chain by adhering to the following:

- International policies that ensure all our operations comply with local and national laws
- Standards outlined in our Supplier Code of Conduct, Business Ethics and Conduct Policy, and Conflict Minerals Policy
- Zero tolerance for modern slavery, human trafficking, anti-bribery misconduct, and conflict mineral sourcing in the value chain

Extending sustainable supply chain expectations beyond our own operations:

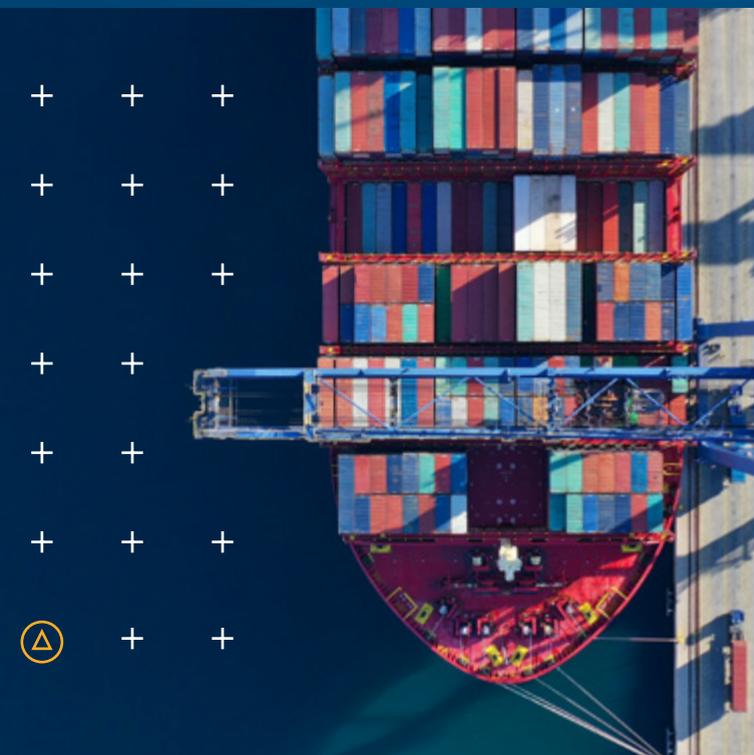
All third parties must abide by the same stringent standards we set for ourselves. Third parties receive training in the following areas through our partnership with NAVEX Global.

- Anti-Corruption Reporting and Records
- Code of Conduct Basics
- Gift Giving and Receiving
- Conflicts of Interest
- Political Activities
- Confidential Information
- Document and Records Protection
- Ethical Decision-Making

“It’s important to keep pace with the changing world and environment. We are committed to sustainability throughout Trimble’s operations and supply chain because it makes business sense and aligns with our company values. The most sustainable supply chains are also the most resilient.”



LEAH LAMBERTSON,
SENIOR VICE PRESIDENT OF
OPERATIONS AND HEAD OF
SUSTAINABILITY



Looking Ahead

We envision a world of opportunity where industries of all kinds use our innovative digital solutions to transform our physical world. In this reality, people, technology, AI, and decision-useful data work collaboratively — enabling the global workforce to solve bigger problems faster. Our solutions will be integral in decarbonizing value chains and shifting industries toward smarter and more efficient workflows that save energy and natural resources while simultaneously increasing productivity and yield.

Within our own operations, we will do our part, working toward a net-zero carbon future at Trimble while fulfilling diversity goals that strengthen our culture and capabilities. We will advance sustainability by setting goals and aligning with ESG and climate-related disclosures, including the recommendations of the Task Force for Climate-Related Financial Disclosures (TCFD). We will continue to lead the change by living the change, driven by a shared purpose to transform the way the world works.



