

TRIMBLE INC. (TRMB)

2026 DEF 14A · filed 2026-04-09 · CIK 0000864749

Headline facts

CEO TOTAL PAY

\$19,129,944

Robert G. Painter · 2025 · + 1% YoY

CEO PAY RATIO ITEM 402(U)

163.9 to 1

Governance policies

CLAWBACK

present

PLEDGING

prohibited

SAY ON PAY CD&A

93.5%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE CD&A

Compensation Committee

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Robert G. Painter President and Chief Executive Officer	\$950,000	\$13,311,864	\$2,633,443	\$4,000	\$19,129,944
Mark Schwartz Senior Vice President	\$469,908	\$3,439,785	\$500,401	\$4,000	\$4,900,270
Ronald J. Bisio Senior Vice President	\$469,908	\$3,035,088	\$634,633	\$4,000	\$4,572,608
Phillip Sawarynski Chief Financial Officer	\$467,600	\$3,035,088	\$517,995	\$4,000	\$4,453,662
Chris Keating Senior Vice President	\$448,588	\$1,214,160	\$370,129	\$4,000	\$2,208,469

CEO pay mix (latest year)

Base salary	5%
Cash incentive	14%
Equity	81%
Other	0%
At-risk	95%

Every fact above, traced back to filing text

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CEO pay ratio = 163.9 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

“CEO PAY RATIO Under the Dodd-Frank Wall Street Reform and Consumer Protection Act, we are required to disclose the median of the annual total compensation of all our employees, the annual total compensation of our President and Chief Executive Officer, Robert G. Painter, and the ratio of these two amounts. We have determined the”

Say on pay = 93.5%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“Say on Pay proposal with 93.5% of the votes cast in favor of the proposal.”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“participating in People & Compensation Committee meetings”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Our strong governance policies and practices, including clawback and hedging policies and stock ownership guidelines, are designed to mitigate compensation risk and support stockholder value creation”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“We prohibit our executive officers, the members of our Board, and other employees from hedging or pledging our equity securities.No stock option re-pricing”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“We prohibit our executive officers, the members of our Board, and other employees from hedging or pledging our equity securities.No stock option re-pricing”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“ownership requirements applicable to the members of our Board, see “Non-Employee Director Compensation—Non-Employee Director Stock Ownership Guidelines” above.)”