



2022  
**Sustainability  
Report**



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SECTION I:

# Introduction

- ▶ Message from our CEO
- ▶ Trimble at a glance
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# Message from our CEO

## Shaping a Sustainable Future at Trimble

Innovation, purpose and transformation. These are words I've heard every day since I joined Trimble. In recent years, our employees, customers and partners have also talked about—resilience, sustainability and responsibility. All of these words translate to actions; actions that are at the heart of our company, ingrained in the way we work and do business.

At Trimble, we are **Shaping a Sustainable Future** by living our values and working towards our mission of transforming the way the world works. In this report, we are introducing a new way of communicating about our Environmental, Social and Governance (ESG) commitments—Building Resilience, Empowering People and Leading with Integrity—that reflect Trimble's approach to sustainability as part of our business strategy. As you read this report and learn more, I'd like to call your attention to a few sustainability highlights from 2022.

For the first time, we published a report aligned with the Task Force on Climate-Related Financial Disclosures (TCFD), a globally recognized reporting framework, which provides

stakeholders with critical information on our operational climate risks and opportunities. This report outlines our commitment to addressing climate change risk in a comprehensive manner, sharing progress on our goals, strategies and governance practices. We also made strides in implementing our executive long-term incentive program, adding a "People & Planet" modifier. This ensures that our executive compensation is aligned to our science-based carbon reduction and our workforce diversity goals. Further, in March we entered into a new five-year \$1.25 billion revolving credit facility that will help drive progress for two of Trimble's sustainability commitments: reducing our Greenhouse Gas (GHG) footprint and increasing gender diversity with more female representation in the workplace.

We understand that sustainability—and Trimble's investment in it—is a business imperative. Our responsibilities to our stakeholders and our planet are deeply intertwined with the innovative products, services and solutions we are building together with our teams, our customers and our

partners. We are only as strong and resilient as the solutions and technologies we offer, and the essential industries we enable to adapt, grow and thrive—today and in the future. Together, we are shaping a sustainable future for our world.



**Robert Painter**  
President and Chief Executive Officer





# Trimble at a glance

Trimble is dedicated to the world's tomorrow. Our technology delivers solutions that enable our customers to work in new ways to measure, build, grow and move goods to create a better quality of life for all.

We connect physical and digital worlds through hardware and software solutions, transforming critical industries including agriculture, construction, geospatial and transportation. Trimble's core technologies in positioning, modeling, connectivity and data analytics build sustainable industries that contribute to the world's resilience and livelihood.

## 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

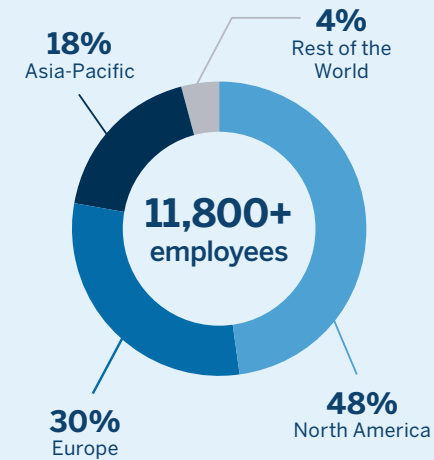
Be intentional and humble



### Innovate

Be curious and solve problems

## Interconnected scale



**11,800+** employees in 35+ countries at the end of 2022, growing to over 13,000 by mid-2023

Customers supported in **150+** countries

## Uniquely positioned

**40+** years of industry leadership

**\$540M+** per year invested in R&D

**1,000+** unique patents

**\$3.67B** 2022 sales/revenue



### Agriculture

Enabling a safe and reliable food supply



### Transportation

Delivering the goods of commerce

## Trimble core industries



### Construction

Building tomorrow's infrastructure



### Geospatial

Building a digital model of the earth



# Trimble's sustainability impact areas

At Trimble, we are transforming the way the world works to **Shape a Sustainable Future** for our customers, our employees and our planet.

Sustainability is deeply integrated into our business strategy, threaded throughout our products and solutions *and* our people and culture. It's what guides our innovations and investments. It's what drives us to **build resilience** for our company and our customers, **empower people**—our employees and partners—and to **lead with integrity** in all that we do.

Shaping a Sustainable Future is about the work we do every day. It starts with the goals and actions we pursue within our own value chain. It is activated in the way we enable our customers and their industries to become more sustainable and resilient. It continues to grow and evolve through our collective action on global priorities, informed by the UN Sustainable Development Goals.

## Building resilience:

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



## Empowering people:

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



## Leading with integrity:

exemplifies our dedication to leadership principles that ensure excellence in everything we do.



Throughout this report, you will find information about each of these sustainability impact areas and the ways our global teams are developing and driving strategic actions to help make this vision a reality.



# Trimble's sustainability impact areas

## Our contribution to the united nations sustainable development goals

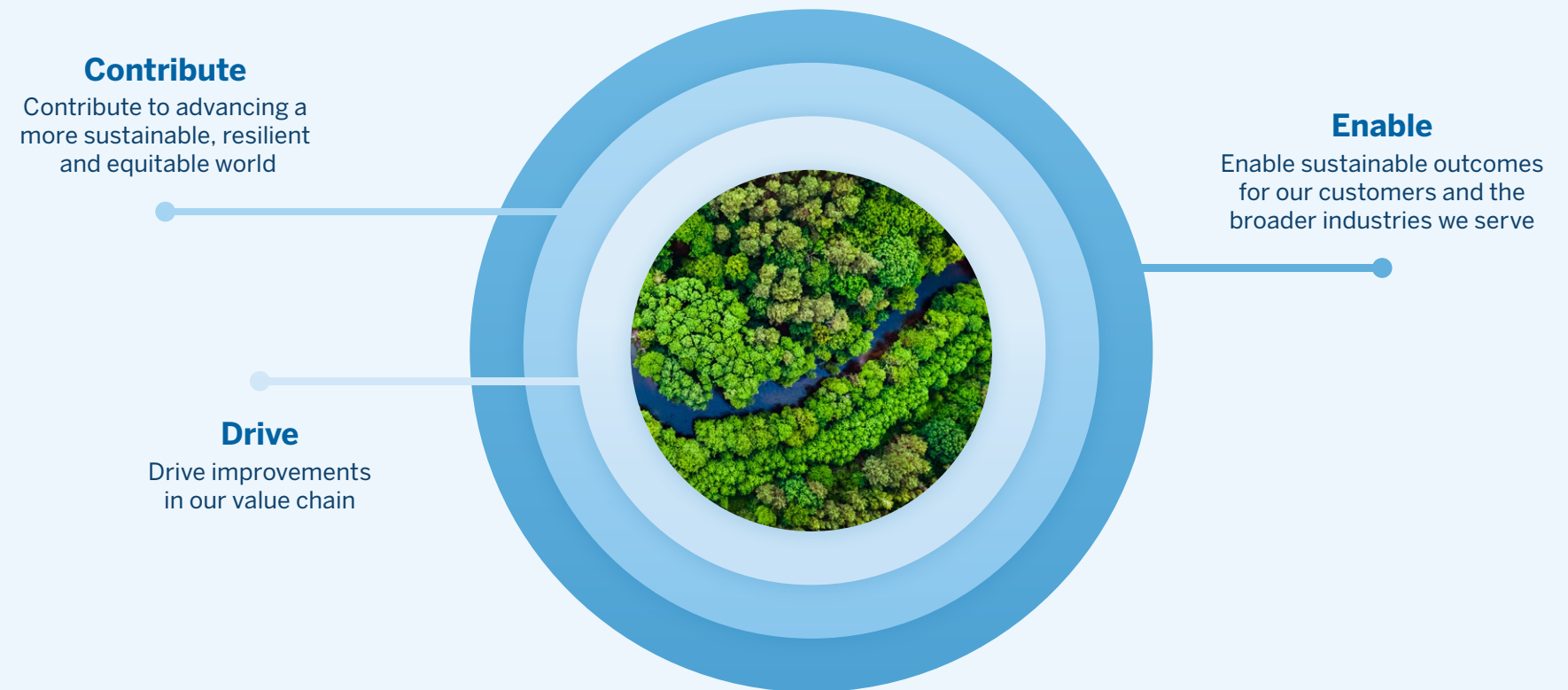
The 17 United Nations Sustainable Development Goals (UN SDGs) represent the global agenda for sustainable development. At Trimble, we focus on eight of these goals, which reflect the interconnected and collective sustainability outcomes we can contribute to as we build resilience, empower people and lead with integrity.



To learn more about how our work aligns with UN SDGs, [visit the index in our appendix](#).

## How we create sustainable impact

For us, sustainability extends beyond addressing our own environmental and social impacts. It's about honing our collective capacity for transformation to achieve and ensure sustainable, inclusive development now and into the future.







SECTION II:

# Building resilience

- ▶ Building resilience in our value chain
  - Climate change
  - Supply chain resilience
- ▶ Building resilience with our customers and industries
  - Advancing sustainability through data and precision
  - Accelerating sustainable outcomes with sustainability solutions





# Building resilience

At Trimble, building resilience is about enabling ourselves, our customers and the essential industries we serve to adapt, grow and thrive in the face of change.

Through innovation driven by purpose and technology created for impact, we are building resilience and taking action together—for our own business and the industries that ultimately transform the way the world works. We want to see people and our world succeed with the right tools, helping them take meaningful action as climate and societal challenges continuously evolve.

Trimble understands that part of building resilience in the face of sustainability challenges includes new approaches, innovation and a change in thinking and planning at every level in our organization. Trimble and our solutions can serve as multipliers for driving sustainability—fostering win-win opportunities for people, technology and our natural ecosystems to interconnect and drive beneficial outcomes.

## Material topics included:

- Innovation, research and development
- Sustainable product design and lifecycle management
- Business model resilience
- Supply chain resilience
- Climate change
- Natural resource management
- Waste and circular economy transition



Throughout this section of the report look for the building resilience icon to see how our technology and solutions are helping build resiliency for our customers across the essential industries we serve.



# Building resilience in our value chain

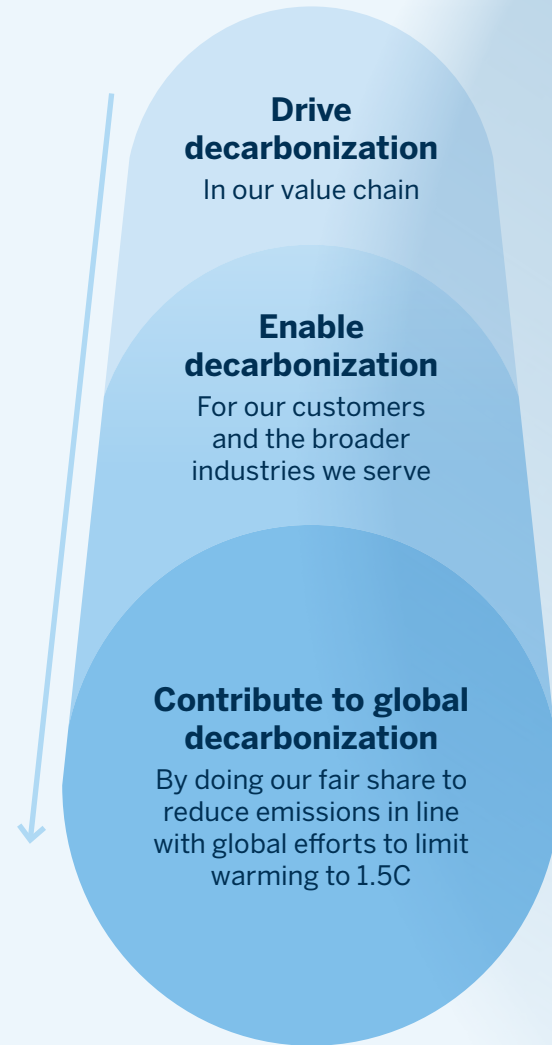
## A focus on climate action

Trimble understands that part of building resilience in the face of our changing climate includes new approaches, innovation and a change in thinking and planning at every level in our organization.

