



## People and Compensation Committee Charter

*revised as of March 12, 2025*

### I. PURPOSE OF THE COMMITTEE

The purposes of the People and Compensation Committee (the "**Committee**") of the Board of Directors (the "**Board**") of Trimble Inc. (the "**Company**") shall be to oversee the Company's compensation and employee benefit plans and practices, including its executive compensation plans and its management incentive-compensation and all equity-based plans; to review and discuss with management the Company's compensation discussion and analysis ("**CD&A**") to be included in the Company's annual proxy statement or annual report on Form 10-K filed with the Securities and Exchange Commission (the "**SEC**"); to prepare the Committee's report as required by the rules of the SEC (the "Compensation Committee Report"); review human capital management activities; and to perform such further functions as may be consistent with this Charter or assigned by applicable law, the Company's charter or bylaws or the Board.

### II. COMPOSITION OF THE COMMITTEE

The Committee shall be comprised of three or more directors who qualify as independent directors ("**Independent Directors**") under the listing standards of the Nasdaq Stock Market ("**NASDAQ**") and shall satisfy any additional requirements that the Board deems appropriate and any other necessary standards of independence under the U.S. federal securities and tax laws, including that members of the Committee shall also qualify as "non-employee directors" within the meaning of Rule 16b-3 promulgated under the Securities Exchange Act of 1934, as amended (the "**Exchange Act**").

The members of the Committee shall be elected annually to one-year terms by majority vote of the Board at the first meeting of the Board to be held following the annual meeting of stockholders. Vacancies on the Committee shall be filled by majority vote of the Board at the next meeting of the Board following the occurrence of the vacancy. No member of the Committee shall be removed except by majority vote of the Independent Directors then in office.

### III. MEETINGS AND PROCEDURES OF THE COMMITTEE

The Committee shall fix its own rules of procedure, which shall be consistent with the Bylaws of the Company and this Charter. The Committee shall meet as provided by its rules, which shall be at least two times annually or more frequently as circumstances require. The Board shall designate one member of the Committee as its Chairperson, provided that if the Board does not so designate a Chairperson, the members of the Committee, by a majority vote, may designate a Chairperson. The Chairperson of the Committee or a majority of the members of the Committee may also call a special meeting of the Committee. A majority of the members of the Committee present in person or by means of a conference telephone or other communications equipment by means of which all persons participating in the meeting can hear each other shall constitute a quorum.

The Committee may form subcommittees for any purpose that the Committee deems appropriate and may delegate to such subcommittees such power and authority as the Committee deems appropriate; provided, however, that no subcommittee shall consist of fewer than two members; and provided further that the Committee shall not delegate to a subcommittee any power or authority required by any law, regulation or listing standard to be exercised by the Committee as a whole.

The Committee may request that any directors, officers or employees of the Company, or other persons whose

advice and counsel are sought by the Committee, attend any meeting of the Committee to provide such pertinent information as the Committee requests.

Following each of its meetings, the Committee shall deliver a report on the meeting to the Board, including a description of all actions taken by the Committee at the meeting. The Committee shall keep written minutes of its meetings, which minutes shall be maintained with the books and records of the Company.

## **IV. COMMITTEE RESPONSIBILITIES**

### **A. Executive and Board Compensation**

The Committee shall have the following goals and responsibilities with respect to the Company's compensation plans:

