

TRINET ENVIRONMENTAL, SOCIAL AND GOVERNANCE

2024 ANNUAL REPORT



INTRODUCTION



Mike Simonds

(he/him/his)
President and Chief
Executive Officer (CEO)

“At TriNet, trust is the cornerstone of our business, and it starts with our incredible colleagues and their unwavering dedication to support our small and medium-size business customers with integrity, reliability and genuine caring for the well-being of others.

These principles are at the heart of what makes TriNet so special and underpin our Environmental, Social and Governance (ESG) efforts.

Our fourth annual ESG report highlights the actions we have taken to build and maintain trust with our stakeholders, as we continue to demonstrate our commitment to making a positive impact on the world around us.”

“Our ESG report highlights efforts we believe are impactful and align with our mission, vision and core values. As the functional lead of the program and on behalf of our ESG leadership, we are incredibly grateful for our cross-functional ESG team, whose dedication, diligence and passion have been instrumental in supporting our program and crafting this report. Over the past few years, our ESG program has evolved significantly, yet our focus on supporting, building and enhancing the work that reinforces the trust our stakeholders place in us has remained a constant guiding principle.

TriNet’s holistic approach to ESG emphasizes the importance of stakeholder engagement, continuous improvement and the collective effort of the entire team. We are inspired by the journey ahead and remain driven to achieving new milestones together, as one unified TriNet team.”



Mathew Ted Thomas

(he/him/his)
Chief of Staff,
Legal and Compliance

BUILT ON TRUST

Our 2024 annual Environmental, Social and Governance (ESG) Report shines a light on the efforts TriNet has made toward continuing to earn the trust of small and medium-size businesses (SMBs). Trust is the foundation of our relationships with our customers, colleagues and the communities we serve. It is built by demonstrating we can capably and reliably meet the expectations of SMBs, while being transparent and genuinely caring for the people who have joined us on this journey.

Our customers have trusted us for more than 30 years to help them grow and achieve their goals. Our colleagues take great pride in ensuring TriNet is both reliable and consistent in the support we provide to them with the information and resources they need to succeed in an ever-changing economic environment—transforming their unique challenges and risks into opportunities.

TriNet used the Sustainability Accounting Standards Board (SASB) framework to guide us in the development of this report. Unless otherwise noted, the data we provide is current through, or as of, June 30, 2024. This report may include forward-looking statements that may impact expectations, outlooks and forecasts on our future business, operational and financial performance. Please see our full statement about our use of [forward-looking statements](#).

We hope this report offers inspiration and useful insights to our stakeholders. Please reach out to us at TriNetESGReport@trinet.com with your feedback. We'd love to hear from you.

Thank you,
The TriNet Team



OUR COMPANY

TriNet (NYSE: TNET) provides SMBs with full-service industry-specific HR solutions, providing both professional employer organization (PEO) and human resources information system (HRIS) services. TriNet offers access to human capital expertise, benefits, risk mitigation, compliance, payroll and R&D tax credit services, all enabled by our technology. Our suite of products includes services and software-based solutions to streamline operations by connecting HR, benefits, employee engagement and payroll.

Rooted in more than 30 years of supporting entrepreneurs and adapting to the ever-changing workplace, TriNet empowers SMBs to focus on what matters most—growing their business and enabling their people. For more information, visit [TriNet.com](https://www.trinet.com) or follow us on Facebook, LinkedIn and Instagram.



OUR GUIDING PRINCIPLES

Mission
Power the success of SMBs by supporting their growth and enabling their people.

Vision
To become the most trusted advisor to SMBs by harnessing the power of scale.

Core Values
We recognize the incredible opportunity that is achievable by working together. This is illustrated in our core values:

- Lead with the customer
- Stand together
- Act with integrity
- Make an impact
- Be incredible



OUR PEOPLE


It's crucial to us that our colleagues are enabled to succeed and thrive—with opportunities for personal and professional growth and access to training and benefits that meet the needs of a diverse workforce. At TriNet, building a culture of belonging, where colleagues are engaged and comfortable speaking up, is critical to building an enduring company.

 **~23K clients**
as of 12/31/23*

 **~355K average worksite employees**
as of 9/30/24**

 **~183K average HRIS users**
as of 9/30/24**

 **ESAC accreditation**
We comply with all ESAC standards and maintain [ESAC accreditation](#) since 1995.

 **Recognized leader**
In 2024, we were awarded the [Bell Seal Platinum Award for Workplace Mental Health, Best Place to Work for Disability Inclusion and America's Greatest Workplaces for Diversity](#).

 **“Prime Status” ESG corporate rating**

Awarded on April 26, 2024 by [ISS ESG](#), the responsible investment arm of Institutional Shareholder Services, Inc.

* Learn more in our [Form 10-K](#).

** A worksite employee is co-employed by, or otherwise receiving services from a TriNet PEO entity. An HRIS user is a client employee who is a user of our HR platform (for example, employees of an HRIS client). Learn more in our [Form 10-Q](#).

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ENVIRONMENT

WE CAN'T SUPPORT PEOPLE IF THE PLANET WE LIVE ON ISN'T PRESERVED.

As our global footprint expands, it is more important than ever for TriNet to focus on sustainable business practices and policies—to preserve the environment for our colleagues worldwide as well as to be good stewards of the Earth.



Expanding our workforce internationally means expanding our focus on the environment also— to include not just that of the U.S., but of the other countries where we have workers. This means focusing our efforts to reasonably integrate sustainability into our business practices. Whether it's encouraging paperless options for pay or partnering with a service to keep furniture out of landfills, TriNet acknowledges that small actions can have big impacts on our carbon footprint.

Anmarie Liermann

Senior Counsel, Employment,
ESG Report Environmental
Track Leader

OPERATE SUSTAINABLY ENVIRONMENTAL POLICY

WHY WE HAVE IT

TriNet is committed to conducting its operations in a manner that is environmentally responsible and aligns with our core values.

SUSTAINABILITY COMMITMENTS

- Practice responsible corporate citizenship
- Act with sustainability in mind
- Improve stakeholder awareness of environmental issues

ENVIRONMENTAL SUSTAINABILITY POLICY

In alignment with our Environmental Sustainability Policy, we are on the path toward greater sustainability.

We have incorporated “green” initiatives at TriNet in the following ways:

- As part of our ESG work, we’ve collected, reviewed and analyzed our data related to travel and office equipment disposal practices
- We purchase recyclable or compostable foodware when feasible, e.g., compostable coffee pods in our most visited office and a coffee pod recycling service in other offices
- We have reduced unused office space by shedding real estate, as we have done with two U.S. offices this year
- We require our vendors to agree to our [Vendor Code of Conduct](#) which focuses on reducing environmental impact from business operations
- We feature customers in our marketing who model exemplary green practices, such as a customer who converts 100% recycled cotton into circular-economy apparel and sustainable textiles and another one who produces bedding using responsibly processed bamboo
- We continue to encourage a robust [colleague resource group \(CRG\)](#), [the Green Team](#), which educates colleagues on environmental issues as well as giving them a space to share green ideas

TriNet also has identified opportunities to elevate our environmental focus over the next few years:

- Collaborating with stakeholders, including our customers, to raise public awareness about the importance of a sustainable economy
- Integrating environmental impact as a factor in business decisions where local practice and our business needs meet

- Exploring new options for implementation of sustainability practices in our new offices
- Looking to establish targets to reduce our environmental impact based on applicable carbon data reporting requirements

In service of the above, we are:

- Identifying options for collecting and measuring our greenhouse gas emissions to meet applicable reporting requirements
- Reviewing local opportunities for sustainable practices in our new India and New York offices

TriNet’s global workforce and talent strategy has evolved since we first implemented the Environmental Sustainability Policy in 2022. As such, TriNet has [amended its policy](#) to include the following, where feasible:

- Integration of energy efficiency practices globally, where feasible
- Regular review of data on our air travel, hotel stays and rideshare rides, and assessment of where we can spare miles and nights through more efficient travel strategy or collaboration tools
- Limiting landfill waste in any office closures by negotiating with landlords to keep furniture, partnering with charities and schools with specific needs for our office waste that can benefit from such resources, and by working with vendors who further our sustainability goals

With, among other things, state and federal climate reporting requirements expected to be in effect in the future, we understand our environmental policies and practices will continue to evolve. Expanding the ways in which we adhere to our 2022 policy and amending it with new terms are the latest examples of this evolution.

CLIMATE-RELATED RISKS AND OPPORTUNITIES

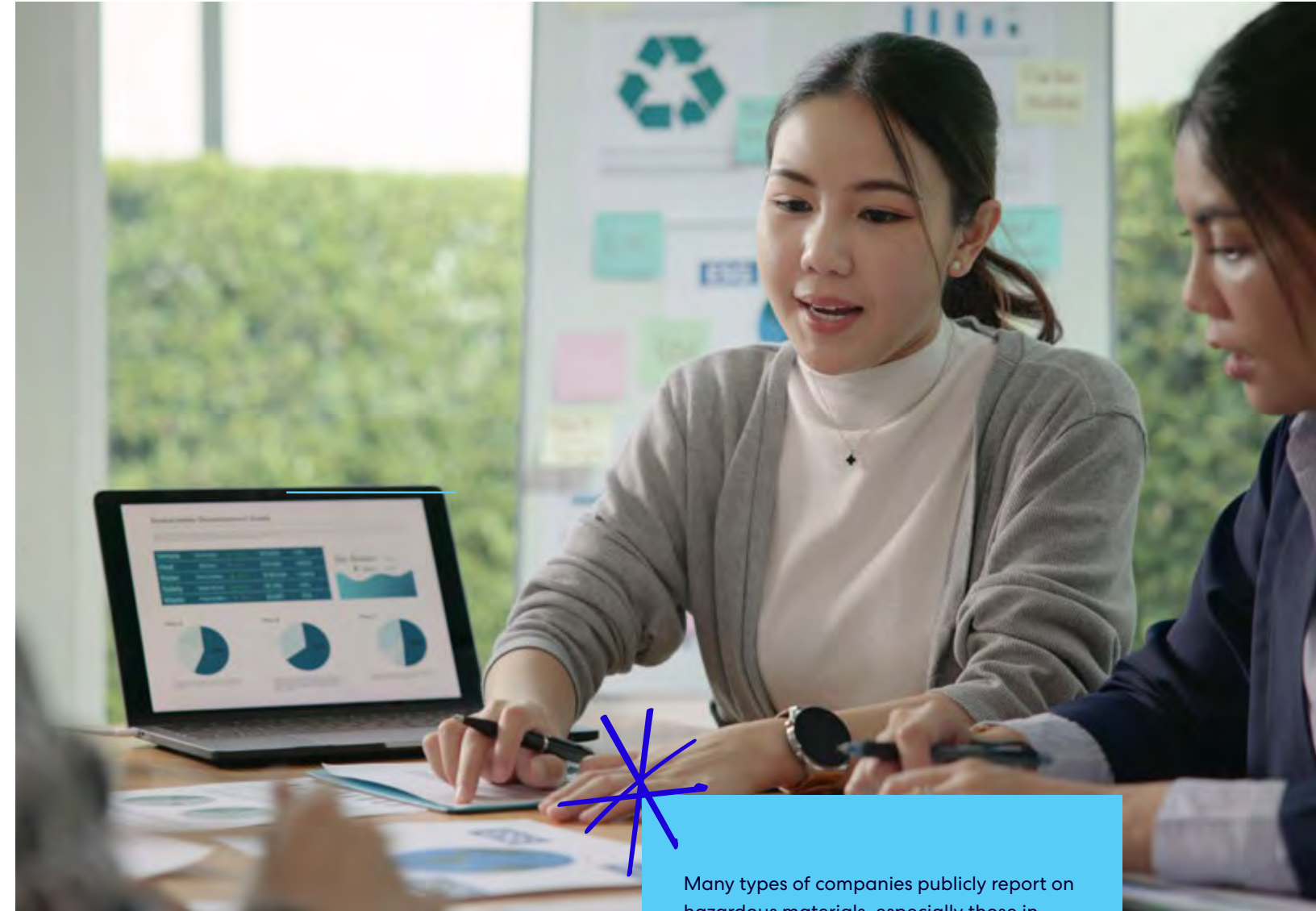
Given our business, we do not anticipate significant risks or opportunities arising from climate change. Nonetheless, we do not ignore climate change as a source of risk. TriNet regularly reviews risks that may have a material effect on the business.

Our Business Resiliency Management team leads the development of business resiliency plans designed to help us avoid being impacted by material risks and continue our critical business functions when impact is unavoidable.

Relevant risk factors are disclosed in our [annual 10-K filing](#) with the Securities and Exchange Commission. For example, we recognize that we have experienced office closures on the East Coast on multiple occasions over the past few years due to hurricane and storm threats, in Texas due to climate-related power grid issues, and in California due to increased wildfire threats in the state. Our offices and service centers in these and other locations will continue to face the risk of closure or damage in the future due to climate related events. Enterprise risks are identified and managed through a comprehensive Enterprise Risk Management Program. We plan to continue to periodically review climate-related issues to assess their potential to have substantive financial or strategic impact on our business in the future.

CLIMATE MATTERS MANAGEMENT

The TriNet board of directors oversees our ESG program through three committees, each with its own focus. Our Nominating and Governance Committee reviews and evaluates TriNet's approach to ESG matters with an overall strategic lens. Our Finance and Audit Committee oversees reporting that may result from regulatory requirements, such as reporting that may result from or be related to carbon emissions. Finally, our Risk Committee has oversight over any risks that fall outside the scope of reporting that may result from other committees, including those of disaster recovery, whether related to climate events or not. These responsibilities are outlined in each of the committee charters.



Many types of companies publicly report on hazardous materials, especially those in industries where the use, production or disposal of hazardous materials is significant. TriNet's operations do not involve hazardous materials or manufacturing. As a professional services company, we only use office supplies and equipment at our offices, and do not use, produce or dispose of hazardous materials.

SPOTLIGHT

EFFORTS TO IMPROVE THE CLEANLINESS OF INDIA'S PRECIOUS RESOURCES

TriNet supports sustainability efforts in the U.S. and beyond. With a large corporate presence in Hyderabad, India, TriNet was pleased to donate to the [Clean Ganga Fund](#) in 2024. The Ganga, also known as the Ganges, flows nearly 1,600 miles across India from the Himalayan Mountains to the Bay of Bengal. Millions of people in India rely on its waters daily for both personal and business use. According to the Clean Ganga Fund, "River Ganga has been the source of physical and spiritual sustenance of Indian civilization for millennia. To the Indian mind, River Ganga is a living goddess."

The Clean Ganga Fund was created in 2015 in support of the national effort to improve the cleanliness of the Ganga. Contributions may fund pollution control initiatives, waste treatment and disposal plants, R&D, and more.

Read more about the [Clean Ganga Fund's](#) efforts.

"I consider TriNet's contribution to the Clean Ganga Fund a testament to our dedication to environmental sustainability. It's inspiring to see our efforts making a tangible impact on such a vital cause. I believe that every step towards cleaning the Ganga is a step towards a healthier future for India."

Naresh Jain
Director, Finance



GREEN TEAM

Now in its fourth year, our Green Team CRG continues to grow with a membership of approximately 130 colleagues.

The Green Team provides opportunities for colleagues to come together, share, explore and drive forward environmentally focused ideas and solutions relating to awareness, sustainability and environmental justice and equity. The Green Team's overarching goal for 2024 is to address the mental health effects of the climate change crisis.

The Green Team has been very busy this year:

- It committed to collaborating with other TriNet CRGs to continue the discussion around the importance of mental health in general and how the climate change crises can further negatively impact it. To that end, the Green Team collaborated with the TriNet Lighthouse for Colleagues CRG (which has improvement of mental health as a mission) and Asians@TriNet to host a mental health workshop run by a non-profit founder.
- The Green Team also joined forces with other CRGs to share green practices that related to the other CRGs. For example, its first collaboration was with Asians@TriNet, where members of both CRGs celebrated the Lunar New Year by creating a paper lantern using items from the recycle bin. In conjunction with the Working Caregivers CRG, the Green Team educated colleagues how to do eco-friendly swaps of common back to school items, from lunchbox essentials to repurposing household items.

The Green Team CRG lead, with support from other members of the Green Team leadership, began Worthwhile Wednesdays in 2023 and continued it through 2024. Worthwhile Wednesdays are weekly micro-learnings posted to the CRG's chat every Wednesday morning to give the members a mid-week boost by sharing ideas for small but impactful changes. Issues addressed in the micro-learnings include ways to reuse rather than recycle, the effects of climate change on socially vulnerable populations in the U.S., encouraging the electronic delivery of documents where offered and e-cycling options.

Through their participation in these activities, colleagues come together to improve not only their understanding of environmental issues and the ways in which they can help but also to find community and comfort in each other, thereby helping with the mental health challenges of climate change.

“

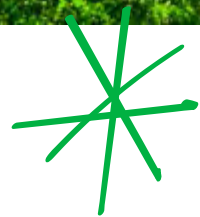


As co-lead of TriNet's Green Team CRG and a long-time contributor to the Environmental Track of our ESG report, our continued collaboration has been incredibly fulfilling. Together, we've successfully implemented key sustainability initiatives like encouraging colleagues and clients alike to go paperless, reflecting our collective commitment to environmental stewardship and corporate responsibility, while fostering a sense of unity and purpose across our organization.

”

Leslie Werle

Lead Security Analyst
Green Team CRG Co-Lead



Green Team CRG continues to grow with a membership of

~130
colleagues.

PAPER REDUCTION EFFORTS

As a company with a U.S. workforce that is 89% remote* and where remote printing is disabled for nearly all colleagues, TriNet colleagues' paper use is a small fraction of what it was pre-pandemic. However, we have opportunities for further paper reduction in one main area: year-end required tax documents.

TriNet encourages electronic delivery of these year-end documents. First, we worked with our Form W-2 vendor to create an avenue for colleagues to download their Forms W-2 onto their personal computers rather than requesting a paper copy. Previously, colleagues could only download their forms onto their work computers but not obtain an e-copy for their personal files. As such, colleagues had to opt for paper delivery if they wanted a hard copy for their own files. Colleagues now have the option of logging into our vendor's platform and downloading their Form W-2 directly to their personal computers.

Every December, TriNet sends a reminder to all worksite employees and internal colleagues to opt-in to electronic delivery of end-of-year tax documents. A whopping 96.9% of worksite employee 2023 W-2 documents were delivered electronically, at their election. This delivery election should save not only paper but also carbon emissions from the printing and transportation of these paper documents to our worksite employees.



96.9%

of worksite employees' 2023 W-2s were delivered electronically.

In 2023, utilizing an internal HCM platform migration as an opportunity to drive paperless delivery election, 56.9% of TriNet colleagues who received a W-2 in 2023 opted for paperless delivery. TriNet is determined to continue our outreach in hopes of further increasing the percentage of internal colleagues receiving electronic copies of tax documents.

Also, this year we gave colleagues the option to choose electronic delivery of Form 1095-C, a form with information about TriNet-sponsored health insurance coverage. This is another area where we intend to continue our education of colleagues to help them understand the value of receiving electronic, rather than paper, delivery of documents.

TriNet also encourages paperless pay methods and regularly reminds customers of paperless options. While electronic wage delivery remains the choice for the majority of worksite employees, on August 28, 2024, in recognition of National Payroll Week, we sent a reminder about our electronic pay options to our customers with employees who still receive paper checks. Direct deposit is one option, as is our pay card option, which does not require that the employee have a relationship with a bank that does direct deposit. By giving worksite employees a paperless option that does not require a banking relationship, we hope to encourage universal adoption of an electronic pay method.

* Remote colleagues are those whose duties are performed full-time outside of a TriNet office and at the colleague's designated home office or personal remote workplace.

