

Transparency Report and Equal Pay for Women and Men

2nd Semester of 2025

Trimble Brasil Ltda.



Table of Contents

- 01** Commitment to Equity, Guided by Our Values
- 02** Trimble Culture Statement
- 03** Legal Basis and Commitment to Current Legislation
- 04** Clarification of Terms
- 05** Progress Analysis
- 06** Full Report and Detailed Interpretation of Results
- 07** Our Journey, Our Culture



Commitment to Equity

Reflections and actions based on the Transparency
and Equal Pay Report for Women and Men



Guided by Our Values

Belong. Grow. Innovate.

Deeply committed to our values of **Belong**, **Grow** and **Innovate**, Trimble is made up of a diverse team that brings unique local and global perspectives to our work, cultivating a professional environment that reflects the communities and cultures in which we operate.

This commitment means being yourself and thriving together. This sense of belonging drives our success where every person feels respected and valued, is celebrated for their individuality, and has the opportunity to thrive.



Trimble Culture

Transforming how we work together to inspire and engage everyone to reach their full potential.

Every person at Trimble feels respected and valued, is celebrated for their individuality, and has the opportunity to thrive.



Legal Basis and Commitment to Current Legislation

Trimble Brasil recognizes the importance of being aligned with best practices and current legislation, including the Consolidation of Labor Laws (CLT) and the Equal Pay Law (Law No. 14,611 of July 3, 2023), which establish equality of wages without distinction of sex, ethnicity, nationality or age for work of equal value.

“Work of equal value” means work done with equal productivity and with the same technical perfection, between people whose difference in length of service for the same employer is not more than four years and the difference in time in the role is not greater two years ago.

This legal basis reinforces our commitment to pay equity and serves as a foundation for our policies and actions.



Clarification of Terms

Pay Equity

- Aims to ensure that people receive equal pay for equal work.
- Focuses on eliminating pay discrimination.

Gender Pay Gap

- The disparity in income between men and women.
- Reflects the difference in average or median earnings between all men and all women in the workforces.
- Highlights broader systemic differences in earnings between men and women across the workforce.



Progress Analysis

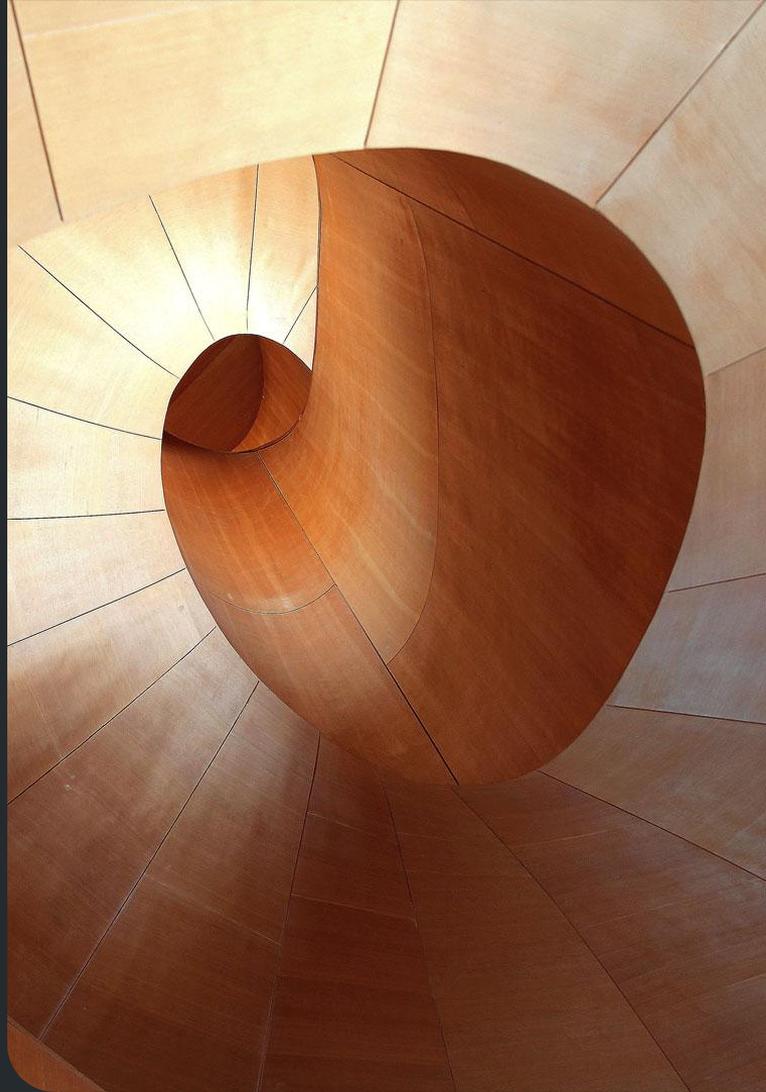
The data collected, based on information provided to eSocial RAIS in June 2025, reveals pay differences between women and men, taking into account the major occupational groups within our organization. Despite these differences, we are in an ongoing process of developing and implementing local strategies to support opportunities for women and diversity in our team.

