



 **Trimble**[®]
DEI Report

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Message from our CEO

Our mission to transform the way the world works begins with transforming the way we work together. Guided by our three core values: Belong, Innovate and Grow, we foster a culture at Trimble that embraces and celebrates our differences. To belong at Trimble means to be yourself and thrive together; to grow is to be intentional and humble; and to innovate is to be curious and solve problems. This sense of belonging drives our vision of Diversity, Equity and Inclusion— where every employee feels respected and valued, is celebrated for their individuality and has the opportunity to thrive. Trimble employees around the world are our most valuable asset, which is why empowering people is an integral part of our long-term [sustainability and business strategy](#). We know that our people are unmatched in their passion and the impact they make every day as part of Trimble; putting them first helps us achieve our best thinking and innovation.

Over the last two years, we have worked toward the goals outlined in our DEI strategy; focused on transforming how we work together to inspire and engage all employees to achieve their full potential. We directed resources to grow our diverse workforce, where we aim to achieve 35% female representation and double the number of underrepresented U.S. Black, Indigenous

and People of Color (BIPOC) employees. We are progressing toward toward our 2025 goals through meaningful action and continuous improvement, meeting the needs of our employees and the diverse communities we serve.

This second annual DEI Report celebrates our strategy, roadmap for accountability, and DEI-related highlights. I am incredibly proud of our progress on our DEI journey and the hard work that has gone into achieving successes and leaning into challenges along the way. With empathy, compassion, trust and a deep commitment to inclusion, we embrace our diversity and thrive together. We remain deeply committed to continue listening, being accountable and acting with intention to mature our DEI impact at Trimble and in our communities. To best serve our customers, we start with ourselves. By holding ourselves accountable to growing an inclusive culture, we can transform the way the world works—together.



Robert Painter
President and
Chief Executive Officer



Our core values



Belong

Be yourself and thrive together



Innovate

Be curious and solve problems



Grow

Be intentional and humble

SECTION II:

DEI strategy

- ▶ Our DEI journey
- ▶ 2025 DEI commitment
- ▶ 2022 highlights
- ▶ Data-driven DEI progress at Trimble



Our DEI journey

At Trimble, we know our DEI efforts and the focus of our Board on Environmental, Social and Governance (ESG) issues make us a better and more resilient company, positioned to take on the most pressing environmental and social issues while creating even greater benefits for our customers and stakeholders.

Last year, our CEO, Board of Directors and Executive Team reinforced our ongoing commitment to increase diversity in our workforce and the diverse talent pipeline in our communities, striving for equity in career experiences and opportunities and fostering a sense of belonging at Trimble through inclusion and employee empowerment.

This year, we are particularly proud of four key achievements: first, our Employee Resource Networks (ERNs) continue to grow at an exciting pace, with nine active groups and more than 1,000 employees engaged in ERN work. Second, our recently launched Global DEI Council is responsible for leading initiatives that drive inclusion and serving as visible leaders across Trimble. Third, our career connection platform empowers employees to identify new internal career opportunities, reinforcing our commitment

as a company where all employees can grow and thrive in their career. Fourth, we deepened our relationships with community partners who are leading innovative work important to increase access to education and career pathways for more underrepresented people in our communities. This report further outlines our achievements as we advance toward our 2025 DEI goals.

We are so proud to share our progress in this second annual DEI Report, thanks to the hard work of passionate people across the globe at all levels of the company. We also acknowledge the work we have yet to accomplish and look forward to advancing the transformative impact of our DEI work on the lives of our employees and on our business. We are committed to growing our impact and holding ourselves accountable for our actions and results, throughout the year and across our organization.



Melissa Uribes
Vice President,
Talent and DEI

In 2022, we made major progress across our DEI strategy, bringing Trimble employees with us along our journey. We listened to our global team and actively considered their voices as we took action. We are moving toward a mature DEI impact by 2025, and I am so proud of the steps we have taken to see that vision become a reality.



Patricia Booth
Senior Vice President,
Civil Infrastructure Solutions

Our 2022 theme for our DEI strategy was “Accelerating DEI Progress”—that acceleration was most evident in the measurable goals and accountability structures we have put in place across Trimble. It is not enough to simply set a DEI strategy; we must match that strategy with consistent, measurable data-driven goals that hold us accountable to creating a future where diversity, equity and inclusion are foundational for Trimble.

DEI Mission and Vision

Mission

Transform how we work together to inspire and engage all employees to achieve their full potential.

Vision

Every Trimble employee feels respected and valued, is celebrated for their individuality and has opportunities to thrive.



DEI strategy: One Trimble

Our values at Trimble create the foundation for inclusivity and shape a company culture that inspires and engages all employees to achieve their full potential. Our DEI work is guided by five strategic pillars that lead to intentional actions important to drive impact.

Values:

Our DEI work is guided by five key pillars:



2025 DEI goals

At the beginning of 2021, Trimble intentionally established four different Diversity, Equity and Inclusion goals, each with a different measurable outcome we strive to hit by the year 2025. These goals clarify our priorities to expand and amplify our strategy.

In the last two years we have seen significant strides forward in establishing an inclusive culture which has resulted in an increase in our global belonging engagement scores, we have increased our philanthropic investment in community partners, and witnessed an increase in the representation of women and people of color across the organization.

DEI 2025 goals



*Black, Indigenous and People of Color
 **This goal is specific to increasing underrepresented BIPOC employee representation, which includes employees that are Hispanic or Latino, Black or African American, American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, or Two or More Races.
 ***Includes Trimble Inc. and Trimble Foundation Fund donations.

2022 highlights

Launched our Global DEI Council to ensure we include global perspectives in the work we accomplish. This cross-functional team leads DEI initiatives across Trimble and represents the voices of employees from various geographic regions where Trimble operates.

Introduced three new employee-led, Trimble-supported ERNs that provide a critical forum for employees to discuss relevant challenges and opportunities, collaborate across the business and amplify underrepresented voices. The newly added ERNs include the Asian Pacific Islander Collaborative (APIC), the Indian Network and Employees with Disabilities.

Increased hiring from underrepresented populations from 43% to 44.5% year over year. We are actively training leaders across Trimble to embrace diversity in their talent attraction efforts and bring new diverse perspectives into teams across Trimble.

Prioritized internal career growth as a critical aspect of career equity, resulting in 23% of Trimble jobs being filled by internal candidates in 2022 and 27% of Trimble employees achieving an internal career move.

Enhanced inclusive benefits by offering gender-affirming care to U.S. employees and their family members, aligned with The World Professional Association for Transgender Health protocols.