DOMESTIC TRAVEL

Our 2024 domestic air travel miles and hotel night stays are trending slightly up from 2023, which itself slightly exceeded pre-pandemic domestic travel patterns. We attribute the anticipated increase in 2024 to:

1. Continued support of a workforce that is more than 89% remote in the U.S. and increasingly spread across the globe
2. Greater comfort with in-person meetings now that the pandemic is largely in our rear-view mirror and recognizing the value of having certain in-person gatherings for a largely remote workforce

INTERNATIONAL TRAVEL

Our international travel increased in 2024. We estimate that 2024 international air miles flown will be more than three times those traveled in 2023. Our 2024 international hotel nights are estimated to be nearly four times what they were in 2023. This increase is due in large part to our expansion into India where:

- Several U.S. colleagues traveled to India to meet with colleagues to explain how the expansion will affect them as well as to offer in-person presence during key events
- Some colleagues traveled to India to monitor construction
- Leaders traveled to participate in the grand opening ceremonies of our new office

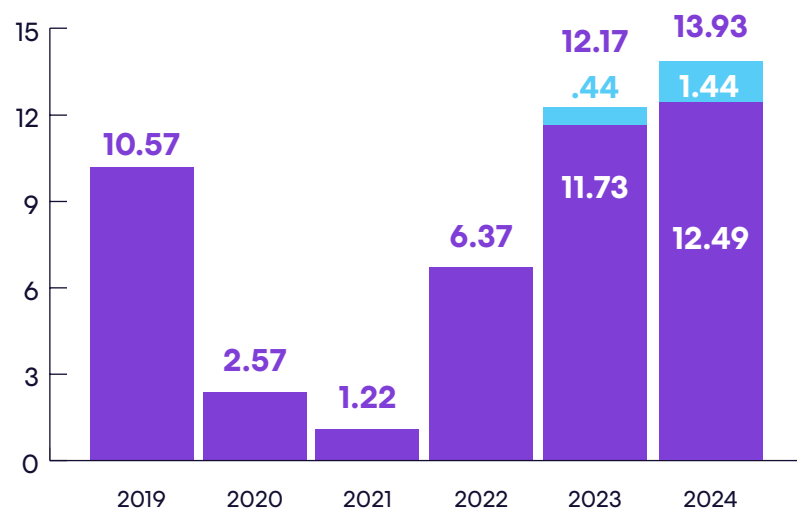
However, we anticipate that 2024 will be an outlier year for 2024 international travel, as we expect to have completed the critical foundational events in our India expansion efforts and have already installed leadership in India.



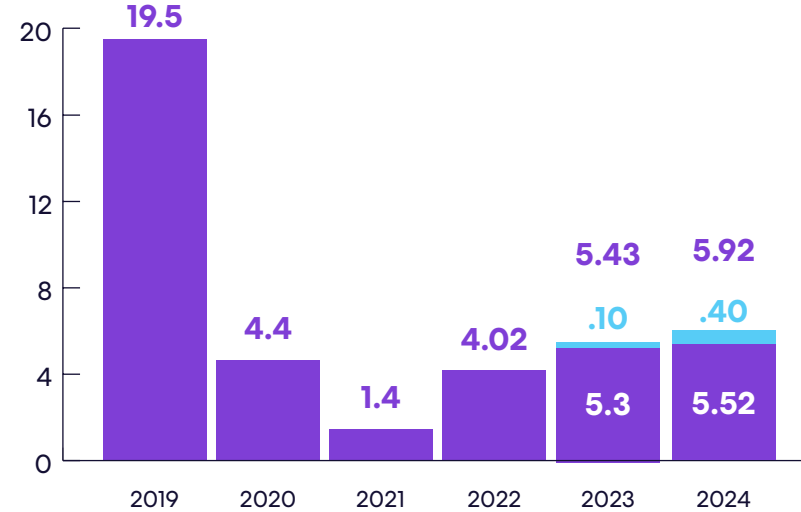
PARTNERSHIP WITH UBER FOR BUSINESS

We now have a way of tracking ground transportation miles from Uber rides. Through Uber for Business, colleagues taking an Uber for business purposes must reserve their ride through TriNet's business account. This allows TriNet to gather the mileage and carbon emissions for each ride. In addition, this relationship reduces the number of electronic transactions as TriNet pays Uber directly rather than relying on the prior system of colleagues paying then obtaining reimbursement from TriNet. Uber's platform allows TriNet to see monthly carbon emissions, emissions per mile and low-emission trips (those in an electric vehicle) versus those in a hybrid or internal combustion vehicle. The Uber for Business app also allows colleagues in certain cities to choose Uber Green for travel in electric vehicles. According to Uber, **Uber Green vehicles produce at least 55% fewer carbon emissions than the average trip.** We expect effectively utilizing this resource and gathering data today will help position TriNet to meet any applicable carbon footprint reporting requirements in the future.

Miles Flown*



Hotel Nights Stayed**



* In the millions. 2024 figures are extrapolated through year-end based on data as of September 30, 2024.

** In the thousands. 2024 figures are extrapolated through year-end based on data as of September 30, 2024.

Domestic International

GREEN KITCHENS

We continue using compostable coffee pods, utensils, plates and bowls in our Dublin, California office, the only one of our remaining offices that offers municipal composting. For our other legacy TriNet offices, we use a service that collects used coffee pods, rinses them and recycles the remaining plastic.

SUSTAINABLE SWAG

We continue to stock our company store with products made by companies that share our sustainability values. TriNet strives to do good. Our store contains merchandise from companies supporting the Earth and its communities. We have hats and umbrellas made from recycled plastic bottles, sustainable cups and bottles whose manufacturer invests in nonprofits worldwide and which use no new plastic, ethical apparel producers (one which plants 10 trees for every item purchased and another that empowers communities in Latin America), and lots of other great products from companies that give back.



REAL ESTATE REDUCTION

Since our last report, TriNet has decommissioned offices with the environment in mind. We divested our large Indian Land, South Carolina office in February 2024 and of one floor of our Austin, Texas office in March 2024.

We attempt to leave our furniture with our landlords so that they can show the space as “ready to occupy” and better yet, spare both TriNet and the new tenant from carbon emissions associated with moving heavy furniture.

Failing that, as we did with our Austin decommissioning, TriNet will seek to partner with a vendor committed to green solutions for dispositioning. That business repurposes office furniture in socially responsible and sustainable ways, including by donating as much as possible to a local charity in need. After the dispositioning, the vendor provides us with a report showing the percentage of furniture diverted from landfill, the number of items donated to charity, how many non-profits received the furniture donation and the amount of carbon emissions avoided.

As a third step in the process, we attempt to match office items with needs in the local community. For example, when TriNet heard that a school helped near its Austin office needed soft chairs, we arranged to donate chairs from our

decommissioning to that school. When closing our Indian Land office, TriNet contacted a local school to ask if they needed pens, notepads and other office supplies. These actions both kept items out of the landfill and helped meet the needs of local schools.

Closing our offices responsibly and having an accounting of where our unneeded furniture goes is one way in which TriNet is holding itself accountable for sustainable business practices.



“Our Real Estate and Facilities team prioritizes environmentally conscious practices in the work that we do across all of our TriNet facilities. We value vendors that mirror these practices in their own work. As such, we seek to partner with vendors that provide sustainable options that best meet and support TriNet’s environmental goals. We strive to ensure that any dispositions that occur result in mindful actions that proudly reflect these overarching goals and provide the opportunity for items no longer needed to be donated, upcycled or recycled to lengthen their longevity, as well as keep them out of local landfills. We recognize the actions our team takes contribute to TriNet’s greater environmental footprint.”

Stacy Wright

Real Estate and Facilities Senior Manager

80%

of the Austin site decommission was diverted from landfill, providing

154

donated items to one charity and reducing CO² impact by

172 tons.

This is equivalent to carbon sequestered by

187

acres of U.S. forests in one year. Wow!

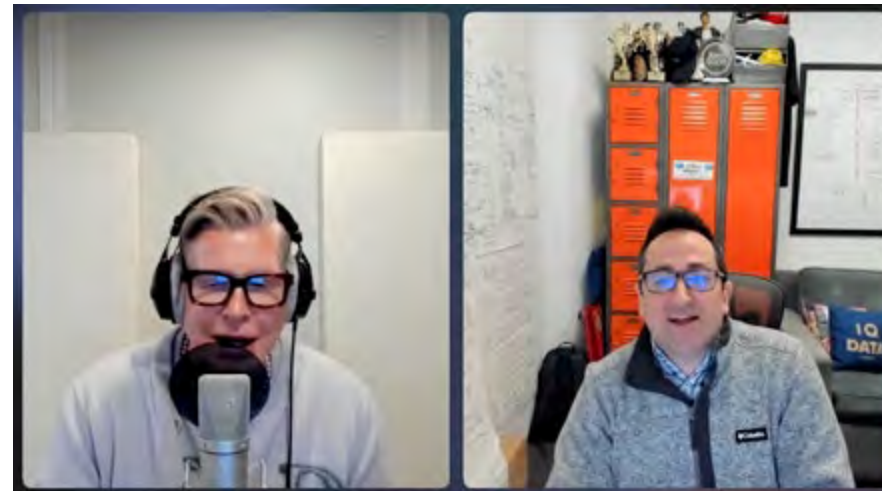
Data provided by our vendor, Greener Source.

EVENTS

In support of our commitment to the reduction of waste and reuse of resources, several events held at our corporate office in Dublin were catered by a vendor that offers eco-friendly disposable and compostable products. Where recycling and compostable products like water bottles and bamboo cups have been used, we encourage recycling and composting by stocking breakrooms and other rooms where the gatherings are held with compost and recycling bins. For board meetings, we rent tableware, including ceramic platters, metal flatware, glassware and reusable mugs in lieu of disposable products.

Furthermore, we have continued to make decisions that we hope will positively impact the Earth by allowing many of our main public events to be accessible virtually. Our intention is not only to reduce our plastic waste at TriNet offices and at third party venues, but also to foster a sense of consciousness around the choosing of sustainable practices for events.

For example, in 2024 we moved away from the in-person model of our popular TriNet PeopleForce conference, instead hosting a series of interviews with business and thought leaders called *PeopleForce Podcast*. The series takes a fresh look at the entrepreneurial journey on the path to success. And it can be enjoyed by anyone on TriNet's public-facing Rise page—no need for carbon-emitting travel or hotel stays, and no wasteful catering involved.



GETTING REPORTING-READY

Finally, based on anticipated regulatory requirements, TriNet has been working on marshaling the resources necessary to be able to gather, calculate and report on our greenhouse gas emissions when required at some point in the future. In such reporting, we hope to include details on our direct and indirect emissions (commonly known as Scope 1 and 2). Although our business is not known for being a large emitter of carbon, every bit matters. And we can't set measurable reduction goals in the future without knowing our current data. So, we are making efforts to gather information regarding our utility usage and travel and calculate our emissions.



Working for a company that cares about environmental sustainability gives me a sense of pride and purpose. As the Environmental Track advisor and the Green Team executive sponsor, it is a privilege to help guide the company's environmental sustainability efforts. Knowing that our efforts contribute to a healthier planet makes it all worthwhile.

Doug Riegelhuth

Vice President, Chief Compliance Officer



SOCIAL

ONE PURPOSE: ACHIEVING INCREDIBLE RESULTS

Our desire to build and nurture trust among our stakeholders is at the heart of our operations. We believe that fostering a positive impact on society is a key driver of our long-term success. Through innovative programs and partnerships, we believe we have created an inclusive environment that empowers our workforce and supports the communities in which we operate and the customers in which we serve.



I believe by embracing ESG principles, companies can foster resilience, drive sustainable growth and be impactful. The Social section of our ESG Report highlights our dedication to equity, community engagement, ethical behavior, and colleague health and wellness, emphasizing that our success is also measured by the positive impact we make on people, our customers and society.

Jennifer Owens
Senior Counsel, Employment
ESG Report Social Track Leader

LEADING TOGETHER

We believe that inherent in our core value of **Standing Together** is the opportunity to bring people together to generate better outcomes.

At TriNet we know that our ideas are empowered through a global and diverse workforce. We understand that our colleagues and customers thrive in and serve diverse communities, and that we are better able to support them when we embrace innovation born from diverse thought.

We truly believe our ethos that people matter and we value

the diverse thoughts, experiences and perspectives of an increasingly global workforce. With colleagues in the U.S., India, Canada and Poland, we know that the growth of our colleagues in these global communities strengthens our own perspective, innovation and ability to meet our clients where they are and where they want to be.



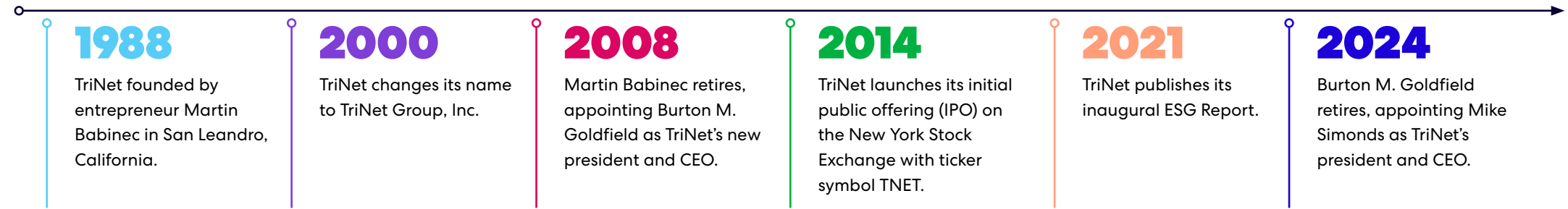
Retirement of Burton M. Goldfield (L), Former President and CEO;
Appointment of his successor, Mike Simonds (R), President and CEO

CEOs Host Meetup Events for Colleagues

As a way to get up to speed on our company and connect with colleagues, Mike hosted meetup events for colleagues in various locations across the country. In addition to providing an opportunity for colleagues and Mike to get to know each other, these gatherings also provided an opportunity for colleagues to say farewell to Burton, who attended many of these events.

For more details about Burton's retirement and Mike's appointment, please see TriNet's [press release](#). Shortly after his appointment, Mike implemented a new virtual monthly 15-minute meeting for all colleagues called Quick Connect, which provide Mike and colleagues an easy way to share updates and align efforts towards common goals in an efficient, aligned and engaging format.

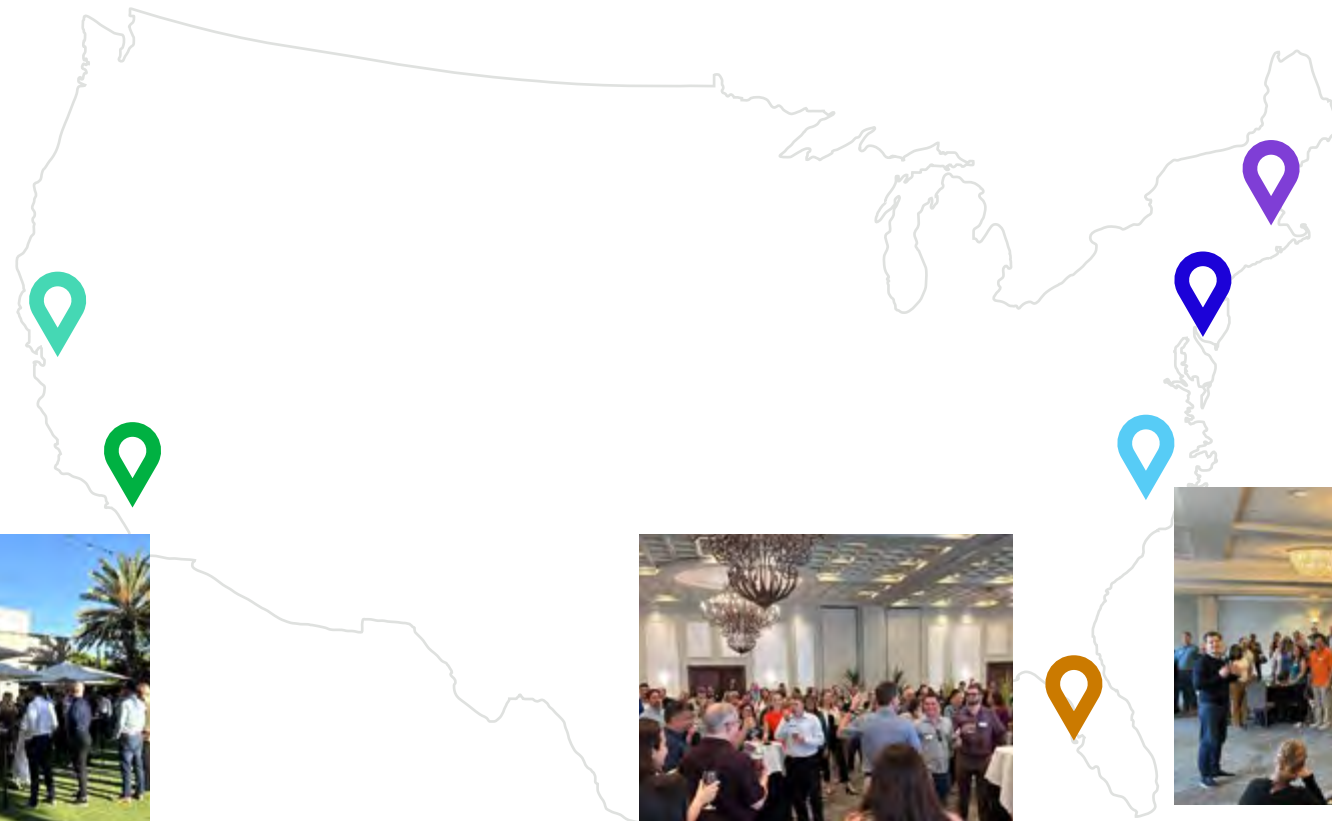
As we celebrate both the impact of Burton's years with our company and our growth, we look forward to continued success under Mike's leadership. We invite you to take a look at some of our company's milestones in TriNet's brief history below.



DUBLIN



SO CAL/IRVINE



BRADENTON



CHARLOTTE



BOSTON



NEW YORK CITY

One TriNet: What It Means for Customers, Prospects and Colleagues

In April 2023, TriNet **launched a new brand identity**, underscoring our brand position as the ideal HR platform for small to medium-size businesses. This new identity was part of a brand restructuring that began in 2022 whereby all HR product offerings would fall under one master brand: TriNet.

On December 19, 2023, TriNet announced the launch of our new website that combined all of our HR products under one domain at TriNet.com.



TriNet's main PEO model that combines HR, access to employee benefits and payroll processing into one full-service HR solution.



Harness a modern self-service platform to simplify HR tasks without time-consuming manual effort.



Administrative support for HR, payroll processing and payroll tax, complemented by our efficient HR technology.



Promoting diversity, equity, inclusion, and ethical business practices goes beyond just having the right policies. It comes down to creating a culture where everyone feels heard and valued. Each perspective matters and it's crucial that everyone feels they're contributing positively to the company. Over my six years at TriNet, I've appreciated the steps we've taken to embody our values. Our ESG Report truly reflects those efforts and the actions we've put into practice.

Paul Boscacci
 Director, Brand and Creative
 ESG Track Advisor

Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index

For the first time in 2022, TriNet participated in Human Rights Campaign's Corporate Equality Index (CEI), the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. TriNet participated a second time in the 2023-2024 review period, proudly receiving a 95 rating out of 100 and growing from our previous score of 75.

The results of the 2023-2024 CEI can be viewed on [HRC | Corporate Equality Index 2023-2024](https://HRC.org).

TriNet is committed to fostering an inclusive culture for our colleagues and the SMBs we serve. When we make diversity, inclusion, and most importantly, a sense of belonging a priority within our organizations, we encourage innovation, creativity and opportunity that benefits all stakeholders. This ranking from HRC is a testament to the work TriNet is doing to support members of the LGBTQ+ community and beyond.



TriNet receives

95

Corporate Equality Index rating out of 100, growing our previous score from 75.

AWARDS AND RECOGNITIONS



NEWSWEEK'S EXCELLENCE 1000 INDEX 2024—RANKED #1

In 2024, *Newsweek* introduced its inaugural *Excellence 1000 Index* recognizing businesses across 25 industries that have demonstrated best practices in financial responsibility and performance, customer and employee satisfaction, environmental commitments, and social responsibility ratings. TriNet earned the top spot among the 1,000 companies evaluated—an overall rating of 4.8 out of 5—showcasing TriNet's commitment to making a positive impact for our clients and our colleagues by underscoring our core values in what we do.



ONE OF AMERICA'S GREATEST WORKPLACES IN THE COUNTRY FOR DIVERSITY BY NEWSWEEK

This year, TriNet had the honor of being named one of *America's greatest workplaces for diversity by Newsweek*. TriNet earned the highest rating, five stars, showing its devotion to creating a culture of belonging. As part of TriNet's commitment to diversity, equity and inclusion, this honor not only points to TriNet's innovative solutions but also highlights what we provide to the SMBs we support.



PLATINUM BELL SEAL FOR WORKPLACE MENTAL HEALTH

TriNet earned the prestigious *Platinum Bell Seal Award for Workplace Mental Health by Mental Health America (MHA) for 2024*. The Bell Seal for Workplace Mental Health is a national certification program that recognizes employers committed to creating mentally healthy workplaces. TriNet has made significant progress in the company's mental health initiatives, developing comprehensive mental health programs, initiatives, resources and benefits for colleagues. Maintaining a healthy work-life balance and prioritizing mental health is part of our culture—and we intend to continue to build upon the strong foundation we have already set.