The calculation of this indicator is based on a comprehensive analysis of salary data, which considered all salaries in Brazil, without distinction of area, department, hierarchical level, or any other specific criteria. This means that all salaries have been evaluated together to provide a comprehensive and inclusive view of the gender pay gap within our organization.

The Ministry of Labor implemented its own criteria for analyzing potential gender pay differences and unilaterally defined the level of information provided by companies.

Full Snapshot of Report

2nd Semester of 2025



Relatório de Transparência e Igualdade Salarial de Mulheres e Homens - 2º Semestre 2025

Empregador: 11.325.650/0001-23 / Quant. de Trabalhadores Ativos em 30/06/2025: 136

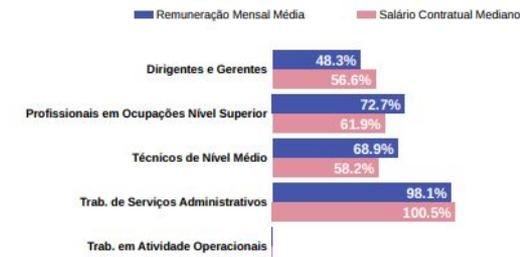
Diferença salarial entre mulheres e homens

- O salário contratual mediano das mulheres equivale a 52.7% do recebido pelos homens.
- A remuneração média mensal das mulheres equivale a 55.6% da recebida pelos homens.

Indicador	Definição	Razão MH
Salário Contratual Mediano	<p>Salário mediano para Mulheres (M)</p> <p>Salário mediano para Homens (H)</p> <p>Razão M/H = quanto o salário das mulheres equivale ao salário dos homens, em %</p>	52.7%
Remuneração Mensal Média	<p>Número Total de Homens = Remuneração Mensal Média para Homens (H)</p> <p>Número Total de Mulheres = Remuneração Mensal Média para Mulheres (M)</p> <p>Razão M/H = quanto a remuneração das mulheres equivale à remuneração dos homens, em porcentagem (%)</p>	55.6%

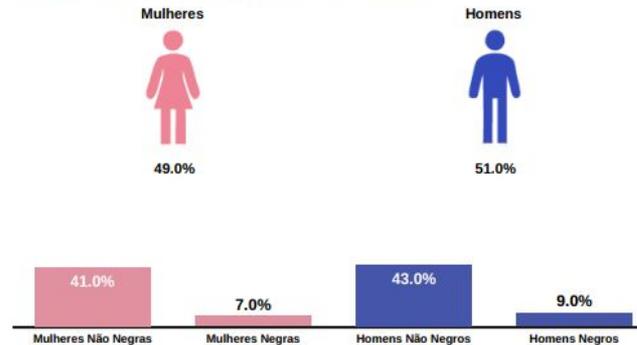
Diferença salarial entre homens e mulheres, por grande grupos ocupacionais

São apresentadas em % quanto a remuneração das mulheres vale em relação à dos homens. As situações positivas mostram valores maiores ou iguais a 100%



Para cada grupo de ocupação que não apresenta cálculo da diferença, para salário de contratação ou para remuneração média, pode ter ocorrido um dos seis motivos: (1) por ter menos de três mulheres; (2) por ter menos de três homens; (3) por não ter mulheres; (4) por não ter homens; (5) por não ter três homens nem três mulheres naquele grupo ocupacional; (6) por não ter nem homens nem mulheres naquele grupo ocupacional

