



Shaping a Sustainable Future

Trimble Sustainability Report 2024



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Empowering People

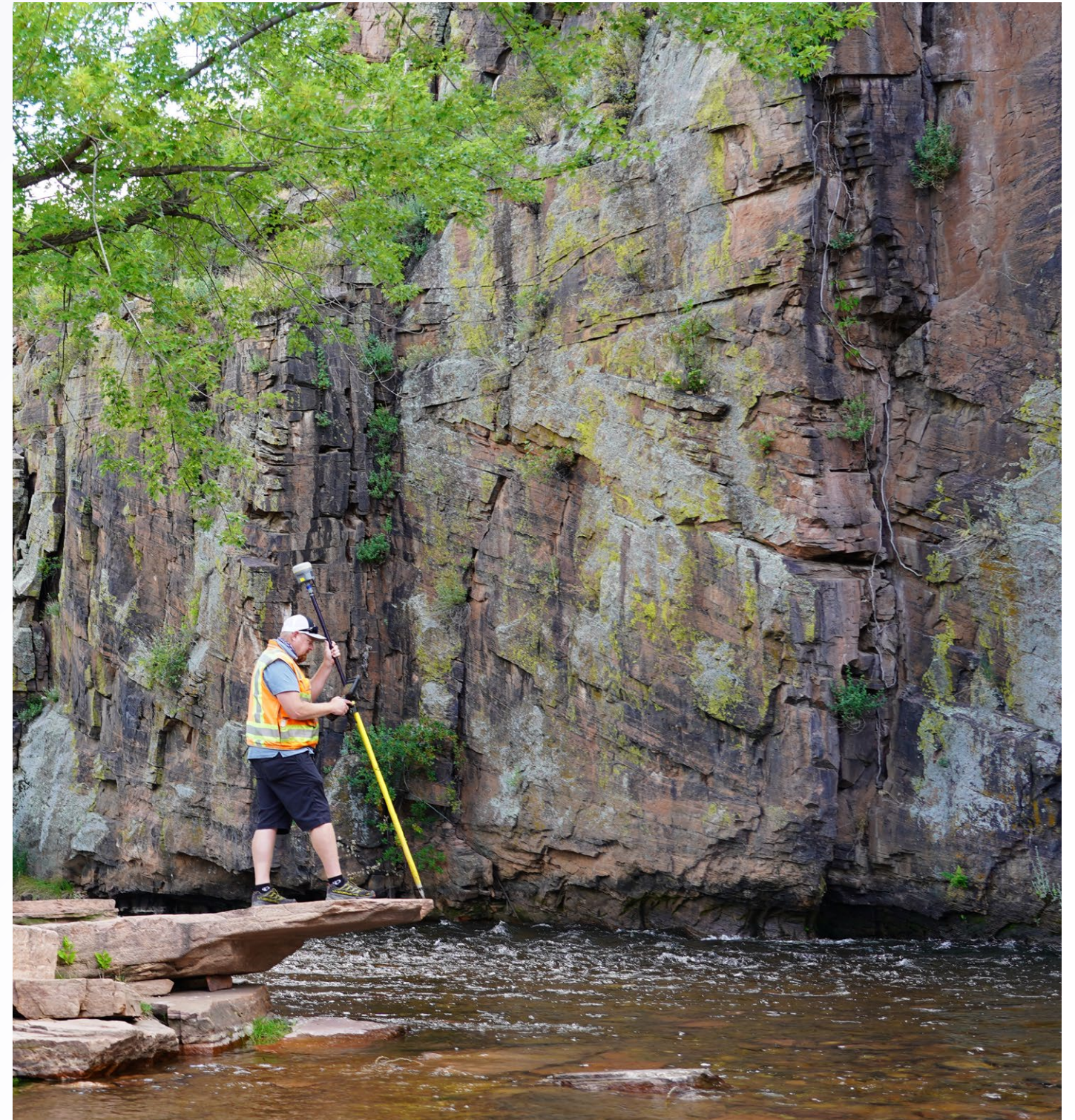
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About this Report

Our Reporting Journey and Approach

Since 2017, Trimble has reported annually on our sustainability strategy, programs, and initiatives. Our 2024 report outlines our commitments and progress toward our goals, aligned with Trimble's long-term commitment—Shaping a Sustainable Future. Three pillars guide our actions and commitment: Building Resilience, Empowering People, and Leading With Integrity.

Trimble is taking deliberate steps in our annual reporting to meet future compliance requirements. In 2024, we started transitioning to align with the European Sustainability Reporting Standards (ESRS), as required by the European Corporate Sustainability Reporting Directive (CSRD) for large, in-scope companies.

The data in this report aligns with the Sustainability Accounting Standards Board (SASB) for electrical and electronic components and software and IT services, recommendations from the Task Force on Climate-Related Disclosures (TCFD), and the United Nations Sustainable Development Goals (UN SDGs). Find more information about our alignment in the Appendix on [page 35](#).

The data in this report is specific to our 2024 fiscal year, but may also include mentions of initiatives launched in early 2025 or prior years, where noted.

Navigating Our Report

Readers of this report will find an updated content structure compared to Trimble's 2023 Sustainability Report. We provide an ESRS-informed General Information section and topic-specific disclosures related to climate change, workforce, and governance.

In future reporting years, we expect to further align with ESRS and incorporate additional changes.

A Message from Our Leadership

As our global environment continues to shift on many levels, Trimble remains steadfast in our commitment to shaping a sustainable future. Sustainability is part of our culture, and we focus on building resilience with our customers, employees, suppliers, and communities.

Trimble's Connect and Scale strategy enables our customers to achieve large-scale, rapid transformations to optimize their businesses. Our differentiated technologies advance the workflows, data processing, and systems our customers need to improve efficiency, safety, productivity, and sustainability. We drive action by measuring and managing the sustainability impacts of our operations. We are proud to have achieved our goal of sourcing 100% renewable electricity in 2024, one year ahead of our 2025 target, through a mix of direct renewable energy use and renewable energy certificates (RECs).

By empowering our people to do their best work, we invest in an award-winning culture rooted in our core values: belong, grow, and innovate. We focus on providing career development opportunities, prioritizing our employees' wellbeing, and fostering highly motivated teams throughout the year. We also work with our suppliers to strengthen their responsible business practices. In our communities, we expand access to Trimble technologies in education and provide tools and resources to aid disaster response.

Our approach to sustainability is grounded in a commitment to integrity and transparency. We have designed our leadership structure, policies, data management systems, and risk management activities to provide a strong foundation for our ethical approach to business. Our dedication to continuous improvement helps us uphold strong business ethics as technology, industry, and stakeholder expectations evolve. This year, we shared principles for using artificial intelligence (AI) responsibly across our organization and established a responsible AI working group.

The actions we take today shape the future. We strive to create positive impacts and use our influence to drive industry transformation.



ROB PAINTER
CEO



LEAH LAMBERTSON
SVP Operations,
Head Of Sustainability

Our Company

Trimble is a global technology company that connects the physical and digital worlds, transforming the ways work gets done. With relentless innovation in precise positioning, modeling, and data analytics, Trimble enables essential industries including construction, geospatial, and transportation. Whether it's helping customers build and maintain infrastructure, design and construct buildings, optimize global supply chains, or map the world, Trimble is at the forefront, driving productivity and progress.

Mission and Vision

We transform the way the world works by delivering products and services that connect the physical and digital worlds.

Guiding Values



Belong

Be yourself and thrive together



Grow

Be intentional and humble



Innovate

Be curious and solve problems

Trimble at a Glance

Trimble is uniquely positioned with the people, patents, reach, and interconnected scale to enable transformation in essential industries.

\$3.68B

2024 revenue

1,000+

unique patents

Present in

45+ countries

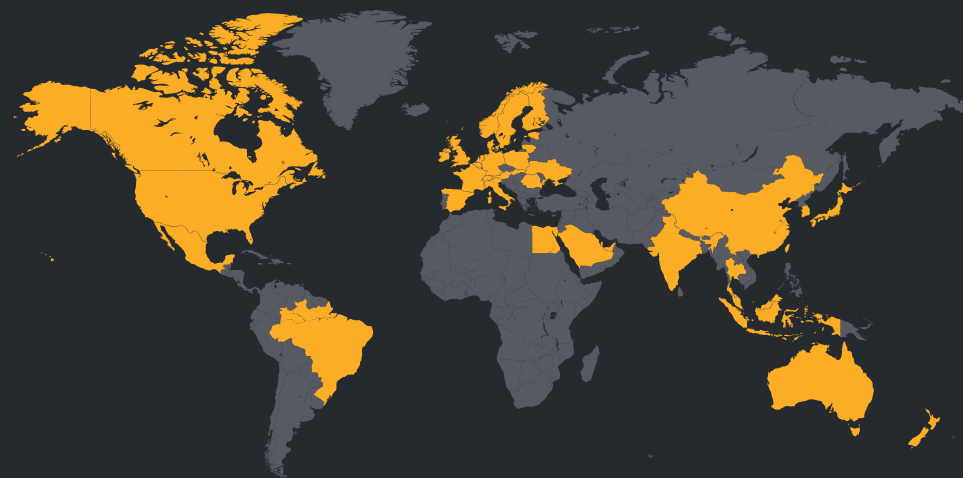
Supporting customers in

175+ countries

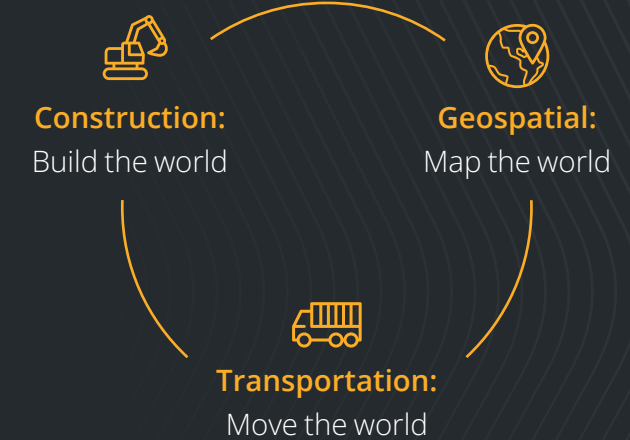
11,000+

employees

Global Physical Office Locations



Trimble Core Industries



2024 Highlights

We are proud of our achievements in 2024 and are committed to continued growth with planned actions in our focus areas.

Building Resilience

Trimble continues to advance its efforts to build operational and customer resilience by focusing on clean energy, technology-driven efficiencies, and carbon reductions. By strengthening our internal systems and developing optimization solutions, we are progressing toward our goals and enabling sustainability transformations.

- **Achieved our commitment to increase annual sourcing of renewable electricity from 0% in 2019 to 100% by 2025, reaching the goal one year early through a mix of direct renewable energy use and the purchase of RECs.**
- **Enabled customer efficiencies with our Connect and Scale Strategy technology solutions:**
 - Reduced waste by nearly 60% using Trimble's fabrication software for architecture, engineering, and construction projects.
 - Improved productivity by nearly 40% with field machine control systems that guide heavy equipment.
 - Lowered fuel costs by nearly 12% through smarter route planning and fuel management tools for transportation fleets.

Empowering People

Our efforts promote a workplace where employees belong, grow, and innovate in their careers while building creative customer solutions. Our activities also empower communities through giving programs and strategic partnerships and initiatives.

- **Completed an early career accelerator engineering pilot designed to engage, motivate, develop, and retain top technical talent.**
- **Allocated approximately 18% of revenue in research and development initiatives to advance innovation.**

Leading With Integrity

Ethical behavior and integrity are core to operating and governing our business. We continue to make progress in operating a resilient supply chain, establishing responsible AI principles, and managing our cybersecurity and data privacy risks.

- **Launched a new supplier introduction program, through which suppliers are reviewed based on various criteria, including financial, legal, quality, training, and capacity.**
- **Laid the foundation for ethical AI use by developing responsible AI principles and forming a working group to implement them.**

Awards and Recognition

Trimble is honored to share some of our awards and accolades from 2024. They reflect our commitment to innovation, collaboration, and leadership in the industries we serve.



**Best Managed Companies, Overall Ranking
(No. 233 out of 660)**



**Best Workplace for Innovators, Science
and Technology Category Winner,
Overall (No. 3 out of 100)**



Best of Show: Cloud Computing for SketchUp



Global Innovators Top 75



**Mobile
Technology of
the Year
for Field View**

**Structural
Engineering
Application of
the Year for
Tekla Structural
Designer**

**BIM Project of
the Year for
the Gatwick
Airport station
upgrade**



**Golden Gong Awards,
Strategist Award**



**Austrian Logistics Prize
for Transporeon**



**Digital Transformation Award
for Transporeon**

General Information

As we navigate global digital and sustainability transitions, we remain focused on building resilience for our customers, employees, communities, and the planet. Our sustainability strategy, governance structures, and material priorities support Trimble's core business purpose.

Our Sustainability Strategy

Overall Commitment

Our commitment to shaping a sustainable future guides our people and culture in the work we do every day to develop solutions that help essential industries transform the way the world works.

Our Approach

We aim to create positive impacts on people, the planet, and the economy by driving and enabling action.

Driving Action

We drive sustainability action within our own organization by focusing on enhancing environmental resilience, fostering an innovative workplace and culture, and upholding our values and [Code of Business Conduct and Ethics](#) throughout our operations and

value chain. In pursuing our science-based targets for reducing our absolute Scope 1, 2, and 3 emissions by 50% by 2030, we strive for continual improvement and measurable impact.

Enabling Action

We help others drive a sustainable future by leveraging our core strengths. Our technological solutions help our customers become more resilient by improving productivity, quality, safety, transparency, and resource efficiency. We also extend our commitment to communities and individuals through our key programs. Our Ventures Fund invests in new technologies that advance innovation in our industries; our Foundation Fund supports a range of philanthropic causes that align with our values; and our education and workforce development programs provide learning and career opportunities, helping to build a skilled workforce.



Our Sustainability Pillars

Three pillars shape our sustainability strategy—Building Resilience, Empowering People, and Leading With Integrity. Each of these pillars is grounded in strategic sustainability priorities and aligned with the United Nations Sustainable Development Goals (SDGs).