Trimble is uniquely positioned to deploy our strengths, capabilities and influence to drive accelerated decarbonization across our value chain at scale. We continue to invest in innovation, research and development in order to adapt, prepare and expand capabilities that help transform our industries and accelerate toward a net zero future.

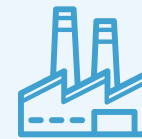
### Trimble's Role in Decarbonization

Trimble and our solutions can serve as multipliers for climate action—fostering win-win opportunities for people, technology and our natural ecosystems to interconnect and drive beneficial outcomes.



In 2022, we received approval of our carbon reduction targets from the Science Based Targets initiative (SBTi), the predominant third-party net-zero target assessment entity. Our goals are consistent with requirements to keep global warming to 1.5°C in accordance with the Paris Climate Agreement.

### To help us drive toward a net-zero future, Trimble is working to:



Cut our Greenhouse Gas (GHG) footprint in half by 2030



Source 100% renewable energy by 2025



Engage 70% of our suppliers to set their own science-based targets by 2026



# Trimble's climate action focus areas

Trimble's climate action efforts focus on the areas where we can have the greatest impact on GHG emissions reductions across our scopes 1, 2 and 3.





# Trimble's climate action roadmap

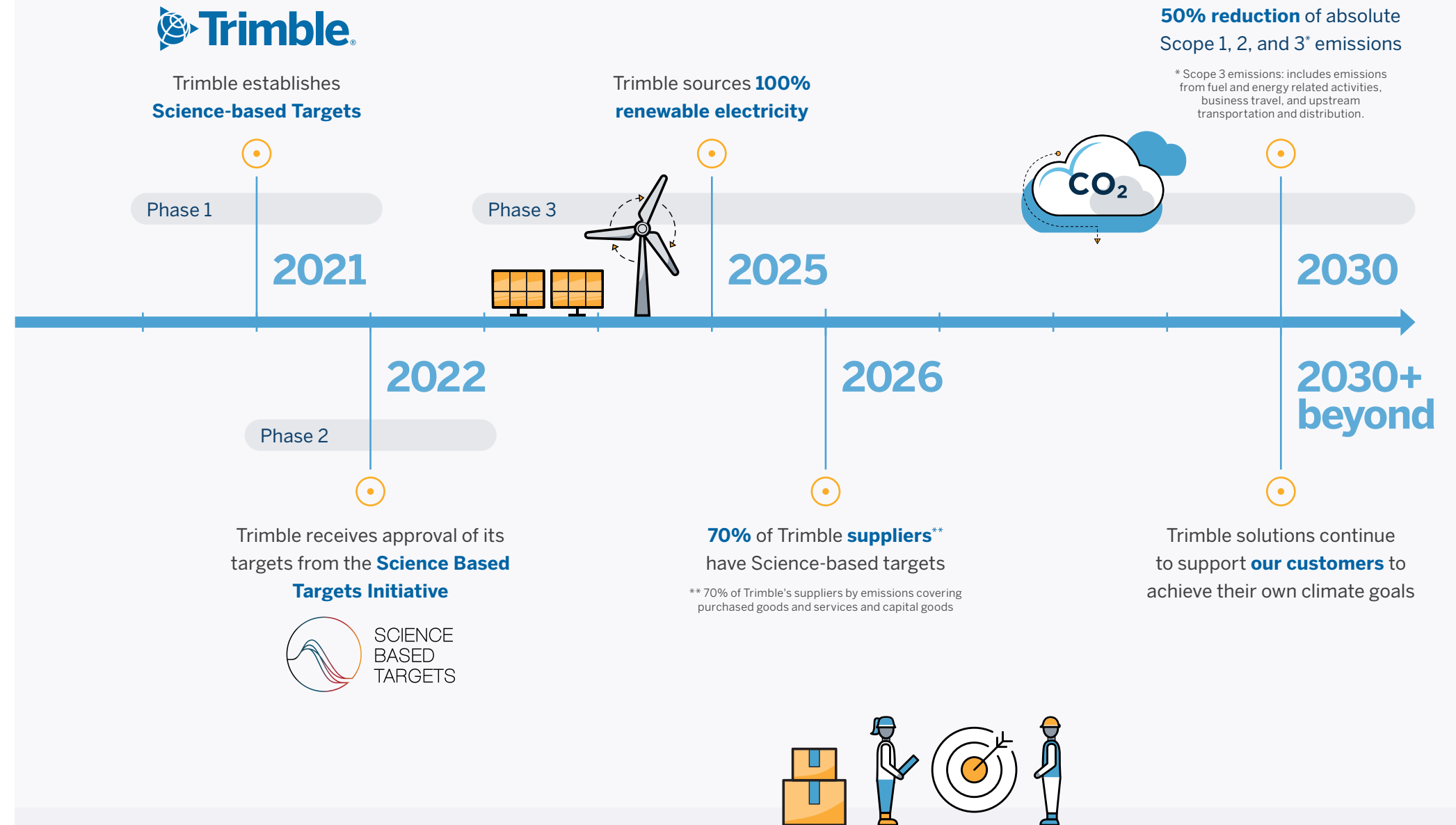
Our climate action roadmap reflects our phased approach to decarbonization and achieving our science-based targets:

**Phase 1:** Baseline (2020-2022)

**Phase 2:** Activating (2021-2023)

**Phase 3:** Accelerating (2023+)

**Phase 1** utilized our data insights to align emission reduction efforts in our operations and upstream and downstream value chains with our approved science-based targets and industry needs.



## Trimble's climate action roadmap

In 2022, **Phase 2** was activated through our approach to global facilities management and our ongoing transition to renewable electricity.

### North America

The main hub of Trimble's North America Operations, Dayton accounts for roughly one third of our total global energy consumption. Spread across a campus of 11 buildings, it serves as our North American Regional fulfillment center, office, manufacturing and R&D facility and is key to reaching our renewable energy target. By procuring renewable energy for our Dayton facility, we are reducing our emissions by 4,600 tons of CO<sub>2</sub> equivalent, or 30% of Trimble's Scope 2 emissions. Dayton has a highly engaged facility management team that has been prioritizing efficiencies and smart design for a number of years with LED lighting, automatic light sensors and upgraded heating and cooling equipment. Additionally, due to its high energy demand, an audit was conducted to identify strategic areas to take action to further reduce energy use and emissions.

### Scandinavia

Trimble also has two major European sites that utilize district heating to meet their energy demands. In Finland, our modern campus in Espoo procures its heating from approximately 60% renewable sources including heat pumps, biofuel, waste heat and demand-side response heating. In Sweden, our Danderyd facility procures its heating from approximately 99% renewable sources: 59% from heat recovery, 15% from heat pumps and 25% from hydropower, which results in extremely low carbon emissions (approximately 2 grams of CO<sub>2</sub> per kWh delivered).

## Renewable electricity goal progress

Trimble is **36%** of the way toward our goal of 100% renewable electricity by 2025. We have sourced energy from local producers in Germany, as well as from hydroelectricity plants in the US and on-site solar at several of our facilities worldwide.





# Climate action

Looking ahead to **Phase 3**, we are taking the following steps to continue making progress toward achieving our science-based targets:

- Continuous improvement to data access and quality across our environmental footprint, thereby better understanding how our decisions affect our GHG emissions footprint and enabling us to track and meet our targets.
- Increase efficiency in our facilities by upgrading key equipment and ensuring our new facilities meet high-level efficiency requirements.
- Adapt the number and size of facilities to meet our long-term business needs.
- Achieve 100% of energy procurement from renewable sources and transition energy procurement practices to emphasize on-site and off-site renewable energy purchasing and generation.
- Evaluate the purpose and frequency of all business travel to remain at or below half of pre-COVID travel totals.
- Choose lower-carbon travel and distribution options.





# 2022 climate action highlights

**100%** of Trimble's Scope 1 and 2 emissions are tracked to the facility level, with primary data automation software coming online which will track 80% of our utility consumption beginning in 2023.

Requested Trimble's top suppliers submit climate data to CDP

**25%** of Trimble's suppliers set science-based targets by the end of 2022

Mapped **100%** of suppliers to procurement and sustainability goals

Set employee travel policy to keep levels at or below **50%** of pre-COVID travel

Trimble began construction on a 1.7-megawatt solar energy array at our Colorado headquarters, which will supply **100%** of the campus' electricity needs in early 2024



## Trimble publishes first TCFD index

In 2022, Trimble published its first Task Force on Climate-related Financial Disclosures (TCFD) Report. In doing so, we ensure our climate-related disclosures have consistent, comparable, clear and reliable information for our stakeholders.

[Read more](#)



## Trimble secures \$1.25 billion sustainability-linked revolving credit facility

In March 2022, Trimble entered into a new five-year \$1.25 billion sustainability-linked 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—to its financial liquidity framework and integrating sustainability performance into its business strategy. The credit facility includes a pricing structure which adjusts Trimble's borrowing cost based on the company's progress on our sustainability commitments.



# Climate action

## Supply chain resilience

Trimble recognizes our dedication to innovation and sustainability cannot succeed without creating a robust supply chain whose values and commitments match our own.

We take various factors into consideration when choosing suppliers and partners, including the promotion of fair labor and socially responsible policies and procedures. We implement key measures in our procurement and sourcing process to encourage reasonable labor practices, prioritize worker safety and minimize the risk of labor exploitation and human rights violations across our supply chain.

In our business and with our suppliers, we are committed to transparency and clarity in our expectations. Trimble's [Third Party Code of Conduct](#) and the online training modules are always available on our website. At Trimble, all workers are treated with dignity and fairness, and our suppliers and contractors are expected to follow those guidelines. We set expectations with third-party suppliers and contractors at the time of contracting and throughout our relationship. We also require our suppliers to provide a clear understanding of their supply chains to identify potential risks. We conduct audits every two years with a strategic supplier self-assessment to

ensure compliance with Trimble's expectations and legal requirements. We also provide training and resources to help our suppliers improve their practices and work together on identifying and developing stronger sustainability solutions.

In addition to our supplier engagement climate action targets, responsible raw material sourcing is a crucial aspect of supply chain resiliency at Trimble. We ensure raw materials are sourced sustainably and ethically, with suppliers who follow best practices for environmental and social responsibility. By doing so, we reduce risk for our entire value chain from disruptions arising from sustainability challenges related to raw material sourcing. In 2022, we began the use of the Responsible Business Alliance's (RBA) Conflict Mineral survey and received a high response rate of 95% from our in-scope suppliers. This survey identified several process improvements including conducting an annual supply chain survey to identify conflict minerals contained in products and to audit the certifications of smelters and refiners that processed those conflict minerals.