Composição do total de empregados por sexo e raça/cor



Críticos de remuneração e ações para garantir diversidade

Critérios remuneratórios	
Plano de Cargos e Salários ou Plano de Carreira	⚠️
Cumprir metas de produção	⚠️
Disponibilidade para horas extras, reuniões com clientes e viagens	
Disponibilidade de pessoa em ocupações específicas	⚠️
Tempo de experiência profissional	
Capacidade de trabalho em equipe	⚠️
Proatividade, desenvolvimento de ideias e sugestões	⚠️
Ações para aumentar a diversidade	
Ações de apoio a compartilhamento de obrigações familiares para ambos os sexos	👤👤👤👤👤👤
Políticas de contratação de mulheres (negras, com deficiência, em situação de violência, chefes de família, LGBTQIA+, indígenas)	👤👤👤👤👤👤
Políticas de promoção de mulheres para cargo de direção e gerência	👤

Fonte: eSocial. Rais Mensal Junho de 2025 e Portal Emprega Brasil - Agosto de 2025

Salary Differences Between Women and Men

Diferença salarial entre mulheres e homens

- O salário contratual mediano das mulheres equivale a 52.7% do recebido pelos homens.
- A remuneração média mensal das mulheres equivale a 55.6% da recebida pelos homens.

Indicador	Definição	Razão M/H
Salário Contratual Mediano	<p>Salário mediano para Mulheres (M)</p> <p>Salário mediano para Homens (H)</p> <p>Razão M / H = quanto o salário das mulheres equivale ao salário dos homens, em %</p>	52.7%
Remuneração Mensal Média	<p>Número Total de Homens + Remuneração Mensal Média para Homens (H)</p> <p>Número Total de Mulheres + Remuneração Mensal Média para Mulheres (M)</p> <p>Razão M / H = quanto a remuneração das mulheres equivale à remuneração dos homens, em porcentagem (%)</p>	55.6%

The **median contractual salary** of women is equivalent to **52.7%** of that received by men.



The **average monthly remuneration** of women is equivalent to **55.6%** of that received by men.



*Median: Calculated by arranging all women's and men's salaries in ascending order and identifying the middle value.
Average Salary: Calculated by adding up all salaries and dividing by the number of salaries.*



Salary Differences Between Men and Women by Large Occupation Groups

Diferença salarial entre homens e mulheres, por grande grupos ocupacionais

São apresentadas em % quanto a remuneração das mulheres vale em relação à dos homens. As situações positivas mostram valores maiores ou iguais a 100%



Legend

Average monthly remuneration

Median contractual salary

This chart shows a more detailed analysis of women's salary differences (%) compared to men's, appearing when it is more or less than 100.

Occupational Groups

1. Directors & Managers
2. Professionals in Superior-Level Occupations
3. Middle-Level Technicians
4. Administrative Service Jobs
5. Operational Activity Jobs

A note on the methodology for interpreting this specific data:

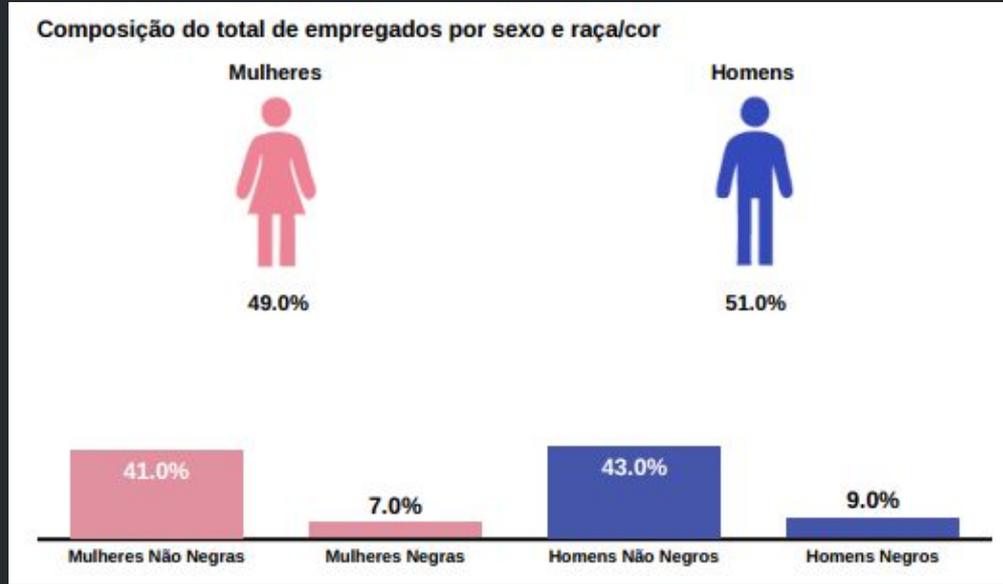
- Different hierarchical levels within the organization are considered but there is **no** distinction by "job level" according to the company's career path.
- Within the same large occupational group, comparisons are made **without** taking into account specific career progression or the levels of experience and individual responsibility that define each "job level."



