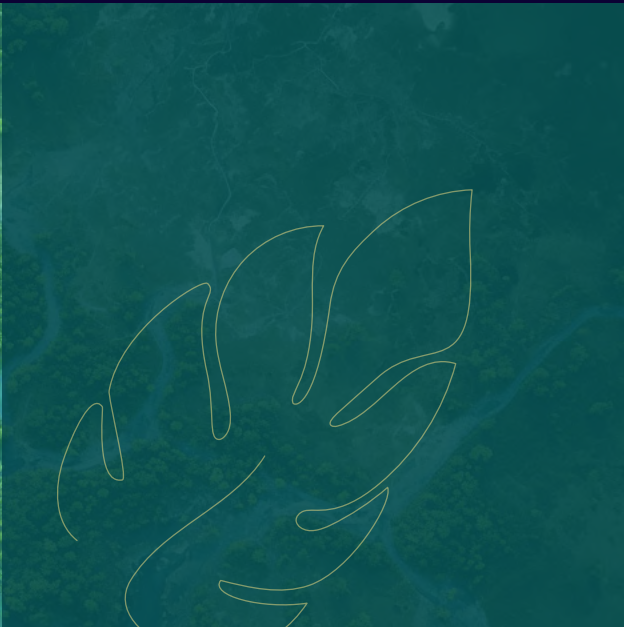


TRINET'S 2025 STAKEHOLDER IMPACT REPORT



trinet™

INTRODUCTION



Mike Simonds

President and Chief
Executive Officer (CEO)

“At TriNet, our purpose is clear: to enable growth in small and medium-size businesses by removing HR complexity. These businesses fuel our nation’s economic engine. They create jobs that transform lives and drive innovation across a multitude of industries including medicine, technology and manufacturing—often more boldly than the largest enterprises. Our purpose at TriNet is worthwhile, and to fulfill it consistently now and into the future, we work hard to embed responsible business practices in every decision, big and small.

Our customers, colleagues, partners and investors have placed their trust in us. That trust includes an expectation that we will act responsibly when it comes to understanding our environmental impact, fostering an inclusive workplace and upholding strong governance practices.

These efforts help us attract and develop the best talent. They push us to be efficient and effective in our business practices. They help us deliver exceptional value to our stakeholders today and long into the future.

I want to thank my dedicated colleagues who contribute every day to the ongoing story told in this report and invite you to join us on this journey as we continue to lead with purpose.”

“As we present this year’s Stakeholder Impact Report, our focus is on transformation—how TriNet is elevating experiences for our customers and colleagues while staying true to our mission and values. Over the years, our approach has evolved, but one constant remains: our commitment to building trust and creating meaningful impact for those we serve.

This report reflects that journey and our belief that progress is never finished. We are always asking how we can keep being better—more responsive, more innovative and more aligned with the needs of our stakeholders. That mindset drives us forward and ensures that every step we take builds on the foundation of integrity and purpose.

Equally important, this report is the result of incredible collaboration across TriNet. Our in-house working group—made up of colleagues from across the organization—has been instrumental in shaping the content, themes and stories you’ll find here. Their dedication and creativity have brought this report to life, and we’re proud to share the outcome of their efforts.

We hope this report energizes your own efforts, and we look forward to sharing our continued progress as we strive to improve together and deliver meaningful value for our clients, colleagues and communities.”



Mathew Ted Thomas

Chief of Staff,
Legal and Compliance
Stakeholder Impact Program Lead

WELCOME!

ABOUT US AND THIS REPORT

Earlier this year, [TriNet \(NYSE: TNET\)](#) unveiled a new brand campaign: *Your Path, Our Purpose*. As part of our broader People Matter organizing principle, this campaign celebrates the unique journeys of our customers—how they drive change, spark innovation and uplift their communities and employees. We know that our customer success starts when purpose meets action. That same spirit runs through this report. At TriNet, transformation isn't just something we talk about—it's something we live every day.

Throughout the year, across teams, time zones and touchpoints, we're evolving to meet the needs of our stakeholders—customers, colleagues, communities and shareholders. We hope this report is a reflection of that journey—not just where we've been, but where we're headed. That is why we've chosen to call this our *Stakeholder Impact Report*, a name that better captures the spirit and scope of our commitment from day one. It reflects the groups of people we have been focused on since our first report.

You'll also notice something different this year. Instead of organizing our impact into our historic environmental, social and governance categories, we've taken a more integrated approach. Why? Because the work we do doesn't fit neatly into silos. Our sustainability efforts influence how we show up in communities. Our governance practices help shape how we innovate. Our cyber strategy protects not just data, but trust. It's all connected—and that's the story we want to tell this year.

This report brings together the voices, actions and ideas that drive change across our organization. It's about how we're building a future that's more dynamic, more resilient and more aligned with the people who count on us. Whether you're a customer, a colleague, a partner or a shareholder, we hope you see yourself in these pages—and see how your trust fuels our evolution.

Thanks for being part of the journey. We hope this report offers inspiration and useful insights to our stakeholders. Please [reach out to us](#) with your feedback. We'd love to hear from you.

Thank you,

The TriNet Team



WHAT WE'RE ALL ABOUT

TriNet is a leading provider of human resources solutions for small and medium-size businesses, offering advanced technology-enabled services that include human capital expertise, employee benefits such as health insurance and retirement plans, payroll and payroll tax administration, risk mitigation, and compliance consulting.

Our long-term objective is to be the premier provider of HR services for a broad range of SMBs through industry leading benefits, sales distribution excellence and a world class services delivery model. For more information, visit [TriNet.com](#) or follow us on Facebook, LinkedIn and Instagram.

You can learn even more about TriNet and the customers we serve by visiting our [Investor Relations page](#).

OUR 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

REAL STORIES. REAL RESULTS.

See how TriNet [supports clients' HR](#) needs, freeing them to achieve what matters most.

~331K

worksite employees as of
9/30/2025**

\$73B

payroll and payroll taxes
processed for our clients as of
12/31/24*

¹ 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, 2025. 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](#).

