



TRANSFORMING THE WAY THE WORLD WORKS

▶ 2020

Sustainability
Report



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► About This Report

In 2017, Trimble published a Responsible Corporate Citizenship (RCC) Report detailing how our mission of TRANSFORMING THE WAY THE WORLD WORKS represents our commitments as a company, employer, and contributor to society. Our work — and language — has evolved since that first report, and Sustainability is now what we use to refer to both our efforts and to the outcomes and impact we seek to create.

Trimble's 2020 Sustainability Report summarizes our sustainability initiatives and performance across material environmental, social, and governance (ESG) topics. This report contains content from the beginning of 2018 through fiscal year 2020. We intend to update our sustainability report on an annual basis moving forward. We have included relevant stories, case studies, and achievements that add context to our sustainability journey and provide readers with a more complete view of our company.

The appendix to this report 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. We are committed to continuing to build out these disclosures over time.



Message from Trimble's CEO

Here at Trimble, we are committed to TRANSFORMING THE WAY THE WORLD WORKS.

The health of our planet and our communities are under threat; more transformation is needed. Positive sustainability impacts have always been woven into our work, realized both internally and through our customer's application of our technology. We believe in this; it is who we are. And now, current realities require even more accelerated focus and stepped-up ambitions. In the pages ahead in our first Sustainability Report, you will read about many efforts underway. We are committed to providing transparency into our journey, both where we are now and where we are heading. There is much work to do.

The COVID-19 global pandemic showed that we have an extraordinary ability to change rapidly while facing adversity. We came together as One Trimble community to align our priorities and tackle the complex dual goals of keeping our people safe while keeping the business running. We are leveraging what we learned and who we are to keep addressing the challenges around us. Harnessing the powerful focus and energy of our people, we are investing in combating climate change, ensuring inclusion, increasing diversity, and engaging with our communities.

Complicated problems cannot be solved overnight and we will employ urgency and relentless commitment to drive needed change. Together, we can:

INSPIRE... with our commitment to building a sustainable future. We need to be leaders in our industry and demonstrate — in our words and actions — that these critical problems are high priorities.

ENGAGE... by listening to the Sustainability challenges of our customers, suppliers, and employees. To create solutions that help the earth, communities, and stakeholders, we must start with listening.

ACHIEVE... through putting our good intentions into action. We will create solutions from what we learn that will improve the lives of our people and enable our customers to increase sustainability by doing their work better, faster, safer, cheaper, and greener.

I am full of hope that we will help create a sustainable future because I know who we are. We have 11,000+ people who show up with insight and heart every day. When we focus on a problem, we TRANSFORM THE WAY THE WORLD WORKS.

We've got this.



Rob Painter
Chief Executive Officer

▶ **Harnessing the powerful focus and energy of our people, we are investing in combating climate change, ensuring inclusion, increasing diversity, and engaging with our communities.**

Our Company

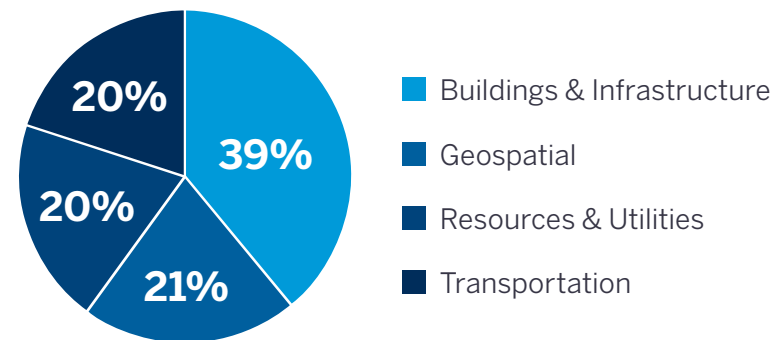
- ▶ Sales & Support Networks in Over 125 Countries
- ▶ Customers in Over 150 Countries
- ▶ Offices in Over 40 Countries

FINANCIAL OVERVIEW

NASDAQ: TRMB

+ 2020 Revenue/Sales: **\$3.15 Billion**

+ Revenue by Reporting Segments



+ Revenue by Solution Type:



EMPLOYEE BASE GLOBALLY

- + **11,402** Employees (2020)*
- + **44%** Employees located in the U.S.
- + **56%** Employees located outside the U.S.

* Trimble employs temporary and contract personnel that are not included in the above headcount numbers.

OUR MISSION:

Transforming the Way the World Works

OUR VISION:

Delivering products and services that connect the physical and digital worlds

OUR OPERATING SYSTEM:

Breakthrough Strategy: End-game backwards planning that delivers customer success and sustainable competitive advantage

- + Serve compelling markets
- + Develop differentiated solutions that deliver unique customer value
- + Optimize our go-to-market models

Extraordinary People: Engaged and growth-oriented talent

- + Strategic talent acquisition
- + Effective talent development
- + Engagement and retention of our talent

Excellent Execution: Performance to potential enabled by effective structure and systems

- + Create an aligned organization
- + Deliver industry leading innovation
- + Operate efficiently and effectively

Sustainability Approach

For more than forty years, sustainability has been at the heart of our company — from how we operate to the products and solutions we provide to our customers. We are purpose-driven and strive to deliver value that benefits all our stakeholders. We take a continuous improvement approach to living up to these standards.

We recognize that we are living in a time of increasing urgency for action on sustainability and we are intent on moving quickly and harnessing our potential to address global challenges, including further developing our own strategic approach and process for managing the material environmental, social, and governance (ESG) aspects of our business. Inspired by our mission and fueled by the dedication of our employees, we will work to build momentum and strive for continual improvement and measurable progress.

In 2020, we made a number of changes related to how sustainability and ESG are embedded into our business. We are continuing to align our purpose, our culture, and our corporate strategy with sustainability. This cannot be achieved unless sustainability is ingrained into our everyday work. This year, we added both a Head of Sustainability and a Director of ESG. Sustainability and ESG functions will coordinate with our executive leadership and Board of Directors to fortify our governance and decision-making structure.

We are optimistic that these efforts will make Trimble a better and more resilient company positioned to take on our most pressing environmental and social issues while creating even greater benefits for the customers and stakeholders we serve in the months and years to come.

At Trimble, we support the United Nations Sustainable Development Goals (SDGs) and believe in their potential to shape a better, more equitable, and more peaceful world. As we continue on our sustainability journey, we will be ensuring that our mission, solutions, and efforts align with and support the objectives of the UN SDGs, including identifying the priority SDG targets we will focus on where we can meaningfully contribute to achieving the SDGs.



Materiality Assessment

In 2018, we conducted a materiality assessment to identify and understand the importance of ESG issues to our stakeholders and our company. The process included identification of internal and external stakeholders, benchmarking of competitors/peers, analysis of reporting frameworks, and an internal survey of functions that interact regularly with external stakeholders. In 2020, we revisited the materiality assessment results to validate the continued relevance of topics and refine the assessment based on organizational priorities, awareness of stakeholder needs, and macro-environmental drivers.



MATERIAL TOPICS

+ ECONOMIC

- Shareholder value and return

+ TRIMBLE SOLUTIONS

- Innovation
- End-market solution contributions

+ PEOPLE

- Employee training and education
- Diversity and equal opportunity
- Occupational health and safety

+ ENVIRONMENT

- Energy and emissions
- Climate change

+ GOVERNANCE, COMPLIANCE, ETHICS

- Brand and company reputation
- Data security and customer privacy
- Ethics and values
- Supply chain management

2020 Sustainability Highlights

AWARDS/RECOGNITION & PARTNERS

- + Responsible Business Alliance (2021)
- + Trimble among Investor's Business' Daily 50 Best ESG Companies
- + Trimble listed among Wall Street Journal's Top 250 Managed Companies
- + Received the Golden Crest Award recognizing Trimble employees called up by the National Guard for COVID-19 response efforts



ENVIRONMENTAL

Trimble solutions are estimated to reduce millions of metric tons of greenhouse gas emissions annually to customers in the agriculture, construction, and transportation sectors.