Total Composition of Employees by Gender and Ethnicity/Race

The chart on the right shows the distribution of employees by gender and ethnicity/race. There are inconsistencies in the overall composition of the employees per gender and race/color, since the percentage based on gender does not reflect the sum of the percentages based on the race/color.

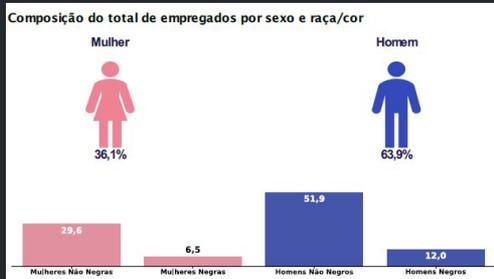
There was an **12.9%** increase in women representation from our results in the 1st Semester of 2025.



Trimble Brasil's 2o Semester 2025 Total Composition of Employees by Gender and Ethnicity/Race. Data collected is as of 30/06/2025.

41.0% Non-Black Women,
7.0% Black Women

43.0% Non-Black Men,
9.0% Black Men



Trimble Brasil's 1st Semester 2025 Total Composition of Employees by Gender and Ethnicity/Race.



Our Response to the Data from the Second Semester Report of 2025

When reading the information, you should note that:

The Report contains a holistic analysis prepared by the Ministry of Labor, considering "indicators" (contractual salary and actual remuneration paid) to assess a possible gender pay gap, both in average and median terms (midpoint in a distribution). The Report superficially described the company's internal practices (e.g., existence of a career plan, criteria for career progression, and others).

The Report does not consider local requirements for evaluating equal pay rules, as these rules aim to compare salaries between employees performing the same or equivalent work (as well as other elements described in local legislation). Therefore, a gender pay gap described by the Ministry of Labor in the Report does not automatically mean that women earn less than their male colleagues performing the same work.

The methodology adopted by the Ministry of Labor does not consider the existence of distinct positions within the company, which does not allow for an accurate analysis of a pay gap between specific and equivalent positions.

The Ministry of Labor did not consider the specific geographic location and market forces applicable to each company in Brazil - such as the existence of underrepresentation of women in certain careers, resulting from distinct factors (historical gender biases, social expectations, and cultural stereotypes) that cannot be controlled by the company.



Our Response to the Data from the Second Semester Report of 2025

We are committed to continue building and retaining a strong, inclusive workplace. Currently, 52.6% of the Trimble Brasil team is composed of women, representing an increase of 3.6% compared to the data from June presented in the governments' report, and we are actively developing local strategies to expand access to employment opportunities across all groups, including underrepresented individuals, while ensuring fair compensation through pay equity analysis.

While we currently have Black women making up 7% of our team, which increased by 0.5% from the report results in the 1st Semester of 2025, and Black men making up 9% of our workforce, we are determined to align our local employer branding initiatives and outreach efforts to promote an inclusive workplace. We are committed to addressing any barriers to career access and progression that may exist.

To further promote pay equity and opportunity, we periodically analyze the distribution of roles to identify potential pay disparities. Our goal is to create clear pathways for advancement into higher-level, higher-paying positions for all employees.

It is important to note that the impact of recent mergers and acquisitions (M&A) on our Brazilian workforce is a factor to be considered in the observed changes in our pay equity results.