Executed a global listening strategy that generates data-driven insights and enhances meaningful discussions about DEI at Trimble, enabling us to take strategic, nuanced action to improve employee engagement. In 2022, our engagement survey had an impressive 88% overall response rate. Through this work, we are reinforcing a Trimble culture that values employee feedback, and acts upon employee sentiments and concerns.

Deepened community partner relationships with organizations focused on increasing access and advancing equity for more people who have historically been underrepresented in some career pathways in our communities.



Data-driven DEI progress at Trimble

At Trimble, we work to continuously gain insights on what is important to our employees to help inform how we can build a culture of belonging, growth and innovation.

Gathering quantitative metrics helps us understand headcount, hiring pipelines, attrition and employee career mobility, including understanding insights and the experiences of underrepresented groups. We are then able to bring together quantitative and qualitative data through one of our listening strategy tools: our Employee Engage Survey. Trimble regularly surveys our employees to understand their level of engagement with topics like belonging, career opportunities and well-being.

In 2022, our Engage Survey showed an increase of three points year over year for employee belonging, reaching a score of 78 and nearly achieving our goal of 79+ by 2025. The results also show that almost every underrepresented community at Trimble saw a positive increase in their belonging score - an achievement we celebrated as it indicates that our efforts are driving results where it matters. To help us make this progress, we used insights gained from our listening strategy tools. For example, based on data gathered from the Engage survey, the DEI Council led strategic belonging initiatives to make progress on increasing belonging for employees with disabilities and LGBTQ+ employees. Going forward, we will offer opportunities for employees to make their voices heard throughout the year. Engage surveys will occur twice annually, and we are adding shorter pulse surveys called the Engage Compass to collect additional and more frequent data insights on employee sentiment.

Self-ID increases insights for DEI programming

To strengthen DEI programming across Trimble, we need a more comprehensive understanding of our employee population. To that end, we are enhancing a Self-ID process in our existing employee database that allows employees in certain countries to self-identify LGBTQ+ status, gender identity and military status. We have included an expansion in disability status to help understand neurodiversity, mental health conditions and physical disabilities. While this information is voluntary and confidential, it is used to understand our employee population and help guide our DEI programming and focus areas.



Jaime Nielsen
Chief People Officer

At the heart of Trimble's commitment to diversity, equity and inclusion lies our profound belief in the power of every voice. We understand that true progress stems from actively listening to our employees and valuing multiple perspectives. By capturing and harnessing insights from our employee engagement survey and expanding our use of demographic information, we will uncover areas for growth and ignite a collective drive for positive change.



Data-driven DEI progress at Trimble

Global geographic representation

Trimble is proud to have a diverse team that brings unique local and global perspectives to our work. As we continue to mature our DEI efforts as a company, we are cultivating a professional environment that reflects the communities and cultures we operate in.



51%
of employees
reside in
North America

30%
of employees
reside in
Europe

11,900+
employees in
35+ countries

45
languages
spoken

18%
of employees
reside in
Asia-Pacific

Data-driven DEI progress at Trimble

Global gender representation

We are actively working to attract more women to Trimble and to support their career advancement across the company.

We are proud to have increased our total female representation by 2.5% across Trimble since 2019. We aim to improve gender representation in hiring, advancement, leadership and technical positions throughout our workforce.

- Male
- Female



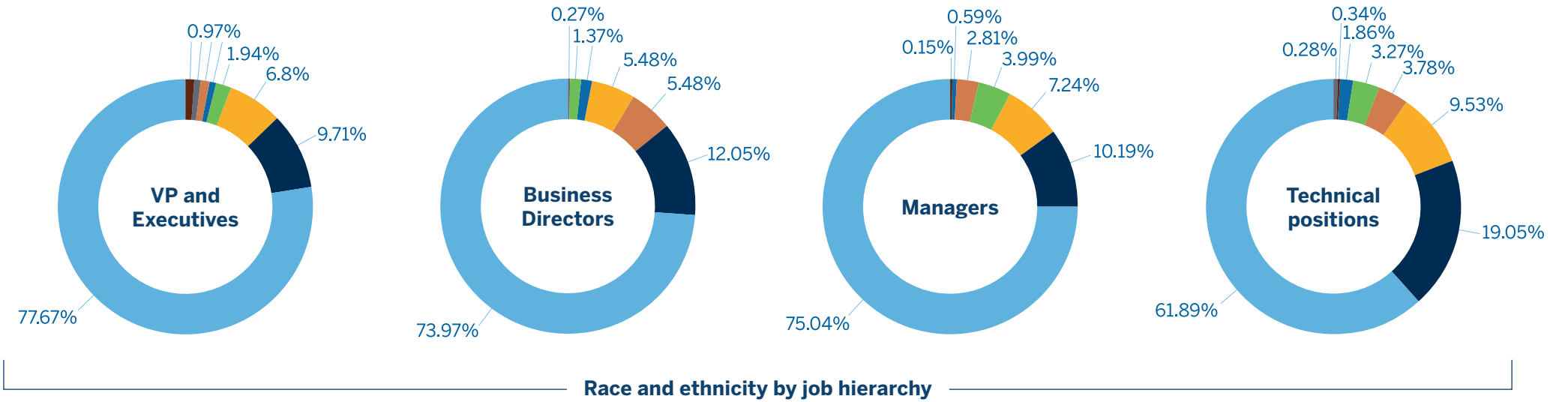
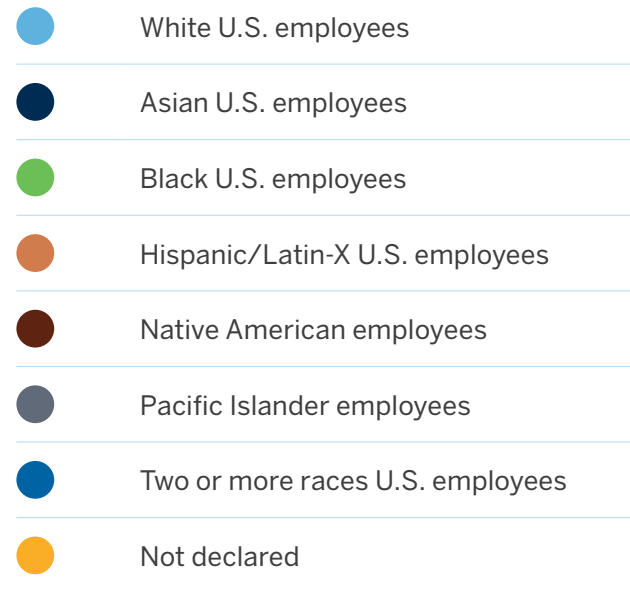
Data as of December 31, 2022. 0.4% of our employees have not declared a gender. In 2023, we added additional gender identification options, including "Nonconforming/non-binary" and "Other" to better represent our employee gender diversity in future data insights.