### Promoting responsible supply chain with the Responsible Business Alliance (RBA)

Trimble is a member of the RBA, the leading industry association for responsible supply chain management in technology. RBA's globally recognized code of conduct sets the standards for labor, health and safety, environmental sustainability and business ethics in our industry. As a member, we encourage our suppliers to join and sign onto their robust code of conduct.



### CASE STUDY ON SUPPLY CHAIN RESILIENCE

#### A holistic approach to sustainable packaging

Optimizing packaging and the use of sustainable packaging materials is crucial for Trimble operations. We are actively sourcing new, more sustainable packing materials, a process that has required cross-functional, dedicated teams to research and identify sustainable materials and source suppliers who can provide these materials. Some examples of sustainable packaging use recycled plastic bags, paper, foam or other reusable materials. We have worked directly with our suppliers to design packaging that meets our sustainability goals with size, shape, weight and materials. We collaborate on testing to ensure the packaging meets performance requirements and is compatible with our products. Once sustainable packaging is implemented, we monitor its performance and gather feedback from customers and suppliers.

# Building resilience with our customers and industries

## Delivering solutions that enable our world's most essential industries to thrive

Our customers trust us to deliver solutions that drive their productivity, safety, transparency, quality and ultimately their sustainability and profitability. Our comprehensive portfolio of hardware and software solutions are uniquely suited to provide our world's essential industries with the efficiency and performance necessary to optimize their operations. These industries also represent some of the greatest opportunities to accelerate sustainable outcomes in our world, and Trimble's solutions bring accuracy, reliability and precision to complex operations and networks at an unprecedented scale.

**40/15<sup>(1)</sup>**  
MMtCO2e/% efficiency gains per year

Most efficient field navigation and disbursement of agricultural inputs

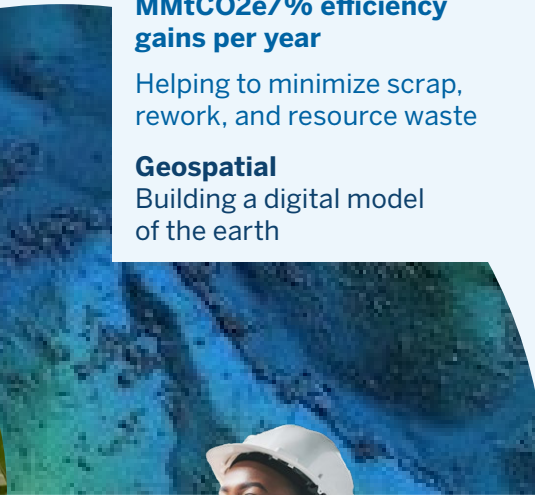
**Agriculture**  
Enabling a safe and reliable food supply



**40/1<sup>(2)</sup>**  
MMtCO2e/% efficiency gains per year

Helping to minimize scrap, rework, and resource waste

**Geospatial**  
Building a digital model of the earth



**90/5<sup>(3)</sup>**  
MMtCO2e/% efficiency gains per year

Improved capacity utilization and route optimization reduces fuel use

**Transportation**  
Delivering the goods of commerce



**80/30<sup>(4)</sup>**  
MMtCO2e/% efficiency gains per year

Fewer passes on construction site yields reduced machine time

**Construction**  
Building tomorrow's infrastructure

## Technology company, by design

**>1,000**  
domain experts

**>65% of R&D**  
in software

**>1,000**  
unique patents

**>\$540M**  
of 2022 R&D spend

**>4,600 employees**  
in R&D

**13–15% of sales**  
spent on R&D

**Investing in analytics, cloud, autonomy**

(1) Sources: AEM, Reuters, FAO, World Bank, WEF, USTrust, Sustainability, Trimble internal analysis. (2) Source: McKinsey Construction Decarbonization, Trimble internal analysis. (3) Sources: Vnomics, IEA Tracking Transport, Statista, Trimble internal analysis. (4) Sources: Caterpillar Malaga Study, Skanska, Reykjavik University, Anthesis, Trimble internal analysis.



# Building resilience with our customers and industries

## Advancing sustainability through data and precision

Trimble leverages decades of data collected, millions of miles and acres covered, and thousands of experts across our industry networks. We are building solutions that work smarter and faster to increase productivity, safety, transparency and quality today and in the future.



# Building resilience with our customers and industries

## Trimble Labs quantify the sustainability impacts of data and precision



INDUSTRY: **CONSTRUCTION**

### Connected progressive scanning workflow helps mitigate major errors and reduce waste

**Saunders Construction** implemented Trimble's Connected Progressive Scanning Workflow for error mitigation for cast-in-place concrete floors in the construction of One River North Residences in Denver. By leveraging Trimble technology, in partnership with Trimble Labs, they measured a return on investment (ROI) of 1,164%—saving time from manual quality control and from estimated error correction costs—resulting in a 31.2% (144 tCO<sub>2</sub>e) savings in greenhouse gas (GHG) emissions that would have otherwise resulted from materials needed for rework.

[Read more](#)

INDUSTRY: **CONSTRUCTION**

### Assisted horizontal steering drives reduction in CO<sub>2</sub> emissions

Trimble Labs sought to assess the savings effect on CO<sub>2</sub> emissions through reducing fuel consumption by using horizontal assisted steering technology for soil compactors in the construction industry. Trimble data scientists tested two operators performing a specific assisted steering operation 20 times each. Results showed that compactors operated with assisted steering made fewer passes with less overlap leading to a 26.46% reduction in fuel consumption, regardless of operator characteristics.

[Read more](#)

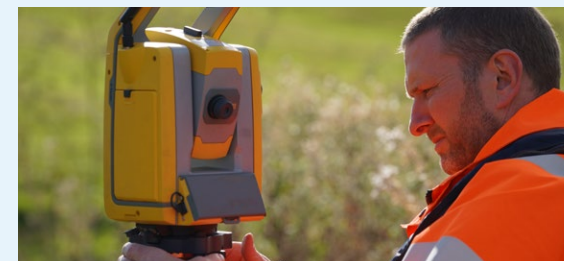
## Data and precision sustainability impacts in action



INDUSTRY: **GEOSPATIAL**

### Digital models help predict vulnerabilities to natural disasters

Trimble distributor **Korec** partnered with **Storm Geomatics** to address the increased frequency and severity of natural disasters in recent years. By creating digital models with the precision and accuracy of Trimble technologies, they were able to assess system vulnerabilities and manage assets and resources.



[Read more](#)

INDUSTRY: **POSITIONING SERVICES**

### Qualcomm and Trimble help democratize high-accuracy location services

In March 2022, Trimble and Qualcomm announced technology that enables superior location capabilities in premium Android smartphones worldwide. The integration of Trimble RTX GNSS technology with premium Snapdragon® Mobile Platforms supercharges Android phones' positioning abilities. Application developers using Snapdragon can now provide mobile users with meter-level accuracy (approximately three feet) when used with a Trimble RTX-based correction service. This is a 5X improvement in location accuracy compared to today's typical levels, a key step in driving connected vehicles and autonomy. Further, this collaboration represents a meaningful contribution to increasing access to high-accuracy location services.

[Read more](#)



# Building resilience with our customers and industries

## Accelerating sustainable outcomes with sustainable solutions

Trimble technologies enable precision and efficiency for the world's largest industries, helping our customers to build, move and feed the world while minimizing waste and consumption—ultimately generating sustainable outcomes for people and communities on a global scale.

Scaling sustainable outcomes also requires significant investment in upstream pipelines, supporting the development of solutions that accelerate innovation and enable us to provide new solutions to our customers.





# Building resilience with our customers and industries

## Precision and efficiency are sustainable solutions



### INDUSTRY: CONSTRUCTION

#### Studio St. Germain - combining style and sustainability using Trimble Sefaira

Studio St. Germain integrates Trimble's SketchUp Sefaira into the early conceptual design process as an iterative tool to help shape both the aesthetic and the building performance. By using the energy efficient design software, they are able to test different building performance strategies to obtain an early baseline and keep track of specific sustainability metrics throughout the design process. Sefaira assists in the delivery of high-performance buildings where, in Nathan St. Germain's (AIA, CPHC, RESET® Air AP) words, "...design, sustainability, performance, and productivity intersect."

[Read more](#)

### INDUSTRY: GEOSPATIAL

#### Mobile mapping delivers smooth, sustainable road reconstruction in Tuscany

Tourists and locals alike drive through Tuscany to view Italy's most beautiful vineyards and landscapes. Thanks to Trimble, they will also see some of the most sustainable roadway restoration techniques in the world at play with **Ecovie's** paving, ground stabilization and pavement cold recycling. Using Trimble's MX50 mobile mapping system and Trimble Business Center software, the Ecovie team created a 3D mathematical model to prepare for the treatment of these roads and ensure a well-compacted, stable and smooth pavement that delivers a quality end product in the most sustainable way.

[Read more](#)



**Trimble MX50  
application view**



# Building resilience with our customers and industries

## Precision and efficiency are sustainable solutions



INDUSTRY: **TRANSPORTATION**

### Carbon Visibility Tool Reduces IKEA's Supply Chain Emissions by 6%

**IKEA** Supply Chain Operations and **Girteka** conducted a trial of Transporeon's Carbon Visibility tool. During the test, 1,720 full-truck load transports were tracked using primary data—collecting real-time data regarding actual routes driven and fuel consumption—compared with default data, which focuses only on the planned routes of default vehicles. Utilizing this technology showed a reduction of 6% in reported emissions of vehicles weighing between 10-20 tons.

[Read more](#)

### Acquisition of Transporeon enables customers to measure, manage and reduce emissions

In December 2022, Trimble announced its intent to acquire German logistics leader Transporeon, whose Transportation Management Platform (TMP) empowers shippers, forwarders, carriers and retailers to move, manage and monitor freight in a world of motion. Transporeon's Carbon Visibility Dashboard enables customers to measure, manage and reduce their logistics emissions efficiently and transparently across the supply chain. Now part of Trimble, Transporeon customers can develop and accelerate their emissions reduction strategies. Backed by certified emissions reports, accurate measurements of carbon dioxide based on primary data, carbon experts and AI, this acquisition is a major stepping stone to providing platform cloud solutions that drive decarbonization across our customers' industries.