* Learn more in our [Form 10-K](#).
** A worksite employee is co-employed by, or otherwise receiving services from a TriNet PEO (professional employer organization) entity. Learn more in our [Form 10-Q](#).

MEET THE STAKEHOLDER IMPACT TRACK LEADS



“TriNet’s commitment to sustainability continues to be integrated into the fabric of our enterprise. As we publish our fifth annual Stakeholder Impact Report, I’m proud to see how our organization continues to elevate environmental stewardship, social responsibility and strong governance across business functions.

As Environmental Track Lead, I’m inspired by the momentum and engagement I see throughout our enterprise. Through our stakeholder impact report volunteers, the Green Team colleague resource group (CRG) and other cross-functional initiatives, our collective efforts are shaping a more sustainable path for our company, our clients and our communities. I look forward to building on this foundation as we continue to grow and lead with purpose.”

Leslie Werle

Lead Security Analyst,
Stakeholder Impact Report
Environmental Track Lead
Co-Lead, Green Team CRG



“The social elements of our stakeholder impact strategy reflect the deep and lasting impact we can have on one another, our community and our clients. It reflects our commitment towards fostering engagement, enabling purposeful work and embracing a leadership mindset rooted in empathy, accountability and inclusion. Through continuous development and living our TriNet CORE values, we are driving meaningful transformation, building a stronger organization and creating a culture where people thrive, grow and contribute to something bigger than themselves. This is where meaningful change begins.”

Kim Stroud

People Business Partner,
Director
Stakeholder Impact Report
Social Track Lead



“Strong governance is the compass on the road to success—guiding every turn with clarity, so even the longest journey feels purposeful. Said another way, governance gives us the structure and direction to stay aligned and make decisions that reflect transparency and accountability. This report showcases our commitment to that journey, so we’re proud to share how far we’ve come and what lies ahead. Every TriNet colleague played a role in driving this progress, ensuring that together we stay the course toward a future defined by sustainable growth and stakeholder trust.”

Dafni LeFlore

Director, Enterprise Risk
Management
Stakeholder Impact Report
Governance Track Leader



“Security is a human challenge. People are not the problem—they are the solution. What I value most in my role is the opportunity to reshape how we address human cyber risk, using data, empathy and behavioral science. As part of the Global Security team, I’m proud to support our collective efforts to stay vigilant against cyber threats and foster a culture of awareness. Our work in human risk management helps reduce risky behaviors and strengthens our foundational commitment to customer trust through the responsible handling and protection of their data.”

Wendie Carter

Senior Security Manager
Stakeholder Impact Report
Cyber Track Lead



“Our Stakeholder Impact Report is more than a document—it’s our story. It reflects how our work touches lives, strengthens communities and builds lasting relationships. Through transparency and accountability, we foster trust and demonstrate that success isn’t just measured in financial terms, but in the meaningful difference we make in people’s lives.”

Michelle Ulman

Senior Business Process
Analyst
Stakeholder Impact Report
Operations Track Lead

TABLE OF CONTENTS

INTRODUCTION	2	TRANSFORMING THE WORKPLACE EXPERIENCE	12	Building a Safer Future For Clients and Worksite Employees	24	ELEMENTS OF SUSTAINABLE GROWTH	33
Welcome! About Us and This Report	3	TRANSFORMING TOGETHER	12	Safety Training Through TriNet Learn	24	RECOGNITION OF EXCELLENCE	33
Meet the Stakeholder Impact Track Leads	4	COLLEAGUE SAFETY AND WELL-BEING	13	Privacy and Security by Design	25	WHERE IN THE WORLD IS TRINET?	34
Table of Contents	5	Supporting Holistic Well-Being	13			Atlanta Center	34
SUPPORTING THE PLANET & THE COMMUNITIES WE SERVE	6	Promoting Well-Being Through Wellness Programs	14	GOVERNANCE IN ACTION: LEADING WITH INTEGRITY	26	Opening of the Atlanta Center: A Strategic Investment in Talent and Innovation	34
ONE PLANET. YOUR PATH. OUR PURPOSE.	6	Expanding Access to Innovative Health Solutions	14	STRATEGIC GOVERNANCE: EMPOWERING STAKEHOLDERS THROUGH RISK-CONSCIOUS STEWARDSHIP	26	Enabling Hybrid Work at Scale	35
SUSTAINABLE OPERATIONS	7	Thrive: Digital Physical Therapy For Pain Relief	14	BOARD OVERSIGHT	27	Continue Focus on Remote Workforce	35
Environmental Sustainability Policy	7	Bloom: Pelvic Health Support For Women	14	Leadership That Mirrors Our Mission	27	WHERE IN THE WORLD IS TRINET?	36
Climate Related Risks and Opportunities	7	Move: Whole-Body Wellness For Everyday Aches	14	Strategic Governance Through Perspective and Independence	27	Hyderabad Location	36
GREEN TEAM	8	Celebrating Data Privacy Day and Cybersecurity Awareness Month	15	Stockholder Access to the Board	27	Creche Facility Reimbursement	36
TRAVEL	9	Spotlight: AI-Forward—Innovation with Integrity	16	ENTERPRISE RISK MANAGEMENT	28	Fostering Belonging Through Culture, Connection and Celebration	37
Domestic Travel	9	COLLEAGUE ENGAGEMENT SURVEY: TRANSFORMING HOW WE LISTEN TO COLLEAGUES	17	What is Enterprise Risk Management?	28	Committee Overviews	37
International Travel	9	CULTURE OF BELONGING: ONE TRINET	18	CONTINUED MATURATION OF OUR SECURITY PROGRAM AND CONTROL CAPABILITIES	29	Organizational Representation	38
Partnership with Uber for Business	9	Empowering CRGs Via Our Inaugural CRG Summit	18	Improving Data Fairness and Transparency	29	Supplier Diversity Policy	39
PAPER REDUCTION EFFORTS	9	2025 Build Week	18	Maintaining a Privacy and Security Aware Culture	29	PROFESSIONAL GROWTH WITHIN TRINET—TRANSFORMING CAREERS	39
DRIVING CHANGE THROUGH COMMUNITY IMPACT	10	Bridges to Accessibility Inclusion	18	Compliance Office	30	A Launchpad for Career Success	39
Social Responsibility, Community and Engagement	10	Spotlight: Colleague Resource Groups	19	Making Compliance Accessible	30	Spotlight: TriNet Ascend	40
TriNet Foundation: Expanding Impact Through a Pillar-Based Approach	10	CUSTOMER-CENTERED INNOVATION	20	Helping TriNet Do Business the Right Way	30	INTERNAL MOBILITY	41
Community Relief and Engagement Highlights	10	DESIGNING OUR FUTURE ON A FOUNDATION OF OUR CUSTOMER NEEDS, PRIVACY AND SECURITY	20	Spotlight: Strengthening Partnership Integrity Through Screening	31	WHAT IT MEANS TO BE A LEADER AT TRINET	41
Palisades Wildfire Relief	10	LEAD WITH THE CUSTOMER-BENEFITS EDUCATION—A PERSONALIZED EXPERIENCE	21	Anti-Money Laundering & Fraud Prevention Program	31	OUR APPROACH: SASB STANDARDS	42
Historically Underrepresented Businesses	10	COMMITTING TO EXCELLENCE—SUPPORTING CUSTOMERS WITH TRANSFORMATION	22	CSR Governance in India	31	USE OF FORWARD-LOOKING STATEMENTS	43
Colleague Volunteerism	11	Lead with the Customer—Self Service Enhancements	22	GOVERNMENT RELATIONS	32	THANK YOU	44
Supporting Our Own: TriNet Colleague Assistance Fund	11	Spotlight: What's Your Purpose	23				
Empowering Women in India	11	WORKPLACE HEALTH & SAFETY	24				
Adopting an Elementary School Classroom	11						
Children's Village, Touch a Life and Volunteering Efforts	11						