- + Third year of filing with CDP
- + Developing science-based targets
- + Employee run "Trimble Green Team" implementing waste reduction initiative
- + Green construction and design standards such as Leadership in Energy and Environmental Design (LEED) in all new facilities

SOCIAL

- + COVID response that has emphasized employee health and safety
- + Named a VP of diversity, equity, and inclusion (DEI) and launched a global DEI strategy and core team
- + Launched new global Trimble Careers site with a focus on diversity and inclusion
- + Trained 600 global leaders and employees in foundational leadership
- + Voluntary attrition rate ≈ 7%
- + Trimble Foundation focused on disaster relief and female education and empowerment programs

Placed in the top 10% of companies for diversity/gender scores by Comparably

GOVERNANCE

- + Named to the S&P 500 Index
- + Four out of 11 Board of Directors members are female or ethnically diverse
- + Named a Head of Sustainability and Director of ESG
- + Identified and managed climate and other ESG risks through Enterprise Risk Management (ERM) process



► Our Solutions

Since 1978, our industry-specific solutions have helped customers achieve economic breakthroughs while enhancing safety, boosting compliance, and reducing environmental impact — from feeding the growing global population and moving the goods of commerce to next-generation building and infrastructure. Our mission, **TRANSFORMING THE WAY THE WORLD WORKS**, drives our business to benefit all stakeholders — including employees, stockholders, customers, communities, and the world at large.



Innovative Solutions Driving Sustainable Growth

OVERVIEW

Innovation is essential to our success as a business as it drives our competitiveness in the marketplace, improves our ability to create greater value for our customers, and underpins our ability to progress on our sustainability journey. It provides a platform from which we deploy deep domain knowledge to imagine new possibilities and launch them into the world. Through innovation, we accelerate progress that benefits our customers, their end users, and society as a whole.

At times, innovation offers opportunities for strategic partners or acquiring new businesses whose capabilities complement ours. Many of our innovations are used in industries where the potential for technological change is high. By transforming these industries, we can minimize harmful impacts and reduce fuel consumption, emissions, and water use. By synergizing sustainability and innovation, we will develop technical solutions that seize opportunities to protect the planet and its ecosystems while addressing trends that allow society to be more productive, connected, and resilient.

OUR SOLUTIONS IN ACTION

Our solutions portfolio is deep and diverse, serving industries including buildings and infrastructure, geospatial, resources and utilities, and transportation. Our products enhance tangible return on investment by lowering operational costs, increasing productivity, improving quality, enhancing safety and regulatory compliance, and reducing environmental impact. Our solutions empower smarter approaches to work which are necessary to confront global megatrends including feeding a growing population, increased urbanization, and combating climate change. We are also pioneering emerging technologies, such as autonomy, that unify and connect otherwise complex systems. Autonomous technologies work in conjunction with the unique abilities of humans to provide exponential benefits that might not be realized otherwise.

Our dedication to innovation and quality also helps ensure that our customers achieve long-term value from our solutions throughout their product's lifespan. Our design, manufacturing, and distribution sites in Dayton, Ohio; Sunnyvale, California; Danderyd, Sweden; Eindhoven, Netherlands; Auckland, New Zealand; and Shanghai, China are registered to ISO9001:2015

covering the design, production, distribution, and servicing of all our products. We have also embraced initiatives involving product recycling as we address a growing emphasis on resource maximization and circularity throughout our company and society.

3,400
employees dedicated
to product development

R&D Centers in over
15
countries

15%
of revenue reinvested in
Research & Development (R&D)

1,000+
unique patents
as of 2020

Our solutions enable **greater accuracy, reduce rework, and increase efficiency**, which yield fuel savings estimated to **prevent over 7 million metric tons** of greenhouse gas emissions annually:

Equivalent to taking over **1.6 million passenger vehicles** off the road for one year; or



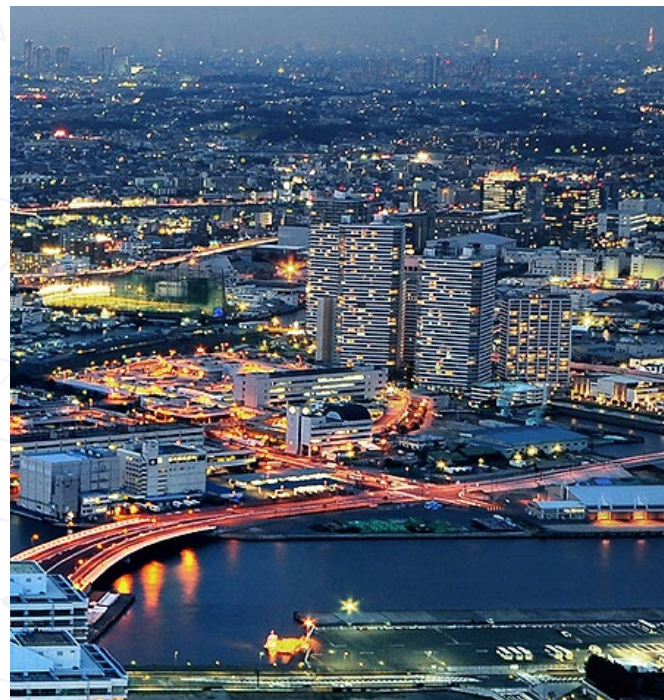
The equivalent of meeting the electricity needs of over **1.2 million homes** for one year.



= 100,000 passenger vehicles = 100,000 homes

Buildings & Infrastructure

Our Connected Construction solutions span the entire Architecture, Engineering, and Construction (AEC) industry in the office and on the job site. By automating work and transforming workflows, we are driving the digital transformation of construction and enabling improvements in productivity, quality, transparency, safety, and sustainability by reducing rework and minimizing waste. Our Buildings & Infrastructure solutions are focused on stakeholders and lifecycle phases including capital project owners, architects, engineers, and construction managers.



BUILDINGS

Building better and smarter buildings requires smarter tools. Our building construction solutions enable customers to plan, design, and build commercial and residential buildings in less time, at a lower cost, while reducing waste and achieving higher quality and environmental standards.

Our building construction portfolio of solutions includes:

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

INFRASTRUCTURE

A prosperous world requires robust infrastructure. We continue to transform the industry's work across the entire planning, design, build, operating, and maintenance lifecycle. Our construction solutions are used in civil infrastructure projects such as roads, railways, airports, land management, dams, marine construction, and landfills.

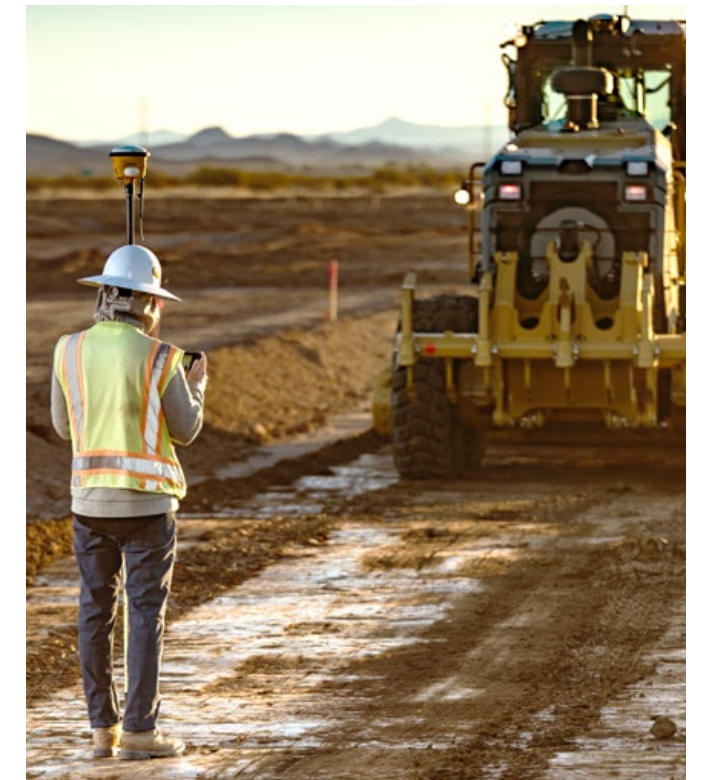
Our solutions improve productivity, improve worker safety, and reduce overall environmental impact by limiting waste and rework.