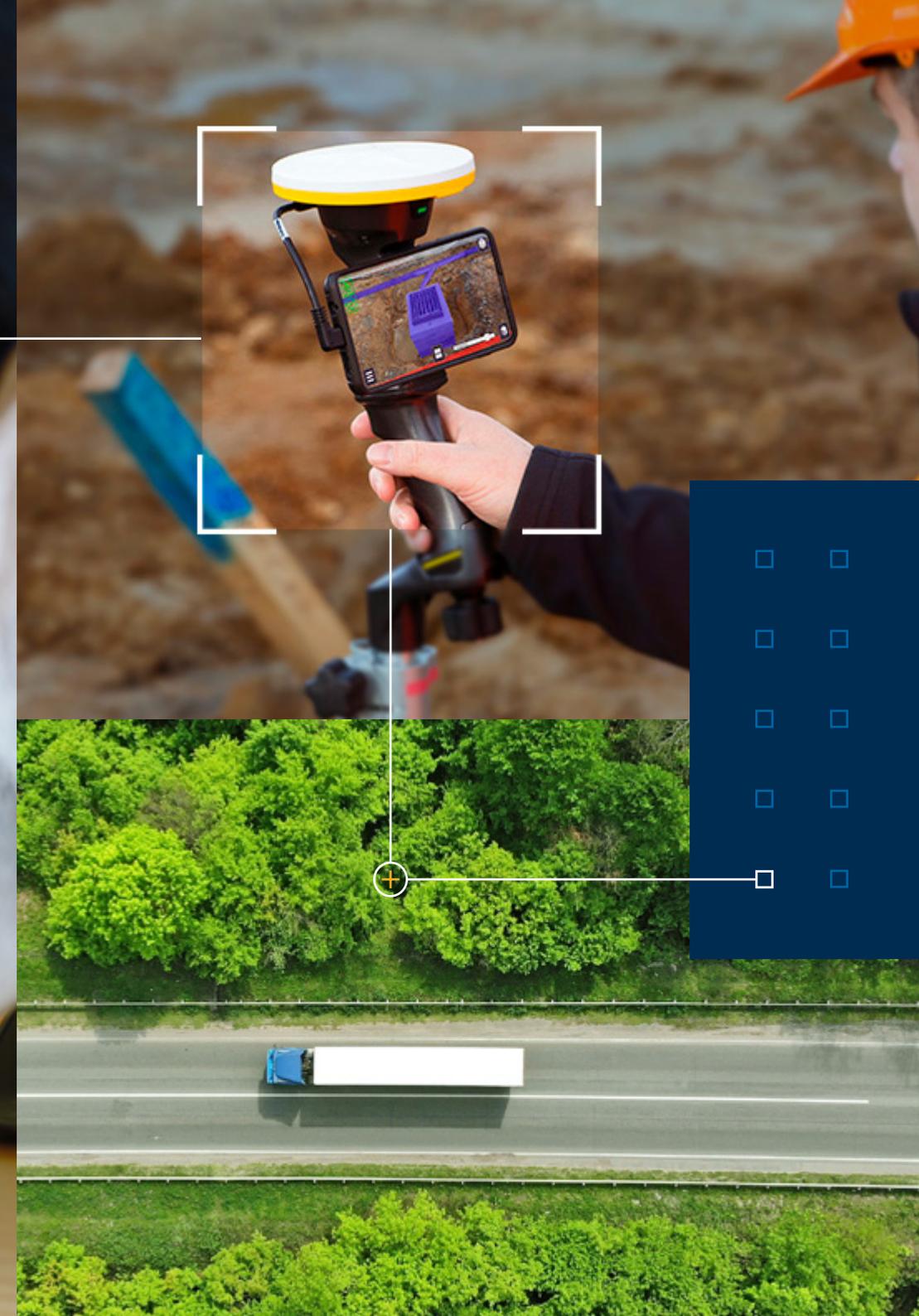