How Trimble Contributes

We align our sustainability efforts with global sustainability aims that benefit communities everywhere. Trimble contributes to eight of the 17 2030 UN SDGs, which we describe in more detail on [page 40](#).

2 ZERO HUNGER 	5 GENDER EQUALITY
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	13 CLIMATE ACTION
15 LIFE ON LAND 	17 PARTNERSHIPS FOR THE GOALS

Our Value Chain

Trimble's value chain spans from raw material sourcing and product development to customer delivery and end-of-life services. Each stage plays a critical role in enabling innovation, ensuring supply continuity, and delivering long-term value through our technology solutions. We recognize there are inherent impacts, risks, and opportunities across our operations and supply chain. Taking a value chain perspective helps us better understand where value is created, where risks may arise, and where collaboration can enhance resilience.

Upstream

Extraction

Raw Material Mining | Material Conversion
Environmental Remediation

Technology Hardware & Component Suppliers

Manufacturing | Design | Shipping

IT Service Providers (including cloud services)

Data Storage & Transfer | Server Operation
Software Design

Contractors

Service Delivery | Contracting | Training

Inbound Logistics

Demand Planning | Purchasing | Receiving

Operations

Manufacturing and Operations

Product Assembly | Manufacturing Planning
Facility Management

Business Administration

Planning | Management | Reporting

Engineering (Hardware and Software)

Design and Testing | Prototyping | Training

Sales and Marketing

Market Campaigns
Customer Relationship Management
Pricing | Contracting

Outbound Logistics

Order Fulfillment | Warehousing
Packaging | Shipping

Downstream

AECO Customers—Direct Channel

Training | Contracting
Installation & Tech Support | Data Backhaul

Field Systems Customers—Dealer Channel

Training | Sales & Marketing Operations
Installation & Tech Support | Inventory Support

T&L Customers—Direct Channel

Training | Sales & Marketing Operations
Installation & Tech Support | Data Backhaul

Maintenance & Repair

Training | Installation & Tech Support
Parts Distribution | Shipping

Product End of Life

Product Data Support

Corporate and Sustainability Governance

Trimble's governance structure provides the foundation for effective leadership, accountability, and oversight of sustainability across our business. Oversight begins with our Board of Directors and extends through Board committees, the executive management team, and a dedicated corporate sustainability team, all guided by a set of key governance policies.

Our Board of Directors

Our Board of Directors oversees Trimble's overall strategy and risk management. It is composed of accomplished leaders who bring broad-ranging experience, deep expertise, and a commitment to excellence. The board includes ten members: an independent chairperson, our president and CEO, and eight directors.

We prioritize refreshing our board and strive for a broad mix of skills and perspectives. Current board members have backgrounds in technology, construction, engineering, life sciences, and telecommunications.

- 90% of Board Directors have experience at a senior level of sustainability management and oversight
- 33% of Board Directors are female or ethnically diverse
- 50% of Board Directors have less than five years' tenure

See our [2025 Proxy Statement](#) for more information on board composition.

Board Committees

Three standing committees support the board's oversight of Trimble's overall strategy and risk management. They report regularly to the full board on their activities. [Committee composition](#) and [governance documents](#) are publicly available and additional details are also available in our [2025 Proxy Statement](#).

Audit committee

Oversees cybersecurity risk exposure and mitigation, including regular updates on cybersecurity risk management and timely notice of any material developments through escalation processes.

People and compensation committee

Oversees human capital management activities, including executive compensation.

Nominating and corporate governance committee

Ensures the independence and qualifications of Board members, oversees corporate governance principles, and provides oversight of the company's strategies, programs, initiatives, and policies for sustainability matters.

Executive Oversight and Sustainability Integration

Our executive management team sets sustainability goals, implements strategies, manages impacts, and provides operational oversight. The corporate sustainability team supports these activities by ensuring progress toward our goals and integrating them into operations. The team regularly reports on progress to the executive management team and to the board of directors' nominating and corporate governance committee.

Guiding Policies

Specific policies govern our operations and reflect our values and commitment to responsible business conduct:

- [Code of Business Conduct and Ethics](#)
- [Environmental Policy](#)
- [Human Rights and Labor Policy](#)
- [Third Party Code of Conduct](#)
- [Anti-Bribery and Anti-Corruption Policy](#)

See [page 31](#) for more information on our corporate governance policies.

Sustainability Governance at Trimble

Board of Directors & Board Committees
oversees Trimble strategy and risk management

Trimble Executive Management
reviews, monitors, guides



Corporate Sustainability Team
orchestrates, integrates, supports

Leaders Responsible for Material Topics
drive initiative development, provide guidance, collect data



Sustainability Working Groups
ensure cross-functional implementation into business processes



Operational Units
localize, plan, implement

Managing Sustainability Reporting Risks

We work continuously to improve our ability to manage sustainability reporting risks. Our enhanced reporting will continue to focus on the quality, consistency, and reliability of our sustainability data. As we navigate diverse regulatory requirements and work to consolidate data across global operations, we are strengthening internal controls, implementing digital platform solutions, and ensuring our reporting practices continue to align with leading standards and disclosure requirements.

In 2024, we began implementing a digital platform solution for centralized emissions data management and reporting. This digital transformation supports our ability to manage sustainability data and reporting risks effectively while ensuring transparency across our operations.

Our Material Topics

We launched a double materiality assessment at the end of 2024 and aim to share the process and results in our 2025 Sustainability Report. In the meantime, results of our 2021 materiality assessment are available in our [2022 Sustainability Report](#).

This earlier assessment predates the adoption of the CSRD and the release of ESRS guidance, and was therefore not conducted in alignment with those requirements. We continue to report on issues relevant to our industry using the SASB standards, included in our SASB index on [page 38](#).



Building Resilience

Building resilience enables our company, employees, customers, and the industries we serve to adapt, grow, and thrive in the face of change. Our customers depend on Trimble's innovative technologies to transform their businesses while optimizing resources and driving efficiencies. Trimble advances resilience across our operations and value chain by working to reduce our climate impact. As part of a broader business ecosystem, we pursue partnerships that help extend and amplify our efforts beyond our footprint.

Climate Change

Our Strategic Approach

Climate change presents risks and opportunities for Trimble and its stakeholders. We recognize the urgency of limiting global warming to 1.5 degrees Celsius and are dedicated to strengthening resilience against climate change through innovation and collaboration.

Our climate change strategy is a core part of Trimble's broader sustainability approach to drive and enable action. We are making progress toward our climate transition targets by taking action within our operations and across our value chain. At the same time, we empower our customers and communities to address climate change through strategic partnerships and the use of our technologies. This dual approach reflects our commitment to responsible business and supports our mission to transform the way the world works.

Climate-related Risks and Opportunities

In 2022, we conducted climate scenario analyses to gain forward-looking insights into physical and transition risks under different global warming scenarios. Building on this work, Trimble plans to expand the scope of our assessments to include additional assets while applying a broader set of tools and methods to better identify and prioritize risks. We are also refining our management strategies and intend to share results from updated assessments in future reports.

Governance and Risk Management

Trimble's nominating and corporate governance committee assesses climate issue ownership, strategies,

and opportunities. Trimble executive management provides quarterly updates to the committee on progress toward targets. Our executive management assesses and manages climate risks and opportunities, incorporating both into our core business planning process and annual organizational objectives and key results.

For more details on our corporate governance structure, sustainability incentives, and management of sustainability reporting risks, please refer to the General Information section on [pages 7-11](#).

Physical Risks

Climate change impacts, such as extreme weather events, are expected to intensify in frequency and severity through the end of the century. All global warming scenarios indicate these impacts, which model future climate conditions based on varying levels of greenhouse gas (GHG) emissions. In our assessment of physical risks, we identified the primary climate hazards that could affect our key operational sites.

Transition Risks

We face financial risks and opportunities tied to climate-related physical and transition risks, which encompass the direct impacts of a changing climate and the economic shift toward a low-carbon future. We have assessed transition risks across four main categories: policy and legal, technology, market, and reputation. Climate-related impacts on our reputation are primarily positive, so we classify them as opportunities, rather than risks. Given the limitations of available forward-looking data for climate transition risks, we used carbon pricing as a proxy for risk in this assessment.

ASSESSING OUR PHYSICAL RISKS

Assessment Approach	Trimble performed a scenario analysis on five of our most critical sites (located in strategic regions and with high revenue-dependency) to analyze and understand their exposure to specific physical hazards to estimate our level of physical risk.
Timeframes	Trimble assessed our physical risks across the short- (0-3 years), medium- (3-10 years), and long-term (10-30 years) timeframes.
Scenarios explored	IPCC's SSP5-8.5 and SSP2-4.5 scenarios
Acute and chronic climate hazard exposure¹	Wildfire, flooding, sea-level rise, drought, heatwaves, and cyclones.
Exposure level and risk estimation	<p>Trimble's assessment suggests that we have an overall low risk due to exposure to physical climate hazards, having identified the necessary steps to counter and monitor these risks in the most exposed locations.</p> <p>Exposure to short-term climate hazards could present risks, particularly from wildfires and sea level rise, which we identify as relevant across sites in both scenarios. Steps to counter and monitor the impacts in the most exposed locations are factored into our risk estimations.</p>

¹ The Intergovernmental Panel on Climate Change defines climate hazards as climate-impact drivers that are detrimental to society or ecosystems. While we share exposure as our main consideration for our estimations of physical climate risk in this report, further assessments of site-specific sensitivity and adaptive capacity could affect our estimations.

ASSESSING OUR TRANSITION RISKS

Assessment Approach	Trimble analyzed carbon pricing using the International Energy Agency's (IEA) projected prices for advanced economies under two scenarios.
Timeframes	Trimble assessed our transition risks across the short- (0-3 years), medium- (3-10 years), and long-term (10-30 years) timeframes.
Scenarios Explored	<p>Scenario 1: Net-Zero Aligned This scenario assumes that 2030 reduction targets are met and emissions are aligned with net zero thereafter. The gross annual cost of emissions for Scopes 1, 2, and 3 is assumed to be 72% lower than the no further mitigation scenario.</p> <p>Scenario 2: No Further Action This scenario assumes 2030 reduction targets are met with no further mitigation thereafter.</p>

IDENTIFIED TRANSITION RISKS BY TYPE

Policy and Legal	Trimble's global business is subject to various regulations, including stringent compliance requirements in the EU. We recognize that evolving regulations impact how companies measure, track, and report environmental efforts, especially around climate change. We are tracking changing regulations to report this information effectively. See page 11 for more information on how we manage our sustainability reporting risks.
Market	<p>Market risk is an important factor in Trimble's climate-risk assessment, which includes uncertainty surrounding shifts in consumer preferences. The significant opportunity for bringing scalable climate solutions to Trimble's end markets outweighs these risks.</p> <p>We also consider significant uncertainties associated with potential physical risks of extreme weather events impacting market conditions and the financial health of our customers. Weather directly affects market conditions in construction and transportation and logistics, two of Trimble's primary markets. Overall, Trimble perceives a modest downside risk, mainly from the churn possible in the shifting dynamics.</p>

Climate-related Opportunities

Trimble's technology helps reduce emissions and build business resilience. Our solutions support customers in managing climate-related risks by improving efficiency, enhancing productivity, and connecting systems. These capabilities also have the potential to lower operating costs and strengthen our brand reputation.

OPPORTUNITIES BY TYPE

TYPE	DESCRIPTION
Products and Services	Trimble has identified the sustainability benefits of our products and services as a key value driver across our building and infrastructure, geospatial, resources and utilities, and transportation segments. We believe the environmental benefits of our solutions and the potential for cost savings are significant factors in our customers' purchasing decisions.
Reputation	The effects of climate change have the potential to influence consumer behavior, increasing demand for products and services that support sustainable outcomes, such as reducing or avoiding GHG emissions for customers who seek to reduce emissions.
Resource Efficiency	Resource efficiency represents an opportunity to help us meet our sustainability targets while reducing operating costs, including efforts such as reducing business travel and improving energy efficiency across our facilities.

Driving Action on Climate Change

Long-term planning strengthens our ability to manage climate-related risks and align with global expectations for reducing GHG emissions. Our Roadmap for Climate Action outlines our steps to meet our enterprise-level targets, approved by the Science Based Targets initiative (SBTi).

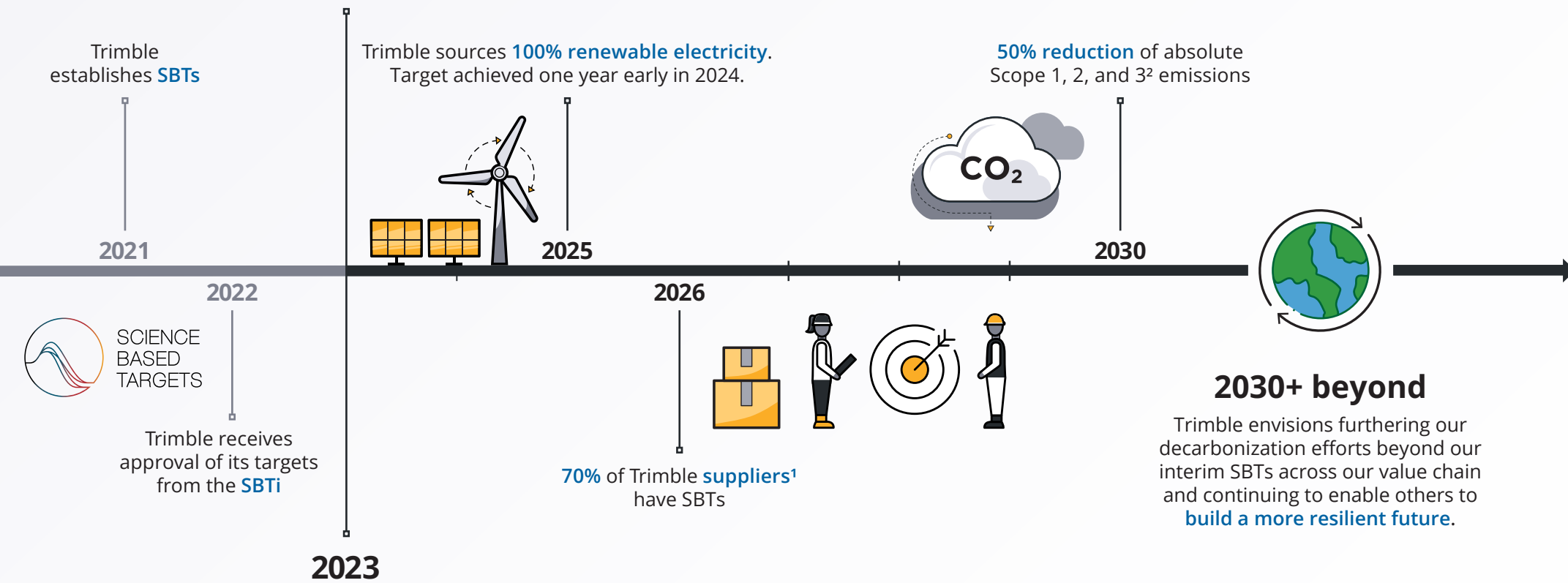
Roadmap for Climate Action

Our SBTs guide our annual progress toward our 2030 goal of reducing our absolute Scope 1, 2, and 3 emissions by 50%.