2024 BEST PLACES TO WORK FOR DISABILITY INCLUSION

TriNet had the honor of being named by the Disability Equality Index to the *2024 Best Places to Work for Disability Inclusion*. TriNet has expanded our DEI program to encompass a broader focus on accessibility. The enhanced initiative is represented by the acronym IDEA, which stands for inclusion, diversity, equity and accessibility.



TRINET PEOPLEFORCE WINS GOLD STEVIE AWARDS FOR A FOURTH YEAR IN A ROW

TriNet PeopleForce conference, focused on business resiliency, transformation, agility and innovation for *SMBs—picked up four Stevie® Awards*, including two gold and two bronze awards. Additionally, TriNet's 2023 People Matter advertising campaign, which showcased TriNet customers and SMB leaders who represent a cross-section of American entrepreneurship, received a bronze award.



BUSINESS INTELLIGENCE GROUP EXCELLENCE IN CUSTOMER SERVICE AWARD

TriNet won the *Business Intelligence Group's 2024 Excellence in Customer Service* award. The program celebrates the organizations, products and individuals that have supported their own customers by developing the tools to help them find success. TriNet is proud to be recognized and honored for leading the way in the industry.



TRINET GIVES SMB LEADERS ACCESS TO TOP EXPERTS

TriNet gives SMB leaders access to top experts and their perspectives on trends and topics that matter most to business. From incredible discussions and networking experiences to in-person events and webinars on demand, TriNet is committed to the success of SMBs.

U.S. SMALL BUSINESS ADMINISTRATION NATIONAL SMALL BUSINESS WEEK

National Small Business Week Virtual Summit

TriNet celebrated [National Small Business Week \(NSBW\)](#) with five days of virtual events for entrepreneurs and SMBs. TriNet's third annual [Small Business Week Summit](#) focused on celebrating and supporting small businesses. TriNet also sponsored the [U.S. Small Business Administration Virtual Summit](#), co-hosted by [SCORE](#), and moderated a panel for the [Bipartisan Policy Center](#), called Small Businesses Matter: A Bipartisan Policy Agenda for 2024 and Beyond, as part of their NSBW activities. The summit ran from April 29, 2024, through May 3, 2024, while the U.S. SBA Virtual Summit overlapped on April 30 and May 1, 2024.



Small Business Digital Alliance

In continuing its national membership in the Small Business Digital Alliance (SBDA), TriNet and SBDA hosted a panel discussion with small business participants at TriNet's headquarters in Dublin, California, on January 10, 2024. Watch the panelists' discussion of 2024 funding trends that can help expand and grow SMBs—including challenges for historically underrepresented business owners: [Small Business Boom and New Business Bloom—Keeping the Momentum Into 2024](#).

The PEO Edge: National PEO Week

In celebration of National PEO Week, May 20 through May 24, 2024, TriNet hosted five days of virtual events with discussions and interviews by thought leaders and business experts who understand the unique challenges of running SMBs. The sessions featured thought leadership and education on topics such as the advantages of partnering with a PEO, how to access comprehensive HR support, and employee retention.



SPOTLIGHT

OUR COMMITMENT TO THE PROTECTION OF HUMAN RIGHTS

TriNet continues to create, implement and foster policies that center and disclose our commitment to the protection of fundamental human rights. Through our [Vendor Code of Conduct](#) and our [Human Rights & Labor Standards Policy](#), we restate our focus and commitment to the human rights principles, such as those contained within the United Nations (UN) Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, as well as labor standards contained within the International Labour Organization's (ILO) Declaration on Fundamental Rights at Work. TriNet has also recently updated these policies to disclose our observation of the applicable Organization for Economic Co-Operation and Development's (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct.

TriNet believes that our success, as well as society's success, depends on enabling women-owned, differently-abled-owned, veteran-owned and LGBTQ+-owned, historically underrepresented-owned business enterprises (diverse suppliers) to share in the nation's economic growth. As such, TriNet has also created and implemented a Supplier Diversity Policy, setting forth our commitment to providing opportunities to certified diverse suppliers to participate as partners and suppliers of goods and services as part of our corporate procurement process.



“People are at the core of what we do at TriNet. We take our commitment very seriously and created a Vendor Code of Conduct to encourage the companies we work with understand our values and expectations. Our Supplier Diversity program grew out of our involvement with local minority business councils and is one of the ways we aim to incorporate diverse businesses in our procurement process.”

Suzette Hendrick

Executive Director, Procurement

MINDFUL SELECTION OF SUPPLIERS SUPPLIER DIVERSITY PROGRAM

WHY WE HAVE IT

To promote sourcing of services and goods from diverse suppliers while contributing to the economic and social vitality of our communities.

SUPPLIER DIVERSITY TAKEAWAYS:

- Actively seek certified diverse suppliers
- Search for quality vendors that are customer focused
- Look for companies that can provide cost savings and innovative business solutions

WHO WE WORK WITH

VENDOR CODE OF CONDUCT

WHY WE HAVE IT

The Vendor Code describes TriNet's expectations for vendors, suppliers, contractors, consultants, agents and their employees when conducting business with TriNet. This in turn helps to ensure that their actions on behalf of TriNet are consistent with TriNet's values and expectations around integrity.

MORAL COMPASS HUMAN RIGHTS AND LABOR STANDARDS POLICY

WHY WE HAVE IT

The Human Rights and Labor Standards Policy reinforces TriNet's commitment to recognizing and supporting human rights principles and labor standards throughout our global operations, our supply chain, and the communities in which we operate.

TriNet PeopleForceX 2024

Building on the success of TriNet PeopleForce, in 2023, we created an extension of the award-winning conference to SMBs right in their neighborhoods. TriNet PeopleForceX focuses on business resilience, transformation agility and innovation for SMBs, featuring conversations with TriNet executives and clients. Take a look at what we've been up to in 2024.



Stakeholders at our various TriNet PeopleForceX events this year.

Meaningful Impact on Communities Through Sustainability

As we have highlighted in previous ESG reports (and in the Environmental section of this report), TriNet has embraced a diverse and evolving workforce through the implementation of in-office, hybrid and fully remote positions. This change has led to the closure and reduction of multiple TriNet offices as many of our colleagues transitioned to fully remote or hybrid schedules. As part of these office closures, TriNet tries to provide meaningful impact on our community and limit waste through the donation of our now-unused office furniture. From donating office furniture to local schools to negotiating lease agreements to donate our furniture to new tenants, TriNet is committed to conducting its business in a manner that is environmentally responsible and aligns with our core values. For more information on how we are acting with sustainability in mind, please go to the [Environment section](#) of this report for further details on TriNet's sustainable disposition efforts.



I believe TriNet does an incredible job of focusing on empowering our customers to thrive by meeting them where they are on their business journey. We find great ways of packaging timely information about relevant topics through various mediums—events, webinars, podcasts, blog posts and other online content. By possessing the relevant expertise and delivering our services in multiple ways, we help businesses build resilient and agile operations that benefit them and their communities.

Mark Rosenfield

Executive Director, Customer Marketing

ONE HUMANITY: IMPACTING THE COMMUNITIES WE SERVE

FOCUSING ON COMMUNITIES

We embrace the opportunity to lead with a mindset of doing incredible things together to make an impact in the communities we serve.

Corporate Social Responsibility

At TriNet, we believe in doing our part to make the world a better place. Our Corporate Social Responsibility (CSR) program supports nonprofit organizations that seek to foster positive change, economic development and the growth of entrepreneurship. TriNet employees are engaged through opportunities to volunteer with these organizations, contributing to the achievement of their missions. Read more about TriNet's [CSR program](#).

The TriNet Foundation



The [TriNet Foundation](#), a donor-advised fund of TriNet, supports our CSR program through charitable giving. Through the foundation, TriNet strives to improve humanity by creating, expanding and amplifying volunteerism and giving.

Supporting NAACP Empowerment Programs

The TriNet Foundation donated to NAACP Empowerment Programs in October 2023. For more details on the NAACP Empowerment Programs, please refer to [Empowerment Programs | NAACP](#). Portions of TriNet's donation funded three NAACP Powershift Grants supporting Black entrepreneurs and small business owners seeking to build their businesses.

Supporting Black Entrepreneurs Featured on The Drew Barrymore Show

TriNet's support of Black entrepreneurs was also featured on the nationally syndicated Drew Barrymore Show. Through Daymond John and his Black Entrepreneurs Day event, TriNet provided donations to the founder of Smell of Love Candles and the founder of S.M.A.R.T. Fitness Studio.

Donation to the International Committee of the Red Cross for Humanitarian Efforts

In the fall of 2023, the humanitarian crisis in the Middle East prompted the TriNet Foundation to activate a donation to the International Committee of the Red Cross, a humanitarian organization devoted to helping people around the world affected by armed conflict and other situations of violence.

Donation to Pets In Need

In 2024, in honor of TriNet's former president and CEO, the TriNet Foundation initiated a donation to Pets In Need, an organization with a mission to partner with communities, and provide animals with loving care and advance no-kill sentiment.

ORGANIZATIONS SUPPORTED BY THE TRINET FOUNDATION

2021		2022	2023			2024*	

* Reflects through September 2024. For more information on TriNet's latest donation recipients, please visit the [TriNet Foundation](#) page.



Making an Impact: Nurturing Our Collective Ecosystem

TriNet's CSR program is also focuses on strengthening and increasing our volunteerism efforts among our colleagues. Here are just a few examples of our continuing efforts to make an impact:

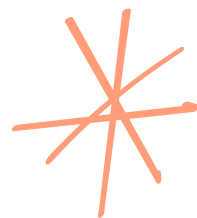


In May, TriNet's fourth annual BUILD Week event provided numerous opportunities for colleagues to participate for their own enrichment and also enrich the lives of others. TriNet Volunteers hosted a session during BUILD Week in partnership with Project Helping in which TriNet colleagues volunteered more than 89 hours to produce dignity bags for the unhoused.

Civic Volunteer Time Off and Volunteer Guidelines

To encourage colleagues to vote, TriNet offers up to 24 hours of paid time off annually for civic or volunteer time off, for volunteer activities, volunteering for charitable causes, attending school board meetings or any other time devoted to civic engagement. In 2022, a total 2,423 civic PTO hours were used by colleagues. This increased to 3,818 hours in 2023, and there were 2,448 hours used as of July 14 of this year.

To further encourage and support our colleagues, TriNet introduced its Corporate Social Responsibility Volunteer Programs and Guidelines. These guidelines serve to empower colleagues to organize TriNet-sponsored volunteer events outside of curated TriNet Volunteers programming. As a result, colleagues have taken the



TriNet colleagues volunteered more than

89

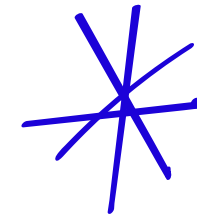
hours to produce kits for the unhoused.

initiative to organize both virtual and in-person events partnering with organizations such as Clean Trails, Project Helping and Meals on Wheels.



Kids in Need Foundation Supply A Teacher Program

TriNet continues to partner with Kids in Need Foundation on the Supply A Teacher Program in which TriNet ambassadors nominate teachers in our local communities to receive much needed supplies to start off the school year on the right foot. The program helps reduce the burden of purchasing supplies out of their own pocket.



Supplies donated to

240

teachers across 6 schools in 2024.



I'm grateful to be part of TriNet Volunteers, where I can see firsthand the positive impacts our colleagues have on local communities. It's also a wonderful opportunity to collaborate outside of our usual roles, fostering teamwork and building stronger connections with one another.

Annick Miller

People Success Senior Manager



TriNet Clarus R+D Service Committee prepared and delivered

300+

peanut butter and jelly sandwiches for a local after school kids' program.



American Foundation for Suicide Prevention Volunteer Events

In late 2023, colleagues participated in the AFSP Out of the Darkness Community Walks held in hundreds of cities across the nation. These events provide a platform for people to open up about their own connections to the cause and create a culture that's more cognizant of mental health challenges. TriNet volunteers participated by walking and volunteering as walk staff members.

Clarus R+D Service Committee & Volunteer Projects

In 2024, the TriNet Clarus R+D Service Committee organized new quarterly events:

- Completing garden work for an urban farm dedicated to growing, sharing and providing community access to healthy food
- Volunteering for three-hour time slots at a local nonprofit food center providing hot meals for the community and open free markets with fresh and shelf-stable food just like a grocery store
- In conjunction with our TriNet Volunteer group, nominating an Ohio school for their Teacher Supply program
- Competing in a food drive team competition among colleagues

These efforts are entirely colleague-led initiatives to strengthen our impact in local communities while enabling colleagues to collaborate as a team.



“ I love working for an organization that puts people first, whether that is colleagues, customers or our community. Service is important to me and I love that TriNet gives colleagues the ability and time to volunteer. I also really appreciate the resources TriNet provides for career advancement and growth. Our commitment to *Standing Together* makes TriNet a great place to work! ”

Emma Fulk
Credit and Collections Analyst, Clarus G&A

SPOTLIGHT



TRINET COLLEAGUE PARTICIPATION IN WORKPLACE HEALTH AND SAFETY MANAGEMENT

In April 2024, the Corporate Physical Safety & Security team announced the launch of the TriNet Volunteer Emergency Response Team (VERT). Volunteering colleagues received training, resources and tools to provide aid in an emergency. They are relied upon to provide first aid, fire response, evacuation and de-escalation assistance during emergency incidents until first responders arrive. To join the team, interested colleagues must meet certain qualifications and get approval from their manager.



EMERGENCY RESPONSE GUIDE



The Corporate Physical Safety & Security team has posted the following emergency resource guides on our colleague intranet site to assist colleagues and our VERT members:

- REPORTING EMERGENCIES
- MEDICAL
- FIRE
- EARTHQUAKES
- WORKPLACE VIOLENCE/ ACTIVE SHOOTING
- EVACUATION PROCEDURES
- SHELTER-IN-PLACE
- SUSPICIOUS PACKAGES/ BOMB THREATS



TRINET ALERTS—EMERGENCY NOTIFICATION SERVICE

TriNet takes the security and safety of its colleagues very seriously. The TriNet Alerts system provides information about specific emergencies or crisis events. Alerts are provided through an emergency notification platform called Everbridge which is used in the event of natural disasters such as earthquakes or hurricanes. In 2024, Everbridge was used to warn colleagues and provide updates during Hurricanes Ian, Helene and Milton.

ONE FOCUS: DELIGHTING OUR CUSTOMERS

FOCUSING ON CUSTOMERS

Delivering an excellent customer experience, minimizing customer disruptions and keeping our core values at the center of what we do is critical to achieving the outcomes we seek: growing, retaining and delighting our customers. We recognize that this success begins when we Lead With the Customer in every customer interaction. TriNet continues to align its organizational priorities with this core value, whether it's providing outstanding service and support to our customers or delivering consultative and tactical support that creates an incredible customer experience while navigating critical business milestones. The world continues to present new challenges and opportunities for our customers and TriNet aims to offer support every step of the way.

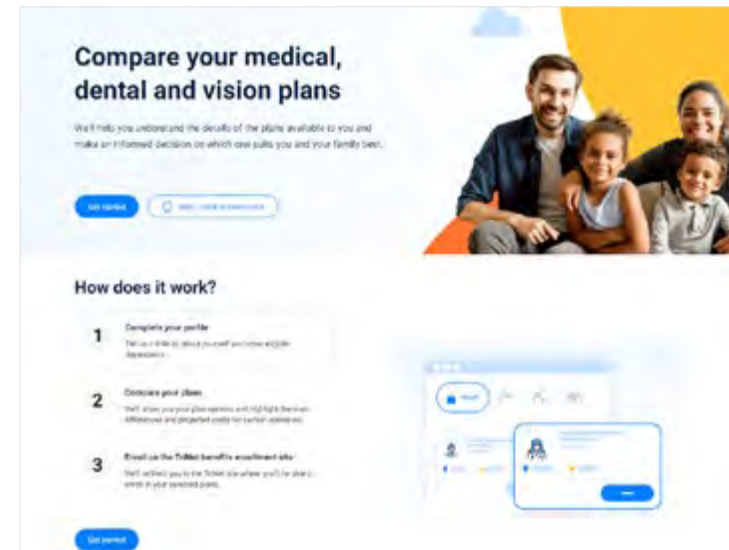
Client Benefits Education Site and Benefits Guide

TriNet has engaged Healthee, a provider of artificial intelligence (AI) powered digital solutions that enhance the health and wellness experience. TriNet's strategic relationship with Healthee provides direct access to modern tools for benefits navigation, which may help employees pick the right benefits for their families and better utilize their existing benefits.

The benefits decision support tool transforms benefits enrollment into a simple process that helps worksite employees make informed benefit decisions, empowering them to be their healthiest selves. Worksite employees start by answering a few questions about their care needs for the coming benefits plan year. Using specific data points, the worksite employee will then be presented with available medical, dental and vision TriNet-sponsored benefit plans, along with a suggested 'best match' compatibility score for

medical plans that helps pair them with the plan that best suits their unique needs.

In addition, effective August 2, 2023, a new custom benefits guide became available to all TriNet customers. The new functionality allows customers to generate a custom on-demand benefits guide for current and prospective worksite employees from the TriNet platform. The guide displays their company's specific TriNet-sponsored benefit offerings, including rates, based on ZIP code and eligibility.



eGuide: Navigating Secure 2.0 Act

The retirement landscape in the U.S. is continually evolving. One such significant development is the Setting Every Community Up for Retirement Enhancement (SECURE) Act 2.0, an extension and enhancement of the original SECURE Act enacted in 2019. TriNet's Growth Marketing Content team is proud to share an eGuide on Navigating SECURE 2.0 Act's Impact on Your Businesses.

One of the fundamental objectives of the SECURE 2.0 Act is to broaden access to retirement plans for SMB employees.

For PEO customers, TriNet sponsors multiple employer retirement plans that can provide adopting customers with communications, education, compliance support and recordkeeping. TriNet also supports SMBs who sponsor their own retirement plans. To that end, we have launched a new SECURE 2.0 customer microsite in the TriNet platform for clients to leverage as a hub for information.

TriNet Contractor Payments

On January 1, 2024, TriNet introduced its Contractor Payments product to PEO clients so that clients can pay their entire workforce, both employees and non-employee contractors, through the TriNet platform. Contractor Payments is available to clients from the TriNet platform to onboard and pay their independent contractors. Independent contractors have convenient access to their documents, pay information and relevant tax forms via webpage or mobile. Contractor Payments is already available to non-PEO clients through HR Platform (TriNet Zenefits).



Global Workforce Solutions Partnerships

Global Workforce Solutions is a new initiative by TriNet to support SMBs, providing our clients with global workforce solutions to expand their global footprints. TriNet aims to empower its customers by providing comprehensive offerings such as payroll, benefits administration, payroll tax compliance and HR support for businesses operating in multiple countries. TriNet’s Global Workforce initiative provides an elevated offering to our customers through strategic partnerships by building a portfolio with leading providers in the EOR market to grow their business with less administration and HR headaches.

In November 2023, TriNet partnered with Globalization Partners (G-P) as a global EOR to provide a seamless single sign-on (SSO) integration for clients. Our partnership with G-P provides the expertise, technology and compliance to onboard and pay international employees, provide global employees with local and competitive benefits, and view international employee data. Recently, the Global Workforce program has been expanded to include two new partners, Oyster and Multiplier. This expansion offers a deep product integration with partners, enabling customers to visualize and track their entire workforce directly from the TriNet platform.

Customer Experience Councils: Helping Us Incorporate the Voice of the Customer

Launched in 2022, customer experience councils (CECs) integrate direct, ongoing customer insights, which are important for continuous improvement into our product development life cycle.

We are committed to not only maintaining but also enhancing this dialogue, aiming to have our customers’ voices heard. By directly engaging with our customers and listening to their feedback, we are better equipped to meet and exceed their expectations. This underscores the importance of collaboration and customer-centric thinking for the company’s innovation and strategy.



2023 SUCCESSES:

- 9** customer experience councils facilitated
- 67** customer participants
- 34** internal colleague participants
- 3** “Insights” guides published capturing customer sentiment

Q1 2024 SUCCESSES:

- 8** customer experience councils facilitated
- 39** customer participants
- 15** Revenue & Product team member participants

PRODUCT PARTNERSHIPS: LATTICE & RAMP

TriNet has partnered with Lattice to offer advanced performance management solutions to clients. The integration includes an SSO and access to worksite employee data via our Workforce Analytics platform providing clients with powerful tools to manage performance and culture as their business and organizational complexities grow.

TriNet has recently integrated with Ramp for advanced expense and spend management. With Ramp, TriNet PEO clients have access to an all-in-one solution designed to automate finance operations, optimize vendor management and reimbursements, configure workflows to automate accounts payable and integrate with accounting software.