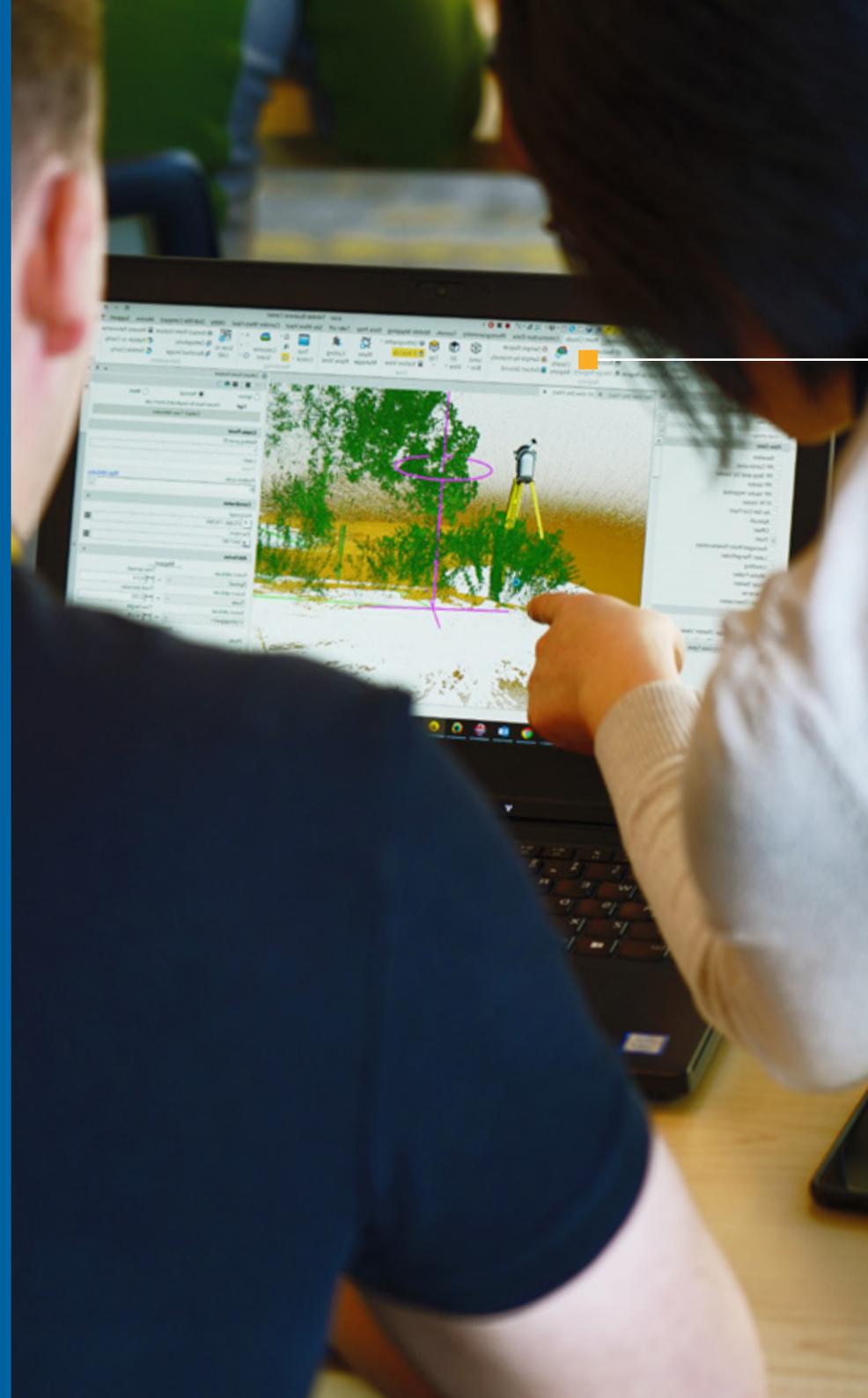
Appendix