# Building resilience with our customers and industries

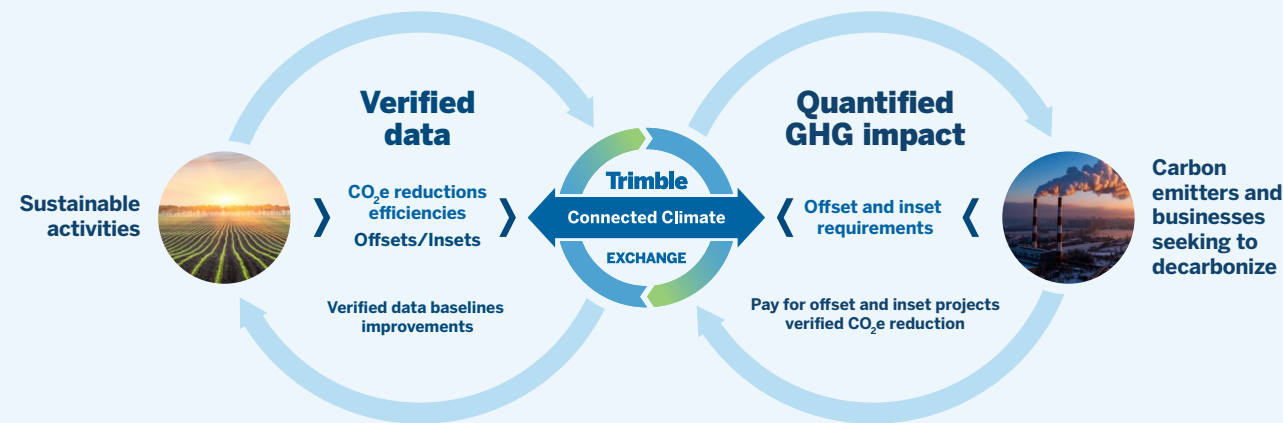
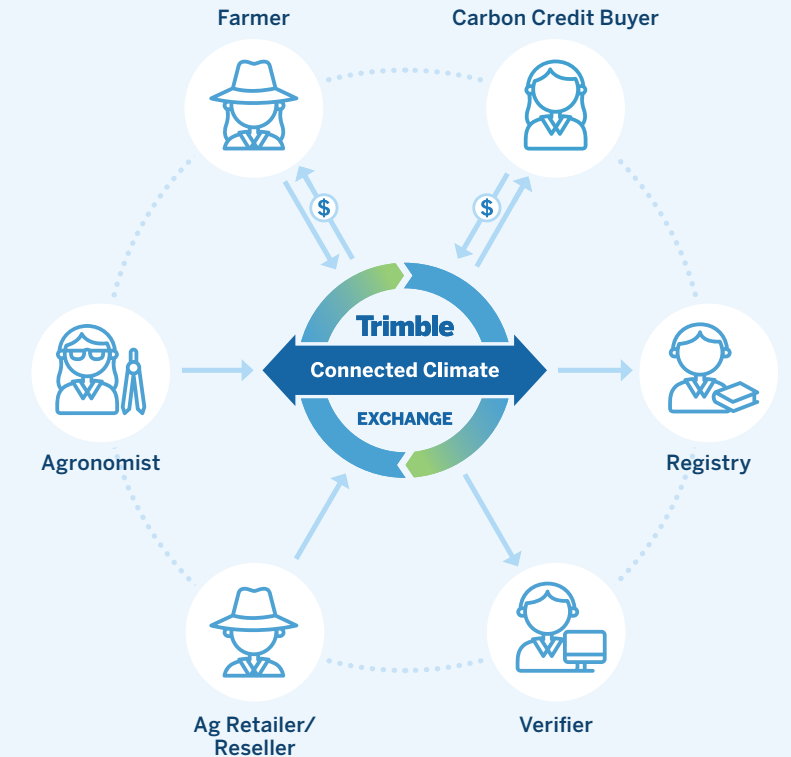
The Connected Climate Exchange champions the acceleration of sustainable agriculture to ensure sustainable food production systems through the implementation of resilient agricultural practices

The Connected Climate Exchange is Trimble's climate market solution that enables businesses to achieve their net-zero goals, starting by connecting them with farmers – through our verified physical and digital solutions – to champion and fund sustainable agriculture.

The Connected Climate Exchange has started by aggregating sustainability data across the agriculture supply chain, allowing industry professionals to visualize and report on their environmental impact.

Today, we work with our Canadian farmers and their agronomists to collect the necessary farm records and data that are required for carbon credit generation and verification in the Alberta, Canada Compliance Carbon Market. The Connected Climate Exchange aggregates farm-level data seamlessly to enable rigorous verification and auditing of credits before being sold to credit buyers.

While currently focused on the agriculture supply chain and carbon markets, the platform aims to provide a multi-industry solution, bringing data from across Trimble systems into a core, connected sustainability platform. Ultimately, the vision for the Connected Climate Exchange is a Trimble wide Sustainability Platform that provides access and visibility to the necessary metrics for each of the industries we serve to better understand, baseline, and report on their sustainability impacts.





# Trimble Ventures

Trimble Ventures is our corporate venture capital fund, focused on accelerating the growth of innovative companies and strategic partners that complement our platforms and support our customers in their life's work.

The fund launched in 2021 with \$200 million available for strategic investments and made its first investment in Monarch Tractor in 2021. Today, Trimble Ventures' portfolio includes five direct investments focused on early and growth stage companies with the potential for technology-enabled innovation and disruption in the digital transformation of the industries we serve. Trimble Ventures also invested in [Ironspring Ventures](#), an early stage, sector focused venture capital fund investing in digital industrial innovation across construction, manufacturing, transport and logistics, and alternative energy. Ironspring Ventures portfolio companies include [Harbinger](#) - electrifying the commercial vehicle industry; [ICON](#) - construction technologies that leverage 3D printing robotics, software and advanced materials; and [Stable](#) - machine learning for EV infrastructure optimization.

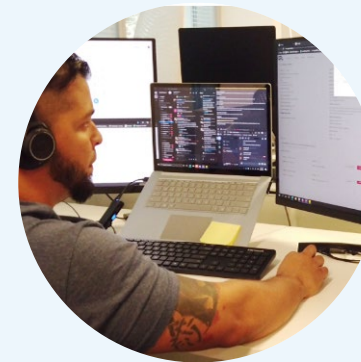
## In 2022, Trimble's direct startup investments included:



### Civ Robotics

#### Autonomous surveying for safety and productivity

Civ Robotics addresses the challenges of skilled worker shortages, safety and productivity in the construction industry. CivDot is a new autonomous surveying solution—an unmanned ground vehicle (UGV) designed for civil engineering and infrastructure projects such as solar farms, roadways, data centers, power plants and more.



### OneRail

#### Reducing emissions for greener transportation

OneRail's delivery fulfillment platform is directly connected to nearly 10 million drivers with delivery operating systems that automate last mile logistics intelligently. OneRail's platform selects the right shipping mode and courier or carrier network to optimize every order. They boast an on-time delivery rate of more than 98% and have established themselves as the go-to provider for an expanding range of industries.



### Sabanto

#### Autonomous technology for the future of farming

Sabanto enables the future of agriculture with simple, safe and cost-effective technologies. The company's autonomous technology for existing vehicles and machinery provides farmers with solutions for addressing labor shortages, reducing capital expenses and improving operator efficiency.

# Trimble Ventures

## Monarch Tractor launches production

Trimble Ventures' first investment, Monarch Tractor, is the world's first fully electric, autonomous compact smart tractor. Since our initial investment, Monarch signed a production agreement with Foxconn and in Q1 2023, the first five tractors rolled off the assembly line. They have now fully launched production and are selling tractors, expanding the reach of their EV and autonomy technology.







SECTION III:

# Empowering people

- ▶ Empowering our team
  - Diversity, equity and inclusion
  - Employee engagement and development
  - Talent attraction
  - Future of work
- ▶ Empowering our communities
  - Trimble Foundation
  - Trimble Education and Outreach





# Empowering people

Together, our diverse community of innovators and problem solvers create opportunities for our employees, customers and community members to thrive. Our team's unique attributes make us a stronger, more innovative company that can help transform the world around us. We extend our commitment to empowering people in the communities where we do business, collectively addressing challenges in alignment with our values.

## Material topics included:

- Diversity, equity and inclusion
- Employee engagement and development
- Talent attraction and retention
- Future of work
- Equitable access to technology





# DEI strategy: One Trimble

Our Diversity, Equity and Inclusion (DEI) vision is to ensure every employee feels respected and valued, is celebrated for their individuality and has opportunities to thrive. Our values at Trimble create the foundation for inclusivity and shape a company culture that inspires and engages all employees to achieve their full potential.

## Values

Our DEI work is guided by five key pillars:



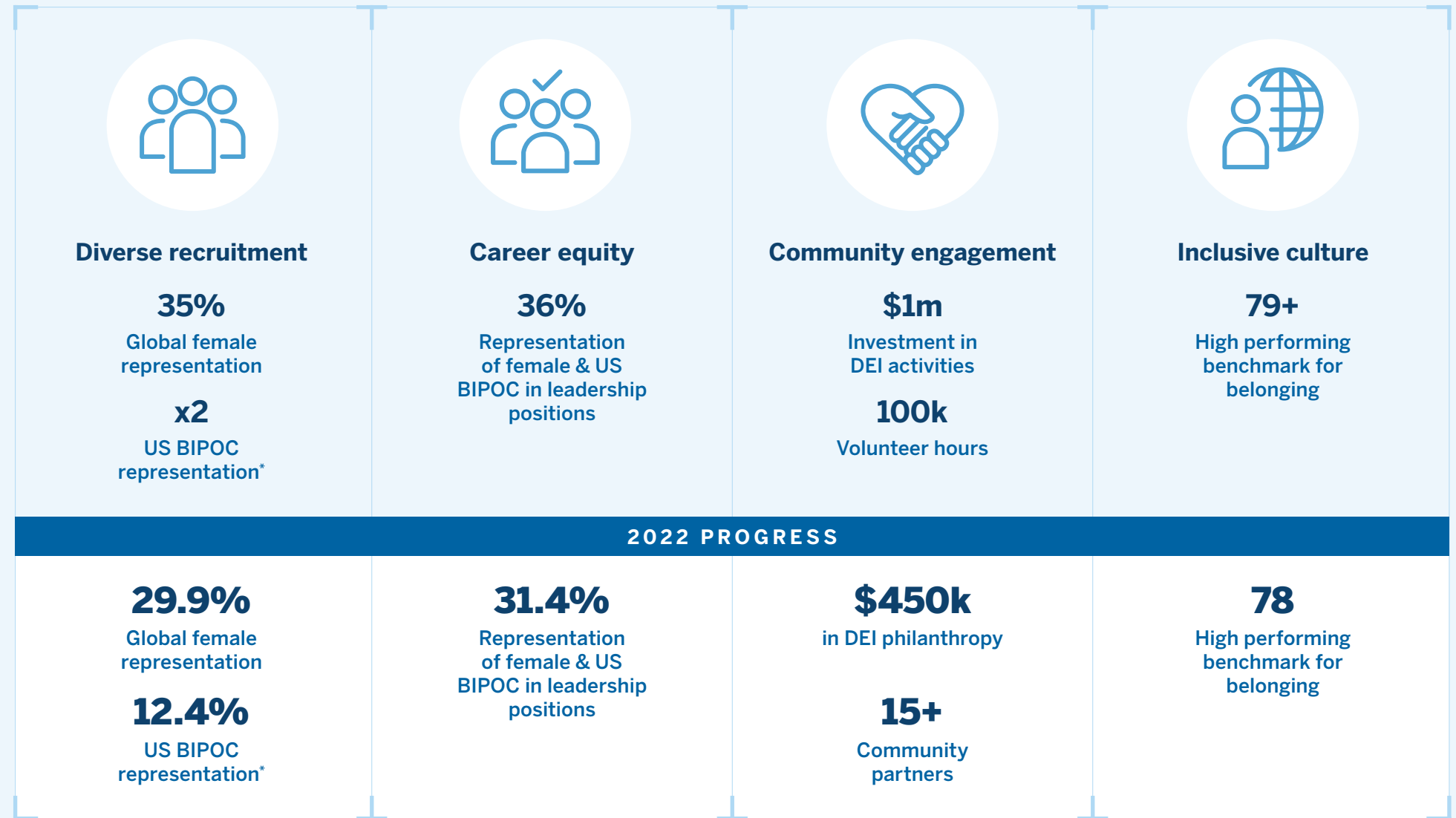
# Empowering our team

We believe that DEI is most impactful when it is fostered in an inclusive environment that empowers more people and creates forums for increasing awareness, understanding and action.