Our civil construction solutions include:

- + 3D design and data prep 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

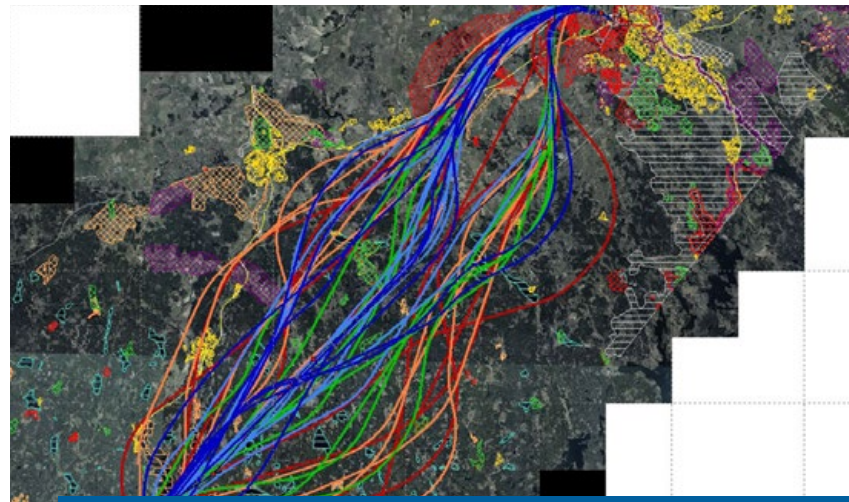
VALUE PROPOSITION

- + Up to 50% less rework
- + Up to 30% cost savings
- + Informed decision making
- + Reduced carbon emissions
- + Up to 30% machine productivity and fuel savings
- + Reduced material waste



Buildings & Infrastructure

FEATURED CASE STUDIES



ROUTING THE OPTIMAL PATH TO HIGH-SPEED RAIL

What if you could explore and analyze countless railway design options with a mouse click? Discover how a design and engineering company in Sweden is using our technology to do just that in plotting alignment scenarios for Sweden's first-ever high-speed railway.

[Read More](#) ▶



DESIGNING FOR NET ZERO ENERGY

With the help of our energy analysis software, an architecture firm's design team balanced building envelope performance and renewable energy generation to produce a sustainable affordable housing solution within a limited budget.

[Read More](#) ▶



CONNECTED CONSTRUCTION TECHNOLOGY STREAMLINES RESTORATION PROJECT

To optimize the efficiency of its modern, multi-brand fleet of construction machinery, civil engineering contractor MJ Church uses our latest machine control, 3D design, and project monitoring reporting technology. Our Connected Construction solutions maximize productivity, reduce rework, and improve safety on an important landscape restoration project in England.

[Read More](#) ▶



Geospatial

Our geospatial technologies are transforming the work of professionals engaged in surveying, mapping, geographic information system (GIS), 3D modeling, land administration, and environmental work across the globe. Geospatial technology plays an increasingly critical role in how we understand our world and how we interact with and model the environment around us.

Our geospatial solutions include:

- + Global Navigation Satellite System and total stations for land surveying
- + GIS data collection
- + 3D laser scanning
- + Mobile mapping
- + Remote sensing and photogrammetry
- + Field and office software for data collection, processing, modeling, and analytics
- + Monitoring
- + Forensics
- + Land administration
- + Tunneling

VALUE PROPOSITION

- + 25-50% efficiency gains over traditional solutions
- + Optimize land and water management
- + Informed decision making
- + Enable property rights, the basis of economic development
- + Optimize the build-out of cadastral systems



Nepal Department of Survey uses Trimble's GNSS receivers to determine Mount Everest's latest height.

Geospatial

FEATURED CASE STUDIES



OUR CATALYST BOOSTS EFFORTS TO RESTORE FORESTS AND DEGRADED LANDS

Imagine planting enough new trees to cover a plot of land the size of Switzerland. Now do it again and again, maybe 500 times, until you have covered two billion hectares. It is a huge, almost overwhelming effort. Yet, a Dutch company is making it happen using our solutions.

[Read More](#) ▶



CLASSIFYING THE CARIBBEAN'S CORAL

Using satellite imagery and our eCognition image analysis software, scientists in the Caribbean are creating the first-ever high-resolution map of the basin's coral reefs. This insightful tool will help conserve the coral reefs in the region and the livelihoods of the locals who depend on them.

[Read More](#) ▶



OUR CENTERPOINT RTX CORRECTION SERVICE HELPS SOLVE CENTURY-OLD PROBLEM ON AN ISOLATED ISLAND

A structural engineer works with the Royal Society for the Protection of Birds (RSPB) to preserve a prime nesting ground for endangered seabirds. Faced with a challenging environment on a remote island, our technology is used to help protect the birds from an insidious threat.

[Read More](#) ▶

Resources & Utilities

AGRICULTURE

Feeding the world's booming population requires maximized farm production. Our precision agriculture portfolio has revolutionized traditional farming practices by enabling farmers to increase efficiencies, enhance productivity, improve crop performance, and maximize the production of safe, reliable food supplies while reducing costs and optimizing inputs.

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
- + Harvesting systems solutions
- + Desktop and cloud-based data management
- + Correction services



FORESTRY

Growing and harvesting timber sustainably provides economic and ecological benefits while conserving our forests for future generations. Forest companies around the globe use our solutions to operate responsibly, efficiently, and transparently as they bring forest products to the market. Our Connected Forest solutions manage the full lifecycle including planning, planting, rowing, harvesting, transporting, and processing.

Our Connected Forest solutions include:

- + Land and forestry management
- + Wood procurement and contracting
- + Operational management
- + Sawmill manufacturing execution



UTILITIES & PUBLIC ADMINISTRATION

Producing and distributing sustainable energy, water, and natural resources while managing infrastructure reliably, safely, and cost-efficiently is vitally important. Our technology enables optimal management and investment decisions based on accurate data, predictive models, and analytics for compliance, resilience, and sustainability.

Our utilities and public administration solutions include:

- + Mapping, field data collection, augmented reality, and mobile solutions
- + Asset management, permitting, and licensing
- + Network planning, modeling, and design
- + Electric transmission capacity, compliance, and vegetation management
- + Water, wastewater, remote monitoring, and gas network Internet of Things (IoT)



VALUE PROPOSITION

- + Agriculture
 - o Up to 30% increase in yield
 - o Reduction of up to 90% of herbicides
- + Forestry
 - o 10-15% efficiency gain in log transportation
 - o Certification of sustainable sources
- + Utilities and Public Administration
 - o Up to 20% increase in water efficiency
 - o Up to 30% cost savings
 - o Improved resilience and response to fires, flooding, and natural disasters



Resources & Utilities

FEATURED CASE STUDIES



HARVESTING MORE FOR LESS

As a lifeblood industry, farmers must feed millions while growing their crops — and farms — sustainably. With increased demands on production and energy efficiency, this UK agribusiness is using our solutions to increase yields, reduce fuel consumption, and minimize input.