Sustainability-informed decisions are made throughout all levels of the organization. We engage with internal and external stakeholders to identify priority focus areas that determine our strategic next steps.

[SUSTAINABILITY GOVERNANCE](#)

[MATERIALITY ASSESSMENT](#)

[SASB INDEX](#)



Sustainability Governance

Strong governance is critical to realizing our ambitions and delivering on our sustainability commitments.

To oversee sustainability with the highest degree of efficacy, we do not separate sustainability from how we govern the rest of our business. Rather, we have integrated sustainability governance mechanisms into existing structures at all levels of our business, ensuring that our sustainability journey is navigated with integrity and accountability.

SOUND GOVERNANCE STRUCTURE

Responsibility for sustainability is shared across all levels of the company. With a governance structure designed for cross-functional alignment, we work together to uphold accountability, manage effectively, and strive for sustainability in all aspects of our business.

Trimble's Board of Directors – Our Board has ultimate responsibility for reviewing, monitoring, and guiding our business strategy. The Board of Directors, supported by the Audit, Compensation and Nominating, and Corporate Governance committees, has oversight of our sustainability commitments and accountability for ongoing management and guidance of risks and opportunities, including those stemming from environmental, social, and governance (ESG) issues.

Trimble's Executive Management Team – Our executive management team is responsible for driving Trimble's strategy by providing day-to-day operational leadership of the business, including delivering on our sustainability commitments.

Embedding Sustainability Throughout Trimble –

Experts from different parts of our business work together to drive better sustainability practices across our operations and value chain. Our global sustainability team, led by our Head of Sustainability and SVP of Operations, is responsible for integrating and coordinating these efforts as well as developing and disseminating reporting on our progress. We also have specialists within functions who champion sustainability as part of their role. For example, our VP of Strategy & Sustainability Solutions drives sustainable end-market value throughout our portfolio, enabling diverse industries to realize transformational sustainability benefits. Our VP of DEI and the work of the Global Diversity Council celebrate and advocate for representation of underserved populations and people with different characteristics, life experiences, perspectives, and capabilities. They create inroads for more people to contribute to our team, and greater opportunities for those already working at Trimble to realize their full potential, upholding a culture aligned with our values and DEI goals.

Business Accountability Aligned with Sustainability

Commitments – Supporting our governance structure, we have taken progressive measures to align business accountability with sustainability performance. Executive pay is linked to progress against climate action and diversity goals. We also secured a revolving credit facility that links two of Trimble's sustainability commitments, reducing greenhouse gas emissions and increasing gender diversity with more female representation in the workplace, into a pricing structure which adjusts Trimble's borrowing cost based on the company's success in these two areas.



Materiality Assessment

To ensure that we are allocating our time, energy, and resources in the right places, we conducted a comprehensive materiality assessment to determine the most important sustainability issues as they relate to external expectations and importance internally to our business.

We completed a materiality assessment in 2021 to update our priority ESG issues to reflect our current business and the external context.

We refreshed our materiality process and methodology to provide a deeper understanding of the interests and concerns of our key stakeholders to inform our sustainability strategy, reporting, and business decision-making both immediately and in the longer term. Through this process, we engaged the following stakeholders:

i. Internal: Executive Leadership, Business Sector

ii. External: Commercial Partners, Investors, Thought Leaders from Industry and Academia.

MATERIAL TOPICS



EMPLOYEES

- Diversity, Equity, and Inclusion
- Future of Work
- Talent Recruitment and Retention



ENVIRONMENT

- Climate Change
- Natural Resource Management
- Waste and Circular Economy Transition



GOVERNANCE

- Privacy and Data Protection
- Business Ethics / Fair Business Practices
- Innovation



SOCIETY

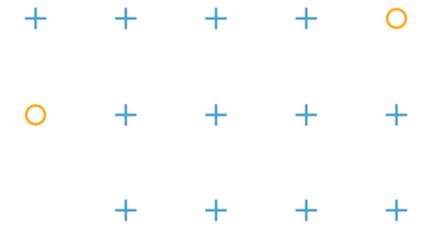
- Equitable Access to Technology
- Human Rights



PRODUCTS AND SERVICES

- Business Model Resilience
- Cybersecurity
- Responsible AI
- Sale and Misuse of IT Products and Services
- Supply Chain Management
- Sustainable Product Design and Lifecycle Management

SASB Index



This appendix includes performance data aligned with the Sustainability Accounting Standards Board (SASB), focused on the Electrical and Electronic Components and the Software and IT Services standards. Performance metrics are for the fiscal year 2021, ending December 31, 2021. We are committed to continuing to build out these disclosures over time.