OUR CLIMATE GOALS

GOAL	2024 PROGRESS ³
100% annual sourcing of renewable electricity by 2025	100%
70% of Trimble suppliers by emissions committed to setting science-based emission reduction targets by 2026 ⁴	44%
50% absolute reduction in Scope 1 and 2 emissions by 2030	88% total reduction
50% absolute reduction in Scope 3 ⁵ emissions by 2030	4% increase

Phase 3



“We’re thrilled to have achieved our renewable electricity sourcing target a year ahead of schedule, but the work doesn’t stop there. By continuing to invest in on-site renewable energy generation and energy efficiency improvements, we aim to reduce our use of renewable energy certificates (RECs) over time.”

Emily Saunoi-Sandgren, Director of Sustainability



¹ 70% of Trimble’s suppliers by emissions covering purchased goods and services and capital goods.

² Scope 3 emissions include emissions from fuel and energy-related activities, business travel, and upstream transportation and distribution.

³ Progress is based on a 2019 baseline.

⁴ Covering purchased goods and services and capital goods.

⁵ Scope 3 emissions for this target include emissions from fuel and energy-related activities, business travel, and upstream transportation and distribution.

Climate Action Levers

To achieve our targets, we focus on six climate action levers that prioritize efforts with the greatest potential for reducing operational emissions.



Climate Data Monitoring and Reporting

Measure, monitor, and disclose information on climate performance and progress toward our science-based targets (SBTs)



Facilities

Improve energy efficiency and reduce our carbon footprint at company facilities



Purchased Energy

Increase annual sourcing of renewable electricity to 100% by 2025



Business Travel

Reduce overall business travel and choose lower-emission travel options



Supply Chain Transportation and Distribution

Change to lower emission modes of transport and improve route and load volume efficiencies



Supplier Engagement on Climate Action

Engage with strategic suppliers to help them set their own SBTs

Our Activities in 2024

Trimble is committed to reducing its carbon emissions and non-renewable energy consumption across our value chain. Each year, we improve upon and deepen our understanding of our carbon footprint and take deliberate actions to reduce it, while transparently communicating our progress.

We are proud of the progress we made toward our science-based targets in 2024, reaching our target to source 100% renewable electricity by 2025 a full year ahead of schedule. We aim to continue taking practical actions for our business while acknowledging the urgency of the climate crisis.

Facilities

We continuously identify and prioritize actions to enhance energy efficiency across our facilities. Mainly office buildings, our facilities consume energy through HVAC, appliances, equipment, and lighting. Our North American operations hub is an 11-building campus fully owned and operated by Trimble in Dayton, Ohio, and represents about one-third of our global facilities' emissions footprint. As part of our ongoing energy efficiency efforts, we further reduced energy consumption at the Dayton campus by approximately 20% in 2024.

Purchased Energy

We reached our 2025 goal of sourcing 100% renewable electricity in 2024, a year ahead of schedule. Our centralized procurement function, established in 2023, was crucial in identifying high-impact renewable energy opportunities, including sourcing high-quality RECs that help cover energy demand we cannot directly meet from renewable sources.

OUR RENEWABLE ENERGY PROJECTS

LOCATION	SOURCING PROJECT TYPE AND SIZE	PROGRESS IN 2024	ADDITIONAL PROJECT FEATURES
Westminster, Colorado, Headquarters	2,000 MWh solar energy array	Supplied 100% of campus electricity demand in 2024	170 carports and 49 electric vehicle charging stations powered by solar energy. Provides 72 MWh of charge, which is 44.6 tCO ₂ e or the carbon equivalent of 120 barrels of oil avoided
Big Spring, Texas (Marketplace RECs)	20,000 MWh wind farm	Supplies our North American renewable energy needs	Job creation, lowers grid emissions in Texas, brings new renewable energy online
Chennai, India	1,500 MWh solar energy farm	Came online in Q4 2024, supplying approximately 60% of the facility's energy use	Brings new renewable energy online
New Zealand	Green tariff—950 MWh, 90% hydro, 10% solar	Came online in Q4 2024	Brings new renewable energy online
Finland	Green tariff—270 MWh (solar, hydro, and wind)	Came online in Q4 2024	

Purchasing high-impact RECs

Trimble's purchase of RECs through [Ever.green](#) provided half of our RE100 target, helping us achieve our target ahead of schedule in 2024. It also allowed us to meet our 50% Scope 1 and 2 emissions reduction goal by 2030 early.

Sourcing Solar Power in Chennai, India

In 2024, we finalized a solar agreement for our site in Chennai, India, where sunlight is abundant for approximately 300 days a year. This project will supply about 1,500 megawatt-hours of electricity annually to our site, meeting up to 60% of the site's energy needs with a local solar producer. The Trimble Chennai team is now working with their property manager to install solar panels on-site, aiming to meet 100% of their energy needs through solar power.

Business Travel

Trimble values in-person connection, which can require business travel and associated carbon emissions. We recognize that travel contributes to both our environmental footprint and operational costs. Our target to reduce emissions by 50% by 2030 presents an opportunity to address both.

We are focused on lowering total travel miles and shifting to lower-emission transportation options where possible. In 2025, we plan to equip leaders with data-driven insights to inform travel budgeting and decision-making.

Supply Chain Transportation and Distribution

Sustainability improvements to our supply chain logistics support our environmental and business objectives by lowering emissions and reducing costs. We have focused on a strategy to shift our overseas air freight to ocean shipping, whenever possible, as ocean shipping is a significantly lower emissions mode of transportation. Our centralized supply chain logistics team is responsible for managing this decarbonization lever by working to optimize the total number of shipments of parts and finished products needed to fulfill orders from our customers. The team is also responsible for increasing Trimble's use of low-carbon transport options, localizing to reduce shipping and transport distances, and improving lead-time planning.

Supplier Engagement on Climate Action

Through longstanding work with supplier responsibility and engagement, we manage a responsible and resilient supply chain to align with Trimble's climate strategy. We are steadily moving toward our 2026 goal of engaging 70% of our suppliers by emissions to set SBTs,

with a strategic focus on tier one suppliers. In 2024, 44% of our suppliers by emissions had science-based reduction targets, an increase from 31% in 2023.

In 2024, we advanced our understanding of suppliers' climate change efforts and their progress toward setting SBTs. We used an emissions reduction digital platform to effectively track data, prioritize suppliers based on the maturity of their sustainability programs, and enhance communication and collaboration, encouraging them to establish emissions reduction targets. This instrumental tool also engages and educates our suppliers, meeting

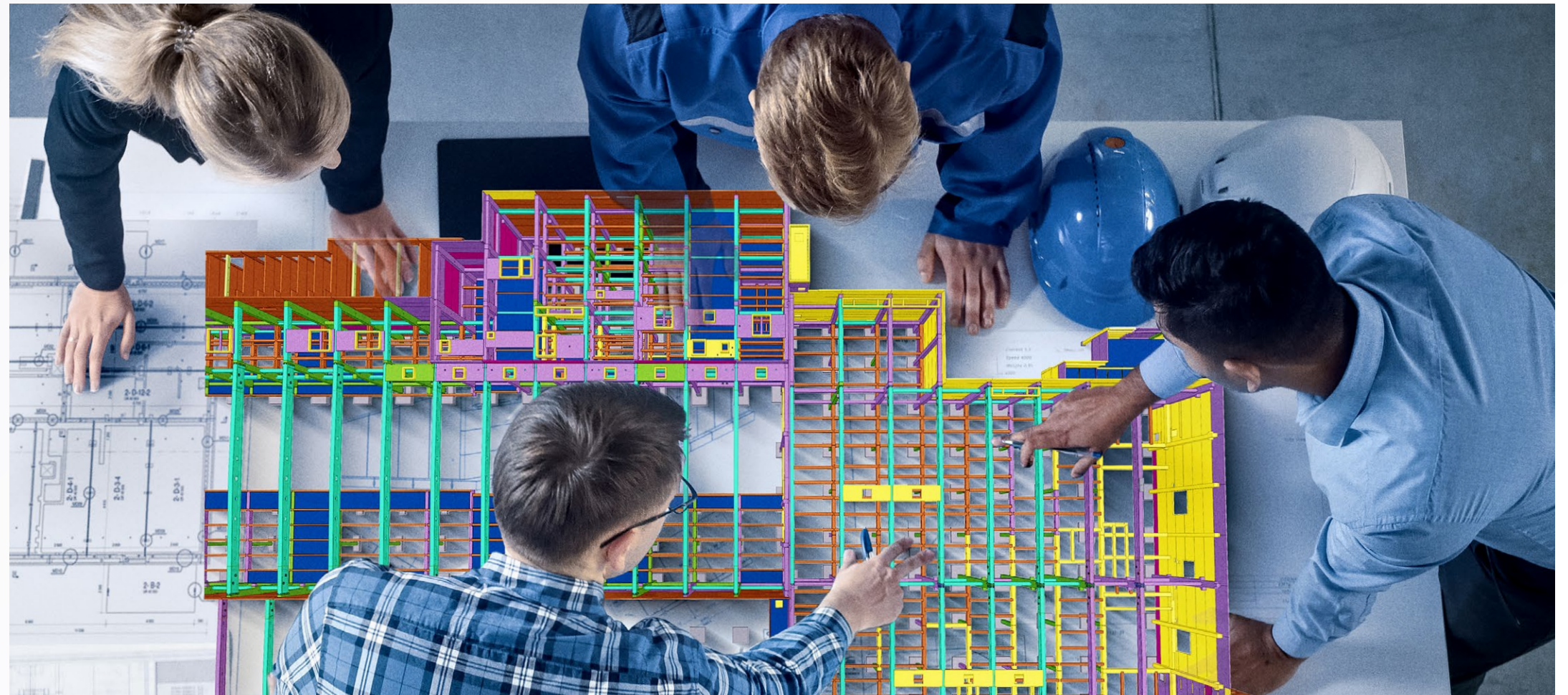
them where they are in their sustainability journeys. In 2025, we are concentrating on a targeted approach to supplier engagement, providing tools and resources to support their progress.

Advancing Product Sustainability Insights

In May 2024, Trimble's sustainability team welcomed an intern through our internship program to conduct a Product Environmental Footprint (PEF) assessment

of the SX12 Total Station. This comprehensive analysis, similar to a life cycle assessment, revealed that the largest impacts come from air freight emissions and the use of copper in product wiring.

Trimble manages its air freight emissions through its Science-Based Climate Program and operates a repair program which extends product life 3–5 years beyond end-of-life. This helps reduce e-waste and support circular economy principles. These insights help us focus on material impact areas while continuing to improve data collection and management.



Climate Change Metrics

As part of our commitment to data accuracy and continuous improvement, Trimble adopted a digital carbon management platform in 2024 for our GHG accounting. Triggered by structural changes to our business, and in preparation for a formal rebaseline in 2025, we have been reviewing past emissions data to ensure accuracy and consistency.

A GHG baseline serves as the reference point against which future emissions are measured, and rebaselining ensures our reporting reflects the current structure

of our operations. During this review, we identified a manual data entry error in our previously reported 2022 gross Scope 3 emissions. The original value of 168,000 metric tons CO₂e has been corrected to the actual figure of 180,546 metric tons CO₂e. Moving forward, emissions data will be rounded to the nearest whole number in tables and data visualizations to ensure consistency across reporting years.

Updates resulting from the formal 2025 rebaseline will be reflected in next year's report and clearly noted in our disclosures.

SCOPE 1, 2, AND 3 GHG EMISSIONS

	2019 (BASELINE)	2022	2023	2024
Gross Scope 1 Emissions	6,172	5,072	4,180	2,648
Gross Scope 2 (Market-Based)	15,177	10,209	10,810	0
Gross Scope 2 (Location-Based)	13,949	11,495	12,480	12,160
Gross Scope 3 Emissions	210,539	180,546	286,727	359,241
Category 1: Purchased Goods and Services	114,874	90,742	193,903	252,008
Category 2: Capital Goods	1,983	1,917	1,652	8,919
Category 3: Fuel and Energy-Related Activities	4,222	7,632	4,170	4,263
Category 4: Upstream Transportation and Distribution	18,002	36,975	39,317	34,509
Category 5: Waste Generated in Operations	1,022	877	813	1,000
Category 6: Business Travel	52,992	25,273	29,077	39,330
Category 7: Employee Commuting	12,485	11,068	12,719	13,667
Category 9: Downstream Transportation and Distribution	3,073	5,869	5,075	5,545

Data Methodologies and Assumptions

We report in alignment with the GHG Protocol, using its definitions of Scope 1, 2, and 3 emissions. Scope 1 emissions are direct emissions from operations, mostly from our facilities. Scope 2 emissions are indirect emissions from purchased electricity, district heating, and cooling. Scope 3 includes all remaining indirect emissions from Trimble's value chain.

Trimble reports all GHGs in CO₂e, unless it is reported as a percentage, using global warming potentials defined by the latest IPCC report or emissions factors defined by national regulatory bodies. Our material GHGs include chlorofluorocarbons (CFCs) and carbon dioxide (CO₂).