SUPPORTING THE PLANET & THE COMMUNITIES WE SERVE

ONE PLANET. YOUR PATH. OUR PURPOSE.

TriNet continues its efforts to foster environmental awareness and positive community engagement. By aligning sustainable efforts with social responsibility, TriNet strives to empower SMBs, their employees and the broader society—showcasing our dedication to making a meaningful difference.

As a trusted partner in supporting the growth and success of SMBs, TriNet knows that a sustainable future is essential for the path of our customers, colleagues and communities that we serve. We recognize that long-term success—for people and businesses alike—is shaped by the health of the planet we all share. By considering thoughtful practices and purposeful action, we hope to reduce our environmental impact where possible and help preserve the world for generations to come.

As a leading provider of HR solutions, TriNet may not manage raw materials or operate large-scale facilities—but we recognize that we can still make an impact in protecting the environment. Our Green Team CRG champions sustainability initiatives across the company, helping to raise awareness and drive action. We also strive to make intentional choices in areas we can influence—such as engaging with vendors to understand what guardrails, if any, they have to minimize their adverse impact on the environment and comply with all environmental laws, regulations and standards in the countries in which they operate, as well as promoting digital-first practices to reduce paper use and encouraging sustainable behaviors among colleagues in the office and at home.



Tatra Mountains, Poland

SUSTAINABLE OPERATIONS

ENVIRONMENTAL SUSTAINABILITY POLICY

TriNet’s Environmental Sustainability Policy reflects our sustainability commitments. TriNet adopted this new policy in late 2023 and is on a multi-year journey to develop and implement the commitments articulated, particularly in areas such as measurement, target setting and performance reporting. We strive to operate in a manner that is environmentally responsible and aligns with our core values.



TRINET’S SUSTAINABILITY COMMITMENTS

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

TriNet’s sustainability commitments are explained in greater detail in our [Environmental Sustainability Policy](#).

COLLEAGUE OPPORTUNITIES

- Green Team CRG membership
- Paperless document options
- Sustainable travel options
- Use of reusable drinkware and kitchenware

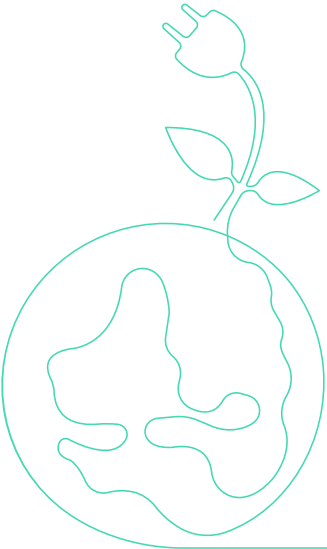


Climate Related Risks and Opportunities

Given our business as a provider of HR solutions in a low-carbon intensive sector, we have not identified 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. In addition, we are doing preparatory work to meet certain regulatory requirements that we anticipate will inform our perspective around climate risks and opportunities. See, [Getting Reporting-Ready](#).



Electric car charging stations are available at four of our six leased offices, enabling our employees to reduce their GHG emissions while commuting to our Dublin, Austin, Atlanta and Hyderabad sites.

GREEN TEAM

Now in its fifth year, our Green Team CRG continues to grow, with approximately 120 members—an increase year-over-year as a percentage of our total workforce. The Green Team’s overarching goal for 2025 was to collaborate with other CRGs and teams across the organization to share and drive forward environmentally focused ideas and solutions.