“ I found the depth of conversation we were able to have in a short time to be valuable. For example, we covered concerns about the onboarding process being perceived as cumbersome for time products. We covered areas of improvement and time efficiency, plus we heard that they were trying to determine policy including unlimited PTO. Having that experience was helpful and underscores the challenges our clients face daily on just one or two products we provide.”

Rebecca Douglas
 Director Product Management,
 Product Payroll

SPOTLIGHT

ONE TRINET: ALIGNING COLLEAGUES TOWARD A COMMON PURPOSE

At TriNet, we are committed to cultivating a vibrant and inclusive global workplace where our employees can thrive both personally and professionally. We prioritize our colleague's health and well-being while fostering continuous growth and development to support innovation.

Our core values form the foundation of our One TriNet culture, where inclusion, diversity, equity and accessibility—and promoting a culture of compliance for all employees—are integral to who we are. We are dedicated to building a workplace that empowers our employees to learn, grow and enhance their TriNet experience.

In 2024, we deepened our commitment to diversity, equity and inclusion by reimagining our program as IDEA (inclusion, diversity, equity and accessibility). This initiative is woven into our colleague experience through talent development, leadership, rewards and recognition efforts, helping to create a talent ecosystem that supports and empowers employees.

This year, we proudly opened our new office in Hyderabad, India, establishing it as our Global Capabilities Center (GCC). This expansion reflects our renewed focus on attracting diverse talent from various regions, acting as a catalyst for innovation and operational excellence. We have also introduced global benefits that emphasize family and mental health, enabling our teammates and their loved ones to have the resources they need to support their overall wellbeing.

As we expand our talent strategy into new global markets, our recruitment strategies emphasize global and diverse hiring practices, reinforcing our commitment to inclusion. We aim to attract a wide range of talent from diverse backgrounds, enriching our workforce and driving innovation. Additionally, we prioritize internal mobility, providing our employees with opportunities for advancement within the company, aiming for every employee to feel valued and see a future here.



Our commitment to innovation thrives on the unique perspectives and talents of our global workforce. We recognize that each individual brings invaluable insights and experiences that drive creativity and problem-solving. As we grow, we are committed to providing meaningful opportunities for advancement, aiming to ensure that every employee can develop their skills and reach their full potential. Together, we are shaping a more equitable and vibrant TriNet community, where collaboration and diversity fuel our collective success and inspire us to achieve great things.

Catherine Wragg
Chief People Officer



At TriNet, we believe that a diverse and inclusive workplace is not just a goal but a fundamental part of our identity. By nurturing a culture of belonging, we enhance our employees' experiences and create an environment where everyone feels valued and empowered. We believe this commitment to inclusion allows us to harness the strength of diverse perspectives, driving innovation and creativity throughout our organization. Ultimately, fostering a sense of belonging enriches our workplace and strengthens our collective resilient, positioning us for ongoing success.

Cathy Manginelli
Chief Talent Officer

OUR CULTURE

Employee Engagement

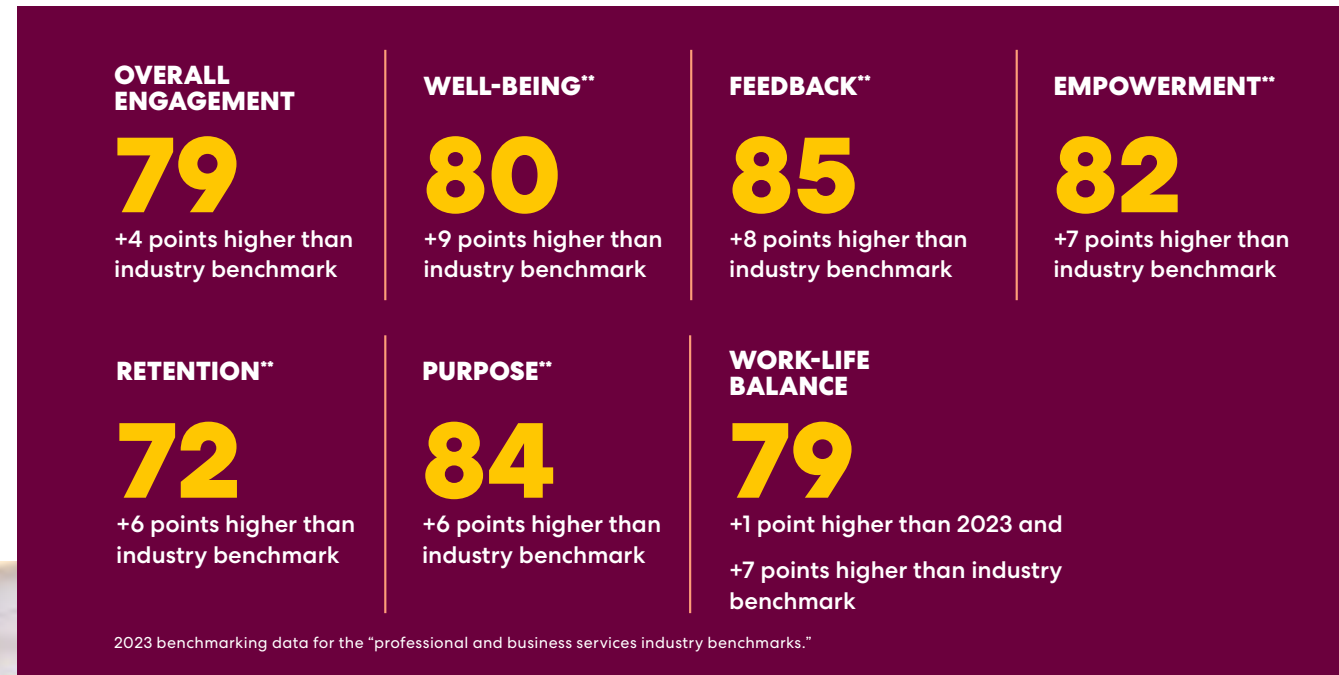
TriNet's Colleague Engagement Survey (CES) serves as a vital pulse check, gauging the health of our organizational culture and the quality of the colleague experience.

The survey assesses how connected and committed our colleagues are to TriNet's mission, values and goals. It provides a holistic view of their overall satisfaction and alignment with our organizational culture. Through survey responses, we pinpoint specific areas where we can enhance colleague engagement, well-being and productivity. We create actionable plans tailored to address identified gaps that align with our One TriNet culture and drive positive change across the organization.

TriNet's CES isn't just a formality; it's a commitment to our colleagues' well-being and our shared success. By listening, acting and evolving, we strengthen our culture and aim to build a thriving workplace—one where every colleague feels valued and empowered.

To better understand our employees' sense of belonging, we included new survey questions on inclusion in 2022 and 2023.

For the 2024 CES, TriNet scored higher than the industry benchmark for 20 of 24 questions with available benchmark data. These include:



**No change in TriNet's score from 2023.



Input to Impact: Creation of CES Committees Across the Company

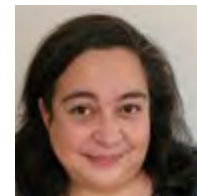
Based on the opportunities found in their 2023 CES results, teams across TriNet were hard at work to transform their input to impact in a big way. Our Employment Law team took a strategic approach to enhance their problem-solving acumen by engaging in self-directed learning models on root cause analysis, and our Legal & Compliance organization created a L&C Pulse team dedicated to making micro-improvements across the department.

Similarly, our Global Security team developed an annual improvement plan aimed to enhance the colleague work experience while the Customer Success & Operations team established a CES Committee to take meaningful action based on their survey results and to enhance departmental engagement.

Likewise, with its longstanding tradition of turning feedback into action, our People team's existing People Engagement Panel created monthly lunch & learn series to promote growth and learning, and online activities aimed at nurturing connections.

Not to be outdone, our Insurance Services Group has created a two-to-five-year strategic roadmap for a more engaged workforce, streamlined operations and a leadership team that is well-equipped to handle future challenges.

These are just some examples of how TriNet, at many levels, identifies areas of opportunity to develop targeted action plans that drive positive change and align to our One TriNet culture.



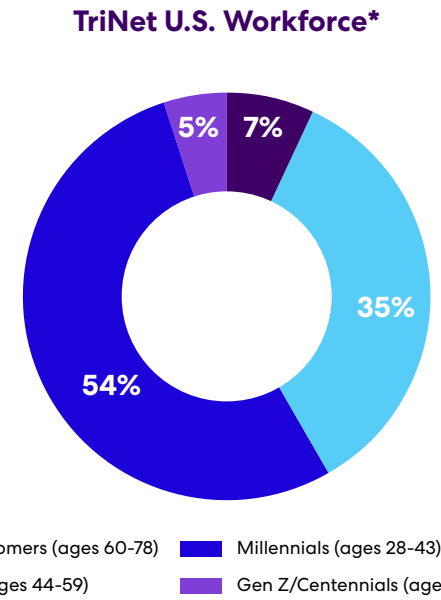
These types of initiatives, such as the CSO Colleague Engagement Committee, confirms my belief that not only does TriNet consider colleague engagement seriously, but also considers our collective voice and feedback as seriously in order to make improvements. At TriNet, people matter!

Connie Madrid
Senior Transition Support Services Specialist

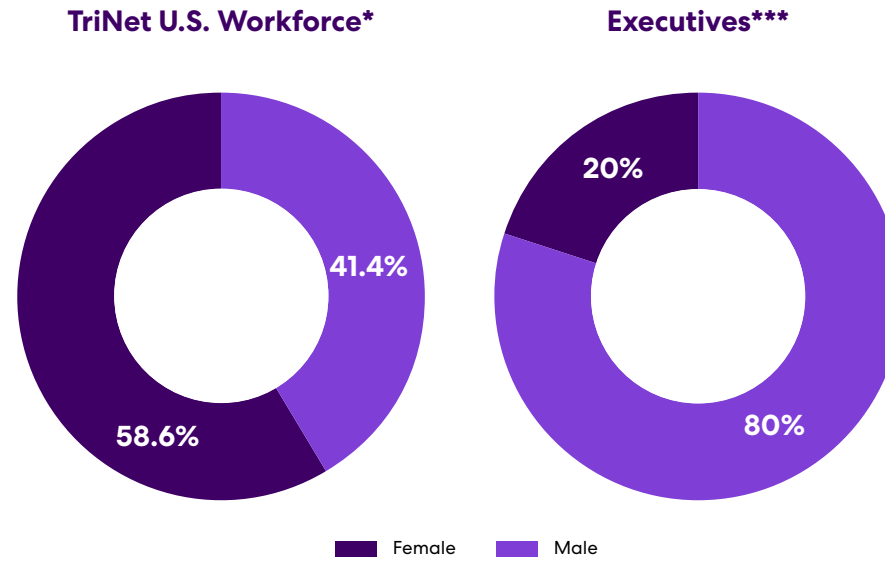
Organizational Diversity

The charts below illustrate various aspects of the composition of our executive team and all other positions. We recognize the gender composition data is represented in a binary format; this classification format aligns with the SASB disclosure standards that we referenced when developing this report.^a

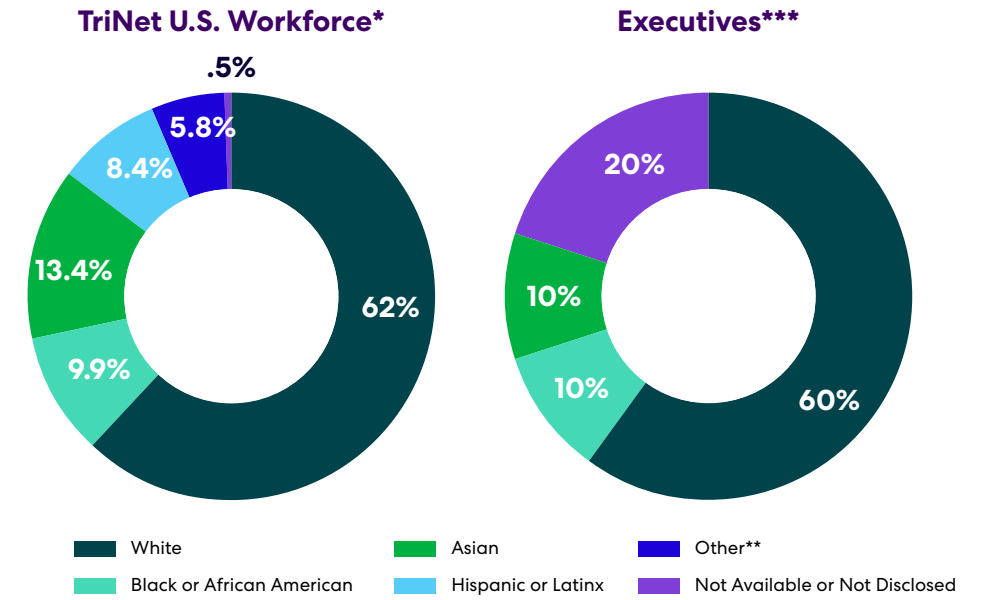
GENERATIONS COMPOSITION



GENDER COMPOSITION ^a



RACIAL/ETHNIC COMPOSITION ^a



^a Colleagues were not required to disclose their gender identification. Racial/ethnic and gender composition data was collected from its U.S. workforce as part of its Federal Employer Information Report EEO-1 Component 1.
 * Percentages are based on data derived from TriNet and are representative of composition data as of October 14, 2024. Percentages are rounded to the nearest tenth and may not total 100 due to rounding.
 ** Includes colleagues who identified as American Indian, Alaska Native, Native Hawaiian or other Pacific Islander, or two or more races.
 *** Percentages do not include board or nonexecutive management data. These graphics include the CEO and reflects the executive leadership reporting directly to the CEO

Belonging: Diversity, Equity, Inclusion and Accessibility

Our commitment to fostering an inclusive workplace where everyone can thrive and belong remains strong. In 2024, we proudly announced the expansion of our Diversity, Equity and Inclusion (DEI) program to encompass a broader focus on accessibility. By integrating accessibility into our DEI efforts, we aim to ensure that our colleagues, regardless of their abilities, have equal opportunities for success. The enhanced strategy is represented by the acronym inclusion, diversity, equity and accessibility (IDEA).

At TriNet, we believe building a culture of belonging is critical to the success of our business. TriNet’s IDEA vision is to nurture a culture where colleagues feel that they belong, that their individual needs are supported and that they’re inspired to bring their authentic selves to work. Together, we focus on growing awareness, strengthening understanding and progressing practices to support an equitable, inclusive and diverse workplace.



Bridges to Inclusion, launched in 2024, is a monthly series focused on various workplace accessibility topics, including Intro to Sign Language, Unraveling Ableist Language, and Visible and Invisible Disabilities.



Coffee Talks where colleagues can speak about designated IDEA issues, including classism, cross-cultural communication, gender identity and more.



IDEA-related colleague communications that promote our annual inclusion programs and initiatives, inform and educate colleagues about heritage months and historical days of celebration as well as reinforce our strategic goals and highlight our progress.



Our **Impact Award** recognizes the hard work, dedication and leadership of a CRG member who has gone above and beyond in making contributions to our One TriNet culture of belonging.



One Small Thing program to provide managers support in having conversations with their teams on topics such as psychological safety, mental wellbeing for teams, decoding micro messaging and navigating cultural sensitivity in leadership.



Our **colleague resource groups (CRGs)** are self-directed, voluntary groups that provide an inclusive space for sharing ideas and business solutions critical to TriNet's success. CRGs create opportunities for colleagues to learn through action, develop transferable skills and discover new interests.



Inclusion focused **skills development curriculum** with recent focus areas including Fostering Belonging, Allyship in Action, Cultivating Your Happiness, Owning Your Sense of Belonging, Dilemmas and Diverse Perspectives, Meaningful Moments, My Mental Wellbeing and more.



What's Your Jam podcast series highlights the experience of our colleagues at all levels of the organization. This is an opportunity for colleagues to share what they are passionate about, both at work and at home, how they live authentically—and ultimately what contributes to their sense of belonging. Special guests this year included CEO Mike Simonds and our 2022 Impact Award Winner, Blair Smith, Lead of the TriNet Lighthouse CRG.



Wellness Wednesdays program expanded in 2024 to include a monthly financial series and Connect Fridays, which is an additional weekly session dedicated to health, wellness, team bonding and colleague discussions.



60+
sessions held during this year's BUILD Week.

2024 BUILD WEEK IMPACT AWARD

In May, we hosted TriNet's fourth annual BUILD Week. BUILD stands for belonging, unity, inclusion, learning and diversity. It is an internal conference that aims to provide our global workforce with experiential education opportunities and a chance to connect, engage and collaborate with one another through the five-day event.

We hosted more than 60 sessions throughout the week with an extended schedule to accommodate global colleagues.

During BUILD Week, we were proud to announce the winner of the 2024 Impact Award, Patricia Lauer, lead of the TNET Pride CRG. As participation in CRGs is voluntary, this award is an opportunity to recognize the hard work, dedication and leadership of our CRG members that go above and beyond to live our core values, contribute to our One TriNet culture and enhance our colleagues' sense of belonging.



“Having the ability to be the lead of the TNET Pride CRG is a privilege that I don't take lightly. Not only did I come out to my fellow leaders (for the first time publicly), I also got to really hear other voices around me. Sometimes we get stuck on our own personal opinions about things, but being in this CRG introduced me to other thoughts and ideas. We truly have a collaborative environment where all voices are listened to. It's beautiful, seeing the differences in everyone from background to current thoughts. The Pride group means everything to me and I count myself lucky to be a part of it.”

Tricia Lauer

Security Manager,
Lead of the TNET Pride CRG

COLLEAGUE RESOURCE GROUPS

CRGs are colleague-led, self-directed voluntary groups that offer opportunities to network internally, attract a diverse colleague base, provide an inclusive space for the sharing of ideas and business solutions critical to TriNet’s success and create opportunities for mentoring and career development. TriNet encourages CRGs to hold events open to CRG members allies and anyone with an interest in the CRG.

Some CRG-led events have included guest speakers on various topics including, contribution to historically black colleges and universities; bridging business, Hispanic culture and community; inclusion in American professional sports leagues; understanding DEI in healthcare; and caregiver programs.

We envision the CRGs to be woven into TriNet’s long-term strategic goals. It is important to us that taking part in and indeed taking on a leadership role in a CRG, means that colleagues are afforded an opportunity to have direct regular engagement with executive leadership, as well as an opportunity to stretch beyond the skills that are utilized in their day-to-day work, allowing these colleagues to impact our company in new ways. Our intention is that the CRGs at TriNet create opportunities for colleagues to grow as individuals by developing their leadership, project management and cross functional engagement skills.



“It’s an honor to be part of the journey to evolve our inclusion, diversity, equity, & accessibility strategy at TriNet. It’s a pleasure working with our colleagues and seeing how our strategy directly contributes to their sense of belonging. I can’t wait to see how we continue to grow in the years to come.”

Treisha Kong-Rodney
Diversity Equity and Inclusion Senior Manager, Talent Management



SPOTLIGHT ON CRGs



ABILITIES CRG

In 2024, the Abilities CRG added four new committee members and proudly produced more content than in previous years. The CRG hosted guest speaker Ruth Rathblott present at 2024 BUILD Week about authenticity in the session “Unhide and Live Authentically.” The CRG’s advocacy has helped colleagues with hidden and unhidden disabilities feel welcome and empowered at TriNet.



BLACK EMPLOYEE NETWORK (BEN) CRG

BEN has been intentional about building its reputation upon strong membership engagement. In October 2023, BEN advocated for TriNet’s participation in Black Entrepreneurs Day hosted by Daymond John, Founder of FUBU and member of the Shark Tank. This event connected TriNet to a community important to BEN members while bridging a gap for aspiring black entrepreneurs through grant contributions from the TriNet Foundation to the NAACP and corporate sponsorship of the Black Entrepreneurs Day event.



NAMASTE-INDIA CRG

The mission of the Namaste-India CRG is to further promote an inclusive environment at TriNet by: 1) Providing members with the ability to share the rich Indian cultural heritage via ethnic events, 2) Offer culturally sensitive/relevant educational and professional development opportunities, 3) Effectively leveraging the Indian cultural diversity to champion innovation, creativity and to BE INCREDIBLE, and 4) Welcome allies and effectively engage them via learning, participation and input to foster a cohesive TriNet workforce.



VETERAN EMPLOYEE TEAM (VET) CRG

In 2024, the TriNet VET CRG welcomed NASA Astronaut Mike Mullane to speak to TriNet colleagues. Mike presented on the “Normalization of Deviation,” and its impacts on a team. The VET CRG continues to support TriNet’s Hire Heroes partnership through volunteerism and support an expansion of TriNet’s Veteran hire programs.