SASB REFERENCE	METRIC	2019	2020	2021	REFERENCE	MATERIAL TOPIC(S) ADDRESSED
	EMPLOYEES					
---	Global Employees	11,484	11,402	11,815		Talent Recruitment and Retention
SASB TC-SI-330a.1	% Employees in U.S.	44%	44%	43.5%		Diversity, Equity, and Inclusion
SASB TC-SI-330a.1	% Employees outside U.S.	56%	56%	56.5%		Diversity, Equity, and Inclusion
---	% North America	50%	49%	49%		Diversity, Equity, and Inclusion
---	% Europe	30%	30%	30%		Diversity, Equity, and Inclusion
---	% Asia Pacific	16%	17%	17%		Diversity, Equity, and Inclusion
---	% Rest of World	4%	4%	4%		Diversity, Equity, and Inclusion
SASB TC-SI-330a.2	% Employee engagement	---	82%	83%		Talent Recruitment and Retention
	GENDER DIVERSITY: SENIOR STAFF					
SASB TC-SI-330A.3	% Female	18.3%	18.0%	19.4%	Additional data available in Trimble's 2021 DEI Report	Diversity, Equity, and Inclusion
SASB TC-SI-330A.3	% Male	81.8%	82.0%	80.5%		
SASB TC-SI-330A.3	% Chose Not To State	0.0%	0.0%	0.2%		

SASB Index

SASB REFERENCE	METRIC	2019	2020	2021	REFERENCE	MATERIAL TOPIC(S) ADDRESSED
	GENDER DIVERSITY: MANAGEMENT					
SASB TC-SI-330A.3	% Female	---	21.1%	22.7%	Additional data available in Trimble's 2021 DEI Report	Diversity, Equity, and Inclusion
SASB TC-SI-330A.3	% Male	---	78.8%	77.2%		
SASB TC-SI-330A.3	% Chose Not To State	---	0.1%	0.1%		
	GENDER DIVERSITY: TECHNICAL STAFF					
SASB TC-SI-330A.3	% Female	17.1%	18.4%	19.0%	Additional data available in Trimble's 2021 DEI Report	Diversity, Equity, and Inclusion
SASB TC-SI-330A.3	% Male	82.9%	81.4%	80.7%		
SASB TC-SI-330A.3	% Chose Not To State	0.1%	0.2%	0.3%		
	GENDER DIVERSITY: ALL EMPLOYEES					
SASB TC-SI-330A.3	% Female	27.2%	28.1%	28.9%	Additional data available in Trimble's 2021 DEI Report	Diversity, Equity, and Inclusion
SASB TC-SI-330A.3	% Male	72.8%	71.7%	69.6%		
SASB TC-SI-330A.3	% Chose Not To State	0.0%	0.2%	1.5%		

SASB Index

SASB REFERENCE	METRIC	2019	2020	2021	REFERENCE	MATERIAL TOPIC(S) ADDRESSED
	ETHNICITY (U.S. ONLY): MANAGEMENT					
SASB TC-SI-330A.3	White	NA	79.2%	78.0%	Additional data available in Trimble's 2021 DEI Report	Diversity, Equity, and Inclusion
SASB TC-SI-330A.3	Asian	NA	8.8%	9.5%		
SASB TC-SI-330A.3	Hispanic or Latinx	NA	4.5%	4.1%		
SASB TC-SI-330A.3	Black or African American	NA	2.6%	3.2%		
SASB TC-SI-330A.3	Two or more races	NA	0.7%	0.7%		
SASB TC-SI-330A.3	American Indian or Alaska Native	NA	0.3%	0.3%		
SASB TC-SI-330A.3	Native Hawaiian/Other Pacific Islander	NA	0.3%	0.4%		
SASB TC-SI-330A.3	Not Declared	NA	3.6%	4.0%		

SASB Index

SASB REFERENCE	METRIC	2019	2020	2021	REFERENCE	MATERIAL TOPIC(S) ADDRESSED
	ETHNICITY (U.S. ONLY): TECHNICAL STAFF					
SASB TC-SI-330A.3	White	67.0%	64.8%	64.5%	Additional data available in Trimble's 2021 DEI Report	Diversity, Equity, and Inclusion
SASB TC-SI-330A.3	Asian	21.0%	19.8%	20.0%		
SASB TC-SI-330A.3	Hispanic or Latinx	3.5%	3.4%	3.4%		
SASB TC-SI-330A.3	Black or African American	2.4%	2.5%	2.8%		
SASB TC-SI-330A.3	Two or more races	1.6%	1.6%	1.8%		
SASB TC-SI-330A.3	American Indian or Alaska Native	0.7%	0.5%	0.6%		
SASB TC-SI-330A.3	Native Hawaiian/Other Pacific Islander	0.1%	0.2%	0.3%		
SASB TC-SI-330A.3	Not Declared	3.8%	7.2%	6.6%		