[Read More](#) ▶



POWERED TO PREDICT THE FUTURE FOR ENERGY RESILIENCE

Our vegetation analytics tools are a crystal ball for Australia's Endeavor Energy. Targeting one of the utility industry's most significant business challenges — vegetation management — the foresight provided by our technology is enabling Endeavor to pinpoint and predict vegetation risks before they become a costly hazard.

[Read More](#) ▶



ENVIRONMENTAL MONITORING PROTECTS CRUCIAL WASTEWATER INFRASTRUCTURE

The San Francisco Public Utilities Commission (SFPUC) focuses on availability and sustainable management of three essential utility services — water, wastewater, and electric power — with the help of our Telog remote monitoring platform. The enterprise Internet of Things solution captures and centrally stores key wastewater infrastructure information, processes alarms and alerts, and helps the utility improve performance, reliability, and environmental compliance.

[Read More](#) ▶

Transportation

In a world of fluctuating fuel costs and just in time delivery, our transportation solutions bring efficiency and visibility into fleet operations for cleaner, greener, safer, and more profitable operations. Our transportation solutions provide capabilities for the long-haul trucking and freight shipping markets to create a connected supply chain and integrate all forms of transportation, drivers, back office management, shippers, and freight.

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
- + Transportation management and fleet maintenance

VALUE PROPOSITION

- + Up to 20% fuel efficiency
- + Reduced carbon emissions
- + Increased fleet utilization up to 30%
- + Cost savings
- + Enhanced driver safety



Transportation

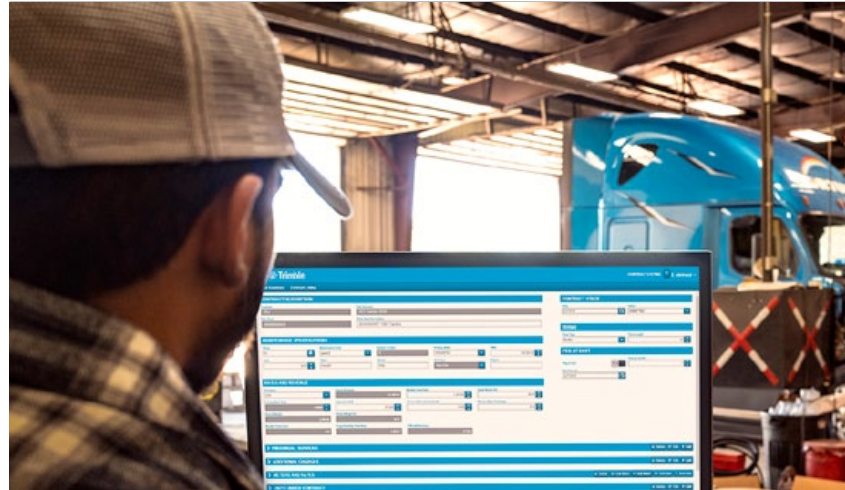
FEATURED CASE STUDIES



OUR DISPATCH ADVISOR INCREASES EFFICIENCY AND REDUCES EMPTY MILES FOR OVER-THE-ROAD CARRIER

As Paper Transport grew, so did their need for accurate information. Paper Transport started searching for a dispatch system that would ensure drivers were well matched to assignments and that data about each driver, customer, asset, and load was up to date. Empty miles were another concern and they wanted a system that would help control or eliminate this environmental problem.

[Read More ▶](#)



REDUCING FUEL USAGE AND ENHANCING EFFICIENCY WITH OUR FLEET MANAGEMENT

H.R. Ewell, Inc. opened its doors in 1946 and is now one of the leading bulk food-grade carriers in the U.S. They are committed to providing the highest level of service while increasing sustainable practices.

[Read More ▶](#)



OUR TMT FLEET MANAGEMENT BOOSTS EFFICIENCY AND REDUCES OVERSTOCK FOR MICHIGAN AGRICULTURAL HAULER

Brink Farms, a third-generation transportation carrier, was struggling to manage the parts inventory and repair costs for its 55-truck fleet. They needed a fleet maintenance solution that would streamline workflow and minimize waste while providing accurate information on cost per unit for each truck and trailer.

[Read More ▶](#)

► Our People

In the technology space, intellectual property and know-how derived from employees fosters innovation and serves as a competitive advantage. We are committed to providing every employee with the opportunity to learn, grow, and excel in a respectful, collaborative, and inclusive workplace.

The Trimble family spans over 200 locations, speaks 45 different languages, and has a wide variety of regional cultures. We believe our diversity makes us stronger and better able to solve complex problems for our customers. At the same time, we believe there are characteristics that unite us, centered on a growth mindset. We are open to possibilities, always striving to lead, and always learning. Having the right people with the right skills to deliver the right outcome is our formula for success.



Company Culture

► **Our culture is our guiding principle at work and is fundamental to sustaining our success.**

A company's culture describes how people behave in the work environment and is closely tied to leadership. People inspire purpose and vision, engage to draw out the best from each other, and strive to achieve meaningful results. This mindset shapes how we treat one another and how we serve our customers, colleagues, and stockholders. These attributes serve as a common foundation across the global organization and also adapt locally to diverse geographic and operational business models. Commitment to these behaviors unites our employees.



People Development

We are committed to providing every employee with opportunities to learn, grow, and lead in a respectful and collaborative workplace. Our People Development mission is to create a culture of continuous learning and curiosity. Curiosity is at the heart of innovation and is one of our competitive advantages in the market. We focus on programs, tools, and resources to develop leadership capabilities across the organization. We believe that anyone can be a leader and develop themselves towards their career aspirations. We foster a learning organization where mindset and behaviors work together to help us get meaningful and sustainable results.

Employees and leaders can access a variety of resources, tools, classes, and videos via our learning platform at learn.trimble.com. This site is an internal and external platform that can also be used by dealers, customers, and partners to access learning content about our products and services. Our employees have access to content around a range of areas including functional and technical development, leadership capabilities, career support, and cultural awareness. Leaders encourage employees to regularly take time for their professional and career development.



Doubled the number of classes and resources available to employees and leaders via the learning platform development project



Launched new leadership programs to help employees and leaders Inspire, Engage, and Achieve together



Trained 600 global leaders and employees in 2020 in our foundational leadership course



Provide regular podcasts and webinars on leadership capabilities to a global audience



Transitioned internal programs to be completely virtual and available to a global audience



Increased internal development opportunities by launching the GIG program focused on employee development projects



TALENT ACQUISITION

Our talent acquisition mission is to inspire and attract extraordinary and diverse talent. The hiring and retention of top talent is always a strategic priority and, increasingly, a challenging one. In addition, our increasing focus on technologies such as connectivity and autonomy requires us to compete against leading companies in the technology sector. Colleges and universities remain an important source of talented recruits. We build connections with students through internships and ambassador programs and partner with numerous universities around the globe.

▶ **Our talent acquisition mission is to inspire and attract extraordinary and diverse talent.**

PEOPLE ENGAGEMENT

We take pride in our employee-centric and evidence-based approach to engaging our employees. We believe managers are the single greatest factor that influence employee engagement. In addition to robust manager development programs, our managers host engagement conversations three times per year. These conversations are devoted to topics that matter most to employees including belonging and inclusion, career development, and sense of purpose, to name just a few. We started these conversations in 2017 and have learned through internal surveys that employees who have regular engagement conversations report an employee net promoter score that is three times higher than employees who do not have these engagement conversations. Qualitatively, we continue to hear from employees that they look forward to these conversations because they provide an opportunity to step back from the day-to-day work and talk about things that are on employees' minds — the things that drive their engagement.