Our organizational boundaries for emissions reporting include all activities under our operational control using the GHG Protocol's methodology for setting boundaries, including facilities we own and lease. We have assessed the following Scope 3 emissions categories as immaterial to our overall footprint. This reflects the nature of our business model, which does not generate significant emissions from the following:

- **Category 8: Upstream Leased Assets:** Emissions from our leased facilities are included in our Scope 1 and 2 calculations, in line with our operational control boundary. Long-term car leases are included in Scope 1 emissions, while short-term leases are counted toward business travel.
- **Category 10: Processing of Sold Products:** We act as a passthrough vendor for a small number of components but make no material modifications to these items; accordingly, their emissions are excluded from our inventory.

- **Category 11: Use of Sold Products:** We evaluated the emissions associated with the direct use phase of our products, including through a life cycle assessment (LCA). These emissions primarily relate to the electricity required to operate handheld devices and were determined to be immaterial.
- **Category 12: End-of-Life Treatment of Sold Products:** This category was reassessed for relevance this year and deemed immaterial. Our main product was evaluated for emissions associated with end-of-life treatment, which were determined to be insignificant.
- **Category 13: Downstream Leased Assets:** While we track subleased facility space where applicable, associated emissions are minimal and therefore immaterial.
- **Category 14: Franchises & Category 15: Investments:** These categories are being assessed beginning in 2025, and will be included in future re-baselining efforts.

Connect and Scale

Our Connect and Scale strategy unifies Trimble’s capabilities to deliver integrated, end-to-end solutions. These offerings support real-world applications that help customers avoid or reduce emissions and contribute to the transition to a low-carbon future. In 2023, we consolidated our Connect and Scale strategy across three main segments: Architecture, Engineering, Construction, and Operations (AECO), Field Systems, and Transportation and Logistics.

OUR SOLUTIONS

	OUR OFFERINGS	SUSTAINABILITY BENEFITS
AECO	<ul style="list-style-type: none"> • Architecture and design software • Building Information Monitoring (BIM) and engineering software focused on highest value construction trades • Construction management software • Owner capital program management and asset management software 	<ul style="list-style-type: none"> • 3D design drives construction savings of up to 50% • Fabrication software reduces waste by up to 60% • Design to supply chain workflows improve procurement time by up to 35% • Digital project management solutions improve Request for Information (RFI) cycle times up to 30x
Field Systems	<ul style="list-style-type: none"> • Geospatial solutions for surveying and reality capture • Civil construction solutions for machine control and guidance automation systems • Advanced positioning Global Navigation Satellite System (GNSS)-centric technology portfolio 	<ul style="list-style-type: none"> • Machine control achieves up to 40% efficiency gains • Improved roadside safety for field crews through leveraging reality capture solutions • Superior GNSS performance allows field crews and construction machines to continuously operate in difficult environments
Transportation and Logistics	<ul style="list-style-type: none"> • Mapping, routing, and navigation software • Enterprise solutions for Transportation Management systems (TMS) and maintenance • Transportation management platform connecting shippers, carriers, and brokers 	<ul style="list-style-type: none"> • Up to 7-12% reduction in spot spend with Autonomous Procurement • Up to 40% reduction in waiting times for trucks with Dock and Yard • Up to 12% fuel cost savings with Expert Fuel • Reduction in empty miles through better matching of capacity with demand

Ways Trimble Helped Accelerate Transformation in 2024

Transporeon Green Freight Report—“Is Transportation on Track?”

Transporeon, a Trimble company, published an intelligence report in 2024 providing information for the freight industry on scenario planning, decarbonization strategies, target setting, and action planning. The report shares market research on decarbonization approaches based on the findings from a global survey with over 700 respondents including 181 shippers and 527 carriers in Europe and North America. The report was supported by the European Commission, P&G, Nestlé, Rail Cargo Group, LKW Walter, and many other industry stakeholders. Through this collaboration between Trimble, KLU Kuehne Logistics University, and Smart Freight Centre, Transporeon provides in-depth insights and resources to support freight industry transformations.

“This report shows that while stakeholders find collaboration complex, a network approach and smart platforms can streamline freight decarbonization through more efficient, trusted teamwork.”

Serge Schamschula, Head of Partner Management at Transporeon



Perfecting the Design-to-Construction Workflow

Trimble is establishing a technology-enabled workflow that streamlines productivity and daily progress tracking for a unique public-private partnership (P3) project. ASN Constructors, the design and construction arm, has used Trimble’s connected technological ecosystem to streamline productivity and increase efficiencies since they formed in 2021.

The project, currently in construction, consists of a 30-mile stormwater diversion channel in North Dakota to provide permanent, reliable flood protection to a community of approximately 260,000 people in the Fargo, North Dakota, and Moorhead, Minnesota, area in the United States. The channel is designed to withstand a 100-year flood and provide resiliency for a 500-year flood. It is also the first P3 project conducted in collaboration with the US Army Corps of Engineers (USACE) and one of the first large-scale, sustainability-focused P3 projects in the United States.

Trimble Ventures

Trimble Ventures is a corporate venture capital fund launched in 2021. It focuses on early- and growth-stage companies with innovations that complement our platforms and have the potential to accelerate digital transformation in the industries we serve.

Trimble Ventures supports our Connect and Scale strategy by investing in technologies that drive growth, platform innovation, and sustainable customer outcomes. In 2024, we supported three new direct investments:

- **DocumentCrunch:** An AI solution that addresses construction risk and compliance
- **RAIC Labs:** An AI image analysis platform that supports a variety of applications in transportation, infrastructure, energy, and agriculture
- **Outbuild:** A construction scheduling and resource planning platform that optimizes workforce management and project delivery

In 2025, we will continue to evaluate new investment opportunities that drive innovation and value. We are focusing on AI, software, robotics and autonomous systems, reality capture, and emerging geospatial technologies targeted at transforming productivity, data quality and accuracy, safety, and sustainability in our core markets.

Sustainability Benefits of Trimble Ventures Investments

Civ Robotics

Civ Robotics is a construction robotics start-up focused on automated construction layout robots for solar farms. In 2024, the company's robots were deployed on 40 projects, supporting the construction of more than 10 gigawatts of renewable energy across the US.

Harbinger, an Ironspring Ventures Portfolio Company¹

Harbinger is advancing the medium-duty commercial vehicle segment by specializing in electrifying commercial and specialty vehicles. A single Harbinger electric delivery truck can avert approximately 860 tons of CO₂ emissions over a vehicle's life compared to gas or diesel equivalents.²

¹ Trimble Ventures is an investor in Ironspring Ventures, a venture capital fund that holds an investment in Harbinger.

² Comparison based on the US Department of Energy data on national average CO₂ emissions for US electricity production and CO₂ emissions from equivalent sized, late model year trucks.

Building the Future through Startup Competitions

We engaged with emerging companies through two major startup competitions in 2024.

Global Construction Startup Competition

An alliance of leading industry companies, including Trimble Ventures, Cemex Ventures, Caterpillar, Dysruptek by Haskell, Ferrovial, Hilti, VINCI Group's Leonard, NOVA by Saint-Gobain, and Zacua Ventures, hosted the 2024 annual competition, which received over 400 startups applications. In 2024, 29% of the applicants focused on green construction. The category winners, including Mixeresting and Revitalize, were invited to a Pitch Day Competition at Dimensions, Trimble's annual user conference. They competed for cash prizes and resources to drive innovation in green construction, supply chain, productivity, and future technology. Trimble Ventures will host the competition again at Dimensions in 2025.

Trimble SketchUp 0-60 Challenge

Trimble Ventures and Trimble SketchUp launched this global initiative to identify innovative Architectural, Engineering, and Construction (AEC) design startups. Nine finalists were chosen from over 50 applicants and were invited to develop integrated solutions using the Trimble SketchUp platform. They showcased their work at 3D Basecamp, an event held during Dimensions, Trimble's annual user conference. The finalists competed for cash prizes and presented on the main stage to a large audience of potential customers, partners, and our event co-sponsors, including AWS, Canvas, HP, Nvidia, and Softserve.



Empowering People

Empowering people starts with meaningful investment in our workforce and communities where we live and work. By listening closely and engaging with our employees, customers, suppliers, and local organizations, we aim to foster mutual respect, shared success, and lasting impact.

Own Workforce

Our Strategic Approach

We support our employees' growth with resources and opportunities to foster meaningful careers, skill development, and to expand their networks.

Our culture thrives when our employees feel valued as individuals. We want people to feel welcome to be themselves, inspired to share their talents, and empowered to find creative solutions.

Employees are central to Trimble's customer experience and our innovative solutions. With a workforce spanning more than 45 countries and over 175 office locations, our most common roles include

engineers, and those serving customers in customer success and technical support roles. These roles are in high demand across the industries in which we operate, making our efforts to attract, develop, and retain top talent essential to achieving our company's mission and strategic objectives.

We take pride in creating a workplace that is inclusive, respectful, and safe and we believe everyone, including our employees, deserves fundamental human rights and fair labor practices. Our [Human Rights and Labor Policy](#) guides our actions and supports a respectful, inclusive workplace.

Trimble's Core Values

Our core values—belong, grow, and innovate—are the foundation of our culture.



BELONG

We believe in a culture where you can be different from others. With kindness, understanding, and grace, we celebrate individuality. We work and win together. With empathy, compassion, and trust, we embrace our differences and thrive through inclusivity.



GROW

We are deeply committed to making a difference in the world. Our growth mindset and high standards drive us to deliver value for the planet and for all of our stakeholders. Our humility helps us stay self-aware of what we can do to better ourselves and the communities where we live and operate.



INNOVATE

With an entrepreneurial mindset, we focus on our customers' success by continually exploring and looking for ways to innovate, improve, and make their life's work better. We explore new and creative methods to solve complex problems that ultimately help us learn and grow and provide new value to our customers.

Empowering Employees

We strive to deliver an exceptional employee experience by developing globally impactful strategies and implementing them locally. We foster an environment where employees at all career stages—from new hires to tenured team members—can contribute their unique talent, skills, and perspectives. Effective collaboration is a hallmark of our inclusive, award-winning culture.

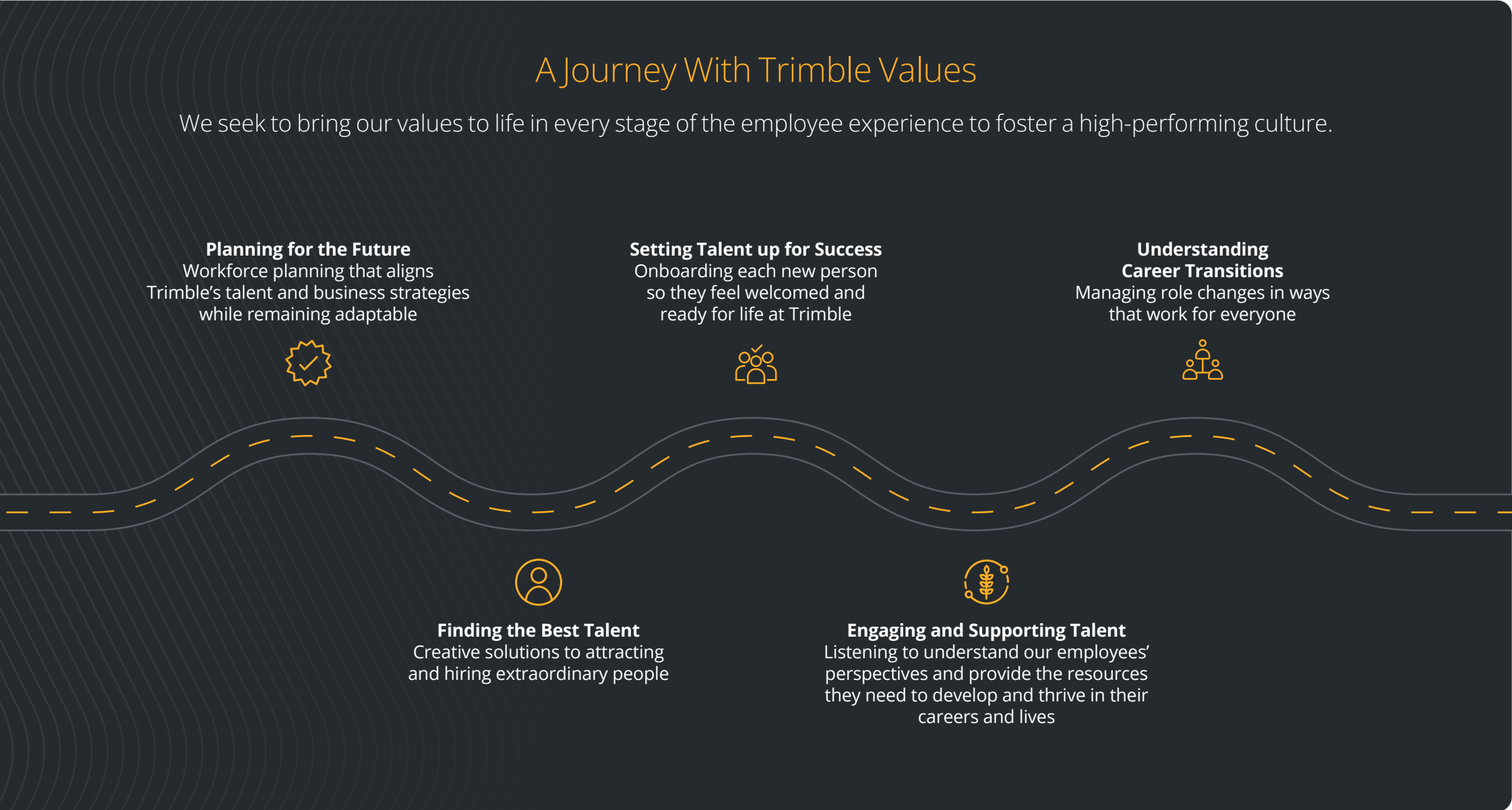
Planning for the Future

We plan our talent pipeline to meet current and future needs and support our long-term growth and strategic goals. This proactive approach to talent planning is crucial to building a culture and teams that consistently drive innovative solutions for our customers.