Data-driven DEI progress at Trimble

U.S. representation of racial/ethnic diversity

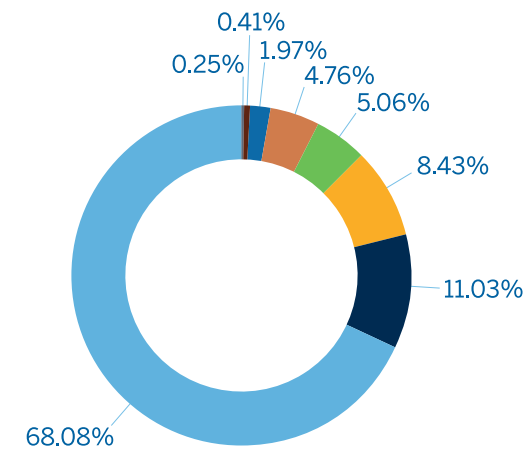
Ensuring diversity in our recruiting and hiring efforts is a continued area of focus for hiring teams across Trimble.

In 2022, 35% of our U.S. new hires were BIPOC* individuals, an increase year-over-year from 29% in 2021.



Race and ethnicity by job hierarchy

U.S. workforce by race and ethnicity



*Black, Indigenous and People of Color.



SECTION III:

Transforming team diversity

▸ Talent attraction



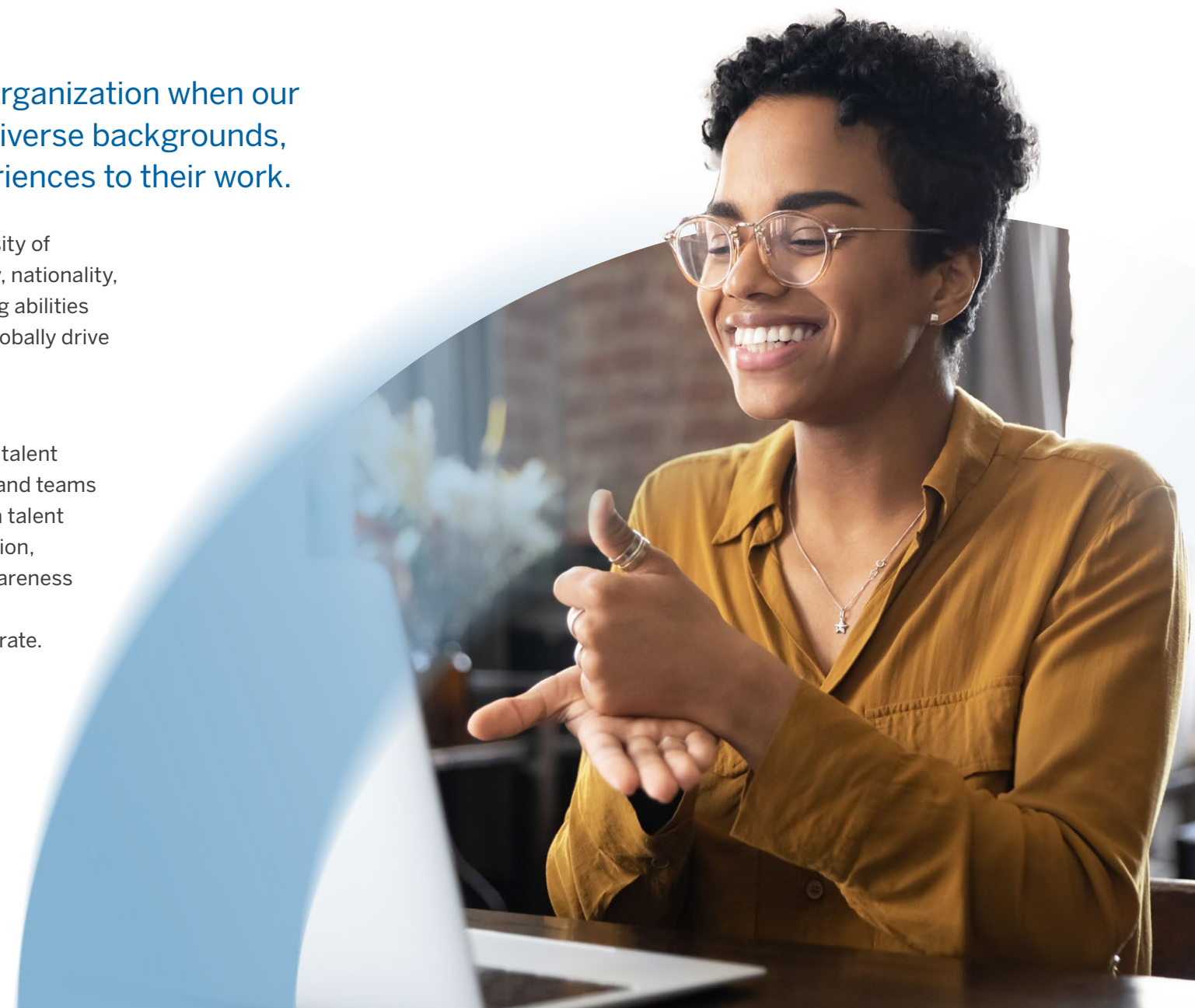
Transforming team diversity

Trimble is a more vital organization when our employees bring their diverse backgrounds, perspectives, and experiences to their work.

Across Trimble, we value the diversity of culture, age, gender, race, ethnicity, nationality, sexual orientation, religion, differing abilities and all other characteristics that globally drive our most innovative thinking.

Diverse recruitment strategy

As we work to increase our diverse talent pipeline, we are equipping leaders and teams across Trimble to embrace DEI as a talent attraction strategy through education, market intelligence and greater awareness of underrepresented talent in the communities where we live and operate.



DEI 2025 GOAL



Diverse recruitment

35%

Global female representation

x2

U.S. Underrepresented BIPOC
(22% total)

OUR PROGRESS

Increased global female representation to **29.9%** and underrepresented U.S. BIPOC representation to **12.4%** with **34.1%** of new hires being female.

Talent attraction

Our talent attraction efforts are expanding continuously.