Took actions to increase diversity in recruiting and hiring decisions: posting roles to diverse job boards and targeted LinkedIn searches



Implemented a new Workday Recruiting applicant tracking system to improve the recruiting system technology platform



Launched a new Careers site to support our desire to attract diverse talent and foster an inclusive global workforce.



Diversity, Equity, & Inclusion

We believe in the fundamental principles that our people are our most important asset, good ideas come from everywhere, and that we want to continue to build a company where employees want to work. More than four decades later, we continue to invest in building a diverse and inclusive environment for our employees, customers, and partners. It is just the right thing to do!

In 2020, we launched a diversity, equity, and inclusion (DEI) strategy to be more intentional regarding the importance of reinforcing DEI in our culture, our community engagement, and our philanthropy.



THROUGH ITS FOUNDATION FUND, TRIMBLE PROVIDED GRANTS TO TWO ORGANIZATIONS THAT ARE MAKING SIGNIFICANT PROGRESS SUPPORTING DEI WORK:



ADVANCEMENT PROJECT focuses on eliminating racial injustice in the U.S. It exists to fulfill America's promise of a caring, inclusive, and just democracy and envisions a future where people of color can thrive, be safe, and exercise power. Our support enabled the Advancement Project National Office to hire 13 new staff members in 2020. In addition, the Advancement Project increased their community partners program to support voter protection, fought racial and immigrant injustices, and provided education on issues that people of color experience, especially during an economic downturn such as the COVID-19 global pandemic.



ALL OUT mobilizes hundreds of thousands of people to build a world where no person will have to sacrifice their family or freedom, safety or dignity, because of who they are or who they love. All Out stands for supporting LGBTQ+ rights and challenging anti-gay laws. With our support, All Out created and ran a number of new programs focused on education as well as drawing global attention to countries in which LGBTQ+ human rights were being violated in 2020.



Named a Vice President of Diversity, Equity, and Inclusion



Improvement in both hiring and retention of women in 2020



Reporting gender data company-wide by position and geography



Trimble's LGBTQ+ Network was established and held its first ever employee round table



Internal employee resources include networks that support black professionals, caregivers, women, veterans, and the LGBTQ+ community







Implemented DEI advocates and a DEI core team focused on leading a global DEI strategy



Employee Well-Being

We put great emphasis on keeping our employees healthy — physically, emotionally, financially, and socially. The COVID-19 pandemic made upholding employee well-being an even greater priority.

During the pandemic, we took safety measures to protect our employees while we continued to serve our global customers. We are proud of our response. Most employees worked from home and we significantly increased our cleaning and disinfecting procedure at our manufacturing and fulfillment centers. All employees received training on our Safety, Health, and Environmental policy and we emphasized clear communication regarding workplace restrictions and procedures given the dynamic and localized implications of the pandemic.

 <p>Announced global availability for Employee Support Program</p>	 <p>COVID response that has ensured employee health and safety, >1,000 employees working on site</p>	 <p>Announced global availability for Fertility IQ</p>
 <p>Trimble designated December 31 as a global day off in recognition of Mental Health Awareness</p>		

► Our Communities

We have offices around the world, which means our communities and stakeholders are unique and diverse. We celebrate the vibrancy of community and realize that all of our communities have one thing in common – they inspire our sense of purpose to do meaningful work that serves society in powerful ways. We strive to contribute in a myriad of ways through the Trimble Foundation, non-profit and non-governmental organization (NGO) partners, and other philanthropic efforts. We specifically address issues that resonate with our mission, core competencies, and values. This includes our desire to democratize education and access to technology in order to accelerate inclusivity and cultivate the next generation of world-transforming professionals. Through persistence, cooperation, and a shared vision, we believe that we can help realize stronger and more equitable communities around the world.



Education & Outreach

Our broad Connected Construction portfolio provides solutions that transform the Architecture, Engineering, Construction (AEC), and Operations industries. We invest in aspiring professionals using our Constructible Process — providing labs, mentorship, research, and resources to promote professional skill development and career opportunities.

TRIMBLE TECHNOLOGY LABS

Tailored to fit the specific requirements of universities and colleges, on-campus Trimble Technology Labs provide students with a suite of AEC hardware and software solutions to prepare them for entry into the industry. To date, 20 Trimble Technology Labs have been established across 12 countries.



TRIMBLE VISITING PROFESSIONALS PROGRAM

Trimble-sponsored AEC professionals visit higher education campuses to demonstrate how our solutions are deployed in professional practices of architecture and design, civil and environmental engineering, and construction management.

TRIMBLE SUPPORTS WORLD-CLASS ACADEMIC RESEARCH

We believe playing a role in enabling world-class academic research can significantly impact the building construction, geospatial, and civil engineering sectors as we help to develop and support the industry champions of tomorrow and raise the profile of advanced construction information technology across academic disciplines and industry stakeholders.



DEI-FOCUSED EDUCATION OUTREACH

The Trimble Black Professional Network (BPN) and Education & Outreach teams strive to increase the number of students and graduates from Historically Black Colleges and Universities (HBCU). They also provide internship and rotational development programs and collaborate on ways to engage HBCUs via product donations, projects, and program opportunities. Additionally, we increase our awareness among the HBCU community via D9 (African American Greek Fraternity and Sororities), professional and civic organizations, and alumni associations.

HISPANIC-SERVING INSTITUTIONS

We have established a state-of-the-art Trimble Technology Lab at Florida International University (FIU) in the Moss School of Construction, Infrastructure and Sustainability, a top-ranked U.S. program and the first Hispanic-Serving Institution (HSI) in our network of technology labs, with more planned.



Education & Outreach



ROTATIONAL DEVELOPMENT PROGRAM (RDP)

We offer full-time, benefit-eligible positions with opportunities for accelerated learning and advancement. Rotational development employees rotate through four divisions while performing four different roles and remain at Trimble following completion of the development program. Our Rotational Development Program (RDP) tracks include domain experience in geospatial, survey, civil engineering, construction, agriculture, software engineering, and finance as well as operations and supply chain.



INTERNSHIPS

We provide 3 to 12 month internship opportunities with roles varying by location. Our program includes internships for software engineering, product management, finance and marketing, and sales. Trimble's Education team strives to work closely with our Internship program lead on identifying a future pipeline of candidates from the HBCU, HSI, and Minority-Serving Institutions (MSI) with which we engage.

PROJECT SPECTRUM

Our Project Spectrum is an employee resource group that works both internally and externally to support the advancement and understanding of neurodiverse individuals, with a focus on viable employment. Its mission is to increase the number of neurodiverse individuals working at Trimble.

Connecting with local communities, we offer teen/young adult skill-building workshops with 3D design software such as SketchUp, which can help create a pipeline into Trimble. We provide mentors dedicated to working with new Autism Spectrum Disorder interns and full-time employees. In addition, we offer a support network for family members on the spectrum.

- ▶ **Project Spectrum's mission is to increase the number of neurodiverse individuals working at Trimble.**





Trimble Foundation

Established in 2017, the Trimble Foundation is a donor-advised fund that focuses its charitable giving on the dual missions of supporting natural disaster relief and recovery and promoting female education and empowerment in the developing world. The Trimble Foundation is part of our sustainability program, supporting its philanthropic efforts.

GLOBAL NATURAL DISASTER RELIEF & RECOVERY

The Trimble Foundation's first area of focus is on supporting communities in times of special need, such as in the event of natural disasters that affect the people and markets we serve. National, regional, and local governments as well as NGOs utilize Trimble technologies in areas including land, asset, and forestry management; provision of active geodetic infrastructure; monitoring of dams, volcanoes, and earthquake faults; and disaster recovery. When major natural disasters such as earthquakes, tsunamis, wildfires, and floods occur, we have a long history of donating money, time, and equipment to assist communities in the recovery effort.