WOMEN OF COLOR (WOC) CRG

For Black History Month 2024, the WOC CRG collaborated with the BEN CRG and the TNet Pride CRG to raise awareness about the significance of the intersectionality of civil rights in both Black and LGBTQ+ communities. In April, they facilitated a discussion about Black Maternal Health in collaboration with the Women@Work and BEN CRGs to raise awareness that Black women are dying during childbirth at a disproportionately higher rate. In May, WOC hosted a guest speaker at 2024 BUILD Week that fostered a deeper understanding of how systemic inequities in healthcare affect marginalized communities and offered valuable insights on self-advocacy and the importance of seeking culturally competent healthcare providers.



ASIANS@TRINET CRG

Asians@TriNet is proud to have sponsored the keynote session “Storytelling as a Superpower” with Jerry Won at 2024 BUILD Week. In addition, the executive sponsor of Asians@TriNet hosted a financial series session, which turned out to be the second highest attended event during BUILD Week.



GREEN TEAM CRG

The Green Team’s mission for 2024 was to focus on the mental health repercussions of the climate crisis. Our Worthwhile Wednesday blog was introduced, weekly micro learnings highlighting small accessible ways to be more sustainable in everyday life. We also partnered with the Payroll Tax team to encourage colleagues to opt-in for electronic tax and end of year documents, another small accessible way to champion sustainability.



TRINET LIGHTHOUSE FOR COLLEAGUES (TLC) CRG

TLC continues their efforts to de-stigmatize discussing mental health and increasing access to resources for improving mental well-being. The CRG has focused on intersectionality by partnering with other CRGs to address gender, cultural and generational differences when it comes to mental health and wellness. They continued to address these differences with our intentionally diverse BUILD week panel of TLC committee members as they explored the nuances of psychological safety. These efforts continue leading to increased colleague connection, understanding and the feeling of belonging.



WOMEN@WORK

In 2024, W@W launched the monthly Women@Work Connect program designed to help members connect with colleagues who may share similar experiences or interests. Each month, the group covers a range of topics with the intent to drive connection and share valuable insights that others can apply in their jobs and daily lives. They also launched sessions with executive leadership team members to drive greater connections and create opportunities to learn and grow alongside our leaders.



BAGEL BUNCH CRG

The Bagel Bunch CRG is committed to fostering a diverse and inclusive workplace by celebrating and supporting the Jewish heritage within the corporate community. The group aims to create a space where individuals who identify as having Jewish background and their allies can connect, collaborate, and thrive.



JUNTOS! CRG

Juntos! CRG proudly sponsored and hosted Cafecito con Conversations at 2024 BUILD Week. This invigorating event aimed at fostering insightful dialogues that bridge the realms of business, Hispanic culture and community building, and featured an engaging panel of four Juntos! members, each bringing their unique perspectives from various sectors of TriNet.



TNET PRIDE CRG

The TNET Pride CRG proudly celebrated 2024 Pride Month with its “A Slice of Pride” theme that included weekly sessions focusing on celebrating, engagement and educating employees. CRG members were invited to the third annual “Coming Out and Letting In Stories,” followed by an all-colleague educational event for Pride Trivia! Next, CRG members engaged in a low-key crafting and social hour, creating individual pride flags. Finally, Pride month closed out with another all-colleague event, “Learn the Alphabet with Pride!” The CRG reviewed and discussed many important words and identities in the community to help educate and share awareness.



WORKING CAREGIVERS CRG

The Working Caregivers CRG strives to stand together as working parents and caregivers and utilize each other as support in a collaborative environment. The CRG has created a safe space where members can talk about how they cope when things get hard, a place to share what has worked for each of us and the importance of self-care. They have been able to promote empathy, sympathy, compassion and a sense of community.



2024 PRIDE MONTH RECAP

Celebrated annually in June to honor the 1969 Stonewall riots, Pride Month works to achieve equal justice and equal opportunity for LGBTQ+ Americans. Celebrations can include pride parades, picnics, parties, workshops, symposia and concerts. TriNet's Pride CRG chose *A Slice of Pride* as its 2024 theme and shared several 'slices' of Pride via four hosted sessions for colleagues as well as ongoing chat engagement to celebrate.

CRG members were also invited to the third annual Coming Out and Letting In Stories, followed by an all-colleague educational event for Pride Trivia! Next, CRG members engaged in a low-key crafting and social hour, creating individual Pride flags. Pride month closed out with another all-colleague event, Learn the Alphabet with Pride! The CRG reviewed and discussed many important words and identities to the community to help educate and share awareness.

Between sessions, CRG members remained engaged with sharing their plans for Pride Month, pictures of themselves and loved ones planning their events, favorite music, food, drinks and event fun with their furry friends!

TRINET CELEBRATES BLACK MATERNAL HEALTH WEEK

TriNet celebrated Black Maternal Health Week from April 11 through April 17, 2024. The company's CRGs, Women of Color, Women@Work and Black Employee Network sponsored and hosted a peer-to-peer event, and a general body meeting to raise awareness of diminished maternal health outcomes in America, especially among Black women.

COLLEAGUE PROFILE SPOTLIGHTS

Each week a TriNet colleague is showcased via our Colleague Profile Spotlight program through *The Source*, our in-house intranet page. Colleagues nominate their peers to learn more about their role within the company and get to know each other better as individuals. Quotes and personal stories, from travel to life events to pets, are presented along with photos and anecdotes of their lives in and outside TriNet.



“I enjoy working at TriNet because of the amazing work environment. The company actively embraces diversity and inclusion, fostering a collaborative culture.”

Prabhat Nadimpalli

Senior Manager, Business Systems
January 2024 Profile Spotlight Subject

A PEOPLE-CENTRIC APPROACH

In 2023, TriNet announced the launch of our new employee value proposition (EVP), a people-centric approach that lies at the heart of our strategy to attract, engage and retain top talent. Our EVP is designed to deepen our connection with both current and potential employees, fostering a culture of support and inclusion. By highlighting the benefits and offerings, we aim to provide insights into the initiatives that deliver a superior colleague experience. Our commitment to creating an inclusive and supportive workplace encourages team members to feel valued and empowered, reinforcing our position as an employer of choice.

OUR EVP IS GROUNDED IN THREE FUNDAMENTAL PILLARS:

**BUILD FOR THE FUTURE;
COMMITMENT TO A CULTURE OF COLLECTIVE SUCCESS THROUGH COLLABORATION; AND
PEOPLE MATTER.**

Our EVP is central to our company's mission and vision, underscoring our dedication to fostering a culture of belonging where everyone feels empowered to bring their authentic selves to work and thrive both personally and professionally. We understand the importance of cultivating an atmosphere that positively impacts our employees, customers and communities worldwide. Through our commitment to these pillars, we strive to create a workplace where everyone can succeed and contribute meaningfully to our collective goals.

TALENT & DEVELOPMENT

Attracting Exceptional Talent

Accessing Diverse Talent

TriNet established a partnership initiative with Hire Heroes and Sistas in Sales to enhance our access to diverse talent. This collaboration aims to further our commitment to creating a more inclusive and diverse workforce. We've also begun to partner closely with our CRG community to leverage the resources to align our ongoing efforts to raise awareness of the various opportunities and professional development resources at TriNet.

Internal Mobility

In 2024, TriNet embarked on a mission to revamp its global strategy to enhance transparency and support for colleagues during the internal mobility process, particularly during the selection process. This initiative is part of our commitment to fostering a transparent and supportive work environment, helping to provide colleagues with the resources and opportunities needed to advance their careers within the company.

To drive awareness of the numerous career opportunities within TriNet, we launched a new internal mobility initiative through Talent Tuesdays, a communication vehicle designed to drive colleague awareness to professional growth and career development opportunities. Once a month, we post a 'hot job' to our intranet page which is shared through our internal communication channels to make our colleagues aware of available job opportunities at TriNet.

India Hiring

In 2024, we significantly shifted focus toward hiring in India, reflecting our commitment to global growth and diversity. This strategic move involved new investments and forging local partnerships to enhance the TriNet brand, including collaborations with prominent platforms like AmbitionBox and Naukri. Recognizing the importance of supporting our female workforce, we introduced a range of benefits designed to support women's personal lives as they invest in their professional lives at TriNet. These initiatives are part of our ongoing effort to create an inclusive and supportive workplace where our colleagues can thrive.

Finally, to improve operational efficiency and provide access to global opportunities, we consolidated multiple systems into one. This integration has enhanced our reporting capabilities, improved visibility and helped to break down siloes that previously restricted opportunities to specific countries.



Site Expansion in India!

In early 2024, TriNet embarked on an ambitious expansion of its India subsidiary operations by announcing the creation of a consolidated state-of-the-art technology and corporate center in Hyderabad, India. In addition to serving as the hub for our India-based Global Technology team, along with growing skills and capabilities in our People, Legal, Finance, Security, CSO, Products and Revenue teams, our Hyderabad office will become our Global Capabilities Center (GCC). Our GCC will be focused on innovation and execution of excellence for all of TriNet.

In turn, TriNet's customers will benefit from broadening access to critical talent, increase efficiency across teams and accelerate TriNet's efforts to place itself on the technological cutting edge in service of its customers.



LEADERSHIP DEVELOPMENT PROGRAMS

At TriNet, we recognize that effective leadership is the cornerstone of organizational success. Our commitment to developing exceptional leaders is reflected in a comprehensive suite of leadership programs designed to empower our colleagues at every level. Our core leadership programs include:

EMERGING LEADERS PROGRAM

TRANSITIONING INTO MANAGEMENT

INCREDIBLE TRINET LEADERS

LEADING INCREDIBLE TEAMS

LEADING AN INCLUSIVE CULTURE

Leading Incredible Organizations

Launched in 2023, Leading Incredible Organizations is a new core leadership program through Cornell University that is designed to deepen competency around the TriNet leadership profile, cross-business acumen, innovation and leading global, dispersed/hybrid organizations.

- **Performance development:** Last year, we introduced two key improvements to our performance development process to enhance real-time feedback and connection. We eliminated formal mid-year reviews and replaced them with optional check-ins, recommended to occur quarterly. These changes aim to make feedback a part of the company's culture, simplify the performance process and better support employees' personal and professional growth.

In 2023, performance processes were also expanded to include TriNet Zenefits, Clarus R+D and our India-based colleagues. In 2024, performance processes will continue to expand to include other internationally based colleagues.

- **SLT development:** The senior leadership team have had offsite meetings to help drive connection between leaders, fostering a greater sense of community and comradery, and ultimately strengthening the team's alignment with our strategy and workstreams.
- **Key talent program:** We implemented key talent reviews and introduced 360 performance reviews for each member of the senior leadership team. These initiatives aimed to help senior leadership gain insights into their strengths, areas for improvement and career aspirations.
- **Global leadership training:** This year, we introduced a global leadership training program for managers

with employees in India. The program features three sessions and discussions, providing leaders managing on a global scale with a chance to connect, learn from each other and gain insights into cultural norms and collaboration practices, as well as share best practices.

EMPLOYEE LEARNING & DEVELOPMENT

At TriNet, we believe our greatest asset is our people. Our approach is to meet colleagues where they are in their journey at TriNet and provide the support required for growth at every stage in their career. Here is an in-depth look at how each pillar contributes to our collective success.

1. New Colleagues

New Colleague Onboarding Program

Part of the investment we make in our employees is to prepare them for success from their first day with TriNet. In 2024, we relaunched our new colleague onboarding program for the purpose of connecting new employees to our mission, vision and values, and providing them with the education necessary to help them hit the ground running in a new role.

Our onboarding program spans eight weeks, with each week dedicated to a specific subject to promote comprehensive and effective onboarding.



More than

80

sessions to be delivered with an estimated participation of more than

2K

colleagues.

Learning & Development Academies

Colleagues are enrolled in instructor-led academies where participants learn about TriNet's departments, systems, processes and procedures as they relate to success in their role. Academies focus on functionality and include our pillars of benefits, HR, payroll, risk and technology for our Customer Success and Operations and our Revenue teams, which include the Customer Relationship Management and Sales organizations.

2. Continuous Learning

Talent Catalog

Newly launched in 2024, our talent catalog promotes talent offerings available to our colleagues. The goal is to drive organizational performance through colleague development and engagement. Our philosophy is to meet colleagues where they are in their learning journey and provide the support required for that growth at every stage in their career.

Skill Development

We are proud to provide six to eight skill development courses each month to full-time employees. In 2024, we plan to deliver more than 80 sessions, with an estimated participation of more than 2,000 employees. Our course offerings cover a range of topics, including *Managing Time*, *Energy & Wellbeing* and *Emotional Intelligence*, as well as DEI-related topics such as *My Mental Well-Being* and *Fostering Belonging at TriNet*.

Team Building

We cater to individual team needs by offering customized team building sessions on topics like alignment and team assimilation, as well as personality and performance assessments, including *Taking Flight with DISC* and *StrengthsFinder*. We are on track to deliver over 40 team building sessions throughout 2024.

Percipio

This year, we relaunched Percipio to all full-time employees, which includes certifications, benchmark assessments and AI simulations for a variety of skills. We also shared offerings that provide continuing professional education credits.

Using Percipio curated content, we advanced another team building opportunity for managers: *Grow Your Team*. The program provides managers with 30 minutes of content aligned to the skill development program and related to opportunities they have within their team.

CAREER GROWTH

Career Coaching

One way we work to facilitate growth is through our TriNet Career Coaching Program. The program consists of accredited TriNet colleagues that typically lasts one to three sessions and is designed to support professional growth by pairing colleagues with a coach to focus on short term, specific goals, tasks and skills. Coaches facilitate self-discovery and encourage colleagues to find their own solutions, helping them grow their skills, their teams and their careers.

Mentorship Programs

In 2024, we continued our mentorship program, a four-month initiative running twice a year.* Each cohort meets monthly, with mentors and mentees typically connecting biweekly. This year over 240 colleagues participated in the program—a 119% increase from 2021.

*Program runs from July through November.



This year,

240+

colleagues participated in the Mentorship Programs—a 119% increase from 2021.

Career Center

At TriNet, we believe that when colleagues are inspired and engaged in their work, everyone thrives. The Career Center embodies this belief by fostering a culture where colleagues are empowered to proactively shape their careers. Our goal is to help colleagues excel in their current roles and prepare for future opportunities with career-growth workshops, articles, development tools, self-assessments, podcasts and career coaching. These resources are designed to support colleagues in finding and pursuing the most fulfilling and rewarding career paths.

Talent Tuesdays

In early 2024, we launched Talent Tuesdays, a weekly program aimed at providing employees the opportunity to learn about the comprehensive training and development opportunities we have to enrich their professional journey and further their career at TriNet.

Talent Tuesdays are an opportunity to delve into the various aspects of professional growth, from skill enhancements to leadership development, fostering a culture of continuous learning and advancement. Each week, our focus revolves around a different aspect of talent, such as a monthly feature on TriNet's Hot Jobs to help drive colleague awareness of new, internal job postings.



REWARDS AND RECOGNITION

TriNet is dedicated to empowering our colleagues by recognizing each other's outstanding performance and contributions. We believe in the power of recognition and the positive impact it can have on both colleagues and the workplace environment. To encourage appreciation among colleagues, we provide several avenues for expressing thanks and acknowledging the achievements of our colleagues:

APPRECIATION HUB

The Appreciation Hub is TriNet's company-wide recognition program that is designed to empower our employees at all levels to acknowledge each other's efforts and contributions. Employees can send e-cards, send and redeem points for exclusive merchandise on the Appreciation Hub, and nominate people for awards.

INCREDIBLE HERO AWARDS

Every day our employees are doing great things for each other and our customers. Our Incredible Heroes Awards program honors individuals, teams and leaders who are living our core values and working to deliver outstanding customer and employee experience.

IMPACT AWARD

TriNet's annual Impact Award is part of its diversity, equity and inclusion strategy that recognizes the hard work, dedication and leadership of CRG members.

SERVICE AND RETIREMENT AWARDS

TriNet treasures the experience, knowledge and contributions of our employees and we formally acknowledge and appreciate their dedicated service. We honor employees marking milestone anniversaries with a digital yearbook, a 3D symbolic award representing their years of service and an offer to select an award from an online catalog. The same is provided to employees who are retiring.



TriNet had an incredible

42,873

recognitions at the end of 2023 (not including anniversary awards), a 699% increase since the program launch in 2019.

“Creating a Rewards and Recognition program that aligns with our company strategy and core values was paramount. It serves as an embodiment of our organizational beliefs, reinforcing behaviors and achievements that drive us toward our shared goals. By connecting recognition with our strategic objectives and core values, we cultivate a culture of excellence, collaboration and innovation that moves our company forward towards success.”

Cathy Manginelli

Chief Talent Officer, TriNet

Driving Change Through Recognition

By fostering a culture of recognition, we not only empower our colleagues but also enhance overall employee engagement and satisfaction. Leaders across TriNet leverage the Rewards and Recognition program as part of their action planning for the annual Colleague Engagement Survey. With recognition as a driver of employee engagement, leaders leverage the recognition program to boost employee morale, show appreciation and motivate and retain employees. Whether it is sending individual or group recognitions, leaders look to the recognition program to recognize employee dedication and commitment to a range of key large-scale initiatives. By incorporating recognition into their yearly action plans, TriNet has seen double-digit increases in employees' attitudes toward recognition, company culture, employee satisfaction and colleague retention.

Onboarding Recognition Program

TriNet launched an onboarding recognition program in July 2024 where TriNet will send a welcome package to each new employee as part of their onboarding experience and the company's One TriNet culture.

SPOTLIGHT

CELEBRATING DEPARTMENT FUNCTIONS

TriNet strives to highlight colleagues' diverse backgrounds, expertise and experience. To that end, TriNet celebrates its teams' contributions to the company's culture and success throughout the year. For instance, TriNet holds company-wide celebrations that coincide with national weeks of recognition in specific disciplines. These celebrations include Law Week, Corporate Compliance and Ethics Week, Data Privacy Day and Cybersecurity Awareness Month.

TriNet's Legal department hosts a number of events annually to celebrate Law Week, an initiative that the American Bar Association launched to highlight the positive impacts legal professionals' make on their companies and communities. TriNet's legal professionals respond to colleagues' legal questions throughout the week via an advice column page. Legal colleagues also produce a mock deposition in which colleagues devise a fact pattern involving issues TriNet sees frequently, draft a script, then act out each of the script's roles live before an audience of colleagues from across the company. The mock deposition is followed by a Q&A period in which audience members are welcome to ask questions about the deposition, TriNet's legal team or the legal system more broadly.

Every November, TriNet celebrates Corporate Compliance

and Ethics Week by publishing several articles on *The Source* addressing topics such as navigating thorny questions of workplace ethics and analyses of compliance and ethics scenarios in the news. Additionally, TriNet circulates on its social media feeds content focused on corporate compliance and ethics and encourages colleagues to share that content with their followers.

Similarly, Cybersecurity Awareness Month and Data Privacy Day allow practitioners in those fields to highlight the myriad ways they protect TriNet's and its customers' data and systems. Each October, TriNet observes Cybersecurity Awareness Month by informing colleagues about critical cyber threats through fun interactive recurring programs, such as introducing collectible "cards" representing common threats throughout the month. Further, TriNet recognizes National Data Privacy Day on January 28 by reminding colleagues of methods for protecting sensitive data and the importance of doing so.

TriNet's celebrations extend beyond recognizing particular departments' disciplines. Indeed, in connection with the International Day of Diversity on May 21, for one week each May, TriNet hosts BUILD Week. This is a week-long internal conference focused on providing colleagues experience,

exposure and education opportunities centered on its One TriNet culture of belonging. BUILD Week offers interactive experiences, engaging speakers, professional development sessions and opportunities to connect with TriNet's colleague resources group, leadership, outside experts and fellow colleagues.

In addition, TriNet joins in national celebrations recognizing history, diversity and achievement of all kinds. These observances include Black History Month, Women's History Month, Black Maternal Health Week, National Volunteer Week and National Small Business Week.



NO MEETING DAYS

Company-wide No Meeting Days were previously a quarterly event, but in 2024, our No Meeting Days were increased from four to six. Colleagues are encouraged to leverage this time in meaningful and impactful ways, such as catching up on work, training, strategic planning or any other tasks that contribute to their roles.

TRINET VOTES

TriNet is striving to get out the vote through its TriNet Votes initiative. TriNet Votes is an internal initiative designed to encourage colleagues to get out and vote. TriNet's colleague intranet hub called *The Source* avails colleagues of tools to empower them to vote. These include information about the process for registering to vote, voting locations and profiles of candidates and elected officials.