We are working diligently to bring a wider array of candidate diversity into Trimble hiring processes. Our recruitment efforts focus on early-career candidates from a broad range of universities, including Historically Black Colleges and Universities (HBCUs) and Minority Serving Institutions (MSIs). We strive for a high level of diversity in our pipeline of mid-career and leadership candidates for roles that represent all job levels and opportunities, because at Trimble, we're focused on both attracting and retaining underrepresented candidates. This focus includes creating pathways that improve the visibility of new opportunities to internal employees and facilitating discussions about internal job mobility.

Key initiatives in our recruitment platform include:



Internships and university hire programs

Each year, we hire undergraduate and graduate university student interns from multiple schools Trimble partners with. In 2022, Trimble hosted 148 interns in the United States, 52.2% of whom were women or people of color. We hired 56 of those interns into full-time positions.



Trimble Technology Labs (TTL)

At the close of 2022, Trimble hosted 28 Trimble Technology Labs across 15 countries on five continents, providing key academic institutions with the latest solutions from the Trimble portfolio of products to empower global leaders for tomorrow in our industries.



Mercy Akede

Associate Product Manager,
Intern Alumna

Every career starts somewhere, and Trimble's internship program is one of the best ways I could kickstart mine. The program's exposure to various industries, integration of interns into projects and emphasis on curiosity opened a world of possibilities I didn't know existed as a new college graduate. Today, as I continue to grow my career with Trimble, I know there is no shortage of opportunities to challenge myself, innovate, learn and shape my career into what I want it to be.

Talent attraction—key initiatives continued



Rotational Development Program (RDP)

Our RDP provides recent graduates with opportunities for structured and accelerated development of their careers at Trimble. Since its inception in 2010, Trimble has hired 97 RDP participants, with an additional 18 planned in 2023. The RDP has a 97% retention rate and more than 70% of 2022's participants were women or people of color.



Trimble ReNew Program

The Trimble ReNew Program provides an opportunity to return to work for candidates who left their careers for more than two years to care for children or family members. Now in its second year, more than 90% of successful program participants are women transitioning back to the workforce through “returnships” that can convert to regular full-time positions.



David Delgado

Channel Performance Manager,
RDP Alumnus

The RDP has broadened my understanding of Trimble's overall business philosophy and helped me communicate our strategy with partners and customers. Additionally, the RDP has given me a more holistic view when executing my day-to-day responsibilities in my current role. Keeping the broader picture in mind helps me ensure that I set proper expectations for our partners and customers when it comes to their experience when working with Trimble.

Our recruiting partner organizations



Transforming team diversity

Trimble partners with National Society of Black Engineers (NSBE)

In 2022, Trimble continued its relationship with NSBE for the second year as a Board of Corporate Affiliates (BCA) sponsor, the top national support level for the organization.

Our employees attended regional conferences and served on a core team of corporate leaders advising the NSBE CEO throughout the year. Additionally, Trimble made several job offers on-site at the national NSBE convention. Not only are Black leaders at Trimble joining in NSBE recruiting, but they are also taking advantage of NSBE's professional development opportunities and bringing lessons learned back to their colleagues in the Black Professionals Network (BPN). Employee and BPN member Erron Combs says, "I want to see more Black and Brown people in management at Trimble, and NSBE is one way to help build that pipeline. NSBE candidates want to see people who look like them doing what they want to do. There are so many opportunities to engage and learn together, and Trimble can make a difference for a great pool of candidates that can shape our future as a company."



◀
Erron Combs,
Technical Analyst

Looking ahead for team diversity

As we continue to build and enhance diverse teams at Trimble, we are working to implement multiple formal programs focused on mitigating bias, including:

- Training people managers to be aware of unconscious bias in the recruiting process.
- Actively soliciting feedback from both managers and candidates about their experiences to continuously learn and improve the recruitment process at Trimble.
- Introducing a tool to generate inclusive and standardized interview guides with questions designed to mitigate bias in the recruiting process.
- Using artificial intelligence (AI) technology to identify job candidate matches based on known and inferred skills that may not be easily identified by a recruiter or hiring manager.





SECTION IV:

Transforming equitable work

- ▶ Internal career mobility
- ▶ Equitable and inclusive benefits



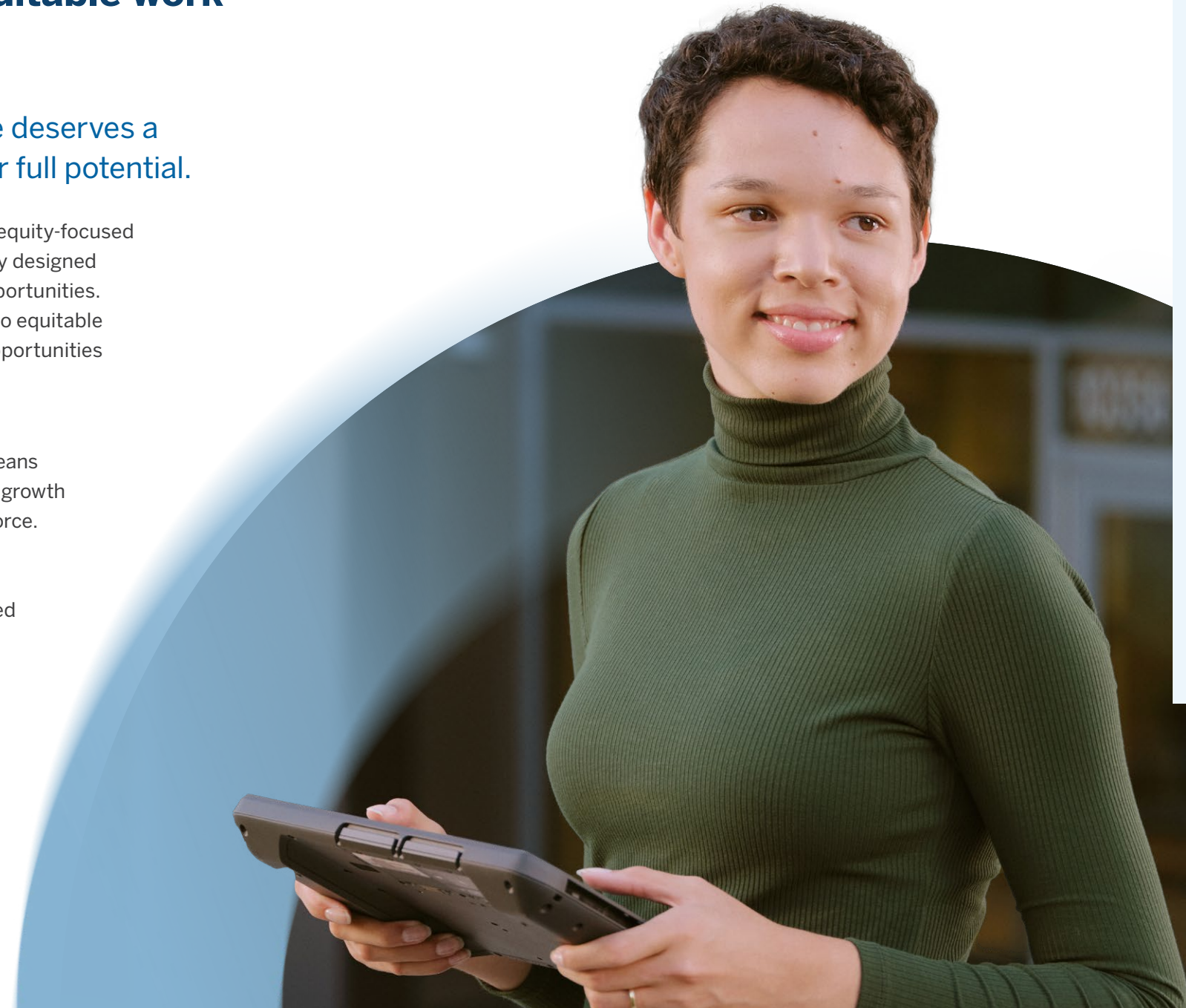
Transforming equitable work

Every Trimble employee deserves a pathway to achieve their full potential.

For us, this includes investment in equity-focused best practices and tools specifically designed to address systemic barriers to opportunities. By holding ourselves accountable to equitable career outcomes, we can create opportunities for everyone to thrive.

Career equity

Building career equity at Trimble means increasing career development and growth opportunities for our diverse workforce. We are creating transparent, intentional employee experiences that allow individual and team-based skill development.



DEI 2025 GOAL



Career equity

36%

Representation of female and U.S. BIPOC in leadership positions

OUR PROGRESS

Increased the number of underrepresented people leaders from **29.7%** to **31.4%** from 2021 to 2022.

Internal career mobility

We are proud to have a geographically diverse workforce with a wide array of talents and skills.

We know our employees want to grow their careers and are interested in finding those opportunities at Trimble. To foster an environment conducive to growth and development, we are providing employees with increased opportunities for career growth and internal mobility through more accessible job postings and formal development resources. Our Career Connection platform is a system that both internal and external candidates can use to identify and apply for jobs across all business sectors and regions at Trimble.

2022 internal mobility highlights

23% requisitions filled with existing employees

42% internal roles filled by diverse internal candidates

15% of all female employees promoted

18% of all U.S. BIPOC employees promoted

27% of employees achieved an internal career move

Trimble Gigs

Investing in equity means building a career-supporting culture for everyone at Trimble. One way we accomplish this is through Trimble Gigs. Gigs enable employees across the company to find and apply for project-based roles internally through Career Connection. These opportunities offer experiential skill-building, networking and learning across business units, setting up employees for success in new roles and contributing to internal mobility and career advancement opportunities.



Kathryn Taylor
Product Manager

I have spent most of my working life in technical roles, and I wanted to explore my strengths in personal communication. I was offered a Gig in our European Talent Attraction Team. The gift of working alongside these highly talented and passionate people has not only shown me a facet of Trimble I knew nothing about, but it has also increased my appreciation tenfold of how important it is to develop and use the right communication skills.



Internal career mobility

Mentoring

We are proud to have an active mentoring program at Trimble. Mentoring provides an opportunity to grow through personal relationships with other employees who want to share their knowledge and experience with colleagues. We support mentoring through a formalized portal that facilitates a robust learning and development experience for mentees and mentors.



Richard Brown
Strategic Relationship Consultant

Trimble has been a beacon of opportunity, opening doors for me through continuous learning initiatives and hands-on mentorship. The company's commitment to diversity and inclusion has allowed me to excel and I have felt valued and able to amplify my unique perspective. Through challenges, colleagues have guided me to harness my potential, and in successes, they've applauded loudly, always pushing me to aim higher. I'm not just a part of Trimble—Trimble is an integral part of my growth story.

Preethi Vas makes the most of Trimble

Software Engineer, Preethi Vas, is no stranger to taking advantage of new opportunities at Trimble. She began her career as an intern during the final year of her master's degree and joined as a full-time employee with central product development in Chennai, India, nearly ten years ago. She serves as the global co-chair for the Trimble Women's Network (TWN) and has a history of mentorship and volunteerism with multiple Trimble groups. Preethi shares her experience with Trimble Gigs, saying, "I interviewed with the SketchUp team, but I didn't have experience with their technology. Instead, the interviewer proposed we create a Trimble Gig so I could meet the team while learning their technology." Preethi's month-long Trimble Gig quickly became a full-time job offer, ultimately resulting in a relocation to the



U.S. She says, "Being a member of TWN gave me the courage to go after a role I had never performed before. I listened to stories of how other Trimble women have shaped their careers, and I applied for a role halfway around the world. I even broke a gender norm in my family by moving my husband with me to the U.S.." Today, Preethi encourages others to be assertive in finding their career path at Trimble. She says, "Ask questions! Talk to someone at Trimble to open doors for your personal career journey. The internal mobility here is amazing. Use the connections page and Trimble Gigs, and you can amplify your opportunities."



Equitable and inclusive benefits

The competitive compensation and benefits we offer our employees are at the core of building a truly equitable workplace at Trimble.

These include health benefits, wellness programming, financial investment programs, financial education tools and other resources to ensure employees and their families feel healthy and secure. We are committed to providing equitable access to quality healthcare that protects mental, emotional and physical well-being so our employees can thrive. We offer a wellness program that provides resources for mental health, can create connection and alleviate stress for employees and their families. With a dedicated wellness app and employee assistance program (EAP) counseling services, we actively work to ensure our employees can access mental healthcare for themselves and their families.

We want all employees to understand how our compensation and benefits programs work, and how to access the many resource available to them. Our employee benefits portal includes total compensation statements, compensation calculators and other tools to access, understand and utilize benefits at Trimble.

In recent years, we have worked to monitor pay equity and ensure living wages using statistical methodologies. In 2023, we are spearheading a more robust pay transparency strategy that includes increased education and communication for employees to open up more conversations regarding pay in the future.