We have provided technologies and data used to combat public health emergencies, improve quality of life, and create more responsive systems.

IN 2020, THE TRIMBLE FOUNDATION FUND SUPPORTED:



ENGINEERS WITHOUT BORDERS USA (EWB-USA)

to expand the organization's efforts to provide engineering assistance in response to natural disasters worldwide. This grant was made to significantly grow EWB-USA's capacity to train and develop more qualified engineers in vulnerable regions and to scale EWB's disaster response, recovery, and resilience engineering work worldwide. EWB-USA's engineering expertise is highly valued and utilized by major international aid organizations such as the United Nations Development Programme (UNDP) in the aftermath of major natural disasters. EWB-USA provides crucial engineering aid for assessing damage, improving building standards and practices, and coordinating construction efforts to "Build Back Better."



AMERICAN RED CROSS to provide assistance with devastating wildfires and major hurricanes that struck the U.S. in 2020 while keeping American Red Cross volunteers working across the country to provide food, shelter, and comfort to people in need.



TEAM RUBICON

for its Ready Reserve Fund, which allows its volunteers to support underserved communities affected by low-attention disasters — disasters that devastate local communities but do not receive widespread media attention and therefore minimal financial support. In addition, the Ready Reserve Fund enables Team Rubicon to continue serving disaster-impacted communities by offering long-term recovery services and rebuilding programs, such as its Houston Rebuild Program. Team Rubicon also trains and engages its 130,000 plus volunteers, known as Greyshirts, year-round, ensuring well-prepared teams are ready to respond at any moment with safe and efficient operations.

Trimble Foundation

FEMALE EDUCATION & EMPOWERMENT

Our second area of focus is to support the advancement and empowerment of females throughout the world by working with organizations focused on impacting and advancing female equality through education and empowerment.

The advancement of girls and women, specifically in developing economies, is a basic human right and is paramount for a peaceful and sustainable world. Improved gender equality across the globe is achieved when girls and women are empowered with equal access to education and economic opportunities.

► **The advancement of girls and women, specifically in developing economies, is a basic human right and is paramount for a peaceful and sustainable world.**

IN 2020, TRIMBLE, THROUGH ITS FOUNDATION FUND, SUPPORTED:



CHOICE HUMANITARIAN to expand the “Women’s Saving Box Program” (WSBP) to include four more rural communities in Mexico. Savings box programs are a key tool used by the CHOICE teams to teach communities to set aside money and invest in businesses. One of the first steps CHOICE Mexico takes with a community is to institute savings box programs which open the door to basic family infrastructure programs, production of food, and microenterprises. In 2019, the CHOICE Mexico team worked with 18 different communities to create their own savings boxes which resulted in 334 savings bank members, 14 micro-businesses, and \$18,072 dollars placed in savings banks. Since the introduction of savings boxes, not only have parents seen the value in setting aside funds to start businesses and provide for their families, but their children have also seen the value. Children have started their own savings bank, demonstrating the generational effect of CHOICE’s work.



CAMPAIGN FOR FEMALE EDUCATION (CAMFED)

to continue our relationship with CAMFED to support 1,144 vulnerable girls in their final year of Senior High School in Ghana’s Central Region. In the 2019/20 academic year, schools were closed in March due to the COVID-19 crisis and the girls remained out of school until June. Our grant provided 750 girls with additional school supplies and the required protective equipment to return to school. When schools reopened, the girls were able to return to school, study for, and take, their final examinations, and complete school in September 2020.



EMPOWERED TO EDUCATE

to forge a pathway for women educators by providing them with fellowships and mentorship so they can ensure inclusive, equitable, and quality education

for all. Our grant helped support 12 Fellows in Ghana as they engaged with a network of female educational leaders, finding community, innovation and peer support.



Trimble Foundation



TOSTAN to continue support for its Community Empowerment Program (CEP). CEP helps deliver knowledge about human rights, government functions, and critical skills such as reading and writing. There is also emphasis on evolving certain social norms and traditional practices that so often negatively impact women. In 2020, the Trimble Foundation supported Tostan with a COVID relief grant to aid efforts in raising awareness about virus prevention and to distribute much-needed resources (bleach, soap, masks, rice, etc.) Tostan has published and distributed over 70,000 booklets in hundreds of partner communities and shared the messages with local radio stations across Gambia, Guinea, Guinea Bissau, Mali, and Senegal.



CARE to participate in a donation matching campaign for CARE and their She Feeds the World program during November 2020. By supporting programs and projects in more than 76 countries throughout Africa, Asia, and Latin America, She Feeds the World aims to improve access to food and nutrition for 50 million women and youth, small-scale producers, and their families. She Feeds the World provides resources and training to women farmers worldwide to give them the tools they need to help increase productivity and efficiency of their farms which can result in improved crop yields and income. By improving women’s empowerment, access to resources, and markets, this project is contributing positively to food access and nutrition while multiplying the impact of agriculture in rural communities.

LOCAL GIVING

In addition to Trimble Foundation Fund activities, Trimble also encourages local offices to define areas where Trimble’s resources can have the greatest impact in their communities. Our goal is to inspire action at a local level and provide a platform where all Trimble employees can give something back. With more than 230 offices around the world, Trimble devised this approach to address the unique needs of the cities and towns where we operate more effectively — from Sunnyvale, California; to Danderyd, Sweden; to Chennai, India.

In 2020, these local donations focused on COVID relief, the homeless, search and rescue, school supplies, blood drives, food banks, domestic violence assistance, blindness prevention, and many others.



► Environment

2020 tied for the warmest year on record, producing destructive events in the places we call home. Nearly 10,000 wildfires burned over 4 million acres of land across the state of California, while our offices in Colorado dealt with three of the largest wildfires in the state's history. Events such as these alter the lives of individuals and their communities and jeopardize business continuity. At Trimble, we realize that taking action is the only path forward. Respecting and preserving our environment and its valuable ecosystems is crucial for future generations to thrive and enjoy the beauty of our planet.



Our Sustainability Journey

WHERE WE ARE

As a global company, we accept and embrace our responsibility to steward our environment and use our ambition and know-how to solve looming issues that give rise to new opportunities. Our responsibility extends to improving the sustainability of our operations and activating the power within our employees, practices, and systems to continually reduce stressors on the environment. We acknowledge that we are in the early stages of our sustainability journey. By acting on our commitments, we will establish momentum and continue progressing forward on our sustainability path.

WHAT WE'VE ACCOMPLISHED

Climate Change:

- + Reported to CDP each of the past three years.
- + Established an internal square foot intensity target to drive action in direct operations.

Green Building:

- + Our Westminster, CO, office was certified LEED Gold in 2013.
- + The Westminster, CO, campus expansion included a new building certified LEED Silver in 2018.

Responsible Sourcing:

- + Established our Supply Chain Code of Conduct aligned with the California Transparency in Supply Chains Act of 2010 (SB 657) requirements and the Electronic Industry Citizenship Coalition Code of Conduct as a guideline related to worker safety and fairness, environmental responsibility, and business ethics.
- + Sourced environmentally responsible materials in our products that meet the requirements of the Restriction of Use of Certain Hazardous Substances in Electrical Equipment (RoHS) Directive.

Waste:

- + 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.

OUR ENVIRONMENTAL POLICY

We Commit to:

- + Implement processes to meet or exceed all applicable environmental laws and regulations globally.
- + Pursue the expanded use of sustainable materials in our products and continue to expand recycling programs for our products.
- + Take steps to ensure that our suppliers adhere to the same environmental standards as we do through our supply chain management processes and Partner Code of Conduct.
- + Operate our offices in a sustainable way. This includes developing new facilities with high environmental standards, capturing data through our environmental management system, and taking actions to reduce energy usage and decrease waste.