The Green Team has led or partnered on the following initiatives this year:

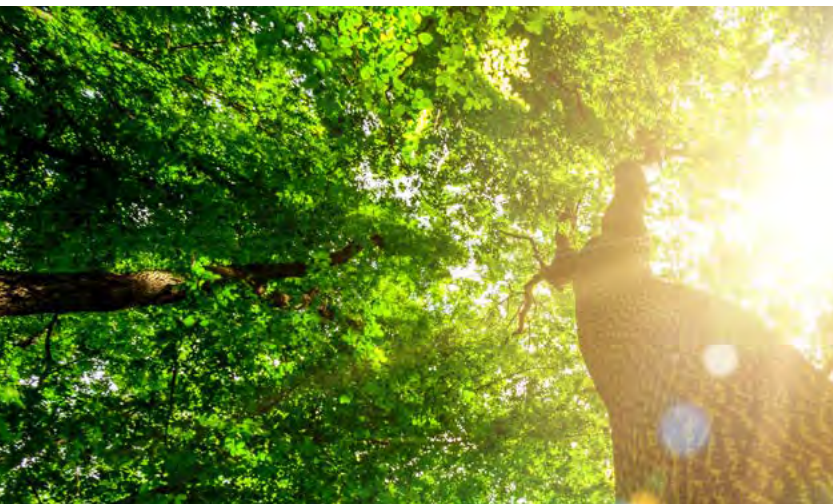
- Participated in department-wide “All Hands” meetings to share insights on sustainability and promote the Green Team’s mission
- Hosted an “Inclusion Earth Day Festival” featuring seven CRGs, each sharing sustainability practices rooted in their unique cultural perspectives
- Led a [BUILD session](#) titled “Mosaic Magazine Bowls” to teach colleagues how to creatively up-cycle waste into functional art (learn more about [BUILD and other BUILD sessions](#)).
- Facilitated an AI impact session exploring the environmental implications of artificial intelligence technologies
- Collaborated with the Global Workforce Team to establish sustainable practices for the new Atlanta office and support the corporate “Centers of Gravity” initiative. [Learn more](#) about this initiative.



Green Team CRG continues to grow with a membership of **~120*** colleagues.

* As of November 1, 2025.

“As a member of TriNet’s Green Team CRG leadership, we have continued to see growth and positive engagement from colleagues in 2025. Our group has been intentionally collaborating with other enterprise areas to increase focus on sustainable practices, paperless documentation, good stewardship of resources and review of new technologies and initiative impacts including AI and workforce “Centers of Gravity.” We continue to drive synergy between organizational growth strategies and corporate responsibility.”



“We can’t support people if the planet we live on isn’t preserved.”



Tony Hazel
Senior Accountant & Treasurer
of the Green Team CRG

TRAVEL

As part of our sustainability commitments in our Environmental Sustainability Policy, we monitor business travel and assess where we can spare miles and nights through more efficient travel strategy or collaboration tools.

DOMESTIC TRAVEL

In 2025, our domestic air travel and hotel stays have dipped slightly compared to 2024, yet flight activity remains above pre-pandemic levels. While the majority of our workforce continues to operate remotely, we’re prioritizing hiring in the Atlanta area, our new **center of gravity**, to support evolving business needs. This shift aligns with our transition to a value stream model which emphasizes regular in-person collaboration among team members. We anticipate that these changes will help balance our travel demands over time.

INTERNATIONAL TRAVEL

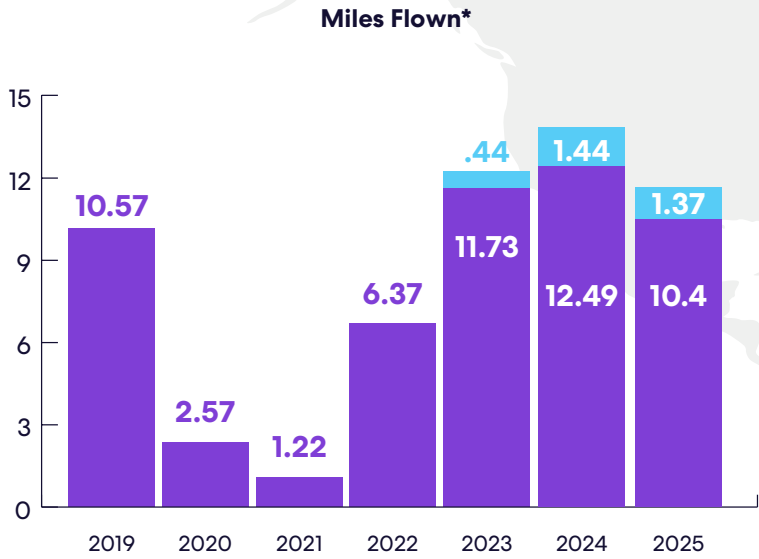
International travel miles and hotel nights remained steady from 2024 to 2025. The opening of a new floor in our Hyderabad office contributed to a slight increase in travel this year. However, with a new country leadership team in place and an expanded local team, we expect travel miles and hotel nights related to international trips to remain consistent with fewer one-off travel needs going forward.

PARTNERSHIP WITH UBER FOR BUSINESS

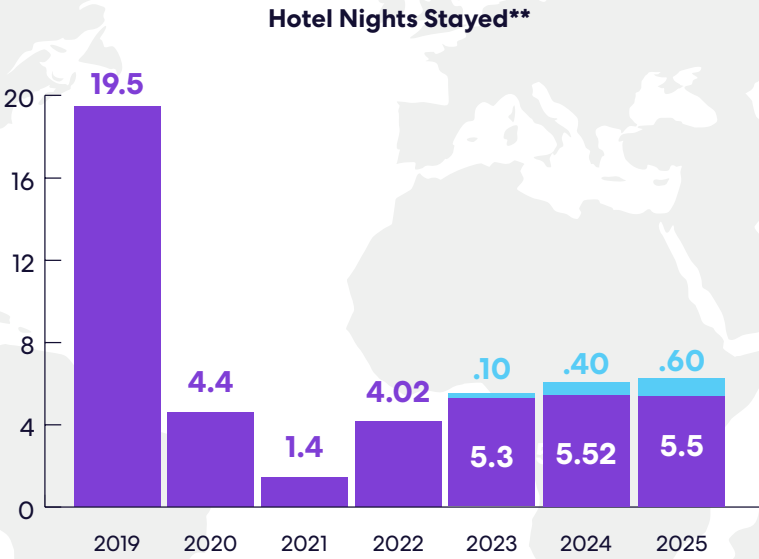
In our second full year of utilizing Uber for Business, we have seen a 45% increase in colleagues’ use of green ride options* compared to last year. We will continue tracking Uber mileage and green rides, and this year we’ll send additional reminders to colleagues about choosing green ride options when requesting an Uber in eligible areas.