To encourage colleagues to vote, TriNet offers up to 24 hours of paid time off annually for civic or volunteer time off, which colleagues may use to vote, volunteer for a particular candidate or cause, or volunteer at a polling location, among other uses.

GLOBAL BENEFITS OVERVIEW

At TriNet, our most important asset and the key to our success is our amazing colleagues. Having the peace of mind that our colleagues have competitive benefits is critical to our future success as a company.

In addition to our own designed TriNet colleague-focused Total Rewards, we've expanded colleague benefits for 2024, including voluntary benefit plans to help manage various aspects of life and offset rising healthcare costs.

* Percentages are rounded to the nearest whole number.

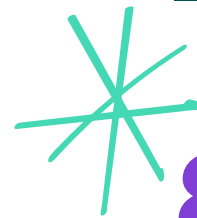
HEALTH ADVOCACY

TriNet is proud to continue to offer additional healthcare resources via health advocacy at no cost to TriNet colleagues. Health advocates provide hands-on support for a variety of health and well-being issues, such as navigating gender-affirming care and general LGBTQ+ support, plan coverage, the system and more.

Maven Services: Reproductive and Family Health Support

In January 2024, TriNet introduced an exciting new benefit offering aimed at supporting employees in various stages of their parenthood journey. This comprehensive support includes end-to-end care for reproductive health and family planning.

By providing colleagues with the resources and support they need, TriNet aims to foster a workplace environment that is both inclusive and supportive of employees at every stage of their parenthood journey.



869
interactions with providers through Maven



OB-GYNs



Nutrition Coaches



Mental Health Providers



Doula

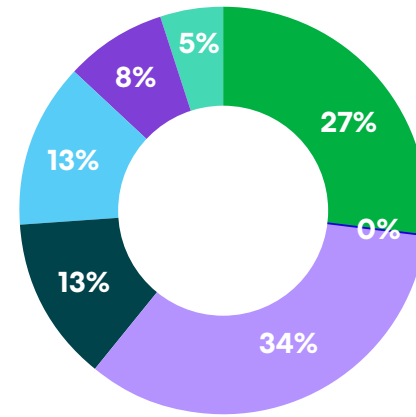


Career Coaches



Childbirth

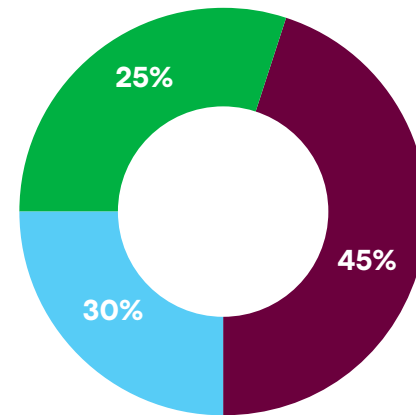
As of July 1, 2024, there have been 158 Fertility Program activations by colleagues.



Percent of Active Colleague Accounts That Selected the Program*

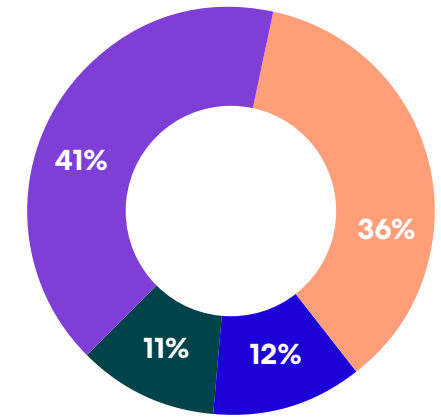
- Egg Freezing Program
- Fertility Program
- Preconception Program
- Maternity Program
- Menopause Program
- Adoption Assistance Program
- Fertility and Family Planning Program

As of July 1, 2024, there have been 9,423 total touch with the Maven App.



- Help finding a fertility clinic
- Help finding an OB-GYN
- Other

Common Reasons for Backup Care Day Usage



- Regular childcare was unavailable
- Sick child
- Schedule change or overtime work
- Other

CARE.COM MAKES A BIGGER IMPACT ON TRINET COLLEAGUES

As of July 1, 2024,

570

colleagues are enrolled at Care.com, a 25% increase from last year.

India Colleague Benefit Expansion

TriNet is in the process of a transformative initiative aimed at establishing an office in Hyderabad to create a hub for our Indian colleagues that blends its rich history with a dynamic tech scene while embodying our One Tech culture. Along with this transition, TriNet has worked to expand and develop the benefits available to our Indian colleagues. Take a look at some of those offerings!



EDUCATION ASSISTANCE

TriNet will reimburse up to 100% of the cost of coursework expenses per calendar year, up to a maximum of INR 240,000 in India for higher education programs, including study materials and registration fees.



PROVIDENT FUND

A government sponsored and mandated retirement fund in India, wherein funds are accumulated to the benefit of the employee.



MEAL AND TRANSPORTATION BENEFITS

In-office colleagues are provided with workday meal allowances at or above the benchmark and transportation services to male and female colleagues for travel to and from the office from their place of residence or preferred transportation center.



MATERNITY LEAVE

Eligible female colleagues receive up to 26 weeks of paid maternity leave for recovery and baby bonding and additional paid leave is available due to pregnancy-related reasons and illness arising from pregnancy or related conditions.



PATERNITY LEAVE & ADOPTION & SURROGACY LEAVE

Eligible male colleagues receive up to 12 weeks of paid paternity leave for baby bonding. Eligible colleagues adopting or commissioning a child through surrogacy are entitled up to 12 weeks of paid parental leave.



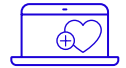
WORKPLACE EMOTIONAL WELLBEING/EAP & MENTAL HEALTH SUPPORT

Includes virtual and in-person one-on-one therapy sessions as well as access to Amaha Self-Care, a mental health service application.



WEBINARS

India colleagues are offered Webinars through Amaha Self-Care on a variety of topics such as work-life balance, working from home, managing relationships, dealing with anxiety and many more.



BENEFITS & WELLNESS HUB

India Benefits & Wellness Hub launched for eligible colleagues in India to help them understand their offerings, stay informed about what's new, and easily access resources.



TriNet Adoption Assistance Plan

On January 1, 2023, TriNet began offering TriNet Adopt, an adoption assistance plan for eligible colleagues who wish to expand their immediate families through adoption.



Total Rewards at TriNet

TriNet launched full benefits and wellness hubs for our Canadian and Indian colleagues. These special internal sites were designed to help our colleagues understand their offerings, stay informed about what's new and easily access resources.

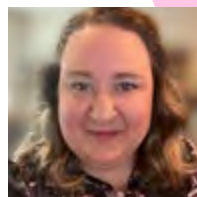


TELUS Health CBT

As part of the MetLife long term disability plan, U.S. colleagues have access to TELUS Health CBT, a virtual cognitive behavioral therapy (CBT) program that they can access on any computer, smartphone or tablet—wherever and whenever they need it—at no additional cost.

TELUS Health CBT's comprehensive range of programs includes support for a variety of mental health concerns and challenges, including:

- Anxiety
- Depression
- Social anxiety
- Obsessive-compulsive disorder
- Trauma support
- Substance abuse
- Sleep
- Pain management
- Grief and loss
- Burnout
- Adjustment to change
- Goal management training



This is not just a place to work. TriNet's dedication to the needs of its colleagues both inside and outside of their roles at work cannot be overstated. Specifically, TriNet's Adoption Assistance program holds a special place in my heart. Just this year, my husband and I were able to go active with an adoption agency. This goal seemed wholly out of our reach only a few years ago. This changed when I learned about the implementation of the Adoption Assistance program. Suddenly we could discuss this as a real possibility. We could start our family. Knowing that my employer actively supports the future and growth of my family is astounding. TriNet walks the walk and I am unendingly grateful for the assistance we have received through this program.

Amanda Farooqi

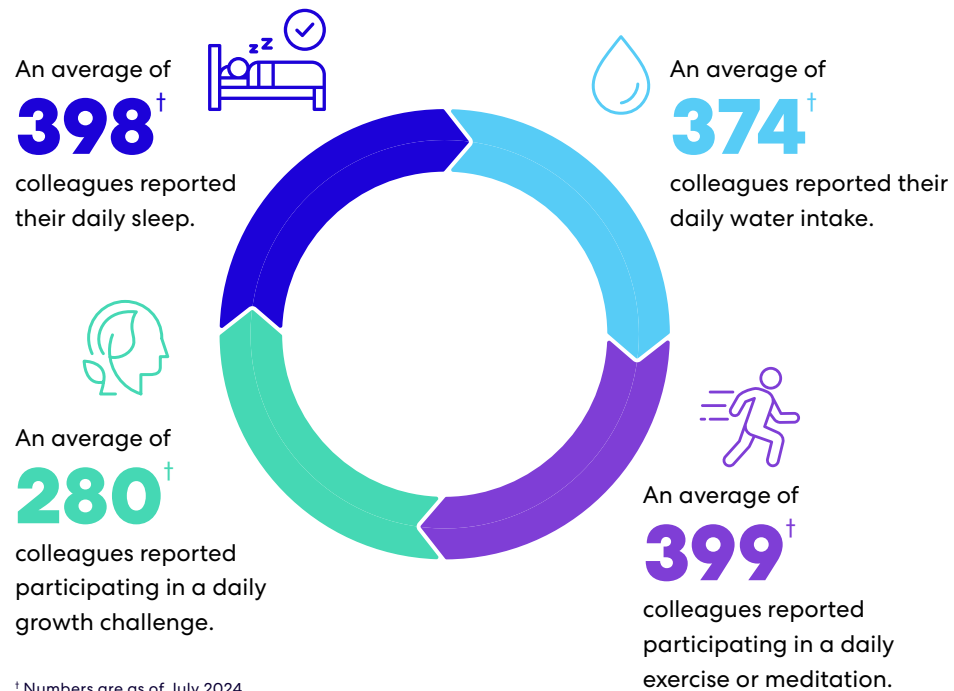
Associate Counsel, Commercial

FOLX Health

FOLX Health is a nationwide healthcare provider dedicated to serving the unique needs of the LGBTQIA+ community. FOLX Health offers a comprehensive range of services for Aetna members, including gender-affirming care, virtual primary care, sexual and reproductive health services, mental health support, fertility consultations, and more. With a diverse network of LGBTQIA+ inclusive clinicians, FOLX Health promotes affirming care for members of the community.*

Wellness Program

TriNet supports our colleagues' overall well-being with programs designed to help them achieve their wellness goals. The 2024 Wellness Program offers an annual incentive-based program that allows eligible colleagues to earn wellness points for completing wellness-related activities and challenges. These points can be redeemed within the GoPivot Mall for a wide array of rewards such as gift cards, fitness trackers and event tickets.



[†] Numbers are as of July 2024

FOLX is a leading provider for the LGBTQIA+ community



TELEHEALTH SERVICES

- Primary care
- Gender-affirming care
- Sexual & reproductive health
- Fertility consults
- Mental health



COMMUNITY

- Community events
- Clinical library
- Guides and resources



CARE ADVOCACY

- Care navigation
- Letter writing for gender marker changes and gender-affirming surgery
- LGBTQIA+ affirming provider referrals (in-network)



As of July 2024,
2,380
TriNet colleagues are enrolled in GoPivot.

60%
of colleagues have a fitness device synced and track their daily steps and/or exercise.

674
TriNet colleagues reported their annual physical and 710 TriNet colleagues reported a preventive screening.

202
new colleagues registered since January 1, 2024.

35,793,670
Wellness Points earned since January 1, 2024.

BRIGHTPLAN

31%
of TriNet's eligible colleagues and consistent with 2023 enrollment

CARE.COM**

16%
of TriNet's eligible colleagues participate

GOPIVOT**

67%
of TriNet's eligible colleagues, a 7.8% increase from 2023

WEIGHTWATCHERS***

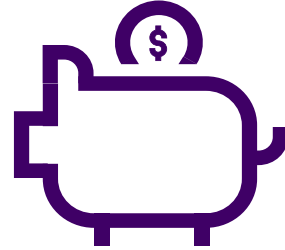
22%
of TriNet's eligible colleagues, a 7.5% decrease from 2023

* FOLX services are limited to members 18 years of age and over, or below the age of 19 years where 19 years of age is the applicability for a gender affirming care ban in that state.
** As of June 1, 2024.
*** As of May 15, 2024.

TriNet Colleague 401(k) Plan

One of the ways in which TriNet supports colleague financial wellness is through its 401(k), offering colleagues with a new website that will help manage accounts and give a clear picture of progress toward retirement goals, interactive planning calculators that help model different scenarios and make decisions, the ability to manage accounts through a mobile app and access to an educational library, including videos, podcasts, articles and webinars.

TriNet matches 100% of colleague contributions up to the first 4% of the income deferred. Colleagues are able to contribute on a pre-tax and Roth post-tax basis. The new plan offers colleagues a wide range of professionally managed investments and account balances accumulate tax-free until it is distributed.



TriNet Disaster Relief Program

TriNet's Disaster Relief Program offers reimbursements for expenses incurred by employees impacted by federally declared disasters. This assistance was recently made available to our colleagues in Florida, Georgia, North Carolina, South Carolina and Virginia in response to the effects of Hurricanes Helene and Milton.

Employee Stock Purchase Plan

The Employee Stock Purchase Plan (ESPP) is an opportunity for eligible colleagues to purchase company stock at a discount through payroll contributions. An important feature to encourage colleague engagement and retention, TriNet's ESPP program is a tangible way for TriNet to support colleague financial well-being. For the offering period of May 16, 2024, through November 15, 2024, 40% of eligible colleagues enrolled in the ESPP, which represents an increase of almost 2% from the prior year.

55% 55%+ of enrolled colleagues have created and tracked their personal financial goals.

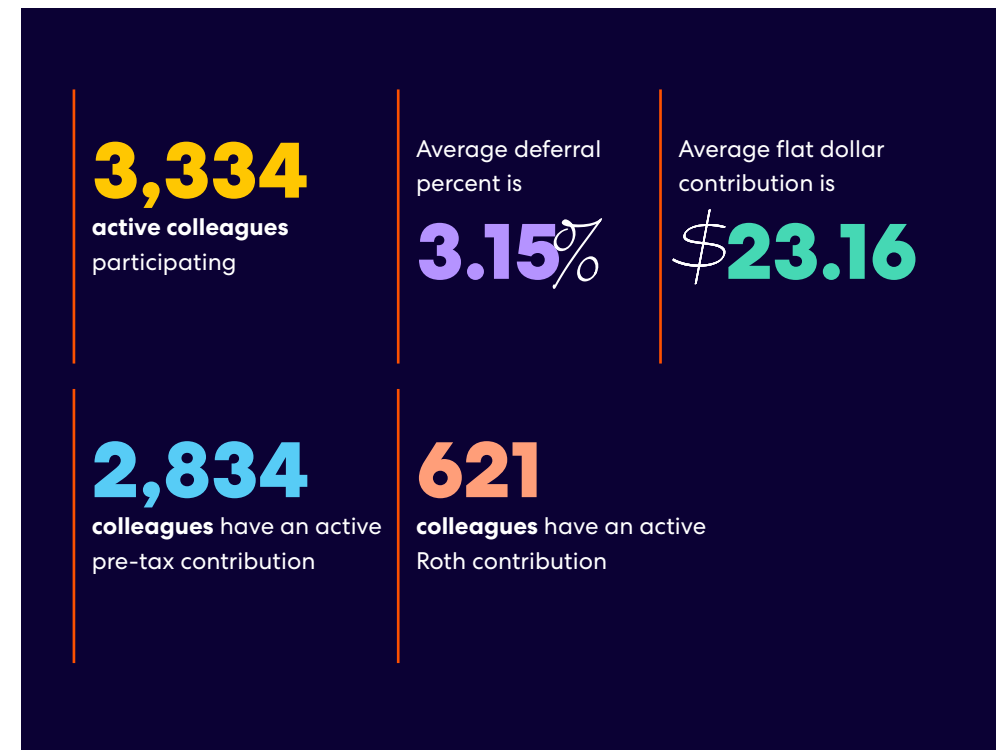
28% Colleagues tracking their retirement savings are 28% better than the national median for retirement savings.

11% 11% of colleagues scheduled an advisor call with a certified BrightPlan financial planner as of May 2024.

33% 33% of colleagues track their investments.

36% 36% of colleagues are monitoring their assets and liabilities.

Numbers are as of July 2024



Numbers are as of June 5, 2024



GOVERNANCE

ACT WITH INTEGRITY

TriNet seeks to meet our corporate responsibilities by establishing, maintaining and enhancing, when applicable, appropriate and reliable governance policies and practices. Our policies and practices, which focus on transparency, fairness and compliance, help us to act consistently with our core values, like *Act With Integrity*.



“ Good governance doesn’t just happen. It takes all of us, including the board, executives and colleagues to participate, engage and create an environment that keeps governance in mind. ”

Melissa Shimizu
 Senior Counsel
 Benefits Compliance and Compensation
 ESG Report Governance Track Leader

SELECTING BOARD OF DIRECTORS

Our board of directors is comprised of highly qualified individuals with diverse experiences, skill sets, backgrounds and life experiences that reflect and support the varied and distinct needs of our customers. For more information on our directors, please refer to our [Proxy Statement for the 2024 Annual Meeting of Stockholders](#).



“Being both an investor in emerging companies and an operator of my own firm, I understand what challenges and opportunities an effective ESG program needs to address. TriNet’s efforts to achieve its own ESG priorities have given our employees a strong sense of purpose and helped to attract exceptional talent, which together I believe create long-term competitive advantages for us.”

Paul Chamberlain

TriNet Board Member

Chair, Compensation and Human Capital Management Committee

Member, Finance and Audit Committee

DIRECTOR CANDIDATE SELECTION AND EVALUATION OVERVIEW

We select highly qualified director candidates, who we believe, if elected, will be in a position to learn our business and make meaningful contributions quickly. We have a formal process to select candidates to be considered for board membership. The following graphic represents the general process at a high-level.

PROCESS

1. The board identifies a need for a new member. The Nominating and Corporate Governance Committee (NCGC) is responsible for reviewing and evaluating the composition of our board based on the company’s needs and then recommending any changes.



2. Candidates are identified from a myriad of sources, including professional search firms or director, management or stockholder suggestions.



3. Once a candidate is identified, management gathers the vetting material including a background check, a director questionnaire to gather related party and skills information, and an analysis of independence and other considerations for the board.



4. NCGC reviews the candidate’s background, skills and independence to ensure that the candidate meets the current and future needs of the board.



5. When candidates are considered for board membership, all then-current board members are given the opportunity to meet and speak with them, and they will meet with our CEO, CLO and other senior management.



6. If a candidate is approved by the board, management will work with the new director to onboard them, such as providing tools to learn about TriNet and our industry such as our recent SEC filings, investor reports, policies and other educational documents and set them up for success in their first meeting.



IMPLEMENTATION

7. The new member will then be up for re-election at the company’s annual general meeting of stockholders during the next election cycle for the class to which they were assigned.



“The ESG Report allows TriNet to share our values and highlight how adhering to those values helps us meet the needs of our clients—small and medium-size businesses. Our commitment to serving clients informs internal decision making at every level of TriNet. It’s crucial for everyone within TriNet, from colleagues to board members, to understand our clients and the SMB community, enabling us to meet expectations and create meaningful, sustainable value.”

Sidney Majalya

Senior Vice President,
Chief Legal Officer and Secretary



“As the 24th administrator of the U.S. Small Business Administration (SBA) and a member of the TriNet board of directors, I’ve seen firsthand the value of empowerment, sustainability and governance for our stakeholders and society as a whole. The board, including each of its committees, is actively engaged in progressing our ESG initiatives and ensuring we continue to deliver on our commitments.”

Maria Contreras-Sweet

TriNet Board Member
 Chair, Risk Committee
 Member, Nominating and Corporate Governance Committee



Independence of Board

Our board regularly reviews its composition, the composition of its committees, the chair of the board and each committee, and the independence of each director. Independence is reviewed following the rules of the New York Stock Exchange (NYSE). Other than our President and CEO, each of our directors is independent in accordance with the NYSE listing rules. As such, 90% of our board is independent.

Board Composition

There are three classes of directors, each serving a three-year term.¹ When reviewing board composition, the NCGC considers gender, race, ethnicity, national origin, veteran status, sexual orientation, age and disability in addition to a director’s experience, skills and background. We believe this approach allows for a more diverse and effective board.