Building inclusive benefits offerings

In 2022, the Trimble People eXperience (PX) team worked alongside our ERNs globally to identify benefits that would specifically address the needs of female and LGBTQ+ Trimble employees and their families. We expanded our benefits packages in the U.S. to offer enhanced gender-affirming care for employees and their family members, aligned with The World Professional Association for Transgender Health protocols. We added to our fertility treatment coverage through our benefits with our new partner, Progyny. In addition, Trimble employees now have access to multiple new platforms focused on caregiving, including Care.com and Rethink Behavioral Health.

Looking ahead for equitable work

Trimble is working to advance our initiatives in equitable work, and in 2023 will focus on accelerating new programs in this area, including:

- Launching third party equity audits to better understand the impact of our current equity work and identify opportunities for increased impact.
- Expanding our pay equity and pay transparency initiatives across Trimble.
- Formalizing our process for supporting internal employees seeking a material change in their role by encouraging active dialogue with their manager and creating focus on how to best help the employee achieve a career change within the company.
- Updating internal job postings policies to reinforce processes that foster equitable opportunities for all applicants.





SECTION V:

Transforming inclusive culture

- ▶ Employee Resource Networks
- ▶ Global DEI Council



Transforming inclusive culture

At Trimble, building an inclusive culture means cultivating an environment where every employee feels safe in their workplace and has the opportunity to bring their whole self to work.

We value diversity within our teams and encourage collaboration, team building and collective action. We are only as strong as a foundation built upon inclusivity and belonging that enables employees to thrive.

Inclusive culture

Together, we foster a culture of inclusion by inviting and valuing differences into our discussions and approach to work each day and embracing the diversity within our teams.



DEI 2025 GOAL



Inclusive culture

79+

High performing benchmark
for belonging

OUR PROGRESS

Improved global Belonging
engagement survey score of **78** to
achieve ranking with other high
performing technology companies.

Employee resource networks (ERNs)

We believe in facilitating spaces that empower our employees, where the voices of those with different backgrounds, life experiences and perspectives are honored and celebrated.

Our team is especially focused on creating meaningful career growth opportunities for all employees, including our 1,000 employees who are actively engaged in our Employee Resource Networks (ERNs). These ERNs work to further our global DEI commitments to lay a foundation for inclusion across Trimble, and each one is associated with at least one sponsor from the Trimble Executive Leadership team.



Asian Pacific Islander Collaborative Network (APIC)

Promotes a welcoming and inclusive environment where all API employees can bring their whole selves to work and collaborate to create an environment to thrive.



Black Professionals Network (BPN)

Aims to recruit, retain and empower Black employees and heighten awareness around Black experiences, especially related to the workplace.



Diversity iN Action (DNA)

Gives employees tools and resources to learn, connect, support and empower each other through education and advocacy in a space where everyone can be their whole selves.



Employees with Disabilities Network (EwD)

Helps those with physical disabilities, cognitive differences and mental health conditions reach their fullest potential inside and outside the workplace. They educate with kindness, advocate for inclusivity and uplift their community.



Indian Network

The Indian ERN seeks to promote an inclusive environment for all Indian employees through community support and celebration, advocacy efforts and education on culturally significant events and practices.

Employee resource networks (ERNs)



Latin-X@Trimble

Builds an internal community within the company that brings together Latino(a)/Hispanic employees and promotes the unique contributions and value that Latin-X employees bring to Trimble.



LGBTQ+ Network

Advocates for LGBTQ+ equity, educates on minority issues and experiences, pursues philanthropic activities and builds a safe and inclusive community of LGBTQ+ employees and allies within Trimble.



Neurodiversity Network

Creates a support system and safe discussion space for neurodiverse employees and allies within Trimble to advocate, create career opportunities and provide education on behalf of this community at Trimble.



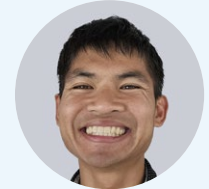
Trimble Women's Network (TWN)

Includes women and allies who want to make every voice count by creating a workplace of belonging, purpose, advancement, inspiration, opportunities, collaboration and resources for personal and professional growth.



Sovathya Sar

Solution Engineer, APIC Co-Chair



The Asian Pacific Islander Collaborative (APIC) has played a vital role in fostering inclusion across Trimble by creating a supportive space for Asian Pacific Islander employees. Our dedication to inclusion has not only empowered employees within the Asian Pacific Islander community but also contributed to a more diverse and inclusive environment at Trimble as a whole.



Vijay Rangunathan

Product Manager, Indian Network Chair



We recently launched a program for employees in India to recognize their colleagues—peers, juniors or seniors—anyone who displays inclusion at work. We received an overwhelming 110 nominations recognizing others for being themselves and inspiring others. Each recognition was an expression of mutual respect, care and gratitude for one another, which was truly heart-warming! In the coming months, we intend to amplify the global DEI initiatives in India and advocate for Indian voices to the larger Trimble community.

Transforming inclusive culture

LGBTQ+ journey to inclusion

With more than 140 members globally, our LGBTQ+ Employee Resource Network (ERN) has been hard at work bringing LGBTQ+ education, visibility and partnerships to its members.

Trimble's LGBTQ+ ERN has made significant strides in promoting inclusion by emphasizing education, advocacy, celebration and collaboration. With a strong focus on championing inclusive benefits, fostering a global community, forging external partnerships and spearheading the adoption of gender-neutral restrooms, the ERN has successfully accelerated the drive for LGBTQ+ inclusivity.

Thanks to these proactive efforts, the ERN has cultivated an environment where LGBTQ+ employees feel genuinely valued, supported, and empowered to embrace their true selves at the workplace.

The ERN's Chair, Deon Koen, joined as a member right at the start of the network three years ago. Deon says, "The launch of this group came with so much positivity. It has supported me as part of a professional community where I could pursue career opportunities and personal growth.

It has also supported me in fulfilling a sense of responsibility to help others and set a legacy for future Trimble employees—to make things easier for them." The ERN continues working hard to set and achieve goals for the inclusion and advancement of the LGBTQ+ community at Trimble.



Partnering with Out & Equal

Trimble partnered with Out & Equal, the premiere global nonprofit working exclusively on LGBTQ+ workplace equality. The organization provides resources for our DEI team and LGBTQ+ Network to enhance our education, policy development and processes to make Trimble a truly LGBTQ+ friendly workplace. Team members from our LGBTQ+ Network attended Out & Equal's Workplace Summit in 2022, learning from peers across hundreds of companies implementing DEI programming. LGBTQ+ Network Chair Deon Koen said, "We worked hard to think strategically about how we represent Trimble at a large-scale LGBTQ+ event, mobilizing on that day for our team members and our brand's reputation. That representation is powerful—for Trimble and for the brands we support."