To align with our broader business strategy, we adapt to evolving industry demand for specific skillsets. We achieve this by engaging our leaders, using market data, and conducting robust workforce planning activities.

A Journey With Trimble Values

We seek to bring our values to life in every stage of the employee experience to foster a high-performing culture.



Finding the Best Talent

Trimble has a dedicated talent attraction team focused on identifying individuals who share a passion for our mission and can effectively contribute to Trimble's Connect and Scale strategy. We attract talent globally, with significant focus on North America, Europe, and the Asia-Pacific region. Trimble invests in core offices in these regions, providing a community where our talent can easily engage, connect, and collaborate with colleagues.

We believe that a workforce encompassing diverse perspectives, backgrounds, experiences, and ideas is a direct driver of innovation, one of our core values. Our hiring processes are designed to be standardized, objective, scalable, and inclusive. Highlights of our approach include:

- Seeking a broad pool of qualified candidates to inform hiring decisions
- Identifying candidates from local communities and a variety of backgrounds
- Participating in a wide range of industry, professional, and university career events and programs
- Nurturing and maintaining relationships with candidates

Early career pathways are one way we expand our talent recruitment pipelines to support our future workforce needs. Trimble partners with educational institutions, including Historically Black Colleges and Universities (HBCUs) and Minority Serving Institutions (MSIs), to support students from local and underrepresented communities as they pursue careers in Science, Technology, Engineering, and Math (STEM). See [page 29](#) to explore how our collaborations empower underrepresented groups of people to pursue careers in STEM.

We are proud to work with a targeted group of partners fostering career pathways in our communities. Our partners include:



Internships and our Rotational Development Program (RDP) are two of our most successful channels for recruiting early career talent to Trimble. Trimble's internship program provides students with hands-on experience, allowing them to gain skills and expand their networks to prepare for their future careers. Interns have the opportunity to work on projects in many areas of our business, including:

- Software engineering
- Finance
- Product management
- Operations
- Sales
- Information technology
- Marketing

The RDP offers a structured, multi-year experience for selected new graduates. Over a two- or three-year period, program participants can move between different roles, projects, and divisions, and receive dedicated development activities like training and coaching, to help them advance. Upon completing the program, RDP participants are highly trained employees with expanded networks and advanced skills, poised to make a significant impact across the organization.

297
interns hired globally

38.7%
of US interns identified as women

49.2%
of active RDP participants identify as women or US BIPOC (Black, Indigenous, and People of Color)

Supporting Talent in our Early Career Engineering Accelerator Pilot

The Engineering Accelerator Program is a comprehensive initiative designed to cultivate and retain the next generation of extraordinary engineers early in their career, addressing Trimble's pivotal workforce needs and strengthening our dedication to fostering a culture of continuous development, growth, and innovation. We drew on best practices from our Distinguished Engineer Program, RDP, and also worked in close collaboration with engineering leaders across Trimble and the People eXperience team.

The program enables early career engineers to identify growth opportunities and participate in a structured learning path to facilitate skill development, foster connection, and deepen engagement. In addition to increasing belonging and engagement, the program is designed to advance the quality and quantity of pivotal skills available within Trimble's existing workforce.

Participants also expand their global professional network, enhance their understanding of Trimble products and customers, and increase visibility to senior leadership. Managers of program participants have said that they've seen an increase in growth-mindsets, proactive problem-solving, and improved overall performance among participants.

“ The proactive problem-solving growth mindset the Engineering Accelerator Program instills has led to increased ownership and improved overall performance.”

Program Management team: Morgan DuPont, Emily Loudon, and Natalie Ruggiero



Setting Up for Success

For new hires, onboarding is a crucial period during which they integrate into Trimble culture, develop a sense of belonging, and quickly identify how they can contribute. We prioritize fostering a culture of belonging from day one in our Trimble New Hire Orientation Program. Our standardized approach is designed to engage and motivate new employees to contribute through strong performance aligned to our strategy and priorities.

Recognizing that managers are key to ensuring early success, we launched a leader development course across Trimble in 2024. The course shares practical ways to build teams and welcome new team members, and equips leaders with strategies for team building and welcoming new employees. Ultimately, these efforts help us maintain and enhance our high belonging and engagement results within our teams.

85%

of employees would recommend their manager to others

“At Trimble, we want our employees to feel empowered to set their sights high and achieve their full potential. We believe truly rewarding careers are built on shared values and a culture where everyone can thrive. Our people strategy celebrates the unique talents of our employees, ensuring they feel welcomed, supported, and inspired to drive innovation. Throughout every aspect of the employee journey, we are committed to taking intentional steps to help them succeed.”

Jaime Nielsen, Chief People Officer



Engaging and Supporting Talent

We support employee engagement through targeted programs and development initiatives to foster balance and fulfillment. Our listening strategy is fundamental to understanding the experiences and needs of our workforce, enabling us to invest in resources that are meaningful to our employees.

Trimble’s listening strategy involves a variety of engagement approaches, including:

- Global employee surveys twice a year
- Periodic pulse surveys on specific topics
- Open discussion sessions led by leaders at all levels

We closely track engagement using specific metrics. Our belonging score remains a key metric to evaluate employee satisfaction and opportunities for continuous improvement. Action plans empower managers and employees at all levels to improve overall engagement and belonging at Trimble.

While belonging continues to be a key Trimble strength, we observed a slight decline in employees’ overall perception of belonging in 2024. Still, we maintained

a belonging score in line with the industry benchmark. Employee satisfaction and wellbeing scores also lagged in the survey. We attribute the dip in scores to a significant organizational change across our business in late 2023.

To address our 2024 results, many leaders across the organization hosted dedicated listening sessions and town halls to discuss and better understand employees’ experiences and needs.

Trimble’s global Employee Resource Networks (ERNs) are voluntary, employee-led networks available to all employees. Our nine ERNs remain central to building belonging and engagement across our organization by driving advocacy, education, and community initiatives. The ERNs also offer peer support for important identity-focused groups and their allies. These networks have a strong track record of partnering with the business and external partners to significantly enhance the employee experience.

In 2024, ERN programming emphasized career advocacy and employee wellbeing, often in partnership with our global talent attraction and benefits teams. Dozens of ERN-led programs included career growth workshops, leadership development activities, and wellbeing sessions focused on preventing burnout and supporting holistic health.

EMPLOYEE BELONGING SCORES



¹ The technology industry average is based on Glint benchmark data.

Benefits and Wellbeing

Our benefits and rewards programs are designed to cultivate an inclusive, high-performing workplace that prioritizes employee retention and career satisfaction. We offer competitive, inclusive, and flexible benefits tailored to meet the needs of our global workforce.

Trimble curates benefits to deliver preferred services and support, which vary by country, but can include:

- Comprehensive health insurance
- Wellness programs, including global access to mental health resources and therapy
- Local perks like on-site gyms at hub offices
- Paid time off, including paid holidays, volunteer days, parental, medical, and other leave
- Financial and retirement benefits, including competitive salaries, retirement savings plans, and relocation assistance
- Recognition to celebrate milestones in employees' lives, from building their family to advancing educational goals
- Work/life perks, including flexible and remote working opportunities

As a large global organization, we have employees with unique experiences and needs. We are committed to supporting equitable access to quality healthcare and wellness resources. For example, our benefits program offers gender-affirming healthcare for US employees and gender transition resources for all employees globally.

Recognizing the growing need for mental health and wellbeing support, Trimble started expanding the Employee Assistance Program (EAP) and its counseling services to employees globally. This program connects employees to clinicians, offering essential support and tools for holistic health. Alongside the EAP, we've fostered wellbeing through various initiatives, such as coffee chats, fitness challenges, and a wellness app, all designed to support physical and mental health. In 2024, we boosted engagement with existing programs and further enriched our offerings by introducing wellbeing webinars. Notably, 2024 also marked the launch of our Mental Health First Aid Program, a training and certification designed by the National Council for Mental Wellbeing. This program enhances our suite of wellbeing

resources, including comprehensive guidance within our Manager Toolkit, global wellbeing resources on our global intranet, and additional holistic health training available through Trimble Learn.

Our global peer-to-peer recognition program is another way Trimble encourages a sense of belonging, giving employees a way to show appreciation for one another. Active since 2018, this program gives employees a way to recognize colleagues who have demonstrated Trimble's values at work. Employees earn points and recognition delivered in different formats—from private messages to public nominations. They also have an option to provide monetary rewards¹ to recognize colleagues. These incentives create a way for peers to grow deeper connections while reinforcing our Trimble values.



Bringing Mental Health First Aid Training to Trimble

Trimble's commitment to wellbeing emphasizes the role we all play in supporting mental health with a shared language. To strengthen this, we offer Mental Health First Aid training to expand the number of certified responders who can connect people with specialized support and foster awareness and empathy. The program cultivates a supportive environment at Trimble and in our communities through virtual and in-person training. Participants gain an action plan, communication skills, crisis management responses, and self-care strategies to assist someone facing a challenge. By focusing on early intervention, the training helps address mild conditions before they progress into significant illness. Empowering employees to serve as first responders ensures those struggling with mental health challenges feel supported and understood."

Victoria Naranjo, Global Wellbeing Manager



¹ Rewards may be redeemed in an online platform.

Development and Growth

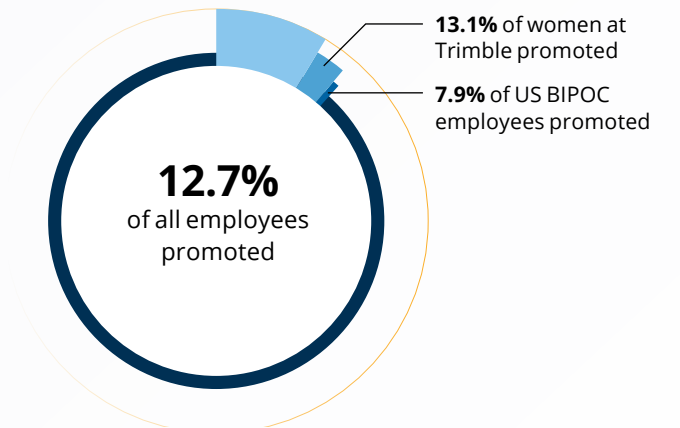
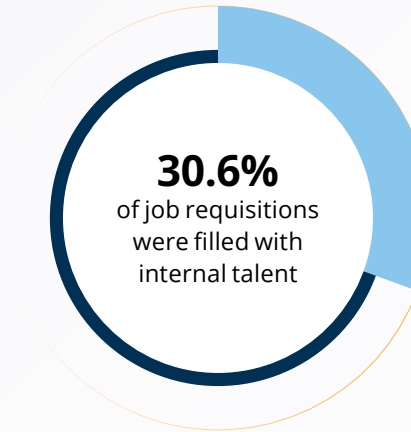
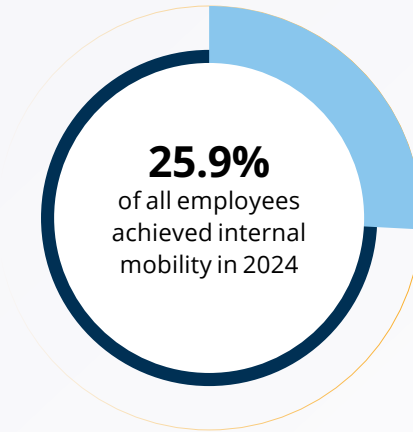
One of our core values is our commitment to helping our employees grow, which means actively supporting internal mobility. We want to empower every employee to take opportunities to build skills and gain experience aligned with their career goals. Trimble offers more than 30 learning programs, spanning interpersonal skills, leadership development, and role-specific development courses. In 2024, we sharpened our focus by unifying our approach to performance management, making it easier for employees to understand expectations and track progress.

We further encourage internal movement and professional connections through:

- **Career Connection Platform:** our internal and external Trimble career portal
- **Trimble Gigs:** our directory of project-based roles across the organization to build skills and expand networks
- **Mentoring Program:** a portal accessible to all employees to connect with an internal mentor and voluntarily schedule routine mentorship meetings

Trimble tracks internal mobility to gauge the effectiveness of our employee development efforts across all employee groups. We consider these metrics an indicator of how well we provide a workplace experience centered on belonging and growth for every employee.

Internal Mobility 2024



Understanding Career Transitions

As Trimble employees progress in their careers, we support them through role changes and personal transitions. We believe it is essential to maintain open dialogue around career shifts, advancements, retirement planning, and other key milestones. We aim to help individuals and teams navigate these changes successfully. Support includes:

- Keeping open dialogue about changes affecting teams and roles
- Encouraging employees to seek support from their manager or the People eXperience (human resources) team when navigating a transition
- Providing access to internal job opportunities
- Facilitating discussions related to retirement plans



Driving Innovation

Innovation is central to who we are at Trimble. We foster an innovative culture through dedicated investments and acceleration programs, always driven by our curiosity to solve complex problems. This commitment to innovation and our inclusive approach consistently earns us awards and recognition.

Innovation Incentives and Drivers

Innovation is a priority for growing our business and meeting the increasing demand for sustainable solutions. Our innovation strategy is complemented by our investment of approximately 18% of our revenue in research and development.

We use a range of drivers to inspire innovation across our company:

- The Trimble Innovation Council guides our strategy and oversees the innovation process. Established in 2022, the council hosts competitions to incentivize employees and ensures our global team has the skills needed to achieve our goals.
- We celebrate creative solutions with quarterly Innovation Awards, which have a top prize of \$15,000. We've been giving these awards for over 20 years.
- New AI-related innovation objectives are being established as formal goals for designated teams.

In addition, Trimble hosts employee-focused innovation initiatives that foster a culture of creativity and collaboration. These events are organized into a three-stage innovation funnel that is open to all employees:

- **Ideation (DreamerHack):** This stage focuses on generating ideas and creating a clear vision. Employees participate in workshops that use design thinking principles to brainstorm concepts and develop a “concept poster” and “press release.”
- **Prototyping (Global Hackathon):** This synchronized, global event has teams from various departments build working prototypes or proof-of-concept demos based on themes aligned with Trimble’s strategic direction.
- **Execution (Hack2Impact):** This stage recognizes teams that have successfully turned their hackathon ideas or prototypes into solutions that deliver real-world value to customers and to Trimble’s business.