WHERE WE'RE HEADED

Climate Change:

- + Establishing a complete greenhouse gas emissions inventory across Scopes 1, 2, and 3.
- + Setting science-based targets.

Responsible Sourcing:

- + Joined the Responsible Business Alliance, the world's largest industry coalition dedicated to corporate social responsibility in global supply chains in 2020.

Waste:

- + We will seek out opportunities to divert waste to landfills, elongate the usable lifespan of our products, and promote circularity to recapture value where possible.

EVOLVING OUR EMISSIONS DATA

To better understand our sustainability performance, it is important that we improve our ability to capture high-quality data in a timely manner. This includes tracking primary data such as our Scope 1, 2, and 3 emissions across our company. We are continuously working to refine our data collection processes by leveraging the capabilities of third-party consultants and data collection platforms to accelerate progress. We monitor industry best practices, emission calculation methodologies, and developments contributing to enhanced transparency and accuracy.

Trimble Green Team Profile

▶ **The Green Team takes a grassroots approach to environmentalism and has executed a number of successful projects at Trimble offices around the globe.**

In April 2019, we established the Trimble Green Team. This employee-led group applies their passion for sustainability to raising awareness and facilitating positive environmental changes within the company and in their communities.

The Green Team takes a grassroots approach to environmentalism and has executed a number of successful projects at our offices around the globe. Additionally, by establishing Trimble's Green Community Forum, the Green Team has provided employees with a platform to voice their opinions about key climate-related issues. Through social networks and the Green Community Forum, Green Team members can receive "green" ideas from colleagues, solicit volunteers for upcoming events, and share resources regarding sustainability news, resources, and best practices.

GREEN TEAM INITIATIVES INCLUDE:

Waste Reduction

- + In the Westminster, CO, campus, the Green Team led a transition to compostable tableware including utensils, plates, bowls, and cups. Additionally, the team transitioned all kitchen and bathroom products to recycled rather than virgin products. A bathroom paper towel composting program was also established.
- + In Solihull, UK, employees drove efforts requiring catering companies to switch to compostable cutlery, plates, cups, and other dining items. Plastic milk cartons were replaced by reusable glass bottles.

Reducing Carbon Footprint

- + The Green Team provided an internal carbon-footprint calculation tool for employees to measure and monitor their footprints from air travel, commuting, and home energy use to offset emissions through partnering with ClimateCare in the UK.

Employee Engagement

- + The Green Team strives to raise awareness around environmental and climate-related issues as well as events including Earth Day through internal newsletters, content creation, and tabletop signs.
- + The Green Team has created a number of social and collaboration tools used to engage and extend the conversation around sustainability. Tools include a Google Currents community of over 160 employees, a website, and a dedicated chat room.



► Governance

At Trimble, we adhere to sound corporate governance principles, ethics, and compliance in all aspects of our business. Our Board of Directors sets high standards for our directors, officers, employees, and for the conduct of our business worldwide. Our success is grounded in behavior that is based on demanding values. One such value is the belief in an uncompromised ethical standard. We also maintain various compliance and training initiatives, including programs that address anti-bribery and anti-corruption, conflict minerals and supplier codes of conduct, third-party compliance and ethics, environmental compliance, trade compliance, and quality management systems.

ESG/SUSTAINABILITY GOVERNANCE STRUCTURE

In 2020, we made a number of changes related to how sustainability and ESG will be managed and monitored. We added both Head of Sustainability and Director of ESG positions. This development will help to lay a strong foundation for our sustainability program moving forward. Sustainability and ESG will coordinate in conjunction with our executive leadership and Board of Directors to fortify the governance and decision-making structure and provide beneficial impacts to the business, the planet, and our stakeholders while mitigating elements of risk.



Governance

DATA PRIVACY & CYBER SECURITY

We are committed to our customer's privacy. We know that we must earn trust — and keep it — every time our customers use our products and services to transform the way the world works.

Our Office of Data Protection and Office of Data Governance work together with the goal of ensuring that personal data is collected, shared, and handled appropriately. We start with a commitment to:

- + Being transparent in how and when we collect and use personal data
- + Simplifying our policies so they are easy to understand
- + Reinforcing best practices and standardizing processes in managing customer data assets
- + Acting as good stewards of customer data we receive and process

Our approach to security includes focused efforts on everything from product development to managing and monitoring our infrastructure and our environments. We utilize industry standards where possible to ensure consistency and best practices across the organization.

As a customer-focused organization, security is embedded and operationalized continuously throughout the development lifecycle and aligned to an enterprise framework that ensures all products have consistent security levels. This allows us to monitor and address any potential issues with our products before customers begin using them in the field.

Equally important, we monitor the infrastructure and the environments in which our solutions are deployed. Many different approaches and techniques are used including managing identity and access, vulnerability management, and intrusion detection solutions on networks and systems. All of these approaches work together, with appropriate incident response, to maintain a high level of security for our customer solutions.

RISK MANAGEMENT

At Trimble, risk management is a critical element in promoting the sustainability, resilience, and value of the company. We focus on four main risk categories:

- 1. Hazard**
- 2. Operational**
- 3. Financial**
- 4. Strategic**

We believe that risk is best mitigated when all our business divisions are involved. Business division leaders act as company-wide risk champions by raising awareness, sharing leading practices, and facilitating compliance and other risk management activities. Together, along with our Enterprise Risk Management leader, divisional leaders present the top inherent risks that could pose a material threat to established risk tolerances as well as stockholder value. This information, along with a summary of key risk management activities, is presented annually to our Board of Directors.

We manage risks in the following ways:

- + The Audit Committee of the Board of Directors and the management of the company are responsible for risk management.
- + We have an Enterprise Risk Management (ERM) process that is led by an ERM leader.
- + Regular, on-going management and review processes allow us to actively manage both strategic and operational risks with a forward-looking view.
- + Surveys and interviews are conducted on an annual basis and are aimed at identifying and ranking the top 10 inherent compliance and hazard risks.
- + Risk owners exist at every level of the organization.
- + We conduct compliance and hazard risk assessments to identify, assess, and treat risks while establishing risk tolerances and prioritizing resources.

Governance

SUPPLIER CODE OF CONDUCT

We seek to establish relationships exclusively with third-party partners who share our commitment to conducting business fairly, legally, ethically, and transparently. As a global company:

- + We implement and monitor policies that ensure all operations — including all suppliers, vendors, and contract manufacturers — fully comply with local and national laws wherever we conduct business.
- + We set standards for our company, suppliers, and partners through our Our Supplier Code of Conduct, Business Ethics and Conduct Policy, and Conflict Minerals Policy.
- + We prevent modern slavery, human trafficking, anti-bribery misconduct, and conflict mineral sourcing in our supply chain. Trimble may request that new and existing suppliers perform assessments and/or audits in compliance with our Code of Conduct requirements.

BOARD OF DIRECTORS COMPOSITION & DEI

Our Board of Directors recognizes that our success over the long term requires a strong corporate governance framework. Below are highlights of our corporate governance framework:

- + Our directors are elected annually.
- + We separate the positions of Executive Chairman of the Board, CEO, and Lead Independent Director, which provides a balance in our leadership structure and helps ensure a strong, independent, and active Board.
- + In uncontested elections, our directors must be elected by a majority of the votes cast and an incumbent director who fails to receive a majority is required to tender their resignation.
- + We have no super majority voting requirements in our Certificate of Incorporation or Bylaws.
- + We focus on board refreshment and diversity, as evidenced by the fact that nearly half of our directors have less than five years of tenure and four out of eleven of our directors are female or ethnically diverse.
- + A succession planning process is in place and we actively plan for executive succession on an ongoing basis.