PAPER REDUCTION EFFORTS

We remain committed to increasing digital adoption across our workforce and customer base helping to reduce paper waste and support more sustainable business practices. We continue to send annual reminders to worksite employees and colleagues regarding opting-in for electronic W2s, direct deposit payroll and our pay card options.

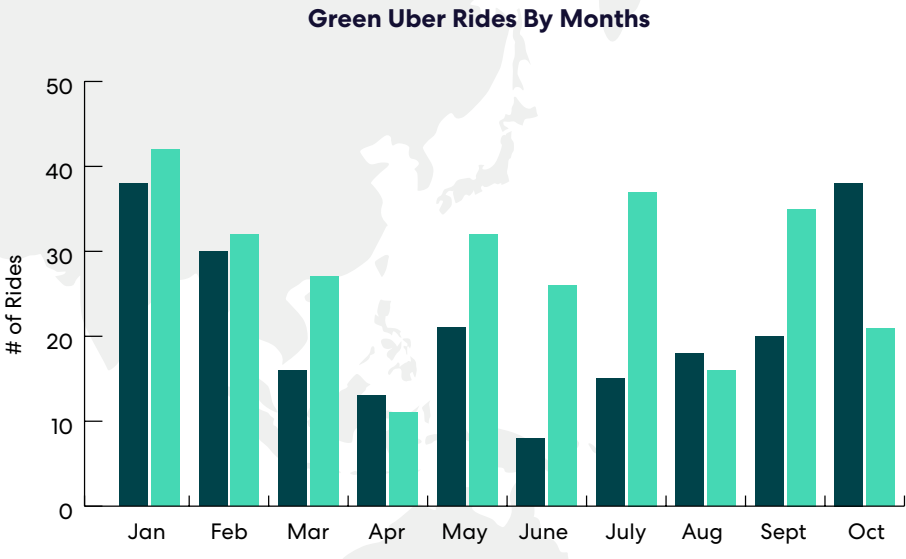


* In the millions. 2025 figures are extrapolated through year-end based on data as of November 1, 2025.



** In the thousands. 2025 figures are extrapolated through year-end based on data as of November 1, 2025.

Domestic International



2024 2025

* Hybrid or fully electric vehicles that meet Uber’s standard vehicle requirements. Note: Green ride options via Uber for Business are not available in all cities at the time of this report’s initial publication.

DRIVING CHANGE THROUGH COMMUNITY IMPACT

SOCIAL RESPONSIBILITY, COMMUNITY AND ENGAGEMENT

At TriNet, we believe that driving meaningful impact in the communities where we live and work is a key driver of trust and our long-term success with our stakeholders. In 2025, we significantly expanded our community engagement and social responsibility efforts through the [TriNet Foundation](#) and targeted philanthropic partnerships, new colleague support programs and policy enhancements designed to foster inclusion, well-being and resilience.



TRINET FOUNDATION: EXPANDING IMPACT THROUGH A PILLAR-BASED APPROACH

In 2025, the TriNet Foundation broadened its philanthropic strategy by adopting a pillar-based framework inspired by key United Nations Sustainable Development Goals (SDGs). This approach facilitates meaningful impact in areas that matter to our colleagues and communities:

ENTREPRENEURSHIP ACCESS AND EMPOWERMENT

Supporting entrepreneurial initiatives and providing access to resources and opportunities.

EDUCATION AND CAREER READINESS

Enhancing education programs, preparing individuals for career success.

HUMANITARIAN RELIEF AND RECOVERY

Supporting poverty alleviation, peace, justice and institutional recovery.

HEALTH EMPOWERMENT AND WELL-BEING

Fostering zero hunger, improved health and community wellness initiatives.

ENVIRONMENTAL STEWARDSHIP

Advocating for clean water and sanitation, clean energy, sustainable cities, responsible consumption, climate action and biodiversity preservation.

COMMUNITY RELIEF AND ENGAGEMENT HIGHLIGHTS

Palisades Wildfire Relief

Following the devastating California Palisades wildfire in January, the TriNet Foundation made a significant donation to the Westside Food Bank (WSFB) to aid in recovery. WSFB has shared that through the collective commitment of TriNet and a broad network of donors:

- WSFB saw a **30% year-over-year increase** in visits to mobile food markets and food pantries
- **2.8 million pounds of food** were distributed between January and June 2025
- Monthly **emergency resource fairs** provided food boxes, hygiene kits, diapers and baby supplies
- On-site services supported **CalFresh registration**, job placement and trauma-informed care
- Funding enabled essential **equipment rentals**, such as a Penske truck and forklift
- Additional staff and **overtime resources** ensured timely service delivery to thousands of affected residents
- **Volunteer packing days** were organized and supplies were distributed.

Learn more about [Westside Food Bank's](#) efforts to distribute food to local agencies with food assistance programs.

HISTORICALLY UNDERREPRESENTED BUSINESSES

Focusing on the SMB community, TriNet connects historically underrepresented businesses (HUBs) with resources to support their growth and enable their people. [Learn more](#) about our HUB program and access resources and content.

With the collective support from TriNet and other donors,

2.8m

pounds of food was distributed by Westside Food Bank to victims of the Palisades wildfire and others in need between January and June 2025.



COLLEAGUE VOLUNTEERISM

TriNet colleagues engaged in hands-on volunteer initiatives, such as community clean-up efforts and charitable activities during corporate events.

Supporting Our Own: TriNet Colleague Assistance Fund

In January 2025, TriNet launched the **Colleague Assistance Fund**, building on TriNet's prior Disaster Relief Program to provide financial support to colleagues facing unexpected hardship. The fund, administered confidentially by America's Charities, extends support across our global footprint, including the U.S., Canada, India and Poland.

Eligible events include natural disasters, illness, accidents, house fires or incidents of violent crime. Key highlights include:

- Aid of up to **\$2,500 per primary household**, aligned with program guidelines
- Rapid deployment of relief in response to **natural disasters in Florida and California**
- Global accessibility ensures support reaches our diverse and international workforce

Empowering Women in India

Through strategic partnerships with **Touch a Life Foundation** and **SOS Children's Villages**, TriNet supported the **India Women's Program**, providing access to education, life skills and career development resources. These programs are helping to equip women and girls in underserved regions with the tools they need to achieve independence and long-term stability.