SASB Index



SASB REFERENCE	METRIC	2019	2020	2021	REFERENCE	MATERIAL TOPIC(S) ADDRESSED
	ETHNICITY (U.S. ONLY): ALL EMPLOYEES					
SASB TC-SI-330A.3	White	74.6%	72.1%	71.2%	Additional data available in Trimble's 2021 DEI Report	Diversity, Equity, and Inclusion
SASB TC-SI-330A.3	Asian	11.8%	11.5%	11.7%		
SASB TC-SI-330A.3	Hispanic or Latinx	4.4%	4.4%	4.7%		
SASB TC-SI-330A.3	Black or African American	4.3%	3.7%	4.2%		
SASB TC-SI-330A.3	Two or more races	1.3%	1.5%	1.7%		
SASB TC-SI-330A.3	American Indian or Alaska Native	0.4%	0.4%	0.6%		
SASB TC-SI-330A.3	Native Hawaiian/Other Pacific Islander	0.1%	0.2%	0.2%		
SASB TC-SI-330A.3	Not Declared	3.1%	6.2%	5.7%		
	TALENT					
---	Voluntary Attrition (excluding manufacturing)	10.0%	6.7%	9.3%		Talent Recruitment and Retention
---	Voluntary Attrition (including manufacturing)	10.9%	7.1%	9.5%		Talent Recruitment and Retention
---	Total Recordable Incident Rate (per 100 employees)	0.5	0.4	0.3		Human Rights

SASB Index



SASB REFERENCE	METRIC	2019	2020	2021	REFERENCE	MATERIAL TOPIC(S) ADDRESSED
	ENVIRONMENT					
---	Total Space Worldwide (sq ft.)	2,900,000	2,600,000	3,300,000	Trimble's reported square footage has increased due to improved data availability. In addition to this, openings and closures happening in the same year will mean we will have a higher reported footprint on our books during the transition phase of moving from old to new facilities. Once the move is complete and the older facilities are closed, our facility footprint will shrink next year.	Natural Resource Management
SASB TC-SI-130A.1	Total Energy Consumption (GJ)	335,000	288,000	191,000	The reduction seen in 2021 is largely the result of changing our methodology to include more direct data and less estimation, which tends to overstate consumption. Given this change in methodology, Trimble will be rebaselining and restating our 2019 and 2020 energy totals to enable more meaningful year over year comparisons beginning with our 2022 totals.	Natural Resource Management
SASB TC-SI-130A.1	% Grid Electricity	Not Reported	Not Reported	Not Reported	Trimble has committed to sourcing 100% renewable energy by 2025 as part of our science-based target. Our data tracking on renewable sourcing in our facility footprint is in early stages, so we are unable to report an accurate figure at this time. We have simultaneously commenced work to generate and source renewable energy in our operating footprint, and to systematically track this sourcing to be able to report numbers such as this and progress on our target going forward.	Natural Resource Management

SASB Index



SASB REFERENCE	METRIC	2019	2020	2021	REFERENCE	MATERIAL TOPIC(S) ADDRESSED
	ENVIRONMENT					
SASB TC-SI-130A.1	% Renewable	Not Reported	Not Reported	Not Reported	Trimble has committed to sourcing 100% renewable energy by 2025 as part of our science-based target. Our data tracking on renewable sourcing in our facility footprint is in early stages, so we are unable to report an accurate figure at this time. We have simultaneously commenced work to generate and source renewable energy in our operating footprint, and to systematically track this sourcing to be able to report numbers such as this and progress on our target going forward.	Natural Resource Management
---	Scope 1 Emissions (mtCO2e)	10,300	9,800	3,800	The reduction seen in 2021 is largely the result of changing our methodology to include more direct data and less estimation, which tends to overstate consumption. To account for this discrepancy, Trimble will be rebaselining and restating our historical inventory numbers this year.	Climate Change
---	Scope 2 Emissions (mtCO2e)	26,800	25,500	10,800	The reduction seen in 2021 is largely the result of changing our methodology to include more direct data and less estimation, which tends to overstate consumption. Given this change in methodology, Trimble will be rebaselining and restating our 2019 and 2020 inventory numbers to enable more meaningful year over year comparisons beginning with our 2022 inventory.	Climate Change