HUMAN RIGHTS IN SUPPLY CHAIN

Respect for human rights is a fundamental value of Trimble. We promote and protect human rights and believe it is our duty to cultivate ethical labor practices wherever we do business. Additionally:

- + We condemn all forms of exploitative working conditions including all forms of forced labor and exploitative child labor.
- + We are committed to eradicating the risk of slavery and human trafficking in our supply chain.
- + Our Partner Code of Conduct requires that Trimble's suppliers and partners operate with the highest ethical standards and support the fundamental human rights outlined by Trimble.

▶ **We promote and protect human rights and believe it is our duty to cultivate ethical labor practices wherever we do business.**

ANTI-CORRUPTION / ANTI-BRIBERY

All directors, officers, employees, agents, consultants, and representatives of Trimble throughout the world are expected to be aware of and abide by the requirements of anti-corruption laws. We have implemented policies against corruption and unethical business behavior and abides by international efforts supporting anti-corruption laws including:

- + The Foreign Corrupt Practices Act (FCPA) and the laws of many countries that specifically prohibit corrupt payments to public officials.
- + Our Business Ethics and Compliance Policy and applicable anti-corruption laws such as the UK Bribery Act also prohibit corrupt payments for any purpose, including corrupt payments involving only private parties.

► Looking Ahead

2020 was a year of unprecedented challenges that made us examine the global economy and society in a multitude of ways. These challenges tested our values, priorities, biases, strength, and resiliency. They opened our eyes to previously unimaginable situations and made them very real. It is clear that our world has changed. While some of the changes we've experienced may be temporary, many will be long-standing. These long-term challenges will present us with opportunities to lead in how we operate and how we envision the ways in which we deliver value.

It is through the lens of change that we continue to focus on sustainability as a key component of our future success. Never before have the physical and digital worlds become more connected.

The strength of this connection has the capacity to dramatically improve productivity while minimizing harmful externalities. It can accelerate the development of new ideas and bring them to life faster than ever before. It can democratize innovation and dissolve barriers so that progress can be achieved with a higher degree of equity, fairness, and inclusivity.

In hindsight, we can acknowledge that 2020 was difficult. Looking ahead, we hope that 2020 will be seen as a crucial inflection point that inspired humanity, technology, and society to further commit to becoming better every day. Driven by curiosity, empowered by intelligence, and aware of what is at stake, we must work together to **TRANSFORM THE WAY THE WORLD WORKS.**



Appendix: Key ESG Performance Data

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. We are committed to continuing to build out these disclosures over time.

SASB REFERENCE	METRIC	2018	2019	2020	REFERENCE
	EMPLOYEES				
SASB RT0202-B	Global Employees	11,287	11,484	11,402	---
SASB TC-SI-330a.1	% Employees in U.S.	45%	44%	44%	---
SASB TC-SI-330a.1	% Employees outside U.S.	55%	56%	56%	---
SASB TC-SI-330a.1	% North America	50%	50%	49%	---
SASB TC-SI-330a.1	% Europe	30%	30%	30%	---
SASB TC-SI-330a.1	% Asia Pacific	16%	16%	17%	---
SASB TC-SI-330a.1	% Rest of World	4%	4%	4%	---
	GENDER DIVERSITY				
SASB TC-SI-330a.3	% Female Employees	27.6%	27.7%	28.3%	---
SASB TC-SI-330a.3	% Female Managers	21.9%	22.1%	23.0%	---
SASB TC-SI-330a.3	% Female Senior Management	19.2%	19.1%	19.0%	---

Appendix: Key ESG Performance Data

SASB REFERENCE	METRIC	2018	2019	2020	REFERENCE
	ETHNICITY (U.S. ONLY)				
SASB TC-SI-330a.3	White	73.6%	72.3%	70.9%	---
SASB TC-SI-330a.3	Asian	11.0%	11.0%	11.5%	---
SASB TC-SI-330a.3	Hispanic or Latino	4.2%	3.6%	4.3%	---
SASB TC-SI-330a.3	Black or African American	3.9%	3.2%	3.7%	---
SASB TC-SI-330a.3	Two or more races	1.3%	1.3%	1.5%	---
SASB TC-SI-330a.3	American Indian or Alaska Native	0.5%	0.4%	0.4%	---
SASB TC-SI-330a.3	Native Hawaiian/Other Pacific Islander	0.2%	0.2%	0.2%	---
SASB TC-SI-330a.3	Not Declared	5.3%	8.0%	6.1%	---
	TALENT				
---	Voluntary Attrition (excluding manufacturing)	9.5%	10.0%	6.7%	---
---	Voluntary Attrition (including manufacturing)	10.2%	10.9%	7.1%	---
---	Total Recordable Incident Rate (per 100 employees)	0.4	0.5	0.4	Data represents only Trimble USA

Appendix: Key ESG Performance Data

SASB REFERENCE	METRIC	2018	2019	2020	REFERENCE
	ENVIRONMENT				
---	Total Space Worldwide (sq ft.)	---	2,900,000	2,600,000	These totals include all global locations, leased, and owned.
SASB TC-SI-130a.1	Total Energy Consumption (GJ)	114,000	117,000	100,000	These totals include energy from direct fuel usage, purchased electricity, heating, cooling, and steam energy for 17 of our largest facilities accounting for ~50% of Trimble's total space worldwide and ~1/3 of global employees as of 2020.
SASB TC-SI-130a.1	% Grid Electricity	---	---	---	We are not yet able to report the breakout of our renewable energy sources. We are currently developing the capacity to track this information and plan to report this in future sustainability reporting.
SASB TC-SI-130a.1	% Renewable	---	---	---	
---	Scope 1 Emissions (mtCO2e)	5,000	5,200	3,100	These totals include emissions for stationary combustion of fuels and operation of owned company vehicles in 17 of our largest facilities accounting for ~50% of Trimble's total space worldwide and ~1/3 of global employees as of 2020. As part of our commitment to setting science-based targets, we are currently developing the capacity to collect a complete Scope 1 inventory and plan to report this in future sustainability reporting.

Appendix: Key ESG Performance Data

SASB REFERENCE	METRIC	2018	2019	2020	REFERENCE
---	Scope 2 Emissions (mtCO2e)	10,000	8,000	6,600	These totals include emissions for purchased electricity in 17 of our largest facilities accounting for ~50% of Trimble's total space worldwide and ~1/3 of global employees as of 2020. As part of our commitment to setting science-based targets, we are currently developing the capacity to collect a complete Scope 2 inventory and plan to report this in future sustainability reporting.
---	Scope 3 Emissions (mtCO2e)	7,100	7,400	1,500	These totals include emissions from all employee air travel each year. As part of our commitment to setting science-based targets, we are currently evaluating our most material Scope 3 emissions and plan to develop the capacity to quantify and track this data.

Note: 2020 reported energy usage/emissions were impacted by temporary shutdowns and lower occupancy in company facilities due to the pandemic

Appendix: Key ESG Performance Data

SASB REFERENCE	METRIC	2020
	INTELLECTUAL PROPERTY PROTECTION & COMPETITIVE BEHAVIOR	
SASB TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	No material monetary losses in years 2018-2020
	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
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 2018-2020
SASB TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	None
	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 Security Center

Appendix: Key ESG Performance Data

SASB REFERENCE	METRIC	2020
	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 <i>Annual Report</i>
	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 <i>Supplier Code of Conduct</i>
	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 <i>Business Ethics and Conduct Policy</i>
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 2018-2020



TRANSFORMING THE WAY THE WORLD WORKS

935 Stewart Drive
Sunnyvale, California 94085

+1 (408) 481-8000

+1 (800) Trimble (1-800-874-6253)

The NASDAQ Stock Exchange, **TRMB**

[trimble.com](https://www.trimble.com)



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