Adopting an Elementary School Classroom

Colleagues in the Health Plan Pricing (HPP) team of Insurances Services adopted an elementary school classroom just prior to winter break. The school is a Title I school, meaning they receive federal funding to help students from low income families succeed. HPP colleagues used their time and resources to ensure that each student has a new backpack filled with school necessities, snacks and a few toys to help them start the winter break off right.



CHILDREN'S VILLAGE, TOUCH A LIFE AND
VOLUNTEERING EFFORTS



SOS Children's Village of India
International Foundation (Family)
Financial Contribution and Volunteering

Through financial support and employee-led workshops, TriNet India provided a nurturing environment for children without guardians, including board games sessions and educational excursions to stimulate cognitive growth.



Touch a Life
Local community (Girls Education)
Financial Contribution and Volunteering

Recognizing the multiplier effect of educating girls, the company empowered young women through career coaching by TriNet colleagues, scholarships, mentorship and leadership programs. Notably, a cybersecurity training initiative—conducted by employees from both India and the U.S.—was met with enthusiastic participation and success.



Future Together
Community Outreach
Volunteering

This organization promotes colleague volunteering through blackboard painting for schools, meal support, animal welfare and community outreach, all with the goal of fostering empathy and social responsibility.



TRANSFORMING THE WORKPLACE EXPERIENCE

TRANSFORMING TOGETHER

Our people drive our purpose. Whether supporting clients with their business transformation, growing careers internally, building community through our CRGs or volunteering in neighborhoods where we live and work, our commitment to people-first impact shines through.

Today, our TriNet community spans across 47 states in the U.S., reflecting our expansive national presence and the breadth of talents and perspectives that make us stronger. We are especially proud of our recent focus on Atlanta—an emerging hub of innovation—and our growing team in Hyderabad, India, which brings valuable global insights and expertise to our organization. These diverse locations underscore our belief that belonging knows no boundaries, and that our strength comes from embracing the unique backgrounds and experiences of our colleagues, wherever they are.

This year marked a pivotal transformational shift for TriNet—one defined by innovation, inclusion and intentional growth. From launching new centers of gravity to expanding wellness programs and embracing AI, our transformation reflects a commitment to our people and our purpose.

We remain dedicated to listening deeply to our employees, creating inclusive policies and supporting their growth and well-being. By doing so, we empower our teams to meet the demands of a rapidly changing world and to drive our mission forward with passion and integrity.

“The world continues to shift in remarkable and unpredictable ways. Economic headwinds, rapid technological change and evolving social expectations challenge organizations to adapt and grow. At TriNet, we see these changes as opportunities to reaffirm what sets us apart—our commitment to building a workplace where every colleague feels they truly belong. Navigating today’s complexities requires agility, empathy and purpose. Our people are at the heart of everything we do, and we strive to ensure our colleagues feel valued, heard and celebrated. Belonging strengthens TriNet at every level. It drives innovation, collaboration and resilience while helping us attract top talent, embrace diverse perspectives and inspire collective success. Together, across the nation and around the world, we’re shaping a future where everyone at TriNet can thrive and serve our customers and communities.”



Catherine Wragg
Chief People Officer

COLLEAGUE SAFETY AND WELL-BEING

The health and well-being of our colleagues is just as important to us as the safety of our clients and our worksite employees. Our most important resource is the group of colleagues that work for TriNet. They are critical to supporting our clients and their employees. The health and wellbeing benefits available to colleagues reinforce that TriNet is dedicated to delivering incredible colleague experiences that embody our One TriNet culture, while upholding our mission, vision and core values.

Key safety initiatives for colleagues include ergonomic assessments, office safety support, self-assessment training and an emergency response team.

SUPPORTING HOLISTIC WELL-BEING

Supporting holistic well-being is essential to achieving our business objectives. When employees are physically healthy and mentally resilient, they are more engaged, focused, and intentional in their work. This translates into stronger performance, deeper collaboration, and a more innovative and productive workplace culture.

By offering comprehensive and customizable benefits that address both physical and mental health, we empower our colleagues to bring their best selves to work. These resources are not just perks—they are strategic investments in our people that drive retention, and reduce burnout, which aligns with our commitment to a thriving, high-performing organization.



ERGONOMIC
ASSESSMENTS

The Risk Mitigation team conducts assessments for home-based staff and approves non-industrial grade furnishings to support remote work ergonomics.

OFFICE SAFETY
SUPPORT

The Safety and Security team ensures physical safety in office locations, including the new Atlanta office, where updated safety protocols and adjustable commercial-grade furniture have been implemented.

SELF-ASSESSMENT
TRAINING

Office-based staff receive training to perform basic ergonomic assessments, empowering them to maintain safe workstations.

EMERGENCY
RESPONSE TEAM

In our new Atlanta office, colleagues are invited to take an active role in this safety team focused on building a safe, collaborative and supportive workplace through specialized training on CPR and defibrillator use, emergency coordination, medical aid and rapid response procedures during incidents.

**YOUR BENEFITS
AND WELLNESS
MATTER**



We've expanded our wellness offerings through partnerships with Ompractice and Sword Health. Programs like Thrive, Bloom and Move provide personalized digital care. For a comprehensive view of the colleague Total Reward package, see our [2024 ESG Report](#).

PROMOTING WELL-BEING THROUGH WELLNESS PROGRAMS

TriNet supports colleague well-being by offering free access to live, interactive fitness and mindfulness classes through our partnership with Ompractice. This inclusive platform



provides more than 100 weekly classes—such as yoga, meditation and Tai Chi—designed to reduce

stress, improve physical health and promote mindfulness.

The program is available to all colleagues and their adult household family members, reinforcing our commitment to holistic health and inclusive wellness.