1. To review at least annually the overall strategy, goals, and objectives of the Company's executive compensation plans, and amend, or, if the Committee deems it appropriate or as otherwise required by the plan, recommend that the Board amend, these goals and objectives.
2. To review at least annually the Company's executive compensation plans in light of the Company's strategy, goals, and objectives with respect to such plans, and adopt, or, if the Committee deems it appropriate or as otherwise required by the plan, recommend to the Board the adoption of new, or the amendment of existing, executive compensation plans.
3. To evaluate annually the performance of the Chief Executive Officer in light of the strategy, goals, and objectives of the Company's executive compensation plans, and set his or her compensation levels based on this evaluation. In determining the long-term incentive component of the Chief Executive Officer's compensation, the Committee shall consider all relevant factors, which may include, for example, the Company's performance and relative shareholder return, the value of similar awards to chief executive officers of comparable companies, and the awards given to the Chief Executive Officer of the Company in past years. The Committee may discuss the Chief Executive Officer's compensation with the Board if it chooses to do so. The Chief Executive Officer shall not be present during voting or deliberations regarding his or her compensation.
4. To evaluate annually the performance of the other executive officers of the Company in light of the strategy, goals, and objectives of the Company's executive compensation plans, and set the compensation levels of each based on this evaluation. To the extent that long-term incentive compensation is a component of such executive officer's compensation, the Committee shall consider all relevant factors in determining the appropriate level of such compensation, including at least the factors applicable with respect to the Chief Executive Officer.
5. Based on such evaluations, the Committee may also make decisions regarding any Chief Executive Officer or other executive officer remuneration agreement, plan, program or arrangement and any other Chief Executive Officer or other executive officer compensation matters; provided that the Committee may take into account the recommendations of the Board (or any Board member) with respect to such compensation matters.
6. To periodically review the appropriate level of compensation for Board and Committee service by non-employee members of the Board. Changes to director compensation will be proposed to the full Board for consideration.
7. To perform such duties and responsibilities as may be assigned to the Board or the Committee under the terms of any executive compensation plan.
8. To review and discuss with management, the Company's CD&A, and based on that review and discussion, to recommend to the Board that the CD&A be included in the Company's annual proxy statement or annual report on Form 10-K. In addition and as appropriate, the Committee shall review and discuss with

management the CEO pay ratio, pay versus performance and any further disclosures related to executive compensation and human capital management not contained in the CD&A, but provided elsewhere in the Company's annual proxy statement or annual report on Form 10-K.

9. To prepare the Compensation Committee Report in accordance with the rules and regulations of the SEC for inclusion in the Company's annual proxy statement or annual report on Form 10-K.

10. To consider the results of the most recent shareholder advisory vote on executive compensation as required by Section 14A of the Exchange Act and, to the extent the Committee determines it appropriate to do so, take such results into consideration in connection with the review and approval of executive officer compensation, and to otherwise oversee the Company's engagement with stockholders and proxy advisory firms on the subject of executive compensation.

11. To review compensation arrangements for the Company's employees to evaluate whether incentive and other forms of pay encourage unnecessary or excessive risk taking, and review and discuss, at least annually, the relationship between risk management policies and practices, corporate strategy and the Company's compensation arrangements.

12. To the extent it deems necessary, review and approve the terms of any compensation "clawback" or similar policy or agreement between the Company and the Company's executive officers or other employees subject to Section 16 of the Exchange Act.

13. To perform such other functions as assigned by law, the Company's charter or bylaws or the Board.

## **B. Management Incentive-Compensation and Equity-Based Plans**

The Committee shall have the following responsibilities with respect to the Company's management incentive-compensation, profit-sharing and all equity-based plans (the "**Company Plans**");

1. To review at least annually the goals and objectives of the Company Plans and amend, or, if the Committee deems it appropriate or as otherwise required by the applicable plan, recommend that the Board amend, such goals and objectives if the Committee such amendment appropriate.

2. To review at least annually the Company Plans, in light of the goals and objectives of these plans, and amend, or, if the Committee deems it appropriate or as otherwise required by the applicable plan, recommend that the Board amend these plans if the Committee deems such amendment appropriate.

3. To review all equity-compensation plans to be submitted for shareholder approval under the NASDAQ listing standards, and to oversee compliance with such standards and with SEC rules, and to review and approve, or if the Committee deems it appropriate or as otherwise required by the plan, recommend that the Board approve, all equity compensation plans that are not subject to shareholder approval under the listing standards of NASDAQ.

4. Periodically review the stock ownership guidelines for the Chief Executive Officer and other executive officers for appropriateness and recommend changes to the Board.

5. To perform such duties and responsibilities as may be assigned to the Board or the Committee under the terms of any incentive-compensation or equity-based plan.

The Committee shall have the primary responsibility for designing, approving and amending any equity awards under the Company Plans.