Gaining Recognition

Trimble is honored to receive recognition each year for its culture of inclusion and innovation. This recognition reflects our commitment to embedding our values across all levels and divisions of our business. We consider these awards an achievement shared by all Trimble employees.

Top 100

OnCon Icon Awards 2024
Talent Acquisition
Professional Award Winner

11

Comparably Best
Company Awards

3

US News Best Companies to
Work For Awards

6

Vault Internship Rankings

2024 Campus Forward Award

for Midsize Early Career Programs

Empowering Communities

Trimble is committed to being an active community member, globally and locally. We participate in our communities by sharing expertise and investing in impact-driven initiatives. Through partnerships with civil society organizations and educational institutions, we help empower communities and strengthen their capacity to adapt and thrive. We do this through:

- **Trimble Foundation Fund:** our donor-advised fund for philanthropic contributions
- **Trimble Cares:** a global, employee-led initiative empowering volunteer and philanthropic engagement
- **Educating the Next Generation:** nurturing the next generation with access to quality education, technology, and fulfilling career paths

Trimble Foundation Fund

Trimble's Foundation Fund empowers individuals and communities to create a more resilient and sustainable future. Through philanthropic partnerships, we strategically leverage Trimble's financial support, cutting-edge technology, and extensive industry connections to foster positive change across three core priorities. These include:

- Building community resilience by supporting disaster responses and initiatives for climate change adaptation and mitigation
- Advancing inclusion through increasing access to quality education and creating pathways to fulfilling careers
- Transforming industries by scaling sustainable practices within dedicated projects

Bridging Opportunity in Rwanda

In 2024, the Trimble Foundation funded the Cyonyo Suspension Bridge in Rwanda through a grant to Bridges to Prosperity (B2P). The 61-meter bridge spans the Muvumba River, connecting nearly 10,000 residents in Rurenge and Bushoga to schools, clinics, markets, and commercial centers. B2P, a global nonprofit, builds environmentally sustainable trailbridges to reduce rural isolation. These bridges improve safety and expand access to economic and educational opportunities—especially for women—by reducing transport burdens and connecting communities to essential services year-round. The project significantly improves quality of life and local resilience.



Securing Land Rights for Women



In 2024, the Trimble Foundation Fund partnered with the Cadasta Foundation to advance women's land rights in Uganda. Cadasta develops simple digital tools and technology to document and map land rights, making ownership visible and secure. Building on work with the [Ugandan Ministry of Lands, Housing, and Urban Development](#) and local partner [Ujamaa Foundation](#), the project expands issuance of nearly 5,000 Customary Certificates of Ownership—legal documents critical for tenure security. With 84% of land under customary tenure and women owning just 5%, the project aims for 60% of titles to benefit women. Trimble's support will strengthen outreach and gender inclusion, empowering women with land rights that support economic opportunity and reduce vulnerability.

Clearing Landmines with Precision: Trimble Foundation Supports HALO Trust

The Trimble Foundation continued support for [HALO Trust](#), an organization that recruits and trains men and women to clear landmines in their own communities. The organization is using Trimble's technology, including DA2 GNSS and DA2 DNSS receivers, to map and remove landmines in Ukraine and Angola. In Ukraine, 186 devices have helped teams map over 16,000 explosive items and clear 160 minefields—an area equal to 900 US football fields. In Angola, the technology is enabling precise mapping of a 19-kilometer minefield laid during the 1988 Battle of Cuito Cuanavale. Trimble also funds HALO's Women in GIS for Demining initiative, which trains women to support hundreds of deminers. The initiative was featured at the 28th International Meeting of Mine Action National Directors & UN Advisors (UNMDM28) Conference in Geneva, Switzerland.



Trimble Cares

Trimble Cares is a global, employee-led initiative that empowers local offices to volunteer and engage in philanthropic activities tailored to their community's specific needs. This grassroots approach encourages employee groups to support their communities directly, notably through Trimble's annual Day of Service.

Emphasizing flexibility, Trimble Cares enables employees to support local organizations and activities of their choice, fostering personalized and meaningful volunteer experiences. For example, in 2024, 80 Colorado employees participated in Trimble's first Week of Service, providing support to organizations that included:

- Supporting the Colorado Children's Hospital and Food Bank of the Rockies
- Building homes with Habitat for Humanity
- Preserving natural spaces with Cal-Wood and Jeffco Open Space
- Caring for animals at Good Life Refuge

Trimble Cares is uniquely valuable for connecting employees with their communities and each other, advancing our company-wide commitment to empowering communities globally.

Educating the Next Generation

Trimble is committed to supporting communities and nurturing the next generation of innovators through education. We aim to inspire students from kindergarten through university by providing them access to tools and educational resources. One example of this is our ongoing corporate sponsorship of Transportation & Construction Girl. In 2024, we funded a Transportation & Construction Girl scholarship in support of young women pursuing careers in construction and engineering. We also participated in their career fairs to showcase career opportunities in the technology industry.

Trimble Technology Labs

Trimble Technology Labs (TTLs) are instrumental in developing digital and technology skills by offering hands-on experience with Trimble products. With 31 TTLs established at academic institutions across 14 countries, we're accelerating the potential of emerging talent to shape the future of our industry and facilitating international knowledge exchange, particularly among historically underserved communities and institutions.

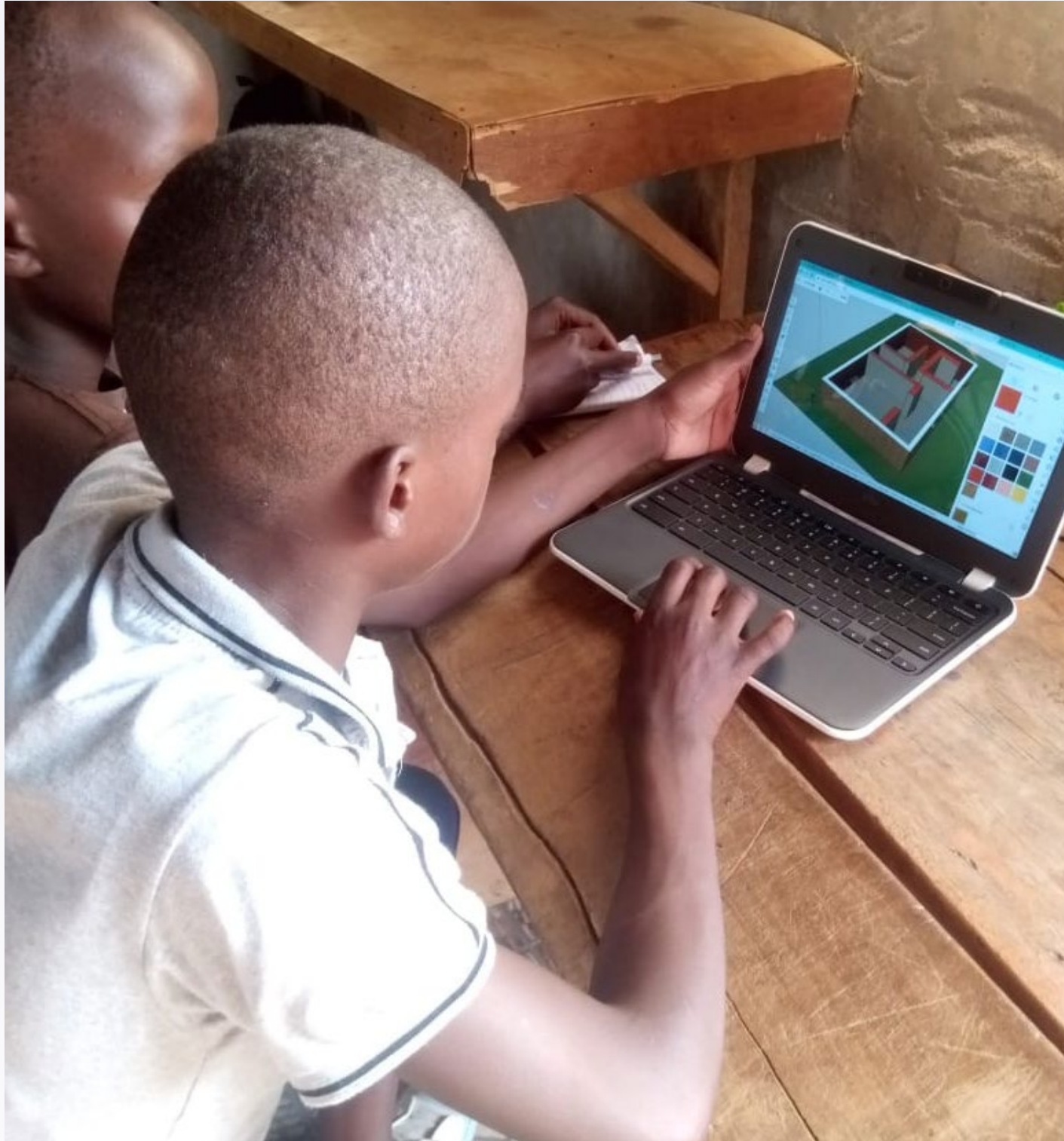
In 2024, we launched new TTLs at Purdue University and Florida A&M University in the US, and Unisinós in Brazil. Through the Trimble Foundation Fund, our Facilities Grant program provides funding to US-based MSIs and HBCUs with approved TTL proposals.

In 2025, we will introduce a standardized onboarding process for new university partners. We'll collaborate with business channel partners to expand product access and provide tailored support for curriculum integration.

Engineers Without Borders: Map Water Flows using Trimble Technology

Our partnership with Engineers Without Borders (EWB-USA) highlights how Trimble Technology Labs (TTLs) empower the next generation. In 2024, the Purdue University chapter completed a project in Rubona, Rwanda that brought clean water access to 1,500 community members. Using Trimble's Geospatial Mapping, and Data Analysis tools, students designed and implemented a full water system, including a spring catchment, pipeline, and reservoir. This hands-on experience is a powerful example of how our TTLs accelerate the potential of emerging talent and facilitate international knowledge exchange. By applying technology to real-world infrastructure challenges, students are actively shaping a more sustainable and equitable future for communities around the globe.





Increasing Access to STEM Education

We are dedicated to expanding access to science, technology, engineering, and math (STEM) education for historically underrepresented individuals, thereby broadening their career potential.

- **Scholarships:** Since 2021, the Trimble Foundation Fund has offered the Dr. Gladys West Scholarship, honoring the trailblazing mathematician whose work was instrumental in the development of the Global Positioning System (GPS). In 2024, new scholarships were awarded to students from Virginia State University, Florida International University, and North Carolina A&T University. In addition, the Trimble Construction Engineering and Management Scholarship Fund awarded scholarships to three new students at the University of Colorado Denver.

“Trimble’s investment in scholarships helps to open doors, remove barriers, and empower CU Denver students to excel both in their studies and future careers.”

University of Colorado Program Manager

- **Outreach and Awards:** We invest in education through various K-12 and university programs:

- **Trimble Visiting Professionals Program:** Connects institutions, prioritizing historically underserved communities, with over 45 experts for workshops and student support projects.
- **STEM Xposure Global Camp:** In 2024, underrepresented middle school girls from various countries attended camp to work with industry-standard software.
- **Trimble Education Awards (France) and Tekla Global BIM Awards:** Competitions using Trimble’s Building Information Modelling (BIM) solutions for high school and other students.
- **SketchUp Ascent Competition:** Returned in 2024 at Trimble Dimensions, including K-12 and higher-ed categories for the first time, with grand prize finalists invited to 3DBC and Trimble Dimensions.
- **Free SketchUp for Schools:** Provides our 3D modeling tool to K-12 schools, enabling students to design in 3D and prepare for careers in architecture, engineering, construction, and design. By the end of 2024, this initiative had approximately 4.45 million users worldwide, with over 23 million active users since its 2017 launch. We are also piloting an enablement program for SketchUp for Higher Education, offering customized training and curriculum integration for instructors.

Workforce of the Future

To help close the global skills gap, Trimble's industry workforce development team partners with educational institutions to provide training programs that build competitive, job-ready skills. Efforts include train-the-trainer sessions and access to Trimble technologies, with a strong focus on reaching underserved communities. In 2024, our industry workforce development team:

- Delivered 24 training sessions across a number of North American union training institutions, integrating Trimble solutions into apprenticeship and journeyman upgrade courses.
- Supported Advanced Placement Human Geography (APHG) teachers and students across the US with geospatial technology curricula, in partnership with the American Geographical Society. This included programs like TeenMaptivists, APHG teacher continuing education, and geography-themed SketchUp for Schools lesson plans.
- Sponsored the AGS's annual Geography 2050 symposiums in conjunction with the Columbia University Climate School.

The industry workforce development team also partnered with the Associated Builders and Contractors (ABC) as members of the ABC Tech Alliance and Marketplace. The team presented at construction technology conferences and participated in trade training and competition programming. In 2025, we will continue our efforts to connect students with technology skills and tools essential for their future careers.

Engaging Student Talent with National Society of Black Engineers (NSBE)

In November 2024, the university recruiting team hosted an information session with the University of Colorado Denver NSBE Chapter, providing an overview of Trimble, along with detailed insights into our internship and full-time opportunities. The session generated strong student engagement and interest in Trimble careers, and several attendees submitted their resumes for open positions.

Promoting Inclusion with Women in Technology

Trimble had the opportunity to welcome the Portland branch of Women in Tech (PDXWIT)—a BIPOC-led organization dedicated to promoting inclusion in the tech industry—at our new Lake Oswego, Oregon, office. The two-hour event featured networking, guest speakers from Trimble's female software leaders, and meaningful discussions.

Project Spectrum Manager Shares Experience as an Alumni

Project Spectrum is a Trimble initiative to get high-tech tools and software into the hands of the neurodivergent community, including children on the autism spectrum. Since the early 2000s, Trimble team members have led SketchUp workshops catered to the community, with more than 250+ participants to date. The program supports early skills development, helping neurodivergent individuals build confidence and improve long-term career outcomes.

“I started off as a student in Project Spectrum, which gave me the chance to develop new skillsets and build self-esteem. SketchUp helped me express ideas visually and was a valuable tool throughout college. After graduation, I interned at Trimble and eventually joined the company full-time. Now, as Project Spectrum's manager, I hope to inspire others to pursue a career in 3D design.”