EXPANDING ACCESS TO INNOVATIVE HEALTH SOLUTIONS

As part of our commitment to supporting the health and well-being of our colleagues, TriNet is pleased to introduce three new digital health programs from Sword Health, available at no additional cost to colleagues enrolled in TriNet-sponsored Aetna medical benefits. These clinically backed programs are designed to address a wide range of physical health needs—from chronic pain to pelvic health—through personalized, at-home care guided by licensed physical therapists.

THRIVE: DIGITAL PHYSICAL THERAPY FOR PAIN RELIEF

Thrive offers clinically proven treatment for back, joint and muscle pain through a personalized digital physical therapy program. Colleagues are paired with a licensed physical therapist and supported by easy-to-use technology that is intended to reduce pain.



BLOOM: PELVIC HEALTH SUPPORT FOR WOMEN



Bloom is a comprehensive digital pelvic health program designed for women experiencing urinary leaking, bowel disorders and chronic

pelvic pain. Guided by clinical experts, Bloom supports all life stages—including pregnancy, postpartum and menopause.

MOVE: WHOLE-BODY WELLNESS FOR EVERYDAY ACHES

Move is a full-body movement program tailored to help colleagues overcome daily



aches, prevent injuries and build sustainable wellness habits. With personalized plans and support from a doctor of physical therapy, Move empowers users to improve their physical health and stay motivated.



CELEBRATING DATA PRIVACY DAY AND
CYBERSECURITY AWARENESS MONTH

Cybersecurity Awareness Month and Data Privacy Day offer powerful opportunities to not only spotlight how TriNet protects its data and systems, but also to shape lasting behavioral changes among colleagues. Each October, TriNet observes Cybersecurity Awareness Month with engaging, interactive programs, like guest speakers from law enforcement, that go beyond simply informing. Our work around this month supplements cybersecurity awareness training to our colleagues which is offered to employees at least annually. These initiatives are designed to influence how colleagues think and act, using varied formats to reinforce key messages and condition strong security reflexes. Similarly, in January, TriNet marks National Data Privacy Day by actively reminding colleagues of practical ways to safeguard sensitive data. The goal isn't just awareness; it is to embed secure habits that make every colleague a resilient last line of defense.

To celebrate Cybersecurity Awareness Month in 2025, TriNet transformed every workstation background into a visual reminder of our shared responsibility. Just like your favorite 80s video game, every click counts. This background reminds us that strong security habits make each of us a hero in TriNet's cyber defense!



2025 Cybersecurity Awareness Month workstation background



Members of TriNet's Privacy team



“As stewards of risk and governance, we view security as a continuous, integrated responsibility essential to driving trust, resilience and long-term value. In a landscape defined by rapid innovation and rising stakeholder expectations, we embed accountability, ethical decision-making and data integrity into every aspect of our operations. Our commitment to our Stakeholder Impact reinforces this approach, ensuring our security practices support sustainable progress and responsible growth—for our people, our clients and the communities we serve.”

Chetana Sankhye
Executive Director, Security



“Privacy is not just a policy—it’s a promise rooted in respect, responsibility and resilience. At TriNet, privacy is more than a compliance requirement—it is a reflection of our core values and a catalyst for trust. In a world where data fuels innovation, we lead with integrity by embedding privacy into every layer of our operations. Our commitment to protecting personal information empowers our colleagues, clients and partners to thrive in a secure, respectful and resilient digital environment. This is how we honor the trust placed in us—and how we shape a future where compliance and progress go hand in hand.”

Letha Posinski
Privacy Compliance Manager

AI FORWARD—INNOVATION WITH INTEGRITY

At TriNet, we believe the most powerful innovations are the ones that empower people. In July 2025, we launched the AI Forward initiative, a company-wide movement dedicated to responsibly harnessing the power of artificial intelligence. This initiative is more than a technology strategy; it is a cultural commitment to empower every colleague to innovate with purpose.

In a few months, AI Forward has grown into a vibrant community of more than 700 colleagues, with over 160 volunteer “champions” leading the charge. Colleagues are encouraged to join the initiative and help identify potential opportunities and use cases for AI to improve service delivery and efficiency across all our operations. This inclusive approach ensures that our AI journey is shaped by diverse perspectives from every corner of our business, keeping our people and the clients we serve at the center of our strategy.

Our commitment to responsible innovation is grounded in a robust governance framework that puts trust, security and ethics first.

- **Environmental:** As we build for the future, we are committed to sustainable innovation. The AI Forward initiative includes efforts to build and deploy AI-supported tools efficiently, with a focus on optimizing technology resources to minimize our environmental footprint.
- **Social:** Our initiative is fundamentally social, focused on fostering AI literacy and inclusion across the company. Through community-led training, we are upskilling our workforce and ensuring that the benefits of AI are accessible to all, safeguarding the data and dignity of our clients and their worksite employees.
- **Governance:** A multi-disciplinary governance board, with leaders from technology, legal, compliance and security, ensures every AI use case aligns with our core values and ethical principles. Our AI-ML Governance and Acceptable Use Policy, guided by the National Institute of Standards and Technology AI Risk Framework, embeds privacy and security into the DNA of our development process.

For information on our approaches to AI, refer to the “Security by Design” and “Third-Party Risk Management” sections of the [TriNet Security and Privacy White Paper 2025](#) and the “Technology Use,” “Speak Up Hub” and “Respectful Workplace” sections of TriNet’s [Code of Business Conduct and Ethics](#).

“Our AI Forward community proves that true innovation isn’t just about technology; it’s about empowering people. By placing the tools of the future directly in the hands of our colleagues, we’re building a culture of responsible, grassroots innovation that will define our competitive edge and drive our collective success.”



Tufan Arikan
Divisional Vice President,
Enterprise Data Management

AI

Colleague
Engagement

Be Incredible.
Be Heard.



Across TriNet, departments have formed their own colleague engagement committees in order to dive into action planning that will enhance colleagues’ experience at TriNet.