CLASS	TERM END YEAR	DIRECTORS
I	2027	Maria Contreras-Sweet Ralph A. Clark Brian C. Evanko
II	2025	Wayne B. Lowell Paul Edward Chamberlain Myrna Soto
III	2026	David C. Hodgson (Board Chair) Michael J. Angelakis Jacqueline Kosecoff Michael Q. Simonds

Board Committees

Our board has four committees to support them and guide the company’s management team. For more details on our committees’ requirements, responsibilities and procedures, please see [TriNet Group, Inc.—Investor Relations](#) where all of the committee charters are available as well as our [Proxy Statement for the 2024 Annual Meeting of Stockholders](#). For more details on our committees’ composition, please see [TriNet Group, Inc.—Investor Relations](#).

TriNet at the New York Stock Exchange



IN 2023, WE HELD:

14

board meetings

27

committee meetings

75%

average attendance in 2023
 (aggregate of board meetings and committee meetings they served on)

Although NYSE requires some committees to have three members, TriNet has determined that it is preferable to have four members per committee to help ensure good governance practices for succession or emergency situations.



“I am proud to be able to contribute to and be a part of TriNet’s solid governance structure and work with our world-class board.”

Matt Slack

Corporate Counsel
 Prior Environment and Governance Track Lead

¹ We believe that our staggered board approach helps to ensure consistency in our board’s leadership.

BOARD EVALUATIONS

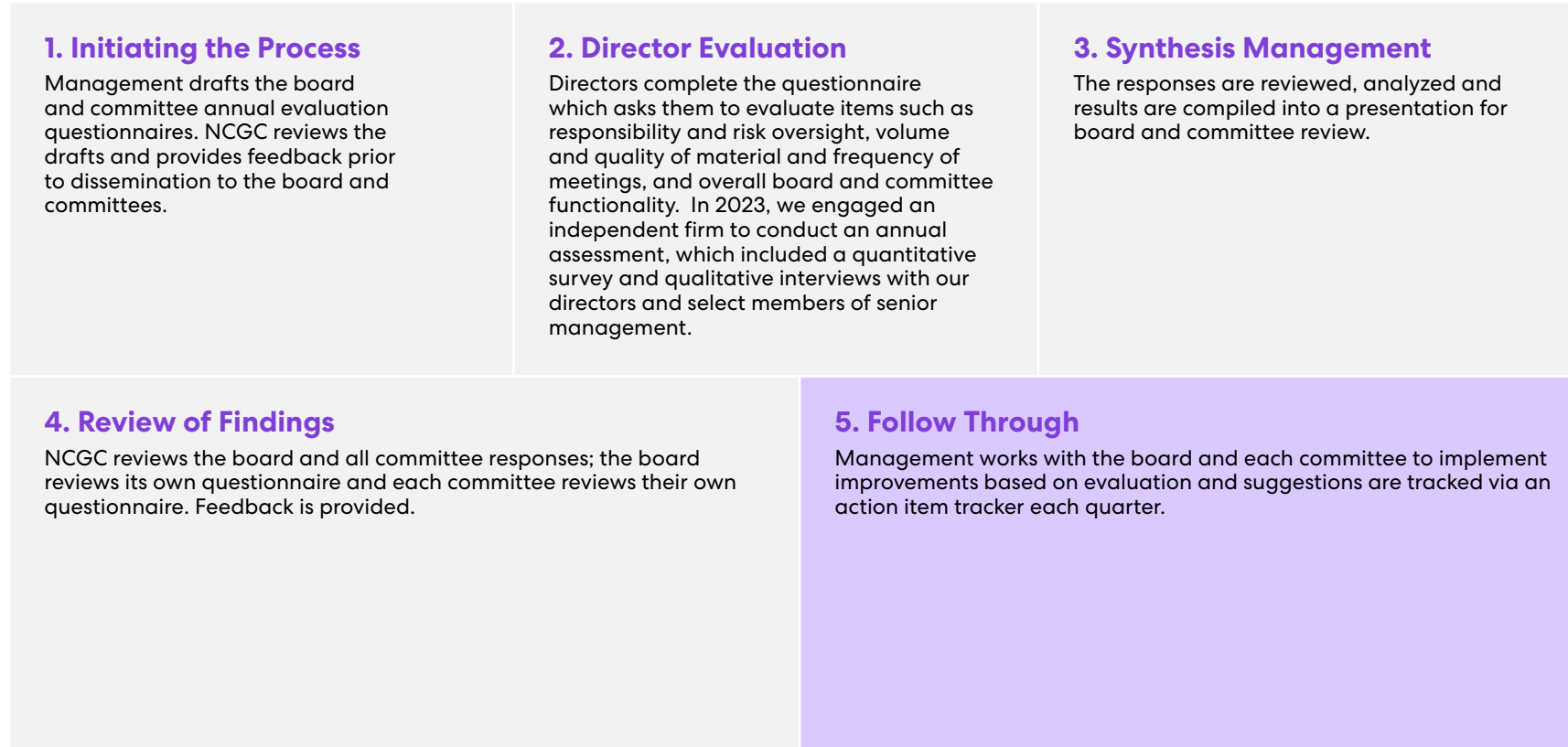
The following graphic represents the general evaluation process at a high-level.

Board Skills and Background

We believe that good governance begins with having directors with the right **background and skill** set on our board to meet the needs of our company, industry and clients. Our board's strengths include banking and capital management, mergers and acquisitions, corporate governance, operations experience, financial and audit expertise, cybersecurity and insurance industry experience, among others.

Board Diversity

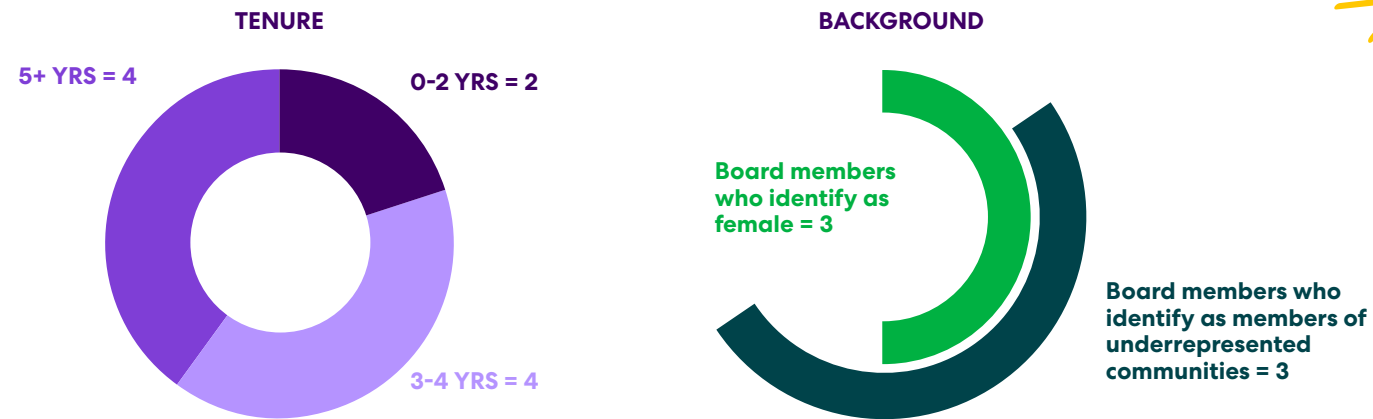
Currently, we have 10 directors, including three who identify as female and three from historically underrepresented communities. In 2024, the NCGC charter was updated to include disability as a **diversity consideration**. Similarly, the Corporate Governance Guidelines were also updated. We believe this broad representation of backgrounds contributes meaningfully to diversity in perspectives and a culture of belonging.



BOARD DIVERSITY

CATEGORY/SECTION	RUSSELL 3000 AVERAGE***	TRINET †††
Board Size	9	10
No. of Committees	32.9% have four committees	4
Average Age	63.1	63
Gender (Male)	70.4%	70%
Gender (Female)	29.6%	30%
Average Tenure	10.7 years	6 years
Non-Management	N/A	9/10
Underrepresented Communities*	N/A	30%

BOARD DEMOGRAPHICS



* Defined as "an individual who self-identifies as Black, African American, Hispanic, Latino, Asian, Pacific Islander, Native American, Native Hawaiian, or Alaska Native, or who self-identifies as gay, lesbian, bisexual, or transgender" under California Assembly Bill No. 979 Corporations: Boards of Directors: Underrepresented Communities, signed September 30, 2020. While AB 979 has since been overturned, we use the definition therein for consistency with our previous ESG Report.

** Figures in this table are rounded to the nearest whole number

*** Compared to Russell 3000 averages for 2023.

† As of August 31, 2024.

RISK OVERSIGHT

SENIOR MANAGEMENT RESPONSIBILITIES:

- Day-to-day management of material risks
- Periodically meet with committees and independent advisors to review risks and risk management processes, and report, as appropriate, to the board

BOARD RESPONSIBILITIES:

- Risk oversight is an important piece of TriNet's overall Enterprise Risk Management (ERM) framework that enables the board to remain abreast of mission-critical threats, remain vigilant to emerging opportunities and maintain a pulse on the potential for changes in stockholder preferences due to a dynamic risk landscape
- Committees receive periodic updates from management and their independent advisors
- Board committees are allocated responsibility for the following:
 - Risk Committee reviews the design of our ERM program and monitors our management's operation of that program. This committee also provides strategic oversight regarding the nature and level of risk appropriate for TriNet.
 - Finance & Audit Committee reviews our major financial risk exposures and management actions to monitor and control these exposures. It also monitors our compliance with financial requirements and oversees the performance of our internal audit function.
 - Nominating & Corporate Governance Committee monitors the effectiveness of our corporate governance guidelines and oversees our ESG program and other governance risks, such as director independence, conflicts of interest, insider trading and CEO succession.
 - Compensation and Human Capital Management Committee assesses and monitors risks (including management incentives and potential for excessive risk-taking) arising from the company's compensation policies and practices, as well as risks related to organizational talent and development, DE&I practices and general management succession.

Stockholder Access to the Board

Stockholders have multiple ways to communicate with our board and any of its directors via:



Written communication pursuant to our Stockholder Communication Policy



Proposals at our Annual General Meeting (AGM)



The live broadcast of our AGM

Further, our Investor Relations team regularly meets with institutional stockholders and proxy advisory firms to answer questions regarding our annual and quarterly financial filings. The Investor Relations team and the executive leadership team conduct quarterly roadshows with investors. An investor deck is updated quarterly that summarizes our business and quarterly financials and guidance. Please see [TriNet Group, Inc.—Investor Relations](#) for our most recent version.

COMMUNICATING WITH TRINET

STOCKHOLDER COMMUNICATIONS POLICY

WHY WE HAVE IT

TriNet's Stockholder Communications Policy provides guidance on how stockholders can communicate with the board or suggest candidates or proposals for the board to consider.

COMMITMENT TO COMPLIANCE

TriNet is committed to inviting stockholders to suggest proposals and candidates, and questions of our board. Our Stockholder Communications Policy puts the process and guardrails in place to allow our stockholders to do so.



“Having been a member of the TriNet board of directors since March 2021, I've been so pleased to see TriNet advance its ESG program from our initial report in 2021 to this year's “prime” status in the ESG Corporate Rating and release of our fourth annual ESG Report. I remain committed to providing my support to the ESG development team and look forward to seeing TriNet continue to expand its efforts to lead the way as good corporate citizens.”

Ralph Clark

TriNet Board Member

Chair, Nominating and Corporate Governance Committee

Member, Compensation and Human Capital Management Committee

SPOTLIGHT

TRINET DISABILITY AWARENESS



In July, TriNet celebrated **Disability Pride Month**: A month hosted by our Abilities CRG and dedicated to honoring the history, achievements and contributions of people with disabilities.

Disability Pride Month serves as a reminder of the ongoing efforts to foster an inclusive and equitable environment for everyone regardless of their abilities. TriNet's celebration of the month included multiple internal sessions regarding the nuanced experiences of individuals living with disabilities as well as resources for requesting accommodations. Disabilities Pride Month was also highlighted on an episode of SMB Matters by TriNet.

In October, TriNet also celebrated National Disability Employment Awareness Month (NDEAM). This is a time dedicated to raising awareness about employment issues and opportunities for people with disabilities and was celebrated through multiple events, including a round table on inclusive language.

In 2024, TriNet received a top score and was named one of the 2024 Best Places to Work for Disability Inclusion by the Disability Equality Index.

In 2024, TriNet also proudly announced the expansion of our DEI program, including an enhanced strategy represented by the acronym IDEA (inclusion, diversity, equity, and accessibility).

Check out the various programs that make up the [IDEA strategy](#) here.

In 2024, we updated the charter for TriNet board's Nomination and Corporate Governance Committee to include disability as a diversity consideration. We believe a broad representation of a variety of backgrounds contributes meaningfully to diversity in perspectives and a culture of belonging.

Additionally, to promote access for our annual general meetings:

- Annual general meetings will continue to be held virtually in order to increase access and participation. This practice is also consistent with environmental efforts to lower travel costs and emissions associated with air travel.
- Annual general meetings are also now recorded and feature closed captioning to further promote accessibility.

SPOTLIGHT

A PROACTIVE CULTURE OF ETHICS

TriNet's compliance program relies on people acting to uphold the company's [Code of Business Conduct and Ethics](#) (the Code) and policies. The Code applies to all TriNet colleagues, executive officers and directors, and urges them to voice concerns about business practices or workplace issues confidentially or anonymously without fear of retaliation. We focus on raising awareness of ethics and compliance, reinforcing a culture of ethics and detailing the methods available to raise concerns, like our Speak Up culture.

Program highlights include:

- Publishing ethics and compliance content
- Leadership development for people managers to promote critical thinking and practical skills
- Regular communications on compliance-related news and events
- An annual Ethics and Compliance Champion Award
- Compliance, Operational, Regulatory and Ethics (CORE) training to educate colleagues on their obligations under the law to the company and our customers. Our training includes courses on the Code; [anti-bribery and anticorruption](#); preventing harassment; bystander intervention; information security and privacy; and anti-money laundering. New colleagues complete an

average of 17 hours of CORE training and new people leaders complete an average of 19 hours.

- TriNet's workplace policies focus on a workplace culture of the highest ethical standards. TriNet's policies address topics such as procurement, conflicts of interest, gifts and entertainment, and related person transactions, among other subjects, which colleagues must acknowledge regularly.



“Acting with integrity is one of TriNet's core values and it is fundamental to the ethical culture we aspire to sustain. We want our colleagues to do the 'right thing' for the 'right reasons.' That necessitates us to act with a shared sense of values. If the 'right choice' isn't always obvious, we want our colleagues to feel comfortable raising their hand and asking for help. Our Code and Speak Up Hub are just two examples of the resources in place to help support TriNet's culture of ethics.”

Michael Kraft

Managing Counsel,
Business Conduct and Ethics

trinet[®] Speak Up Hub

TriNet's Speak Up Hub gives colleagues a mechanism to raise such questions or concerns confidentially and even anonymously, if they prefer. TriNet prohibits retaliation against any individual for raising a question or concern in this manner.

TO RAISE A QUESTION OR CONCERN:

In addition to your direct manager and the People Team, you may contact the Business Conduct & Ethics (BC&E) team directly at ethics@trinet.com or use the [Speak Up Hub](#) to voice your concerns securely, confidentially and anonymously, if desired.

You can also contact BC&E using your phone:

- **Speak Up Helpline: 800.461.9330**
- **Speak Up Textline: 925.318.6687**

SPEAK UP WITHOUT FEAR NON-RETALIATION POLICY

WHY WE HAVE IT

TriNet is committed to a culture of trust and accountability and wants colleagues to feel comfortable speaking up when something isn't right. TriNet prohibits retaliation against any colleague or contingent worker who raises a concern about possible misconduct or wrongdoing. This policy sets forth colleagues' obligations and TriNet's expectations for treatment of those who raise concerns and the actions taken if retaliation is alleged.

OPERATE ETHICALLY CODE OF BUSINESS CONDUCT AND ETHICS

WHY WE HAVE IT

TriNet's Code supports a culture of ethics and compliance, and encourages colleagues to raise questions or concerns if something doesn't feel right in their day-to-day work.

COMMITMENT TO COMPLIANCE

- Outlines the principles for how TriNet and its colleagues do business
- Educates colleagues on how to make ethical decisions
- Summarizes common risks colleagues might encounter
- Identifies how to “speak up” to raise a question or concern

MAKING COMPLIANCE ACCESSIBLE INTERNALLY

Corporate Compliance Office

In 2023, TriNet established a centralized Corporate Compliance Office under a chief compliance officer (CCO) to support a detailed focus on TriNet’s evolving compliance activities.



CORPORATE COMPLIANCE OFFICE:

BUSINESS CONDUCT AND ETHICS

TRINET PRIVACY OFFICE

TRINET POLICY GOVERNANCE

KNOW YOUR CUSTOMER/ ANTI MONEY LAUNDERING

GOVERNANCE PRACTICES
CORPORATE GOVERNANCE GUIDELINES

WHY WE HAVE IT

TriNet’s Corporate Governance Guidelines form the basis for the governance of our board and its committees and address certain items not otherwise addressed by relevant laws, regulations and stock exchange rules.

COMMITMENT TO COMPLIANCE

- Provides criteria for membership to the board
- Establishes board size and independence requirements
- Outlines responsibilities of directors as well as the board and each of its committees

ACT WITH INTEGRITY
ANTI-BRIBERY AND ANTI-CORRUPTION (ABAC)

WHY WE HAVE IT

Consistent with TriNet’s commitment to a culture of integrity and accountability, the ABAC Policy sets forth clear guidance to colleagues and contingent workers for compliance with all applicable ABAC laws and to encourage and provide guidance for reporting any suspected violations.

BE INCREDIBLE
STANDARDS OF PERFORMANCE AND CONDUCT

WHY WE HAVE IT

TriNet expects its colleagues to meet high performance standards and to act professionally at all times. These standards reinforce those expectations and outline examples of impermissible conduct that may lead to corrective action, up to and including immediate termination.

COMPLIANCE WITH INSIDER TRADING RULES

INSIDER TRADING POLICY

WHY WE HAVE IT

TriNet Insider Trading and Nonpublic Material Information Policy (Insider Trading Policy) helps our directors and colleagues understand and comply with the complex rules against insider trading.

COMMITMENT TO COMPLIANCE

- Explains what may constitute a violation of insider trading laws
- Establishes pre-clearance procedures for covered individuals
- Details the rules around reinvesting in TriNet stock from dividends received
- Periodic training to colleagues
- Quarterly reminders about trading rules

SAFE AND SUPPORTIVE WORKPLACE

WORKPLACE VIOLENCE PREVENTION STANDARD

WHY WE HAVE IT

- TriNet is committed to providing a work environment for all colleagues that is free from acts of violence and recognizes that security and safety in the workplace is everyone's responsibility!
- Policy takeaways:
 - Incident Prevention and Intervention Methods
 - Security and Safety Training during annual CORE training
 - Reporting of any Security and Safety incidents
 - TriNet & Colleague Responsibilities

RECOGNITION OF HUMAN RIGHTS

ANTI-MONEY LAUNDERING (AML) AND SANCTIONS POLICY

WHY WE HAVE IT

To confirm TriNet's commitment to combatting money laundering and terrorist financing.

OUR COMMITMENT TO HUMAN RIGHTS

To comply with:

- All applicable laws and regulations, as well as reasonable requests from our banking partners
- Economic and trade sanctions

RESPECTFUL WORKPLACE

POLICY AGAINST HARASSMENT AND DISCRIMINATION

WHY WE HAVE IT

The policy outlines TriNet's commitment to providing a safe and respectful work environment free from unlawful harassment, discrimination, and retaliation. TriNet is committed to taking reasonable steps to maintain a workplace that fosters positive working relationships and creates an environment where colleagues feel they belong and can be themselves at work.



GOVERNMENT AFFAIRS

Regulatory Compliance

TriNet is an accredited PEO through Employer Services Assurance Corporation (ESAC), an independent, nationally recognized agency that monitors PEOs. ESAC's quarterly process aims to ensure that TriNet meets their financial, ethical and operational standards. Our regulatory compliance team utilizes ESAC and our internal systems for licensing and on-going reporting as required, as well as maintaining the Internal Revenue Service (IRS) Certified PEO (CPEO) standards when applicable.



GOVERNMENT AFFAIRS

REGULATORY AFFAIRS POLICY

WHY WE HAVE IT

TriNet's **Regulatory Affairs Policy** directs our public policy interests, political donations and engagement with policymakers, and ensures that TriNet complies with election laws.

- TriNet engages in public policy advocacy on issues that impact our business at the federal, state and local levels.
- The TriNet Regulatory Affairs team works closely with the entire business to manage legislative and political activities.



GOVERNMENT AFFAIRS

REGULATORY AFFAIRS POLICY AND TRINET'S POLITICAL ACTION COMMITTEE

WHY WE HAVE IT

The TriNet Political Action Committee (PAC) supports our public policy goals at all levels. The TriNet PAC allows us to support the election of key legislators and policy makers who agree with us on issues critical to our company's and our clients' successes.