We have made great strides by involving employees, managers and senior leaders in the work. In 2022 to accelerate our initiatives, we also created a DEI Global council that helps ensure global perspectives are included in the work we accomplish. Together, they serve as a team of global representatives who galvanize and drive change to advance DEI progress across the company. This cross-functional team leads initiatives across Trimble to represent the voices of employees, the company and their geographic regions in DEI. The Council is supported by the DEI Executive core team.

For Trimble to achieve our DEI vision, we recognize we must also set measurable goals to build diverse teams, career equity and a culture of inclusion. Our 2025 goals outline our commitment to advancing DEI at Trimble and in our communities.

## DEI 2025 goals



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



# Empowering employees

## Employee engagement and development

Engaging Trimble employees is an essential component of our people experience.

In order to foster an environment where everyone can thrive, we actively listen to understand what works well, what can be challenging and what we can do to improve how we work together. We are committed to listening through various employee channels, including global employee engagement surveys two times a year, periodic pulse surveys to gain deeper insights on special topics that affect our teams and through open-talk, leader-led sessions where we invite employees to share what's on their mind.

We recognize that employees need to see opportunities for growth, development and advancement in the company. To support this, we redesigned internal processes to create an environment that encourages managers and employees to discuss career goals and work together to grow the employee's skills on-the-job through projects (GIGs), stretch assignments, mentoring and learning. We implemented

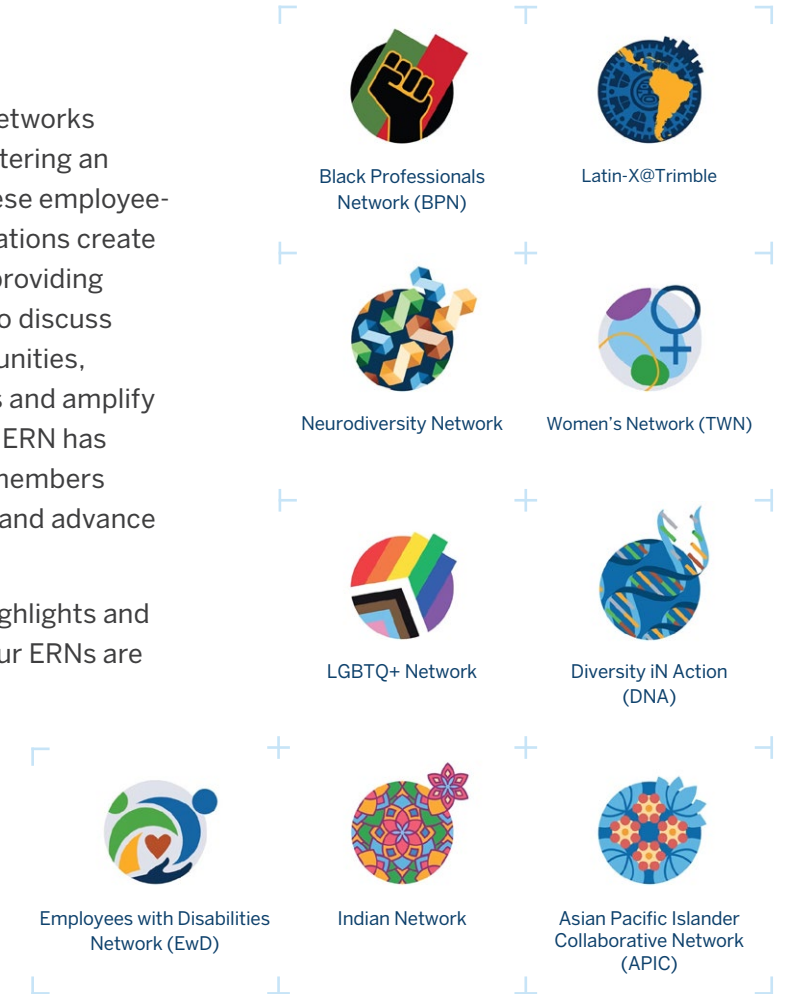
new methods of identifying employees who are actively seeking a material change in their role. We are focused on helping more employees achieve those goals as a key aspect of engagement and retention.

While we strive to create processes that support all employees, we also recognize that underrepresented people can sometimes find it harder to manage their career without a network of colleagues with similar experiences who can offer support, advice and encouragement. We are proud that our Employee Resource Networks (ERNs) have prioritized career growth as a strategic imperative for their members. We are working closely with the ERN leaders to increase access to resources that support their members and achieve our goals of increasing diversity and equity in leadership and advancement opportunities at Trimble.

### Employee Resource Networks (ERNs)

Our nine Employee Resource Networks (ERNs) are a cornerstone of fostering an inclusive culture at Trimble. These employee-led, Trimble-supported organizations create a more inclusive workplace by providing a critical forum for employees to discuss relevant challenges and opportunities, collaborate across the business and amplify underrepresented voices. Each ERN has a structure in place that helps members network, build leadership skills and advance their careers at Trimble.

Visit our [DEI Report](#) for more highlights and information about the impact our ERNs are making at Trimble.



# Empowering our team

## Talent attraction

Trimble's talent attraction team works to recruit a diverse group of talented professionals who will move our industry forward.

Recruitment at Trimble is focused heavily on casting a wide net to increase the diverse, underrepresented candidate pipeline we attract for opportunities at all levels: from leadership, to experienced mid-career professionals to early career. In 2022, 44.5% of new hires were from underrepresented populations.

Strategic hiring processes, coupled with long-term investment in career growth and learning opportunities is key to increasing equitable representation for underrepresented populations. We also leverage workforce partners aimed at increasing the candidate pipeline in underrepresented groups who have historically been limited in certain job categories. Further, our early career hiring anchors to our focus on providing new graduates opportunities for learning and leadership in a culture conducive to growth.

### The following programs are cornerstones of our diversity and early-career pipelines:

- **Trimble's Internship Program** is a key enabler in building a diverse pipeline of candidates. These students are coached, counseled and challenged in preparation for future careers. Our program works with students in software engineering, product management, finance, marketing, sales and more. In 2022, Trimble hosted 148 interns in the United States, 52.2% of whom were women or people of color. In 2022, 56 interns were hired into full-time positions at Trimble.
- **Trimble's Rotational Development Program (RDP)** provides recent graduates with structured opportunities for accelerated development in their career at Trimble. Through RDP, these early-career professionals will experience planned movement between divisions, roles and projects, and increased training, development, coaching and counseling. The program has 97 active RDP hires with an additional 18 planned in 2023. More than 70% of all RDP participants are women or people of color.

- **Trimble's ReNew Program** provides caregivers who have left their careers for 2+ years to take care of children or family members a second chance to return to work. This is important as many of these people are women and struggle to pick up their career where they left off after they take time away. The program is in its second year and has produced a variety of high performing, talented hires. 90% of successful program participants are returning women who transitioned back to the workforce through a "returnship" and converted to regular full time positions.

In 2022, **44.5%** of new hires were from underrepresented populations

In 2022, **56** interns were hired into full-time positions at Trimble.

More than **70%** of all RDP participants are women or people of color

## Partners for DEI talent recruitment

Trimble continued our support of key sponsorships, memberships and partnership programs that help DEI-driven organizations meet their goals. We are honored to partner with these organizations and others to make our workforce more inclusive, equitable and accessible.





# Empowering our team

## Employee health and well-being

Trimble is committed to providing an inclusive workplace where all employees can thrive. This means we ensure all employees and their families feel supported at every stage of life. We provide benefits, programs and resources to meet the needs of our employees and their families, including comprehensive, accessible programs and resources to address our employees' needs in mental, physical and financial health. Our Employee Support Program provides clinically accepted tools to mitigate stress, prevent burnout and address other mental health concerns. We work to create connection and teamwork on health by implementing fitness challenges, coffee chats, providing a wellness app and Employee Assistance Program (EAP) counseling services to all employees.

## Employee benefits

In 2022, Trimble enhanced offerings in our global benefits package. In the United States we introduced enhanced gender affirming care, aligned to the World Professional Association for Transgender Health standards, introduced equitable fertility benefits and created specific benefits for those caring for neurodiverse family members. Our ERNs were instrumental in partnering with our benefits team to identify, research and implement these new benefits across the organization.

## Employee safety

All Trimble employees are provided with safety and compliance training during their onboarding. This ensures workplace safety is top of mind in everything we do, and our employees are safe in their roles at Trimble. For US employees, our safety performance data shows how we trend well below industry averages in terms of injuries with a total recordable incident rate of 0.1 in 2022.



# Empowering our team

## 2022 company culture awards

In 2022, Trimble won 14 awards in company culture based on feedback from Trimble employees provided to the leading culture and compensation platform Comparably: Best Company for Diversity, Women, Work-life Balance, Culture, Compensation, Happiness, Leadership, Global Culture, Outlook, Best CEOs for Diversity and Women, Best Teams HR and Product & Design and Best CEO.

Trimble was also awarded International Employer of the Year (large companies) by JCI Finland.



### DEI report

Our annual DEI report provides a deeper look into our progress in DEI, showcasing the ways our vision and mission for DEI come to life at Trimble.

[Click here to see Trimble's DEI report](#)



# Empowering our team

## Future of work

At Trimble, our customers rely on us to be ahead of trends and be a trusted partner who helps business continue to evolve.

Essential to this ability is our understanding and vision for the future of work, and the workforce that powers it. The workforce of the future is agile, connected and focused on doing work with greater purpose—at home, in the office and in the field.

Trimble believes that when we connect the digital and physical worlds, even the most complex jobs are easier. We have a unique role to play in enabling our customers to leverage digital transformation to connect their systems in sustainable ways. Trimble is actively considering the upskilling and reskilling practices at play both for our team and our customers, ensuring continued training and expertise is developed for our technologies worldwide.

It is more important now than ever before that we take a people-centric approach to innovation as we continue to drive our digital transformation. We provide our leaders with change management training and consistently survey employees to understand their sentiments and feelings of change readiness. This informs our approach to leadership, communication and preparation for change as true partners with our employees in developing the future of work. Every day, employees maintain our culture, values and commitment to sustainability while embracing change management, skill training and digital enhancements across our business units.

### Trimble's internal innovation programs

Trimble cultivates a culture of innovation through annual hackathons that include an environmental sustainability category, and quarterly Technical Innovation Awards that celebrate innovative work.

#### Hackathon

Successful Hackathon projects go on to have meaningful business impact

#### Innovation Awards

Finalists are recognized broadly and share a prize of \$10,000



# Empowering our team

## Future of work

### Engagement with trade organizations

Trimble's Workforce Development efforts center around providing technology and workflow training to various trade organizations, and trade programs at colleges and universities to improve efficiency, safety, and sustainability for frontline workers.