SASB Index



SASB REFERENCE	METRIC	2019	2020	2021	REFERENCE	MATERIAL TOPIC(S) ADDRESSED
	ENVIRONMENT					
---	Scope 3 Emissions (mtCO2e)	370,000	329,000	181,000	The reduction seen in 2021 is largely the result of changing our methodology to include more direct data and less estimation, which tends to overstate consumption. Given this change in methodology, Trimble will be rebaselining and restating our 2019 and 2020 inventory numbers to enable more meaningful year over year comparisons beginning with our 2022 inventory.	Climate Change
SASB TC-SI-130A.2	Total Water Withdrawn	Not Reported	Not Reported	Not Reported	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.	Natural Resource Management
SASB TC-SI-130A.2	Total Water Consumed	Not Reported	Not Reported	Not Reported		
SASB TC-SI-130A.2	% of water consumed in regions with high or extremely high baseline water stress	Not Reported	Not Reported	Not Reported		
SASB RT-EE-410A.2	% of eligible products, by revenue, that meet ENERGY-STAR® criteria	0%	0%	0%	ENERGY-STAR® 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	Sustainable Product Design and Lifecycle Management

SASB Index



SASB REFERENCE	METRIC	REFERENCE	MATERIAL TOPIC(S) ADDRESSED
	ENVIRONMENT		
SASB RT-EE-410A.3	Revenue from renewable energy-related and energy efficiency-related products	Our portfolio contributes to sustainability as a catalyst for enhanced energy efficiency and productivity in diverse industrial sectors.	Climate Change
	DATA PRIVACY		
SASB TC-SI-220A.1	Description of policies and practices relating to behavioral advertising and user privacy	Learn more about Trimble's Privacy Center	Privacy and Data Protection
SASB TC-SI-220A.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	No material monetary losses in years 2019-2021	Privacy and Data Protection
SASB TC-SI-220A.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Learn more about Trimble's Privacy Center	Privacy and Data Protection
	DATA SECURITY		
SASB TC-SI-230A.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Learn more about Trimble's Privacy Center Customers and stakeholders may report a cybersecurity concern here .	Technology and Device Security
	RISK MANAGEMENT		
SASB TC-SI-550A.2	Description of business continuity risks related to disruptions of operations	Please see Item 1A, "Risk Factors," in Trimble's Annual Report	Business Model Resilience

SASB Index

SASB REFERENCE	METRIC	REFERENCE	MATERIAL TOPIC(S) ADDRESSED
	MATERIALS SOURCING		
SASB RT-EE-440A.1	Description of the management of risks associated with the use of critical materials	Learn more about Trimble's Supplier Code of Conduct	Supply Chain Management
	ETHICS		
SASB RT-EE-510A.1	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	Learn more about Trimble's Business Ethics and Conduct Policy	Business Ethics / Fair Business Practices
SASB RT-EE-510A.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	No material monetary losses in years 2019-2021	Business Ethics / Fair Business Practices
SASB RT-EE-510A.3	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	None	Business Ethics / Fair Business Practices

Due to rounding, percentage totals may exceed 100%.

All references to "materiality", "materiality assessment", or "material topics" are used within the context of sustainability as it relates to importance to Trimble and its stakeholders. These references should not refer to, or considered a substitute for, financial materiality in Trimble financial reporting including the Annual Report Form 10-K, Quarterly Reports or any other SEC filings.



Trimble Inc.
10368 Westmoor Drive
Westminster, CO 80021,
USA

+1 (720) 887-6100
+1 (800) TRIMBLE (874-6253)

www.trimble.com



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