Global DEI Council

Our newly launched Global DEI Council helps ensure we include global perspectives in the work we accomplish.

Governed by the DEI core team, the Council includes 14 rotating members: employees from different backgrounds, job levels and geographic locations. The core team consists of a Senior Vice President (SVP) Executive Sponsor, our VP of Talent and DEI, our VP of Corporate Marketing and our DEI program manager. Together this cross-functional Council and core team leads initiatives across Trimble as they galvanize and drive change to advance DEI progress across the company.

DEI Leader Summit

Trimble invests in our DEI Leaders through the DEI Global Council and the ERNs. At our global headquarters in Westminster, Colorado, Trimble brought together our ERN leadership and first cohort of the DEI Global Council for our annual DEI Leadership Summit. There, they met with executives, shared progress made across DEI at Trimble, engaged in a professional development branding workshop and networked with each other. To start each year, DEI leaders are also invited to a virtual leadership kickoff meeting—traditionally reserved for director level and above roles at Trimble—to increase exposure to company strategy and networking opportunities. This inclusion expands and increases access to leadership spaces for underrepresented groups. In addition, ongoing training and professional development workshops are held for employees to increase their skills as DEI leaders and to invest in their career advancement, even after their roles on the DEI Council are complete.



Carla Poskus

PX Regional Senior Manager,
Global DEI Council Member

There is immense strength in uniting individuals from diverse regions, backgrounds and experiences. However, the true power lies in combining this profound diversity of thought with a shared purpose: propelling DEI initiatives within Trimble. This connection, facilitated by the DEI Council, has led to exceptional engagement, invaluable insights and extraordinary outcomes.

Looking ahead for inclusive culture

As we look ahead for a more inclusive culture at Trimble, we continue working to mature our initiatives and their impact. In 2023, we look forward to:

- Piloting leadership training for people managers specifically covering the tenets of inclusion in the workplace.
- Developing more comprehensive data related to our ERN activities. Our new ERN management platform will give us a clearer understanding of employee participation in the ERNs with details on the number of events and their outcomes.
- Implementing recommendations from the Human Rights Campaign's Corporate Equality Index's Resource Guide for inclusion.
- Expanding LGBTQ+ benefits for dependents globally.





SECTION VI:

Community impact

- ▶ The Trimble Foundation Fund
- ▶ Education
 - Trimble Visiting Professionals Program
 - Increasing women in STEM
 - Case study: Dr. Gladys West Scholarship Program
- ▶ Social justice
- ▶ Community advocacy



Community impact

Successful DEI efforts at Trimble mean our work extends into the communities where our current and future employees live and work.

We work to increase the opportunities available to underrepresented groups, empower people in our communities and mitigate systemic inequities that have historically created significant barriers to access and advancement in the industries we serve.

Community impact

At Trimble, our key community impact objective is to invest in partners that advance DEI through workforce development, education and volunteer opportunities.



DEI 2025 GOAL



Community engagement

\$1M

Investment in DEI activities*

100k

Volunteer hours

OUR PROGRESS

\$450k in philanthropic investments against the goal of \$1 M by 2025.
Continued investment in community partners focused on equity for underrepresented groups.

*Includes Trimble Inc. and Trimble Foundation Fund donations.

The Trimble Foundation Fund

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

The Trimble Foundation Fund supports communities where Trimble does business, addressing challenges and seeking opportunities for innovation in the social sector. The Foundation focuses on three key areas within our communities: Disaster and Climate Resilience, Female Education and Empowerment and Advancing DEI. In these areas, through persistence, cooperation and a shared vision, we can help build stronger and more equitable communities around the world. Each year, we work to add partners to our portfolio and expand our existing relationships to enhance activities and engagement in our areas of focus. We also work together to spearhead volunteer opportunities, such as Trimble Day of Service, a global day for our employees to engage in their communities by doing work that is meaningful for them.



The Trimble Foundation Fund

Our work in disaster and climate resilience

Trimble supports communities impacted by natural disasters and climate change, working with key partners to focus on recovery, rebuilding and strategies to build community resilience. Recent efforts include:



Earthquake relief in Türkiye and Syria

As the death toll from these tragic earthquakes grew to nearly 47,000 in early 2023, humanitarian organizations globally responded by providing medical services, food, shelter, fuel, emergency water and clothing to meet the needs of the communities affected by the earthquakes. The Trimble Foundation Fund activated an employee donation match program supporting Project Hope, UNICEF and the American Red Cross. We also enabled a grant to MapAction to support their work on disaster landscape mapping in the region in coordination with the United Nations Disaster Assessment and Coordination (UNDAC).



Water for People (India)

Our Disaster and Climate Resilience and Female Empowerment and Education teams collaborated to support Water for People's efforts in India to improve water access in West Bengal, Bihar and Maharashtra. Water for People provides technical assistance to governments to build piped water supply systems with a tap for each household across India, freeing women from the task of gathering water so they can pursue education instead. Trimble also supported the creation of a Technical Support Unit (TSU) in key regions and investments to improve water, sanitation and hygiene services across the region.



Team Rubicon

We continued our long-term support of Team Rubicon to improve the health, safety and well-being of communities impacted by disasters and humanitarian crises. By investing in the organization's Ready Reserve Fund, Team Rubicon delivered home rebuild and repair services free of charge to low-income households affected by Hurricane Harvey in Houston, distributed donated items to Afghan guests in the U.S., mucked out flooded homes damaged by Hurricane Ian in Florida to prevent hazardous mold growth and provided other critical services for communities across the U.S. and the world in 2022.

The Trimble Foundation Fund

Our work in female education and empowerment and advancing DEI

The education and empowerment of women are paramount to the development of economic success and equality around the globe. We actively work with partners empowering female equality through education and access to economic opportunities. Recent efforts include:



CAMFED supports young women in Ghana

In 2022, our ongoing engagement with CAMFED supported 540 girls in the central region of Ghana through secondary school. CAMFED provides social, emotional and academic support from CAMFED-trained Teacher Mentors who ensure girls have direct support in meeting challenges that might otherwise cause them to leave school. CAMFED alumnae support girls to provide influential role models to current students.



Tostan dignity for all - engaging women and youth in good governance

In Southern Senegal, Tostan collaborates with communities to empower women and youth to engage in development projects, encourage dialogue and citizen participation and reinforce transparency and accountability for local leaders. Tostan's Strengthening Democracy and Civic Engagement (SDCE) innovation aims to amplify the voices of women and youth, elevating them to positions of influence and leadership in their local community governments. The program has reached 11 districts over the last two years with 494 Municipal Councilors trained to participate in government systems.