## **C. Human Capital Management**

The Committee shall periodically review the Company's human capital management activities, including with respect to its culture, engagement, talent management and development, talent acquisition and retention, and employee safety.

## **V. ROLE OF THE CHIEF EXECUTIVE OFFICER**

The Committee may solicit, review and consider, and the Chief Executive Officer may make, recommendations and proposals to the Committee, with respect to adjustments to annual cash compensation, long-term incentive compensation opportunities, program structures, and other employee benefit and compensation-related matters for executive officers (other than with respect to the Chief Executive Officer's own compensation).

## **VI. EVALUATION OF THE COMMITTEE**

The Committee shall, no less frequently than annually, evaluate its performance. In conducting this review, the Committee shall evaluate whether this Charter appropriately addresses the matters that are or should be within its scope and shall recommend such changes as it deems necessary or appropriate. The Committee shall address all matters that the Committee considers relevant to its performance, including at least the following: the adequacy, appropriateness and quality of the information and recommendations presented by the Committee to the Board, the manner in which they were discussed or debated, and whether the number and length of meetings of the Committee were adequate for the Committee to complete its work in a thorough and thoughtful manner.

The Committee shall deliver to the Board a report, which may be oral, setting forth the results of its evaluation, including any recommended amendments to this Charter and any recommended changes to the Company's or the Board's policies or procedures.

## **VII. INVESTIGATIONS AND STUDIES; OUTSIDE ADVISERS**

The Committee may conduct or authorize investigations into or studies of matters within the Committee's scope of responsibilities, and may retain, at the Company's expense, such independent counsel or other advisers as it deems necessary or appropriate, including compensation consultants to advise the Committee with respect to amounts or forms of executive compensation. The Committee shall have the sole authority to retain or terminate a compensation consultant to assist the Committee in carrying out its responsibilities, including sole authority to approve the consultant's fees and other retention terms, such fees to be borne by the Company.

The Committee may select a compensation consultant, legal counsel or other adviser to the Committee only after taking into consideration all factors relevant to that person's independence from management, including the following:

(a) The provision of other services to the Company by the person that employs the compensation consultant, legal counsel or other adviser;

(b) The amount of fees received from the Company by the person that employs the compensation consultant, legal counsel or other adviser, as a percentage of the total revenue of the person that employs the compensation consultant, legal counsel or other adviser;

(c) The policies and procedures of the person that employs the compensation consultant, legal counsel or other adviser that are designed to prevent conflicts of interest;

(d) Any business or personal relationship of the compensation consultant, legal counsel or other adviser with a member of the Committee;

(e) Any stock of the Company owned by the compensation consultant, legal counsel or other adviser;

and

(f) Any business or personal relationship of the compensation consultant, legal counsel, other adviser or the person employing the adviser with an executive officer of the Company.

The Committee shall conduct the independence assessment with respect to any compensation consultant, legal counsel or other adviser that provides advice to the Committee, other than: (i) in-house legal counsel; and (ii) any compensation consultant, legal counsel or other adviser whose role is limited to the following activities for which no disclosure would be required under Item 407(e)(3)(iii) of Regulation S-K: consulting on any broad-based plan that does not discriminate in scope, terms, or operation, in favor of executive officers or directors of the Company, and that is available generally to all salaried employees; or providing information that either is not customized for the Company or that is customized based on parameters that are not developed by the compensation consultant, and about which the compensation consultant does not provide advice.

Nothing herein requires a compensation consultant, legal counsel or other compensation adviser to be independent, only that the Committee consider the enumerated independence factors before selecting or receiving advice from a compensation consultant, legal counsel or other compensation adviser. The Committee may select or receive advice from any compensation consultant, legal counsel or other compensation adviser it prefers, including ones that are not independent, after considering the six independence factors outlined above.

Nothing herein shall be construed: (1) to require the Committee to implement or act consistently with the advice or recommendations of the compensation consultant, legal counsel or other adviser to the Committee; or (2) to affect the ability or obligation of the Committee to exercise its own judgment in fulfillment of its duties.