TriNet PAC contributions are strategically aligned with the company's business priorities and approved by a TriNet PAC board, which consists of a cross-section of our PAC-eligible colleague community.

Contributions are strictly bi-partisan and driven by issues, not party affiliation.

TriNet PAC reports contributions it receives to the Federal Election Commission (FEC), which can be found on [FEC's website](#). A comprehensive list of [TriNet PAC's monetary disbursements](#) are also available on the FEC website.



“Our Government Relations team uses TriNet's Political Action Committee as a tool when we advocate for TriNet and our customers. Our team works hard to foster strong relationships with lawmakers and advocate for policies that advance our priorities and ensure an environment that promotes growth, innovation, and a thriving business environment. I am proud of our progress and excited for our future of our PAC and government relations team.”

Ralph Tyler

Executive Director, Government Relations

Addressing High Profile or Sensitive Issues

Companies are being asked to comment on current events that may impact their stakeholders. TriNet recognizes that, at times, these types of events have the power to alienate or unite society. To help us respond timely and consistently to these events with purpose and intent, we have published TriNet Guidelines for Commenting on High Profile or Otherwise Sensitive Issues.

Responding to Regulatory Changes

The regulatory environment of our industry is constantly changing both for us and our clients. Our board, its committees and company management, with the assistance of external consultants, legal advisors and our in-house team of regulatory experts, closely follow legal and regulatory developments that could affect our or our clients' operations. We believe this helps position us to adopt best practices to respond to changing regulations early and effectively.

Enterprise Risk Management

Overview

TriNet continues to build upon our established risk management strategies, through our ERM program. The program focuses on coordination, consistency, economies of scale and continuous improvements. Based on the Committee of Sponsoring Organizations (COSO) Enterprise Risk Management framework, our program identifies, prioritizes, analyzes and remediates our enterprise risks. For more discussion on risks that we believe are significant to our business, see [Item 1A. Risk Factors in TriNet's Annual 10-K and Quarterly 10-Qs](#).

Why We Manage Risk

The ERM program is intended to foster a culture of risk awareness and to identify new and emerging risks and interdependencies between risks and mitigation techniques. This governance process enables leaders to better understand the areas of the business they oversee and execute our vision while mitigating and seizing opportunity in risk.

ERM also leverages the [PEO Insider](#), an industry publication, to heighten colleague and peer awareness of critical risks to the industry. Our goal is to lead the way as active proponents of risk best practices while reducing the pipeline of risks to our partners through our risk insights.

Integration and Value-add

Our ERM program addresses risks specific to TriNet and our industry. Annually, we survey leaders, quantitatively and qualitatively, throughout the company to obtain their unique perspectives around the daily risks their teams face. ERM takes an innovative approach to assessing risks using behavioral analytics and machine learning to draw meaningful insight from results provided. We incorporate these learnings into our overall enterprise risk analysis and tailor our risk management strategies to our specific needs. This integrated approach strengthens our risk management program.

FOSTERING A CULTURE OF RISK AWARENESS

With growing volatility in the risk landscape, ERM takes a proactive approach towards enabling a strong, risk aware culture by administering annual training to all TriNet colleagues to familiarize and remind colleagues of TriNet's appetite and tolerance for key risks.



At TriNet, we find it important to manage risk right alongside innovation. This is particularly important as we watch and participate in the emergence and evolution of generative AI in our lives and in our businesses. This year we pulled together a "Working Group" made up of individuals that represented Ethics, Communications, Legal, Technology, Security, Architecture, Vendor Management, Innovation, Risk Management and Product to look across our business' use cases and manage the risk as the need and desire for these tools emerge. In doing this, we have developed our guiding principles, our policy, standards and our own AI vision. All while teaching ourselves and our employees about the technology and associated risks. This allows us to navigate more holistically as this landscape rapidly changes.

Rachel Beaulieu

Divisional Vice President
Data and Analytics



Our crisis management program at TriNet is focused on being prepared to respond quickly to minimize potential crises. That means having a Crisis Management Team and process in place that is practiced and ready, but it also means not waiting for a crisis to happen before we react. We work broadly to understand and integrate risk awareness with early mitigation. It's the right thing to do in support of our core values and commitment to our customers.

Dr. Jo Robertson

Principal Crisis Manager

SPOTLIGHT

INFORMATION RISK MANAGEMENT

At TriNet, we recognize that in order to properly address risks at an enterprise level, we must empower the teams and the subject matter experts that manage our significant risks on a daily basis. In doing so, we have established processes whereby the teams that are on the “front lines” of risk management have the independence to carry out their responsibilities while still maintaining an ongoing pipeline of communication that will inform the ERM program’s strategy. For instance, we established our Information Risk Management (IRM) program which recognizes the need to manage risks around some of TriNet’s most valuable assets—the data we possess. Protecting this data, which includes regulated information (such as personally identifiable information) and proprietary business information, is very clearly a front-and-center enterprise risk for us. However, managing a risk of this magnitude requires not only an enterprise level strategy, but also a day-to-day operational focus. That is why the IRM program is managed by a steering committee that consists of cross-functional leaders from the six organizations within TriNet that have the biggest exposure to information risks— Security, Privacy, Third-Party Risk Management, Data Governance, Records Management and Technology Operations. The IRM program’s alignment with ERM enables a dynamic integrated risk management approach by:

1. Creating a consistent tone towards threats and opportunities to the organization, resulting in a strong risk-aware culture
2. Informing risk-based decision making across the organization for key strategic initiatives that add value to TriNet and our customers
3. Enacting a governance structure that influences the flow of risk identification, quantification and remediation in a timely and consistent manner
4. Reducing silos to interdependent risks

The IRM program is comprised of a cross-functional group of stakeholders: Security, Privacy, Third-Party Risk Management, Data Governance, Records Management and Technology Operations. Each of these six “pillars” of the IRM Program provide subject matter expertise while also enabling a collaborative approach to identifying and managing information risks.



As TriNet’s business matures and its technology and data landscape continue to evolve, the IRM program will continue to guide and direct the design, execution and monitoring of a comprehensive strategy to properly use, manage and secure them while minimizing costs and risk.



“I believe this year’s ESG report is especially important as TriNet has proven its position as a competitive force within the industry in many ways, including how it has tackled risk. The level of risks our world has seen this year alone was truly unprecedented. However, this is what tests a company’s capacity and agility for unexpected exposure. Our degree of resiliency has reinforced the need for ERM capabilities and integration throughout our organization. Because of this, ERM has been driven to be more innovative in our approach to identifying and monitoring risks while challenging assumptions more so that TriNet remains acute to how we solution and take on the unexpected.”

Dafni LeFlore
Director, Enterprise Risk Management.



TriNet's Identity and Access Management program, which is tasked with improving our security through processes and tools to manage user access across TriNet systems. Capabilities include: multi-factor authorization, centralized access management, access review and defined requirements for privilege access management and segregation of duties.

Building for the Future With Privacy and Security as the Foundation

TriNet proactively seeks to meet the needs of the SMBs we serve. In order to do so, TriNet is constantly looking to expand and evolve our services and product offerings. Yet, to be the most trusted advisor of SMBs—both now and in the future—we recognize that the foundation for our future offerings must be built with privacy and security in mind. TriNet has established working groups that are tasked with building our next generation of products and services. These working groups include representatives from our Privacy and Security teams to enable privacy/security considerations to be integrated into our future offerings.

Our security professionals who support these working groups focus on, among other things, the establishment and utilization of a secure software development cycle designed to prevent and detect security vulnerabilities. Additionally, they utilize security architecture standards and processes to support secure design and configuration of networks, network infrastructure and information systems. Similarly, the privacy professionals who support these working groups seek to ensure that Privacy by Design is considered in future products and services by integrating respect for individual privacy rights and proactively addressing and embedding privacy throughout the lifecycle. We do this through close collaboration with the product team beginning at the outset of the development cycle and continuing through the launch of our new product or service. Furthermore, our ongoing monitoring of compliance with security and privacy policies and standards, guided by strong governance practices, promotes the confidentiality, integrity and availability of our products/systems.

Continued Maturation of Our Security Program and Control Capabilities

At TriNet, we recognize that the world we operate in includes evolving cybersecurity risks and shifting regulatory regimes. Accordingly, our Security team manages a security program that is constantly maturing and seeking to protect against known and unknown cyber risks. In that regard, TriNet employs a defense-in-depth approach to protect our network, systems, users and information against internal and external threats. We also pride ourselves in ongoing education, which is demonstrated through our security professionals' involvement in industry groups and other cybersecurity organizations. This engagement in the cybersecurity community writ large allows us to keep a pulse on ongoing development of best practices. Moreover, our dedication to constant improvement is shown through TriNet's Identity and Access Management program, which is tasked with improving our security through processes and tools to manage user access across TriNet systems. The program continues to innovate with new capabilities for stronger, phishing resistant authentication that incorporates biometric technologies. Additionally, TriNet's Security team has deployed transformational, highly integrated tooling to improve endpoint security, vulnerability management, data loss prevention, data classification and improve incident response times.

Data Fairness and Transparency Through Increased Record Processing Visibility

When our customers provide data to TriNet, it is not enough to simply protect that data—although that is a paramount obligation. In addition to data protection, TriNet endeavors to be good stewards of the data entrusted to us from the time the data enters our systems through the time it is removed. In that regard, we undertook the creation of a comprehensive Records of Processing Activities (RoPA) project. The RoPA project—which required the mapping of TriNet's data processing activities and data sharing

practices—allows us to have a comprehensive understanding of how we process data, where the data comes from, where it is stored and where it goes. Ultimately, the RoPA project serves as an important vehicle through which our Privacy team can meet one of its core objectives: to be transparent with individuals about how we use and maintain their personal information.



“At TriNet, we recognize that protecting the personal information of our worksite employees, clients and colleagues is critical to our success. It is not only about complying with laws, but it's about fostering a culture of privacy and security. Our reputation in the industry as a trusted partner is directly dependent upon our ability to demonstrate to our clients that we handle their sensitive data securely, ethically and in accordance with their expectations.”

Bonnie Yeomans
Chief Privacy Officer



“As a member of the Data, Security and Technology Legal team, I have the privilege of supporting the important work of our privacy and security professionals. In doing so, I am constantly reminded of the passion and dedication these colleagues have for facilitating the evolution of our technology offerings, while remaining laser-focused on our foundational objective of fostering trust among our customers through the protection and proper handling of their data.”

Harrison Covall

Director and Senior Counsel, Data, Security & Technology
ESG Report Cyber Track Leader

Governance and Responsible Use of Artificial Intelligence

In 2024, enhancing AI and machine learning (ML) capabilities became an imperative for most businesses. At TriNet, we recognize the value that AI/ML presents, while recognizing the challenges. As such, TriNet has established an AI/ML working group that consists of leaders from relevant teams across the company. The AI/ML working group is tasked with evaluating and approving AI/ML use cases. Moreover, the group seeks to develop a roadmap for TriNet to strategically implement AI/ML processes within our organizations that are meant to improve productivity and allow us to continue to provide our customers with the exceptional products and services they expect. Through this standardized, systemic approach, we seek to establish an AI/ML culture that leans into the value of AI/ML, while mitigating potential risks associated with it.

Maintaining a Privacy and Security Aware Corporate Culture

In order to protect the privacy and security of data, organizations should go beyond simply having adequate policies and procedures in place. That is why at TriNet we foster a vigilant and mindful workplace culture regarding privacy and security issues. Both the security and privacy teams invest time, effort and significant resources into efforts that are meant to integrate awareness around how to properly handle and safeguard data. These efforts not only include annual trainings reflecting up-to-date privacy and security requirements and in-depth tabletop exercises based upon job responsibilities, but also include educational efforts that are meant to equip our colleagues with the tools needed to be mindful of privacy and security issues both inside and outside of the workplace. For example, we have established a robust phishing training and awareness program that includes monthly phishing tests to increase colleague awareness on identifying and reporting suspicious emails. Additionally, we provide fun and engaging educational information through the use of

video series and games highlighting important privacy and security issues while reinforcing an engaged culture. Our company-wide culture of privacy and security awareness is also demonstrated within the privacy and security teams. Our privacy and security leaders actively foster a culture of continued learning among their team members. That's why both teams have members who participate in industry associations such as the International Association of Privacy Professionals (IAPP). Several team members hold certifications from these organizations.

Continued Enhancement in Security Capabilities Through the Cloud

Last year, TriNet migrated our on-premises data centers entirely to the cloud. Since then, we have continued to leverage the advantages of cloud data storage, particularly from an information security perspective. Our migration has allowed us to improve our data protection and cybersecurity. Specifically, migrating from traditional data centers to the cloud has significantly enhanced our company's operational resilience and sustainability. By leveraging cloud infrastructure, we've improved disaster recovery capabilities, enabling rapid data restoration and business continuity in the face of potential disruptions. The cloud's inherent network segmentation allows for more robust security, enabling us to isolate and protect sensitive data more effectively.



OUR APPROACH: SASB STANDARDS

We leveraged the markers developed by the Sustainability Accounting Standards Board (SASB) to guide us in developing our 2024 ESG Report. SASB has developed industry-specific reporting recommendations. TriNet has made efforts to follow SASB’s reporting recommendations for companies categorized in the professional and commercial services industry—a category consistent with the services we provide. SASB identified three topics as most germane to our industry and we’ve done our best to address these topics for our 2024 report. The three main SASB topics we’ve focused on are:

DATA SECURITY
WORKFORCE DIVERSITY AND ENGAGEMENT
PROFESSIONAL INTEGRITY

SASB TOPICS & METRICS DISCLOSURE INDEX

TOPIC	WHAT WE'VE FOCUSED ON	OUR RESPONSE
Data Security	Description of TriNet’s approach to identifying and addressing data security risks	<ul style="list-style-type: none"> Enterprise Risk Management Information Risk Management Building for the Future with Privacy and Security as the Foundation Data Fairness and Transparency Through Increased Record Processing Visibility
	Description of policies and practices relating to collection, usage, and retention of customer information	<ul style="list-style-type: none"> Enterprise Risk Management Information Risk Management Building for the Future with Privacy and Security as the Foundation Continued Maturation of Our Security Program and Control Capabilities Data Fairness and Transparency Through Increased Record Processing Visibility
	(1) Number of data breaches, (2) percentage involving customers’ confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	<p>Omitted. TriNet’s rationale for omitting this metric from the report: TriNet has implemented information security measures, policies and standards that enable a holistic approach to the prevention, detection, response and mitigation of security incidents. All security incidents, including any data breaches, are handled according to TriNet’s documented policies and procedures and any applicable laws or regulations. In the event that TriNet becomes aware of a security incident, we notify our clients promptly and impacted individuals are notified pursuant to applicable law or as otherwise appropriate. For security reasons, TriNet does not publicly disclose details regarding security incidents, except as required by SEC rules and guidance, however, we provide a general discussion of Data Privacy and Security Risks, including security incidents, in our annual 10-K report.</p>
Workforce Diversity & Engagement	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	<ul style="list-style-type: none"> Organizational Diversity
	(1) Voluntary and (2) involuntary turnover rate for employees	<p>Omitted. TriNet’s rationale for omitting this metric from the report: TriNet does not disclose this information.</p>
	Employee engagement	<ul style="list-style-type: none"> Employee Engagement
Professional Integrity	Approaches to ensuring professional integrity	<ul style="list-style-type: none"> Core Values Focusing on Customers Employee Learning & Development Corporate Compliance Program Government Affairs Independence of Board Board Composition Board Skills and Background Risk Oversight Corporate Governance Guidelines Insider Trading Policy Addressing High Profile or Sensitive Issues Stockholder Communications Policy ESG Spotlight: A Proactive Culture of Ethics Making Compliance Accessible Internally ESG Spotlight: Our Commitment to the Protection of Human Rights Human Rights and Labor Standards Policy Policy Against Harassment & Discrimination Workplace Violence Prevention Standard Regulatory Affairs Policy Responding to Regulatory Changes Why We Manage Risk Information Risk Management Building for the Future with Privacy and Security as the Foundation Maintaining a Privacy and Security Aware Corporate Culture Vendor Code of Conduct
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity with brief description of the nature, context, and corrective actions taken as a result of the monetary losses.	<p>Omitted. TriNet’s rationale for omitting this metric from the report: TriNet does not disclose this information, except as required by SEC rules and guidance.</p>

ACTIVE METRICS

METRIC

Number of employees by: 1) Full-time and part-time; 2) Temporary; and 3) Contract.	Full-time and part-time employees (combined) : 3,503* Number of individuals in the "Temporary" or "Contract" categories have been omitted. TriNet's rationale for omitting these metrics from the report: TriNet does not disclose this information.		
Employee hours worked, percentage billable	Not applicable.		
Occupational Injuries and Illness: Total Recordable Case Incident Rates (TRCIR) (per 200,000 working hours).	.07 2022	.12 2023	.2* 2024
Occupational Injuries and Illness: Colleague fatalities.	0 2022	0 2023	0* 2024

* As of September 30, 2024.

USE OF FORWARD-LOOKING STATEMENTS

For purposes of our TriNet Environmental, Social and Governance Report (ESG Report), the terms “TriNet,” “the company,” “we,” “us,” and “our” refer to TriNet Group, Inc., and its subsidiaries. This report contains statements that aren’t historical in nature, are predictive in nature, or that depend upon or refer to future events, conditions, or otherwise contain forward-looking statements within the meaning of Section 21 of the Securities Exchange Act of 1934, as amended, and the Private Securities Litigation Reform Act of 1995. Forward-looking statements are often identified by the use of words such as but not limited to “ability,” “anticipate,” “believe,” “can,” “continue,” “could,” “design,” “estimate,” “expect,” “forecast,” “hope,” “impact,” “intend,” “may,” “outlook,” “plan,” “potential,” “predict,” “project,” “seek,” “should,” “strategy,” “target,” “value,” “will,” “would,” and similar expressions or variations intended to identify forward-looking statements. Examples of forward-looking statements include among others: the impact of our environmental policies, programs and initiatives and our ability to continue them in the future; the impact of our social policies, programs and initiatives and our ability to continue them in the future; the impact of our security and privacy policies, programs and initiatives and our ability to continue them in the future; the impact of our governance policies, programs and initiatives and our ability to continue them in the future; our ability to meet our goals and the resulting impact; the impact of expanding our workforce outside of the U.S.; the impact of increased domestic and international travel; the impact of significant risks or opportunities arising from climate change; the impact of the

growth of the global PEO service market; the impact the policies, programs and initiatives described in this report will have, if any, on our financial performance.

Important factors that could cause actual results, level of activity, performance, or achievements to differ materially from those expressed or implied by these forward-looking statements are discussed throughout this report and in the risk factors and other disclosures we provide in our most recent Annual Report on Form 10-K and our most recent Quarterly Reports on Form 10-Q filed with the U.S. Securities and Exchange Commission (SEC), and other periodic filings we make with the SEC. Any of these factors could cause our actual results to differ materially from our anticipated results.

Forward-looking statements are not guarantees of future performance but are based on management’s expectations as of the date of this report and assumptions that are inherently subject to uncertainties, risks and changes in circumstances that are difficult to predict. Forward-looking statements involve known and unknown risks, uncertainties and other factors that may cause actual results, performance, or achievements to be materially different from our current expectations and any past results, performance, or achievements. Given these risks and uncertainties, readers are cautioned not to place undue reliance on such forward-looking statements. The information provided in this report is based on the facts and circumstances known at this time and any forward-looking statements made by us in this report speak only as of the

date of publication. We undertake no obligation to revise or update any of the information provided in this report, except as required by law. Website references and hyperlinks are provided in this report for convenience only and the contents of such websites are not being incorporated into this report.

IMPACT STARTS WITH YOU.

THANK YOU.

We are grateful to all colleagues who helped build our 2024 ESG Report. To see all those who were part of the ESG working group—those who were directly responsible for putting this report together—please visit our [ESG Report website](#).

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As the executive sponsor of our ESG program, I want to extend my heartfelt gratitude to everyone who contributed to this report. Your dedication and hard work have been instrumental in showcasing our core values and commitment to our clients.

These reports capture incredible moments, share exciting developments and data, and identify opportunities for improvement. TriNet’s ESG program also fosters an environment where colleagues can grow both personally and professionally. I am proud of how we’ve empowered our colleagues and focused on telling the story of a company dedicated to building upon our foundation of trust. This foundation will guide our future ESG efforts, ensuring we continue to create meaningful, lasting impacts for our clients and communities.”



Sidney Majalya

Senior Vice President,
Chief Legal Officer and Secretary