Casey Grothus, SketchUp Community Program Specialist and Project Spectrum Alumni



Leading With Integrity

Trimble works hard every day to build and grow the trust of our stakeholders, and we cultivate confidence through strong governance and ethics. We are dedicated to upholding and continually improving our structures, policies, and procedures that ensure we engage in compliant, transparent, and responsible business practices.

Business Conduct

Our business conduct is guided by our core values, which shape how our leadership and organization foster trust across all business functions and relationships. We are committed to maintaining ethical business practices for all our stakeholders. This commitment involves regularly reviewing and enhancing our strategies to reinforce our ethical foundations in response to evolving policies, practices, and expectations.

Business Ethics

Our [Code of Business Conduct and Ethics](#) (the Code) contains requirements for employees and business partners to comply with applicable laws, commit to acting ethically and fairly, and respect human rights while aligning with our policies. Various policies support the Code with additional topic-specific principles and guidelines, including our:

- [Anti-Bribery and Anti-Corruption Policy](#)
- [Corporate Disclosure Policy](#)
- [Environmental Policy](#)
- [Human Rights and Labor Policy](#)
- [Insider Trading Policy](#)
- [Third Party Code of Conduct](#)

Policy Training and Awareness

Trimble prioritizes ethical conduct and assigns 100% of employees annual Code of Conduct training after initial onboarding (88.9% completion in 2024). Our ethics and compliance team reinforces these principles through newsletters, events, and a help desk. We also expect compliance from third parties, managed through our supplier program (see [page 32](#) for more details). In 2025, we will launch a new, voluntary role-specific ethics training with plans for ongoing expansion.

Our Speak-up Culture

Trimble provides a 24/7 ethics hotline managed by an independent third party for employees, contractors, suppliers, and their workers to anonymously report ethical concerns. Trimble encourages good-faith reporting and participation in investigations, with a strict no-retaliation policy. Employees can also use internal reporting channels. We promote a “speak up” culture internally and inform suppliers about the hotline through our supplier quality requirements, onboarding documents, and during audits. More information is available on our [EthicsPoint webpage](#).

Preventing Corruption and Bribery

Trimble has zero tolerance for any conduct that achieves or attempts to achieve results for Trimble in violation of law or by acting dishonestly. Our [Anti-Bribery and Anti-Corruption Policy](#) prohibits bribery and payments or gifts in violation of local laws.

No reported incidents of corruption or bribery occurred in Trimble during 2024.

Responsible Supply Chain

Our suppliers are key to consistently delivering high-quality products. That is why we are committed to building a responsible, sustainable, and resilient supply chain. Our strategy includes proactive risk management, strategic diversification, and deliberate supplier engagement. We manage our supply chain by combining clear standards, ongoing monitoring, and collaborative knowledge sharing, ensuring it fully supports our sustainability priorities.

Upholding Human Rights and Ethical Practices

Trimble is deeply committed to upholding human rights and promoting ethical business practices across our global operations and supply chain. Our [Third Party Code of Conduct](#) is aligned with Responsible Business Alliance (RBA) standards, reflecting our zero-tolerance approach to forced labor, slavery, child labor, and human trafficking. Our [Human Rights and Labor Policy](#) further defines our commitment to protecting workers' rights. As a proud RBA member, we also ensure transparency and accountability through our robust [Conflict Minerals Policy Statement](#) and responsible supplier program.

Enabling Climate Action and Resilience

Working with supply chain partners who share our values supports and enables our efforts to reduce emissions and build a supply chain resilient to climate and other risks. We set clear standards, monitor, and engage suppliers to align our entire supply chain with our sustainability priorities and emissions reduction goals. Ensuring a stable and continuous supply is a business imperative, making supply chain improvement both a strategic and responsible decision. We actively partner with suppliers on their sustainability journey, helping them develop and achieve their environmental objectives. Read more about supplier engagement on climate action on [page 16](#).

Responsible Supplier Program

Trimble is committed to ethical sourcing and responsible supply chain practices. We take a risk-based approach to engagement and prioritize suppliers with the greatest potential impact. Our responsible supplier program has two streams: one for manufacturing suppliers and another for all other suppliers. Program elements include:

- **Vetting:** All new suppliers must complete a detailed questionnaire and agree to our [Third Party Code of Conduct](#). New manufacturing suppliers and those making custom components must also sign our supplier quality requirements document.
- **Training:** New suppliers must complete training on our [Third Party Code of Conduct](#), available on our website. Our upgraded supplier management system tracks completed training and schedules refreshers.

- **Assessment & Monitoring:** For manufacturing suppliers, we use a risk-based approach to assess practices across labor, worker safety, human rights, and environmental protection. On-site audits and self-assessments further inform risk ratings.
- **Performance Management:** We monitor supplier performance against quality, delivery, and cost expectations. If gaps are identified, we offer tailored training and resources to support improvement. We routinely evaluate our manufacturing suppliers using performance metrics and reported data, initiating corrective actions as needed.

Our New Supplier Introduction program, introduced in 2024, fully reviews new suppliers' financial, legal, quality, training, and capacity dimensions. In 2025, we will implement a new supplier management platform that will help prevent risks, house contact updates, notify suppliers of policy updates, and enable two-way communication.

Our ongoing due diligence and supplier engagement practices strengthen our supply chain management framework and reflect our broader commitment to responsible sourcing, ethical conduct, and sustainable growth.



Data Security and Privacy

As a technology company, cybersecurity and data privacy are fundamental to our success. Our customers depend on the security of our products and digital solutions, which enhance their business operations through connectivity and data analytics. We strive to embed data security and privacy considerations throughout every stage of our product development and customer solutions.

Cybersecurity Risk Management and Strategy

Trimble uses a robust, adaptive approach to managing cybersecurity risks, including ongoing assessment, identification, and mitigation. This allows us to continuously monitor emerging threats and adapt to the evolving risk landscape. Trimble’s board of directors oversees cybersecurity risk, with the audit committee reviewing risk exposure and mitigation strategies. The CEO holds ultimate responsibility for achieving these objectives. Operationally, our chief information security officer (CISO) leads a team of cybersecurity specialists, reporting quarterly to the CEO and audit committee.

Secure Systems and Incident Response

We apply comprehensive protections to make our digital systems resilient to threats, including access controls, denial of service protection, and automated intrusion-prevention tools. For cloud-based products and services, we conduct security testing and monitoring, including vulnerability scanning, intrusion prevention, and tracking security metrics during product development. In 2024, we enhanced our tools for identifying vulnerabilities pre-release and significantly increased product certifications.

Our commitment to security is reinforced by a comprehensive training program where all employees complete annual security awareness training. Product developers receive ongoing course offerings. We also assess our suppliers based on their cybersecurity processes.

Trimble uses an incident response process aligned with the National Institute of Standards and Technology (NIST) cybersecurity framework and other trusted industry frameworks. We engage third parties for regular product vulnerability assessments and conduct an annual attack simulation to practice our team’s response readiness.

For key products and infrastructure in 2025, we plan to conduct a full disaster recovery test to strengthen our resilience to potential cyberattacks. We will continue evaluating other potential certifications for products throughout the year, with a goal of Federal Risk and Authorization Management Program (FedRAMP) certification by the end of 2025.

Data Privacy

Trimble serves a large, global customer base across several distinct industries, processing a wide variety of data types. Data privacy is critical for ensuring customer trust in our products. Our product design standards adhere to applicable privacy and data protection regulations in our operating regions, such as the European General Data Protection Regulation (GDPR) and the California Consumer Privacy Act (CCPA). We regularly monitor for new and updated data privacy regulations.

The Trimble Office of Data Protection (ODP) is responsible for upholding data privacy standards and meeting regulatory and customer expectations. The ODP includes dedicated resources and full-time subject matter experts from privacy, People eXperience, marketing, cybersecurity, and legal. The ODP executes strategies and objectives set by our privacy council, which includes executive sponsors from operations and legal. The ODP provides essential guidelines, templates, standards, best practices, and training, supporting business administrators and functional groups in implementing our privacy policies and standards. They also collaborate with internal and external parties on Trimble’s privacy practices.

Zero

monetary losses as a result of legal proceedings associated with user privacy in 2021-2024

167

products ISO/IEC 27001:2022 certified

62

more products certified in total in 2024

77

products SOC certified, including 58 in 2024

187

total in-scope products in 2024



Responsible AI

At Trimble, we are committed to proactively and responsibly integrating AI into our internal operations and the innovative solutions we develop for our customers. We recognize AI's transformative potential and the imperative to ensure its ethical deployment. Learn more about our use of AI on our [website](#).

AI Governance

Trimble's dedication to responsible AI is underpinned by Trimble's AI governance strategy and clearly defined principles:

- **Comprehensive AI Policy:** We have published a comprehensive internal AI policy to foster awareness, enforce responsible AI guidelines, and regulate how Trimble employees leverage AI solutions. We continuously review the technology and business environment and update our AI Policy accordingly, most recently in November 2024.
- **AI governance is led by a cross-functional team** of senior experts from business groups, engineering, cybersecurity, and legal departments. This group reviews new technologies, use cases, and risks, updating policies and processes to adhere to legal and ethical principles and protect Trimble's intellectual property.
- **Employee Training & Upskilling:** All employees have access to leading generative AI tools and solutions. We prioritize AI literacy through a dedicated training program launched in 2023. This includes:
 - Required coursework on responsible AI
 - Webinars on AI tools, processes, and best practices
 - Informal lunch-and-learn sessions
 - Professional development focusing on coding skills
 - An intranet site with informational resources

Guiding Principles for Responsible AI

AI activities at Trimble are guided by the following principles, emphasizing responsible usage, transparency, and a human-centric approach:

- **Responsible AI Development:** We are committed to transparent development and deployment and strive to provide clear overviews of AI design to foster user understanding and trust.
- **Privacy and Data Protection:** We are committed to robust data and security practices, compliance with applicable privacy and data protection regulations, and giving individuals control over their data. Customer data will only be used in accordance with our privacy policy and applicable end-user terms.
- **Fairness and Equity:** We are dedicated to ensuring fairness and equity in designing and deploying AI technologies. We aim to consistently stress-test our solutions against a diverse collection of industry guidelines and best practices and deploy improvements to our methods to ensure that outcomes ideally lead to a positive impact on society at large.
- **Accountability and Safety:** We strive to build accountability into the governance of our AI systems, such as monitoring and evaluating high-risk AI systems' performance and safety and promptly addressing risks. We align with evolving governmental regulations (e.g., EU AI Act, proposed US AI Bill of Rights) and frameworks (e.g., NIST AI Risk Management Framework).

- **Human-Centric Approach:** We leverage AI to augment human capabilities through advanced automation and analytics, while keeping human values and expertise at the forefront. Humans remain central to our AI initiatives and responsible for all decisions.
- **Continuous Learning and Improvement:** Recognizing AI's rapid evolution, we proactively invest in research, foster collaboration with experts, and engage in continuous learning, considering ethical and legal implications.

Trimble's commitment to responsible AI is central to enhancing productivity both internally and for our customers. Guided by our [responsible AI principles](#), we strategically invest in AI to streamline our operations and empower our workforce with advanced tools. AI-driven solutions significantly improve efficiency, productivity, and safety for our customers. We are optimistic about the opportunities AI presents and are dedicated to continually evolving our AI program to better serve our customers and their industries, expand our business prospects, and ultimately elevate our core value proposition through its responsible and ethical application.



Appendix

The Appendix provides detailed disclosure information, including our 2024 reporting basis for preparation and content indices for the sustainability frameworks and standards we align with in this report.

Basis for Preparation

Trimble Inc. ("Trimble") is a leading technology solutions provider with headquarters in Westminster, Colorado, US that enables customers to connect their workflows and asset lifecycles to drive a more productive, sustainable future. We innovate at the intersection of the digital and physical worlds with solutions that span the world's essential industries including building, civil and infrastructure construction, geospatial, survey and mapping, agriculture, natural resources, utilities, transportation, and government. Trimble products are sold in more than 175 countries, through dealers, joint ventures, original equipment manufacturers ("OEMs"), and other channels throughout the world, as well as direct sales to end users. Sales are supported by our own offices located in over 45 countries around the world. For more information on our Company and financial performance, please see our 2025 Proxy Statement and Form 10-K filed with the Securities and Exchange Commission (SEC). Throughout this report, Trimble uses the phrases "we," "our," "us," or "the Company" to refer to Trimble Inc.

Forward-Looking Statements

The forward-looking statements regarding future events and the future results of Trimble Inc. ("Trimble," the "Company," or "we," or "our," or "us") are based on current expectations and the beliefs and assumptions of our management that are subject to risks and uncertainties. Forward-looking statements generally can be identified by words such as "may," "will," "should," "could," "predicts," "potential," "continue," "expects," "anticipates," "future," "intends," "plans," "believes," "estimates," and similar expressions. These forward-looking statements involve certain risks and uncertainties that could cause actual results, levels of activity, performance, achievements, and events to differ materially from those implied by such forward-looking statements. These forward-looking statements are made as of the date of this report. We undertake no obligation to revise or publicly release the results of any revision to these forward-looking statements, except as required by law. Given these risks and uncertainties, readers are cautioned not to place undue reliance on such forward-looking statements.

Data Summary

Climate Change Metrics

Scope 1, 2, and 3 GHG Emissions ¹	2019 (baseline)	2022	2023	2024
Gross Scope 1 Emissions	6,172	5,072	4,180	2,648
Gross Scope 2 (Market-Based)	15,177	10,209	10,810	0
Gross Scope 2 (Location Based)	13,949	11,495	12,480	12,160
Gross Scope 3 Emissions	210,539	180,546	286,727	359,241
Category 1: Purchased Goods and Services	114,874	90,742	193,903	252,008
Category 2: Capital Goods	1,983	1,917	1,652	8,919
Category 3: Fuel and Energy-Related Activities	4,222	7,632	4,170	4,263
Category 4: Upstream Transportation and Distribution	18,002	36,975	39,317	34,509
Category 5: Waste Generated in Operations	1,022	877	813	1,000
Category 6: Business Travel	52,992	25,273	29,077	39,330
Category 7: Employee Commuting	12,485	11,068	12,719	13,667
Category 9: Downstream Transportation and Distribution	3,073	5,869	5,075	5,545

¹ See [page 17](#) for our emissions data methodologies and assumptions.