Supporting the LGBTQ+ population around the globe

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

Education

In addition to a broad range of industry education initiatives, Trimble has increased our focus on increasing access and opportunity for more underrepresented candidate pools through education and social support beginning in K-12/primary school and continuing through university.

With 28 Trimble Technology Labs (TTLs) established across 15 countries, our education partnerships center on providing access to technology to offer hands-on experience in a state-of-the-art training environment. TTLs have expanded to include globally diverse and Minority Serving Institutions (MSIs) to provide more underrepresented students access to the latest tools available in the Trimble technology portfolio.

Trimble Visiting Professionals Program

Trimble Visiting Professionals Program connects top industry leaders with education institutions and students. Academic institutions apply to collaborate with one of more than 45 experts to create tech talks, hands-on workshops and project critiques for students. The program works to provide access to training and technology in areas such as Building Information Modeling (BIM), laser scanning and sustainable design, especially for historically excluded groups, empowering them to pursue careers in high-potential industries. In 2022, Trimble visiting professionals visited the Alaska Native Heritage Center, the Alaska Native Science and Engineering Program and the Alaska Native Tribal Health Consortium to show Alaskan students how to use our technologies to plan and build vital infrastructure sustainably.



Increasing women in STEM

We also seek out partnerships with educational institutions focused on female empowerment, bringing opportunities specifically to young women pursuing career pathways in science, technology, engineering and math (STEM). We know there are significant economic barriers in place for individuals from underrepresented groups, and the barriers must be mitigated to increase representation of these individuals in career pathways. Our partners in 2022 included:

- **Code Savvy:** empowering youth and educators with knowledge and skills to create with technology.
- **Access Opportunity:** bringing high-potential students from low-income households the opportunity to gain mentors from Trimble and attend career planning and business workshops.
- **Girls With Impact:** the only tech-enabled entrepreneurship program in the United States, enabling girls 13-17 to learn about business planning through hands-on education workshops.
- **Transportation Construction Girl:** elevating women to pursue financially sustainable careers in transportation and construction.



Shannon Hughes Sanders
Education & Outreach Program
Operations Lead and Visiting
Professionals Program Manager

The generation preparing to enter the workforce expects the corporate world to operate in more diverse and equitable ways. Those expectations have accelerated our integration of DEI into everything we do. DEI is the driver and filter we use when making decisions, designing events and engaging with our academic partners. This ethos gave us a framework to guide us and push us to continue to learn and grow in the process of creating a more diverse future workforce that is inclusive and equitable.

Education

CASE STUDY

Dr. Gladys West Scholarship Program

The Trimble Foundation Fund offers the Dr. Gladys West Scholarship Program, awarding a full four-year scholarship to one student annually and supporting three students each year attending HBCUs and MSIs.

In 2022, Trimble invested in students at recognized MSIs: Virginia State University, North Carolina A&T State University and Florida International University, where students received scholarships for the Fall semester.

Dr. Gladys Mae West is a trailblazing mathematician who helped develop technology that ultimately contributed to creating the Global Positioning System (GPS.) Trimble introduced our first GPS product in 1984, and we are proud to honor Dr. West for her accomplishments in this field and continue her legacy by investing in deserving, promising students and future trailblazers.



Education – Scholarship recipients



Virginia State University – “Constellation” Scholarship recipient Kayla Seawright

The Dr. Gladys West Scholarship has not only helped me financially, it has boosted my motivation to strive for more in my education, become more involved in my classes and more engaged with campus activities. Receiving this scholarship from such a pioneer and from her alma mater is incredibly inspirational. I am deeply grateful and humbled. While I may view myself as an ordinary individual without any extraordinary achievements, the fact that others recognize and appreciate my efforts makes me feel genuinely seen and valued.



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

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



Florida International University Technology Lab Scholarship recipient Arlene Moreno

Receiving the Dr. Gladys West scholarship has made a difference by enabling me to become a first-generation college graduate. It has allowed me to reduce my work hours guilt-free, knowing I can still help my family financially and be able to focus on my studies to pass all my classes with A's and B's. It has also given me more confidence in myself and my path at FIU.



Florida International University Technology Lab Scholarship recipient Giovani Labrador

When I received the Dr. West scholarship award, it blew my mind and I cried. I haven't always believed in myself. So being chosen for this scholarship and having people believe in me has helped me to keep pushing forward and striving to prove everyone right for doing so. I'm not sure I'll ever be able to match Dr. West's accomplishments for the tech world and humanity as a whole, but I'm very grateful and blessed to receive an award that honors such an inspirational woman.

Social justice

At Trimble, we are focused on addressing systemic injustices at regional and local levels to improve rights, conditions, equity, fair laws and treatment for all people.

We cannot successfully develop a DEI-focused culture at Trimble without recognizing the systemic racism, sexism and discrimination that affects many of our employees and communities.

We support organizations whose values align with Trimble values, providing equitable rights and benefits and building a national landscape of grassroots organizations to protect rights across our communities and support social justice causes. To illustrate this, in 2022, we increased our investment in our relationship with All Out, an organization that mobilizes individuals to build a world where LGBTQ+ people are safe and their rights are protected.



Community advocacy

Trimble engages with our local communities to increase understanding, empathy and awareness of the benefits of diversity and advocacy.

We are a member of the Colorado Technology Association and partner with them as a sponsor of the Women in Tech conference. We have also been active with local organizations like Access Opportunity and Colorado Inclusive Economy. We also volunteer with local charities, including the YMCA and A Precious Child.



Looking ahead for community impact

We look forward to expanding the reach of our DEI-related community impact partnerships in the coming years, including:

- Career pathway initiatives in development with Florida International University and other new Trimble Technology Labs partners.
- Building apprenticeship programs with ActivateWork.
- Quantifying our community volunteerism efforts with key partners and tracking our volunteer impact over time.

2022 company culture awards

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

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



About this report

Our Diversity, Equity and Inclusion Report informs our stakeholders of our commitment to and progress toward DEI at Trimble. Unless otherwise noted, the data in this report is specific to our 2022 fiscal year, but may also include mention of initiatives launched in 2023.

Our DEI Report aligns with our mission to transform how we work together to inspire and engage all employees to achieve their full potential.

We are working to make our vision a reality: one where every Trimble employee feels respected and valued, is celebrated for their individuality and has opportunities to thrive. We are proud to release this annual update to share our progress as we work toward the goals outlined in our 2025 commitments and beyond.



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