We lead Train-the-Trainer and direct worker training events for numerous Trade Unions and non-union trade schools ranging from Carpentry and Ironworkers to Plumbers and Electricians. These training programs have a great impact in otherwise underserved communities, since many organizations recruit from Career and Technical Education programs in high schools and colleges.

Populations served include veterans preparing to exit the military, women and minority organizations, formerly incarcerated individuals, indigenous peoples, and traditional and non-traditional employees.

As the US and most of the world faces massive shortages of workers while trying to prepare for a decarbonized and climate-resilient economy, the direct education of the workforce in Trimble technologies has become a requirement for many governments and businesses.





# Empowering our communities

## The Trimble Foundation

Trimble is built on the guiding values to belong, grow and innovate, and we extend those values to the communities where we live and work.



Our community engagement efforts are led by the Trimble Foundation Fund, a Donor-Advised Fund (DAF) that brings our purpose to life in its philanthropic efforts to support people and communities.

The Trimble Foundation provides support to communities where Trimble does business, working to address challenges and seek out opportunities for innovation in the social sector. The Foundation focuses on three key areas within our communities: Disaster and Climate Resilience, Female Education and Empowerment, and Advancing Diversity, Equity and Inclusion. In these areas, through persistence, cooperation and a shared vision, we can help build stronger and more equitable communities around the world. Each year, we work to add partners to our portfolio and expand our existing relationships to enhance activities and engagement in our areas of focus.

## CASE STUDY

### Support for Ukraine

In 2022, we condemned the unprovoked invasion of Ukraine by Russia and took steps to ensure the safety of our employees in the region and the needs of the communities impacted by the war. Trimble leveraged our Connect and Scale strategy to bring our businesses and Trimble Foundation work together, collectively providing critical support for humanitarian assistance, education and assessment in Ukraine. We also activated an employee donation matching campaign to support UNICEF and the American Red Cross.

In addition, Trimble Foundation provided grants to The HALO Trust, Mercy Corps, Project Hope and All Out to support their work in Ukraine. The HALO Trust works to locate and remove landmines and other explosive hazards from civilian areas, utilizing Trimble technology to streamline survey mapping and clearance in order to create safer communities. Trimble businesses also donated



surveying systems and 3D scanners and have provided GNSS signal corrections to Ukrainian farmers at no cost. We also partnered with KMC, our local Geospatial dealer, to coordinate repairs to the Ukraine's State Service for Geodesy, Cartography and Cadastre CORS network.

# Empowering our communities

## Trimble Foundation highlights



### Engineers Without Borders

Our continued support for collaboration with Engineers Without Borders (EWB) focuses on efforts to support climate resiliency and advance Science, Technology, Engineering and Math (STEM) education initiatives. We share a belief in the importance of addressing the long-term impacts of climate change on critical infrastructure as well as STEM education in underserved communities across the globe. Trimble Foundation commits to building a robust, next-generation STEM workforce through multi-year service-learning opportunities and EWB Student Chapter grants that provide access to Trimble Technology Labs and directly support University projects.



### CHOICE Humanitarian Navajo Women ASCEND Program

Our engagement with the ASCEND program works to create lasting change for women in the Navajo Nation where 60% of residents lack both electricity and potable water, and only 24% of housing is deemed suitable. The program works to increase the availability of affordable, nutritious food, and address the lack of income generation and employment opportunities for women. In 2022, the program helped five Navajo women own and operate small businesses, provided nutritious food access to 390 families and constructed 10 hoop houses for high-value produce, among other activities.



### Supporting the LGBTQ+ population around the globe

The Trimble Foundation made continued and impactful contributions to the lives of LGBTQ+ people around the world with All Out, a global organization that promotes freedom, equality and safety. Over the past year, the Foundation supported three of All Out's programs: training to help mobilize a new generation of young LGBTQ+ activists in Africa seeking to achieve equality; supporting a LGBTQ+ mental health center in Brazil to help those struggling with severe mental health challenges due to rejection and trauma; and assisting All Out's work in Ukraine for LGBTQ+ people who have lost everything during war.



# Empowering our communities

## Trimble education and outreach

The field of technology changes rapidly, and at Trimble we are committed to upskilling the current workforce, as well as intentionally preparing the next generation of leaders in technology.

We know these leaders must be agile, continuous learners who will carry on and make an impact on the livelihood of the world. We work with academic institutions, students, nonprofit organizations, trade schools and unions globally to bring our knowledge, expertise and technology to train the industry professionals of today and tomorrow. Our education, outreach and workforce development programs empower and equip the current and next generation workforce to transform the construction, geospatial and agriculture industries.



### CASE STUDY

#### Dr. Gladys West Scholarship Program

In 2022, the Trimble Foundation began the first year of the Dr. Gladys West Scholarship Program, supporting students at three Historically Black Colleges and Universities (HBCUs) and Minority Service Institutions (MSI): Virginia State University, North Carolina A&T State University and Florida International University. This program awards a four-year scholarship to one student annually, and our first three recipients were awarded Dr. West Scholarships for the Fall 2022 semester.

#### North Carolina A&T State University HBCU Scholarship recipient Kennedy Smith

“The Dr. Gladys West Scholarship has had a significant impact on my educational and personal journey, for which I am incredibly grateful. It helped ease the financial strain for my mom in supporting two kids at university and it allowed me to fully focus on my intense civil engineering studies. I was particularly thankful to be chosen for this scholarship that honors a woman who has made amazing innovations through her passion for STEM. I too plan to touch as many people as I can.”



# Empowering our communities

## Trimble education and outreach

**Trimble Technology Labs (TTL)** provide academic institutions with the latest tools from Trimble's portfolio of products.

With 28 labs across 14 countries on 5 continents, we are shaping the global leaders for tomorrow in our industry. In 2022, we celebrated our newest TTL at Edinburgh Napier University (ENU) with an inaugural Trimble Technology Lab Conference. It welcomed more than 50 leading construction, geospatial and natural resources academics from around the world to participate in knowledge exchange and community building and united them with a common commitment to the future leaders of our industries. The event showcased the core of TTL—collaboration to advance technology in education and protect our planet for future generations.

### Other key education and outreach activities include:

- SketchUp for Schools, a free, fun and versatile 3D modeling tool for the K-12 community that can be used to develop problem-solving and design skills transportable to any number of STEM fields in the future.

- Campus Outreach, including Trimble Bootcamps, Demo Days, Trimble Technology Days and Student Competitions and Conferences at universities around the world.
- The Trimble Student Ambassador Program, currently at work in Sweden and Finland with 15 ambassadors from 4 universities.
- A new 2-year technical college outreach program launching in 2023 with Trimble Learning Centers Certifications.
- Project Spectrum, offering SketchUp workshops for children on the Autism Spectrum.
- Support of nonprofit and community organizations working to build technology education skills for students around the world.

Florida  
International  
University







SECTION IV:

# Leading with integrity

- ▶ Corporate and sustainability governance
- ▶ Ethical business practices
- ▶ Privacy and cybersecurity

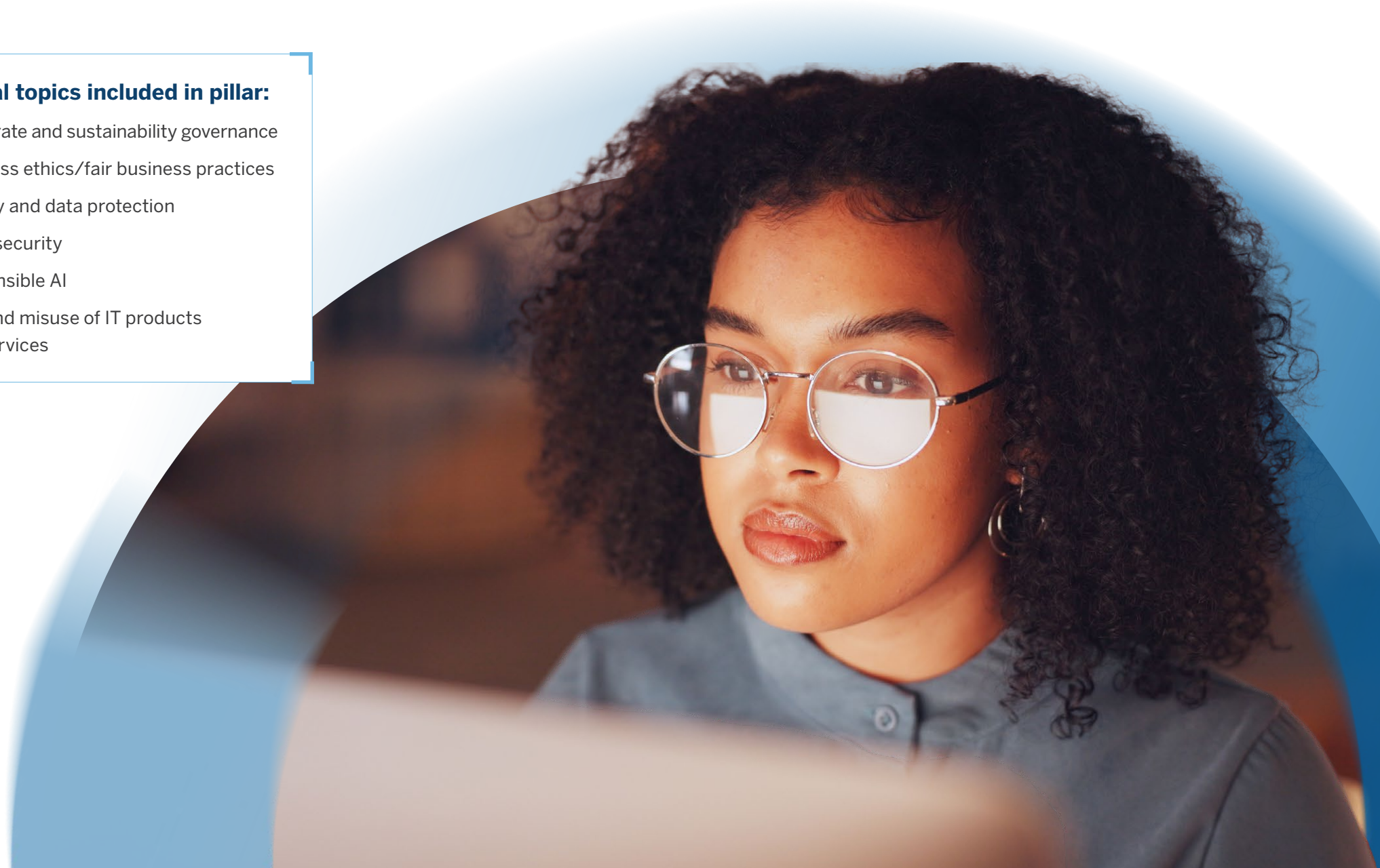


## Leading with integrity

We are dedicated to leadership principles that ensure excellence in all we do. We believe in providing solutions all stakeholders can trust. Through transparency, good governance and a deep commitment to sustainability and ethics, we continue operating from a strong foundation of integrity now and in the future.

### Material topics included in pillar:

- Corporate and sustainability governance
- Business ethics/fair business practices
- Privacy and data protection
- Cybersecurity
- Responsible AI
- Sale and misuse of IT products and services





# Corporate and sustainability governance

Having a strong governance structure in place to shape our corporate policies and practices ensures Trimble upholds the highest standards of ethics and responsibility globally.