Energy Consumption and Mix	2023		2024	
	(MWh)	% of Source in Total Consumption	(MWh)	% of Source in Total Consumption
Total Fossil Energy Consumption	17,674	32%	10,176	25%
Total Renewable Energy Consumption	76,774	14%	30,900	75%
Total Energy Consumption	54,845	100%	41,077	100%

Trimble has committed to sourcing 100% renewable electricity by 2025 as part of our corporate science-based emissions reduction targets. The figures reported here reflect grid and renewable electricity as a percentage of total energy consumption, including direct fuel usage, per SASB’s definition. Our target tracks renewable electricity as a percentage of total electricity consumption, aligned with [RE100](#) principles.

We are committed to reducing our overall energy consumption, which is reflected in our Scope 1 and Scope 2 location-based emissions. These scopes represent a utility’s energy mix specific to Trimble sites. We do not have the ability to alter grid electricity outside of purchasing renewable energy via market-based mechanisms, which is reflected in our market-based emissions for Scope 2 electricity consumption.

Trimble Workforce in 2024

Workforce Data	2022		2023		2024	
Total Number Employees (Headcount)	11,825		12,735		12,117	
Global Data—Representation	29.7% Female	69.9% Male	31.3% Female	68.4% Male	32.5% Female	67.3% Male
Global Data—New Hires	34.1% Female	64.9% Male	32.4% Female	66.8% Male	37.1% Female	62.5% Male
Employee Turnover Rate	19.9%		12.8%		10.3%	
Global Female & US BIPOC in People Leader (Total Underrepresented People Leaders¹)						
Representation	31.4%		31.5%		33.3%	
New Hires	35.0%		52.6%		36.4%	
Gender by Job Hierarchy (Top Management by Gender)						
VP & Executives	22.5% Female	77.5% Male	19.7% Female	80.3% Male	19.3% Female	80.7% Male
Business Directors	18.9% Female	80.9% Male	20.6% Female	79.1% Male	21.9% Female	77.8% Male
Managers	26.9% Female	73.1% Male	28.9% Female	71.0% Male	31.1% Female	68.8% Male
Technical Positions	20.2% Female	79.3% Male	20.5% Female	79.1% Male	21.6% Female	78.1% Male

¹ Diverse (Global females and US BIPOC with direct reports).

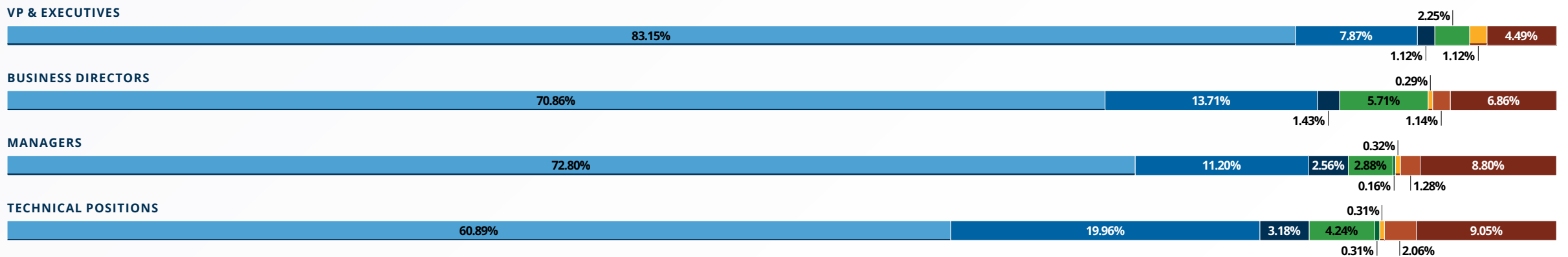
US Racial/Ethnic Diversity

- White
- Asian
- Black
- Hispanic/Latinx
- Native American
- Pacific Islander
- 2 or More Races
- Not Declared

US Workforce by Race & Ethnicity



Race & Ethnicity by Job Hierarchy



Sustainability Accounting Standards Board (SASB) Index

The following table provides data and information aligned with the Sustainability Standards Accounting Board (SASB) Electrical & Electronic Equipment and Software & IT Services Industry Standards. Information is for fiscal year 2024 unless otherwise indicated.

Metric	Notes	SASB Reference
Number of employees	Trimble Sustainability Report 2024, Data Summary, p. 37	RT-EE-000.B
Employee engagement as a percentage	Trimble Sustainability Report 2024, Data Summary, p. 23	TC-SI-330a.2
Belonging		
Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	Trimble Sustainability Report 2024, Data Summary, p. 37	TC-SI-330a.3
Natural resource management		
(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Trimble Sustainability Report 2024, Data Summary, p. 36	RT-EE-130a.1 TC-SI-130a.1
(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	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.	TC-SI-130a.2
Product lifecycle management		
Percentage of eligible products, by revenue, certified to an energy efficiency certification	Energy efficiency certification 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.	RT-EE-410a.2
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.	RT-EE-410a.3

Metric	Notes	SASB Reference
Data privacy & freedom of expression		
Description of policies and practices relating to targeted advertising and user privacy	Learn more about Trimble's Privacy Center .	TC-SI-220a.1
Total amount of monetary losses as a result of legal proceedings associated with user privacy	No material monetary losses in years 2022-2024.	TC-SI-220a.3
List of countries where core products or services are subject to government required monitoring, blocking, content filtering, or censoring	Learn more about Trimble's Privacy Center .	TC-SI-220a.5
Data security		
Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Learn more about Trimble's Privacy Center . Customers and stakeholders may report a cybersecurity concern here . Trimble Sustainability Report 2024, Data Security and Privacy, p. 33	TC-SI-230a.2
Managing systemic risks from technology disruptions		
Description of business continuity risks related to disruptions of operations	Please see Item 1A, "Risk Factors," in Trimble's Annual Report .	TC-SI-550a.2
Materials sourcing		
Description of the management of risks associated with the use of critical materials	Learn more about Trimble's Supplier Code of Conduct .	RT-EE-440a.1
Business ethics		
Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	Learn more about Trimble's Business Ethics and Conduct Policy .	RT-EE-510a.1
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	No material monetary losses in years 2022-2024.	RT-EE-510a.2
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	No material monetary losses in years 2022-2024.	RT-EE-510a.3 TC-SI-520a.1
Total amount of monetary losses as a result of legal proceedings associated with product safety	No material monetary losses in years 2022-2024.	RT-EE-250a.2a

United Nations Sustainable Development Goals (SDGs) Index

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 SHAPING A SUSTAINABLE FUTURE



5: GENDER EQUALITY

Achieve gender equality and empower all women and girls

Trimble places tech labs in schools and partners with groups like [Transportation and Construction GIRL](#) to increase exposure of underrepresented communities to our technology.



9: INDUSTRY, INNOVATION AND INFRASTRUCTURE

Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation

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.



11: SUSTAINABLE CITIES AND COMMUNITIES

Make cities and human settlements more inclusive, safe, resilient, and sustainable

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.

Trimble technology [helps predict vulnerabilities to natural disasters](#). 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.



12: RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns

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.

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.



13: CLIMATE ACTION

Take urgent action to combat climate change and its impacts

In 2022, our emissions goals were approved by the Science-Based Target Setting 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.

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.



15: LIFE ON LAND

Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

Trimble’s [Connected Forest solutions](#) help companies manage their forests for sustainability outcomes and toward government sustainability regulations.



17: PARTNERSHIP FOR THE GOALS

Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Developments

Trimble cultivates strong relationships globally through our [industry partner network](#) 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.

Task Force on Climate-Related Financial Disclosures (TCFD) Index

Information in the index below references the Task Force on Climate-Related Financial Disclosures (TCFD) voluntary recommended disclosures on climate-related risks and opportunities. As of 2023, TCFD monitoring is fully incorporated under the IFRS Foundation. Disclosures below cover our 2024 fiscal year, unless otherwise noted in specific disclosures.

TCFD Disclosure	Response
Governance: Disclose the organization’s governance around climate-related risks and opportunities.	
a) Describe the board’s oversight of climate-related risks and opportunities.	<p>Charter of the Nominating and Corporate Governance Committee of the Board of Directors of Trimble Inc.</p> <p>Trimble Sustainability Report 2024, Executive Oversight and Sustainability Integration, p. 10</p> <p>Trimble Sustainability Report 2024, Board Committees, p. 10</p> <p>Trimble Sustainability Report 2024, Governance and Risk Management, p. 12</p> <p>Overall board oversight of ESG is delegated to the committees on an issue basis to ensure dedicated time and attention. Nom/Gov provides overall ESG oversight and environmental issue ownership, including climate-related risks and opportunities. Our Board of Directors is responsible for reviewing, monitoring and guiding both our corporate and our sustainability strategy, including our climate transition plan. The corporate sustainability team reports to each quarterly meeting of the Nominating and Corporate Governance Committee of the Board of Directors. The report includes a status update on the progress of our science-based targets and discussions on the priorities and sequencing of Trimble’s climate transition plan. The Board’s Audit Committee reviews our risk management process, which includes climate-related risks.</p>
b) Describe the management’s role in assessing and managing climate-related risks and opportunities.	<p>Trimble Sustainability Report 2024, Governance and Risk Management, p. 12</p> <p>Executive Leadership has overall responsibility for climate risks and opportunities: SVP Operations is the Head of Sustainability for Trimble and reports directly to CEO. Trimble’s SVP of Operations/Head of Sustainability is the executive owner and sponsor of all sustainability programs and objectives within the company. The Head of Sustainability is responsible for resourcing and providing guidance and direction for Trimble’s sustainability programs. Director ESG & Trimble sustainability team that manages climate action reports to the Head of Sustainability and reports to the Nominations & Governance committee of the Board of Directors on a quarterly basis.</p>
Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long-term.	<p>Trimble Sustainability Report 2024, Physical Risks, p. 12</p> <p>Trimble Sustainability Report 2024, Transition Risks, p. 12</p> <p>Trimble Sustainability Report 2024, Climate-related Opportunities, p. 13</p> <p>Trimble utilizes short- (0-3 years), medium- (3-10 years), and long-term (10-30 years) timeframes to best integrate climate-related risks and opportunities into our business strategy and planning. Within these time horizons, Trimble considers both physical (acute and chronic) and transition climate-related risks, as well as opportunities. See Climate-related Risks and Opportunities for details on climate-related risks and opportunities that Trimble has identified. While our climate scenario analysis informs our understanding of these issues, we are further developing a systematic process to determine their potential material financial impact and intend to provide more detail on this process in future reports.</p>

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b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.

[Trimble Sustainability Report 2024, Climate-related Risks and Opportunities, p. 12](#)
[Trimble Sustainability Report 2024, Climate Action Levers, p. 15](#)
[Trimble Sustainability Report 2024, Roadmap for Climate Action, p. 14](#)

Our climate strategy, as detailed in our Climate Action Levers and emissions reduction roadmap, is integrated into our core business planning process and annual objectives. We are currently working to more formally connect these strategic priorities to our financial planning processes, such as capital allocation for energy efficiency projects and R&D investments. We intend to provide greater detail on this integration in future reports.

c) Describe the potential impact of different scenarios, including a 2°C scenario, on the organization's businesses, strategy and financial planning.

[Trimble Sustainability Report 2024, Our Strategic Approach, p. 20](#)

The outcome of these scenario analyses have influenced our corporate strategy to take significant action on climate change. In an effort to mitigate the impact of acute and chronic physical impacts of climate change on our operations (such as cyclones and floods & more severe weather events), we have taken steps to voluntarily reduce our greenhouse gas emissions by setting science-based targets in line with a 1.5°C warming scenario and we are working with our key suppliers to do the same. We have also implemented business continuity and disaster recovery protocols to ensure our physical operations and supply chains are taking steps to mitigate the risk and impact of interruptions. As our scenario analysis capabilities mature, we will work to better understand and disclose the potential qualitative and quantitative financial impacts on our business under these different scenarios.

Risk Management: Disclose how the organization identifies, assesses and manages climate-related risks.

a) Describe the organization's process for identifying and assessing climate-related risks.

[Trimble Sustainability Report 2024, Governance and Risk Management, p. 12](#)
[Trimble Sustainability Report 2024, Climate-related Risks and Opportunities, p. 12](#)

We identify and assess climate-related risks through activities such as the scenario analysis detailed in this report and by monitoring emerging climate regulations. While these risks are incorporated into our core business planning process, we are currently working to more formally integrate them into our overall enterprise risk management framework. This includes establishing specific processes for determining the relative significance of climate-related risks, and we intend to describe this integrated process in future reports.

b) Describe the organization's processes for managing climate-related risks.

[Trimble Sustainability Report 2024, Governance and Risk Management, p. 12](#)
[Trimble Sustainability Report 2024, Our Strategic Approach, p. 20](#)
[Trimble Sustainability Report 2024, Building Resilience, Driving Action on Climate Change, p. 14](#)
[Trimble Sustainability Report 2024, Building Resilience, Climate Action Levers, p. 15](#)
[Trimble Sustainability Report 2024, Building Resilience, Roadmap for Climate Action, p. 14](#)
[Trimble Sustainability Report 2024, Building Resilience, Our Activities in 2024, p. 15](#)

Our process for managing identified climate risks currently focuses on mitigation through the strategic initiatives detailed in our Climate Transition Levers and Plan. We are working to enhance this process to include formal criteria for prioritizing risks and evaluating the full range of management responses (mitigate, transfer, accept, or control), and we intend to describe this formal process in future reports.

c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.

[Trimble Sustainability Report 2024, Governance and Risk Management, p. 12](#)

TCFD Disclosure**Response****Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.**

a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk-management process.

[Trimble Sustainability Report 2024, Climate Change Metrics, p. 36](#)

b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.

[Trimble Sustainability Report 2024, Climate Change Metrics, p. 36](#)

c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

[Trimble Sustainability Report 2024, Our Activities in 2024, p. 15](#)