We believe that through policies, periodic process and practice reviews, and education, we can continue to ensure that every employee has equal access to promotions, professional development, equitable pay, and other employment opportunities. Combined together, working to ensure a fairer and more equitable work environment.



Context Regarding Remuneration Criteria at Trimble

At Trimble, we use [Jobs and Salary Plans](#) and [Career Track](#) tools to ensure that compensation is based on [objective criteria](#), such as job responsibilities and required skills and performance, reducing subjectivity and potential bias in salary decisions.

By [aligning strategic objectives, key results \(OKRs\), initiatives, and individual priorities](#), we encourage meritocracy, where remuneration is linked to the [achievement](#) of specific objectives, minimizing unjustified salary inequalities.

Although availability criteria for overtime, client meetings and travel may be necessary to perform some functions, we do not define them as remuneration criteria in order to ensure that these do not indirectly penalize groups that may have limitations on such availability due to obligations with family members, for example.



Context Regarding Remuneration Criteria at Trimble (Cont.)

The [availability](#) of people in specific occupations values [specialization](#) and the [rarity of skills](#), and can contribute to differentiated remuneration based on the supply and demand of specific skills.

We recognize the contribution of experience, but this criterion is applied in a way that does **not** unfairly devalue emerging talent or those re-entering the job market. Therefore, we do not consider “time” as a determining factor in remuneration.

Finally, we recognize the ability to [work](#) as a [team](#), [proactivity](#), and [development of ideas and suggestions](#) as important soft skills, and the assessment **must** be done fairly and consistently to avoid bias.



Our Journey, Our Culture

Trimble's efforts to embody our culture over the past three years were designed to operate hand in hand with our values: **Belong**, **Grow**, and **Innovate**. Throughout these years, we have seen positive outcomes, from supporting and empowering our employees in their careers to making business-impactful community investments around the globe.

The progress we have made is noticeable: intentional work to cast as wide a net possible for qualified external job applicants in support of overlooked underrepresented groups, creating equal opportunities for internal career growth for all employees, and supporting fair practices across our company. This has been achieved through a series of initiatives and collaboration, including but not limited to awareness building, inclusive leadership development, employer brand positioning, among others.

As a global company, we know that diversity includes a wide range of characteristics and it can be difficult to drive meaningful change that may not resonate at the local level. Going forward, we are committed to continuing to empower local teams to develop impactful strategies that align with our global vision.



Ongoing Initiatives to Ensure Pay Equality and Support Diversity

- ★ Periodic review of our ***benefits and policies*** to accommodate Trimble team members during different phases of their lives.
- ★ Periodic review of our ***evaluation and promotion processes*** to ensure equity and transparency, including leadership training.
- ★ Periodic review of ***legal requirements and best practices*** to implement necessary changes and/or improvements.



Conclusion: Our Way Forward

Trimble Brasil is on a continuous improvement journey. Here, we present some of the results that reflect the significant progress we have made, but we also recognize that there is still much work to be done. We are committed to continuing our efforts to create an even more inclusive and equitable work environment where everyone can thrive.

Our story is one of **progress, learning, and optimism**. We firmly believe that by continuing to align with our global vision we will achieve our goals of pay equality and diverse representation at all levels of the organization.

Together, we are transforming the way we work, inspiring and engaging everyone to reach their full potential. We thank all our team members, partners, and the community for being part of this journey with us. Let's continue moving forward, **together**.



O sã reușim!

Chúng tôi đã nhận được điều này

Damy rade

พวกเรทำได้!
Разберемся
Ye be tumi aye

Kua riro e tatou

Wij kunnen dit

Tumepata hii

நம்மால் இது முடியும்

Juntos lo lograremos

Gyda'n gilydd dawn trwy hyn

我們能做到的

Juntos chegaremos lá

ми цього досягнемо

On peut le faire

Juntos conseguiremos

Tá seo againn

Possiamo farcela

Ons het dit

Meg tudjuk csinálni

We've got this!

على قدر التحدي

Vi grejar det

हम होंगे कामयाब

Kita dapat ini

Mes tai jveiksim

Idemo dalje

Homma hanskassa

ਸਾਡੀ ਇਹ ਮਲਿਆ

Zvládneme to

Nakuha namin ito

לנו אזה!

Wir packen das

Başardık

私たちならできる

Nous avons ceci

우리는 해냈다