The responsibility for Trimble's sustainability initiatives are integrated into existing structures across the enterprise, ensuring our sustainability journey is governed with the same rigor as any other business operation. Our [Environmental Policy](#) commits to implementing processes that meet or exceed all applicable environmental laws and regulations globally, and extends the commitment through a [Partner Code of Conduct](#) that takes steps to ensure our suppliers adhere to the same standards we do.

Trimble's Board of Directors has ultimate responsibility to review, monitor and guide our business strategy. Supported by the Audit Committee, People and Compensation Committee and Nominating and Corporate

Governance Committee, the Board has oversight of our sustainability strategy, commitments and accountability for risk management. Our Board is supported in these efforts by our Executive Management Team who are responsible for the execution of Trimble's strategy and operations. Delivering on our sustainability commitments globally means ensuring those commitments are integrated with operations at every level from our board, to our executive leadership team, to sustainability leads in each of our key business sectors.

## Organizational chart that represents Trimble's sustainability efforts

**Trimble Board of Directors**  
reviews, monitors, guides

**Trimble Executive Management**  
reviews, monitors, guides



**Corporate Sustainability Team**  
orchestrates, integrates, supports



**Sustainability Solutions Management Team**  
coordinates sustainability offerings

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



**Sustainability Working Groups**  
ensure cross-functional implementation into business processes



**Operational Units**  
localize, plan, implement

# Ethical business practices

Our values are the cornerstone of our success as a company. Strong ethical practices are central to how we interact within Trimble and with our partners, customers, communities and shareholders. The ethical business practices we employ ensure our values come to life for everyone who interacts with Trimble globally.

In 2022, we implemented a new [Code of Business Conduct and Ethics](#) that holds us accountable to the high ethical standards and integrity we believe in. This new Code of Business Conduct provides the tools and information necessary for our team and partners to make the right decisions while working for or with Trimble, acting lawfully, ethically, fairly, complying with our policies and avoiding even the appearance of impropriety. The Code includes information regarding:

- Equal employment opportunity
- Harassment and discrimination policies
- Workplace health and safety
- Fair competition and fair dealing
- Conflicts of interest
- Gifts and hospitality policies
- Public communications and disclosure
- Handling of books and records
- Government relationships and contracts
- Improper payments

- Trade compliance
- Sourcing and supply chain compliance
- Insider trading
- Political contributions and activities
- Privacy and asset protection and resources

The Trimble Code is always available on Charlie, our corporate intranet, and publicly on Trimble's [investor site](#). Employees at all levels of the organization are required to complete an annual course covering this subject matter. Additionally, awareness materials are readily available on Charlie and through various compliance publications such as monthly newsletters or hosted events. Team members also have access to policies and procedures on Charlie that are specific to their geographic areas, business divisions and functions.



## New Code of Business Conduct and Ethics

Both our Trimble Code and our Partner Code of Conduct require that business be conducted with honesty and with the highest ethical standards. This is reiterated in our Human Rights and Labor Policy, reinforcing our commitment to promote and protect human rights and cultivate ethical labor practices wherever we do business.



[Read more](#)



## Privacy and cybersecurity

Trimble is a world leader in technology innovation and interconnectedness. Success for our products is not possible without ensuring cybersecurity, privacy and safety across our systems.

Trimble makes significant investments in technology safety across our value chain, ensuring our customers benefit from our cybersecurity investment as well. Together with our customers, we can concentrate resources to achieve robust and resilient security and ensure reliability and continuity of operations. Our design standards align with the European Commission's General Data Protection Regulation (GDPR) and other regional privacy and data protection regulations relevant to the areas in which we operate. We continue to monitor the evolving regulatory environment to ensure the highest standards of compliance and implementation, both to the letter and the spirit of the law.



# Privacy and cybersecurity

## Cybersecurity

In 2022, we increased our focus on two key areas: resiliency and cyber connectivity. Our technical teams ensured continuous protection in the event of a catastrophic attack and invested significant resources in cyber risk business alignment. Each Trimble sector has identified a dedicated expert to assess vulnerabilities, calculate risks and determine where risk mitigation efforts are needed. These team members, and our entire cybersecurity team, assess threats and address risks on a continuous basis in every region globally. Each year, this team builds a strategic vision and shared outcomes to ensure cyber-risk is factored into every major initiative Trimble completes.

## Responsible AI

Trimble is also committed to being a responsible user of artificial intelligence (AI). We know AI can be a powerful tool, allowing teams to focus on the most important aspects of their roles. We maintain strong attention to ensure AI is designed, developed and deployed responsibly, ensuring the technology makes a positive impact on users and stakeholders. We evaluate all opportunities to use AI holistically, only implementing solutions that can deliver both results and protection for our company and our customers.

## Technology and device security

Enhancing cybersecurity and data protection, maintaining system integrity and ensuring availability are key to our overall security at Trimble. Our products connect the physical and digital worlds. To assure safety and security in these digital spaces, we employ important security protections including multi-factor authentication (MFA), automated cloud security measures and best-of-breed penetration prevention tools. We extend security to our customers through Trimble Identity (TID), providing our users with safety and security. In an instance where we recognize threatening activity, we have a well-tested incident response plan and deep relationships with our legal and engineering teams.

## Sale and misuse of IT products and services

Trimble is committed to complying with all applicable boycotts, trade sanctions, customs requirements and export and import laws, rules and regulations. This includes US export laws, including the Export Administration Act, the Arms Export Control Act, the Foreign Assets Control Regulations and International Traffic in Arms Regulations, as well as the export control laws of other countries where Trimble does business, regardless of the location of a particular business or the place of origin of products. Trimble has established a Trade Compliance Program which manages Trade policies, procedures and controls. The Trade Compliance group also conducts educational events and audits and is a resource for questions and compliance issues.





# Appendix





## About this report

Trimble has been proud to report regularly regarding our commitment to sustainability and responsibility since 2017. Our annual Sustainability Report provides our stakeholders the information they need to understand our commitment to and progress in developing our sustainability vision at Trimble—Shaping a Sustainable Future—and its pillars of focus: Building Resilience, Empowering People and Leading with Integrity. Unless otherwise noted, the data in this report is specific to our 2022 fiscal year, but may also include mention of initiatives launched

in early 2023. This report's data aligns with the Sustainability Accounting Standards Board (SASB) standards for Electrical and Electronic Components and Software and IT Services. We also published in 2022 a disclosure aligning with the Task Force on Climate-Related Disclosures (TCFD) which can be found on [our website](#). Alignment with the United Nations Sustainable Development Goals (UN SDGs) is outlined in this report and available on our website.





# Defining material topics

In 2021, we completed a materiality assessment to identify the issues across environmental, social and governance (ESG) categories that reflect Trimble’s impact globally.

The topics we identified drive our strategic priorities and decision-making across Trimble, from the way we allocate resources to the time and energy our team spends on initiatives across our business.

Building resilience	Empowering people	Leading with integrity
<p><b>Our interconnected solutions enable industries to adapt, grow and thrive over time.</b></p>	<p><b>Our diverse community of innovators and problem solvers create opportunities for others to thrive.</b></p>	<p><b>Our dedication to leadership principles ensures excellence in everything we do.</b></p>
<ul style="list-style-type: none"> <li>• Business model resilience</li> <li>• Sustainable product design and lifecycle management</li> <li>• Innovation, research and development</li> <li>• Supply chain resilience</li> <li>• Climate change</li> <li>• Natural resource management</li> <li>• Waste and circular economy transition</li> </ul>	<ul style="list-style-type: none"> <li>• Diversity, equity and inclusion</li> <li>• Future of work</li> <li>• Talent attraction</li> <li>• Employee engagement</li> <li>• Equitable access to technology</li> <li>• Human rights</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate and sustainability governance</li> <li>• Business ethics/fair business practices</li> <li>• Privacy and data protection</li> <li>• Cybersecurity</li> <li>• Responsible artificial intelligence (AI)</li> <li>• Sale and misuse of IT products and services</li> </ul>



# SASB index

Material topic(s) addressed	Metric	2020	2021	2022	Reference	SASB Reference
Talent Attraction	Global Employees	11,402	11,815	11,825		--
Diversity, Equity and Inclusion	% Employees in U.S.	44%	43.5%	44.0%		<a href="#">SASB TC-SI-330a.1</a>
	% Employees outside U.S.	56%	56.5%	56.0%		<a href="#">SASB TC-SI-330a.1</a>
	% North America	49%	49%	48%		--
	% Europe	30%	30%	30%		--
	% Asia Pacific	17%	17%	18%		--
	% Rest of World	4%	4%	4%		--
Employee Engagement	Employee engagement as a percentage	82%	83%	83%		<a href="#">SASB TC-SI-330a.2</a>
<b>Percentage of gender representation for Senior Management</b> (all Directors and Executives)						
Diversity, Equity and Inclusion <sup>1</sup>	% Female	18.0%	19.4%	19.60%		<a href="#">SASB TC-SI-330a.3</a>
	% Male	82.0%	80.5%	80.30%		
	% Choose not to state	0.0%	0.2%	0.10%		
<b>Percentage of gender representation for Management</b> (all Executives, Directors and Managers)						
Diversity, Equity and Inclusion <sup>1</sup>	% Female	21.1%	22.7%	24.5%		<a href="#">SASB TC-SI-330a.3</a>
	% Male	78.8%	77.2%	75.4%		
	% Choose not to state	0.1%	0.1%	0.1%		



# SASB index

Material topic(s) addressed	Metric	2020	2021	2022	Reference	SASB Reference
	<b>Percentage of gender representation for Technical staff</b>					
Diversity, Equity and Inclusion <sup>1</sup>	% Female	18.4%	19.0%	20.2%		<a href="#">SASB TC-SI-330a.3</a>
	% Male	81.4%	80.7%	79.3%		
	% Choose not to state	0.2%	0.3%	0.4%		
	<b>Percentage of gender representation for all employees</b>					
Diversity, Equity and Inclusion <sup>1</sup>	% Female	28.1%	28.9%	29.7%		<a href="#">SASB TC-SI-330a.3</a>
	% Male	71.7%	69.6%	69.9%		
	% Choose not to state	0.2%	1.5%	0.3%		
	<b>Percentage of ethnic group (US only) representation for Management (all Executives, Directors and Managers)</b>					
Diversity, Equity and Inclusion <sup>1</sup>	% White	79.2%	78.0%	74.9%		<a href="#">SASB TC-SI-330a.3</a>
	% Asian	8.8%	9.5%	10.7%		
	% Hispanic or Latino	4.5%	4.1%	3.5%		
	% Black or African American	2.6%	3.2%	3.0%		
	% Two or more races	0.7%	0.7%	0.9%		
	% American Indian or Alaska Native	0.3%	0.3%	0.2%		
	% Native Hawaiian/Other Pacific Islander	0.3%	0.4%	0.2%		
	% Not Declared	3.6%	4.0%	6.6%		

# SASB index

Material topic(s) addressed	Metric	2020	2021	2022	Reference	SASB Reference
	<b>Percentage of ethnic group (US only) representation for Technical staff</b>					
Diversity, Equity and Inclusion <sup>1</sup>	% White	64.8%	64.5%	61.9%		<a href="#">SASB TC-SI-330a.3</a>
	% Asian	19.8%	20.0%	19.1%		
	% Hispanic or Latino	3.4%	3.4%	3.8%		
	% Black or African American	2.5%	2.8%	3.3%		
	% Two or more races	1.6%	1.8%	1.9%		
	% American Indian or Alaska Native	0.5%	0.6%	0.3%		
	% Native Hawaiian/Other Pacific Islander	0.2%	0.3%	0.3%		
	% Not Declared	7.2%	6.6%	9.5%		
	<b>Percentage of ethnic group (US only) representation for all employees</b>					
Diversity, Equity and Inclusion <sup>1</sup>	% White	72.1%	71.20%	68.1%		<a href="#">SASB TC-SI-330a.3</a>
	% Asian	11.5%	11.70%	11.0%		
	% Hispanic or Latino	4.4%	4.70%	4.8%		
	% Black or African American	3.7%	4.20%	5.1%		
	% Two or more races	1.5%	1.70%	2.0%		
	% American Indian or Alaska Native	0.4%	0.60%	0.4%		
	% Native Hawaiian/Other Pacific Islander	0.2%	0.20%	0.3%		
	% Not Declared	6.2%	5.70%	8.4%		



# SASB index

Material topic(s) addressed	Metric	2020	2021	2022	Reference	SASB Reference
	<b>Talent</b>					
Employee Engagement	Voluntary attrition (excluding manufacturing)	6.70%	9.30%	11.1%		--
	Voluntary attrition (including manufacturing)	7.10%	9.50%	11.1%		--
Human Rights	Total Recordable Incidence Rate (per 100 employees)	0.4	0.3	0.1		--
	<b>Environment</b>					
Natural Resource Management	Total Space Worldwide (sq ft.)	2,600,000.00	3,300,000	3,200,000	Our reported footprint represents ever improving data availability, M&A and divestitures. The net outcome being a decrease in our total footprint as we continue to consolidate our facilities down to match our current business needs	--
	Total Energy Consumption (GJ)	288,000	191,000	172,000.00	The reduction seen in 2022 is largely the result of a decrease in our total facility footprint.	<a href="#">SASB TC-SI-130A.1</a>
	% Grid Electricity	Not reported	Not reported	62.95%	Trimble has committed to sourcing 100% renewable energy by 2025 as part of our science-based target.	<a href="#">SASB TC-SI-130A.1</a>
	% Renewable	Not reported	Not reported	37.05%		<a href="#">SASB TC-SI-130A.1</a>
Climate Change	Scope 1 Emissions (mtCO2e)	9,800	3,800	5,100.00	The increase seen in 2022 is largely the result of estimating gas consumption while we bring on software that will automate gathering primary data for gas consumption. Including less direct data and more estimation tends to overstate consumption.	--
	Scope 2 Emissions (mtCO2e)	25,500	10800	10,200		--

# SASB index

Material topic(s) addressed	Metric	2020	2021	2022	Reference	SASB Reference
	<b>Environment</b>					
Climate Change	Scope 3 Emissions (mtCO2e)	329,000	186,000	168,000.00	The reduction seen in 2022 is largely the result of the nature and volume of goods and services we purchased in 2022. An increase in travel however has caused this decrease to be less than what it could have been. We aim to keep travel emissions down to half of what they were at pre-pandemic levels.	--

Material topic(s) addressed	Metric	Reference	SASB Reference
	<b>Environment</b>		
Natural Resource Management	Total water withdrawn	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.	<a href="#">SASB TC-SI-130a.2</a>
	Total water consumed		<a href="#">SASB TC-SI-130a.2</a>
	Percentage of water consumed in regions with high or extremely high baseline water stress		<a href="#">SASB TC-SI-130a.2</a>
Sustainable Product Design and Lifecycle Management	Percentage of eligible products, by revenue, that meet ENERGY-STAR® criteria	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	<a href="#">SASB RT-EF-410a.2</a>
Climate Change	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.	<a href="#">SASB RT-EF-410a.3</a>



# SASB index

Material topic(s) addressed	Metric	Reference	SASB Reference
	<b>Data privacy</b>		
Privacy and Data Protection	Description of policies and practices relating to behavioral advertising and user privacy	<a href="#">Learn more about Trimble's Privacy Center</a>	<a href="#">SASB TC-SI-220a.1</a>
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	No material monetary losses in years 2020-2022	<a href="#">SASB TC-SI-220a.3</a>
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	<a href="#">Learn more about Trimble's Privacy Center</a>	<a href="#">SASB TC-SI-220a.5</a>
Cybersecurity	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	<a href="#">Learn more about Trimble's Privacy Center</a> . Customers and stakeholders may report a cybersecurity concern <a href="#">here</a>	<a href="#">SASB TC-SI-230a.2</a>
	<b>Risk management</b>		
Business Model Resilience	Description of business continuity risks related to disruptions of operations	Please see Item 1A, "Risk Factors," in <a href="#">Trimble's Annual Report</a>	<a href="#">SASB TC-SI-550a.2</a>
	<b>Materials sourcing</b>		
Supply Chain Resilience	Description of the management of risks associated with the use of critical materials	<a href="#">Learn more about Trimble's Supplier Code of Conduct</a>	<a href="#">SASB RT-EF-440a.1</a>

# SASB index

Material topic(s) addressed	Metric	Reference	SASB Reference
	<b>Ethics</b>		
Business Ethics / Fair Business Practices	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	<a href="#">Learn more about Trimble's Business Ethics and Conduct Policy</a>	<a href="#">SASB RT-EE-510a.1</a>
	Total amount of monetary losses as a result of legal proceedings associated with product safety	None	<a href="#">SASB RT-EE-250A.2</a>
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	No material monetary losses in years 2020-2022	<a href="#">SASB RT-EE-510a.2</a>
	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	No material monetary losses in years 2020-2022	<a href="#">SASB RT-EE-510a.3</a>




1. Additional information is available in the [DEI section of Trimble's website](#). This is also where our 2022 DEI report will soon be published.






# SDG index

## United Nations Sustainable Development Goals

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



SDG	Description	Shaping a sustainable future
 <p><b>2</b> <b>Zero Hunger</b> End hunger, achieve food security and improved nutrition and promote sustainable agriculture.</p>	<p>Trimble has established the Connected Climate Exchange in order to empower farmers to engage in sustainable agricultural practices that promote a more resilient food system that can fully and sustainably support our growing population.</p>	<p>Trimble's Connected Climate Exchange<sup>1</sup> is incentivizing the adoption of sustainable ag practices through the opportunity to generate and sell carbon credits. This is therefore making it easier and more affordable for farmers to engage in sustainable practices that (1) improve soil health, (2) decrease the amount of fertilizers used, and (3) decrease the amount of fuel usage.</p>
 <p><b>5</b> <b>Gender Equality</b> Achieve gender equality and empower all women and girls</p>	<p>Trimble has established DEI goals focused on gender equity (mixed in with our goals for US BIPOC). We also track women owned businesses upstream in our supply chain.</p>	<p>Trimble places tech labs<sup>2</sup> in schools and partners with groups like Transportation and Construction Girl to increase exposure of underrepresented communities to our technology<sup>3</sup>.</p>
 <p><b>9</b> <b>Industry, Innovation and Infrastructure</b> Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p>	<p>Trimble solutions enable the development of resilient infrastructure around the world. Together with our technology, our customers can increase resource-use efficiency in building, retrofitting, and upgrading resilient infrastructure.</p>	<p>Through the use of machine control technologies, infrastructure development (for example, a road building project using a compactor fitted with a Trimble compaction control system) can have a reduced carbon footprint<sup>4</sup>.</p>

# SDG index

SDG	Description	Shaping a sustainable future
 <p><b>11</b> <b>Sustainable Cities and Communities</b> Make cities and human settlements inclusive, safe, resilient and sustainable</p>	<p>As natural disaster events increase in frequency and intensity there is increased urgency to undertake resilience planning so communities can identify potential hazards and threats, and establish prevention, adaptation, mitigation, and recovery plans. Trimble solutions are used during construction and infrastructure projects globally. Our products make cities and communities safer, more resilient, and have fewer negative impacts on the environment.</p>	<p>Trimble technology helps predict vulnerabilities to natural disasters<sup>5</sup>. Trimble workflows are contributing to the resilience and sustainability of cities and communities by (1) reducing materials waste from rework and thus (2) reducing the overall carbon footprint of buildings<sup>6</sup>.</p>
 <p><b>12</b> <b>Responsible Consumption and Production</b> Ensure sustainable consumption and production patterns</p>	<p>Trimble has set science-based targets which include engaging 70% of our suppliers in setting their own science-based targets by 2026. Through our technology, we also optimize and streamline logistics across global supply chains with an eye for greater fuel efficiency and fleet performance.</p>	<p>Transporeon, now part of Trimble, provides a Transportation Management Platform (TMP) that includes a Carbon Visibility Dashboard that enables customers to measure, manage and reduce their logistics emissions efficiently and transparently across the supply chain<sup>7</sup>.</p>
 <p><b>13</b> <b>Climate Action</b> Take urgent action to combat climate change and its impacts</p>	<p>In 2022, our emissions goals were approved by the Science Based Targets Initiative (SBTi) and put us on a path toward reducing emissions by 50% by 2030. We are also working to ensure 70% of our suppliers set science-based targets by 2026. Together, we can all achieve goals aligned with the Paris Agreement to keep warming to 1.5°C.</p>	<p>At Trimble, we serve some of the world's key industries that represent some of the greatest opportunities to accelerate sustainable outcomes by taking action on climate change. Many of Trimble's solutions enable our customers to accelerate sustainable outcomes by reducing emissions<sup>4, 6</sup>.</p>



# SDG index

SDG	Description	Shaping a sustainable future
 <p><b>15</b> <b>Life on Land</b></p> <p>Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</p>	<p>Trimble solutions protect, restore, and promote sustainable agriculture and the efficient use of terrestrial natural resources.</p>	<p>Trimble's Connected Forest solutions help companies manage their forests for sustainability outcomes and toward government sustainability regulations<sup>8</sup>.</p>
 <p><b>17</b> <b>Partnership for the Goals</b></p>	<p>Trimble cultivates strong relationships globally through our industry partner network<sup>9</sup> and with nonprofit organizations and educational institutions to take action on some of the world's most pressing sustainable development issues. We are committed to collaboration, innovation, sustainability and efficiency with all of our partners.</p>	

References:

- [H2] The Connected Climate Exchange Champions the Acceleration of Sustainable Agriculture to Ensure Sustainable Food Production Systems through the Implementation of Resilient Agricultural Practices
- Trimble Technology Labs (TTL)
- Spotlight Graphic: Partners for DEI Talent Recruitment
- FEATURE: Industry: Construction PHOTO/VIDEO LINK Assisted Horizontal Steering Drives Reduction in CO2 Emissions
- Industry: Geospatial PHOTO/VIDEO LINK Digital Models Help Predict Vulnerabilities to Natural Disasters
- Industry: Construction PHOTO/VIDEO LINK Connected Progressive Scanning Workflow Helps Mitigate Major Errors and Reduce Waste
- Spotlight Graphic: Acquisition of Transporeon Enables Customers to Measure, Manage and Reduce Emissions
- <https://forestry.trimble.com/solutions/>
- <https://www.trimble.com/en/partners>