Customer Success and Operations Engagement Committee

Finance, Analytics, Controllershship & Treasury and Insurance
Services and Operations

Global Security Organization

Global Technology Services

Legal and Compliance-LC Pulse

Revenue Enablement and Operations

People Team

Over the last year, these teams have executed initiatives such as new hire buddy programs, lunch and learns to increase business acumen, root cause analysis training, listening sessions and fun virtual events such as live cooking demonstrations with senior leaders and wellness initiatives.

These committees made up of volunteers are making an impact in the culture of our organization with their creativity and dedication to colleague engagement.

79%

favorable rating for **growth and development**, two points higher than the professional services benchmark*.

94%

favorable rating for **alignment and accountability** four points higher than last year and five points above the professional services benchmark*.

83%

favorable for colleagues **living company values** and 82% favorable for trust, improved from last year by nine points and four points, respectively.

85%

favorable score on **manager effectiveness** indicating colleagues appreciated the leadership of their immediate manager and felt that they were given feedback to improve.

* Professional services benchmark is an external average score for approximately 60 organizations that have used a particular survey item over the previous three-year time period within the Qualtrics system.

COLLEAGUE ENGAGEMENT SURVEY:
TRANSFORMING HOW WE LISTEN
TO COLLEAGUES

Colleague engagement is not just a metric—it’s a leading indicator of our organizational health, cultural alignment and business performance. Our people are our most valuable resources and their experience fuels innovation, collaboration, customer satisfaction and retention.

Engagement starts with listening. The Colleague Engagement Survey (CES) gives every colleague a voice—and gives leaders the opportunity to listen with intention and act with purpose. This is the foundation of our new listening strategy: **Be Incredible. Be Heard.** It’s a call to action for all to create an environment where every voice matters, insights drive impact and feedback leads to real change.

We also transformed how we assess our organizational health this year at TriNet. For 2025, we launched a new platform for our CES and a new comprehensive colleague listening strategy to enhance our colleague’s experience across the colleague life cycle to include touch points during onboarding, ad-hoc surveys, CES, 360 reviews and exit surveys. With our new platform, we shifted to report percent favorability; this helps streamline our reporting, align with industry standards and make results easier to interpret and act upon.



“Listening isn’t a one-time event—it’s embedded in everything we do. Engagement committees across TriNet review results and implement changes that make a real impact year-round. Our goal is simple: to keep engagement at the forefront of our people strategy and empower colleagues to thrive and contribute to our shared success. **Be Incredible. Be Heard.** Every voice matters—and every voice shapes the future of TriNet.”

Sofie Alexandrides

Organizational Development Consultant

CULTURE OF BELONGING:
ONE TRINET

EMPOWERING CRGs VIA OUR INAUGURAL
CRG SUMMIT

In February, we hosted our first CRG Summit at our headquarters in Dublin, CA, bringing together members of our executive leadership team, CRG leaders and executive sponsors. The summit’s core objective was to emphasize the strategic alignment of CRGs with our business goals, confirming these groups’ efforts are directly contributing to the success of our organization. Additionally, CRG Summit attendees received leadership exposure and visibility, offering our leaders the opportunity to engage with executive sponsors and executive leadership while fostering individual learning and growth among the CRG leads.

The CRG Summit was a powerful reminder of the importance of community and the pivotal role that our CRGs play in creating a more inclusive, supportive and successful workplace. The connections and insights gained

at this event will continue to drive positive change across our organization. We are looking forward to hosting our next CRG Summit at our new Atlanta Center of Gravity.

From the inaugural CRG Summit to BUILD Week and Bridges to Accessibility, our culture of belonging continues to grow. With 14 active CRGs and global participation, we’re creating space for voices to be heard.



trinet
BELONGING

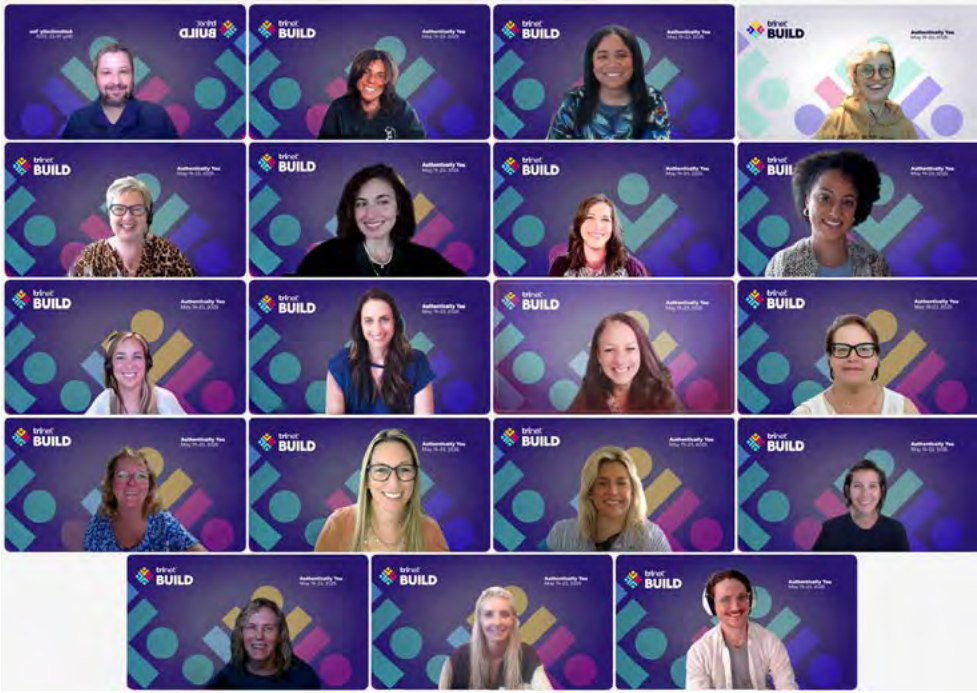
2025 BUILD WEEK

Representing belonging, unity, inclusion, learning and diversity, BUILD Week is an internal conference hosted by TriNet colleagues for TriNet colleagues, committed to providing them with experience, exposure and education opportunities centered around our One TriNet culture of belonging. This year’s theme, “Authentically You,” focused on the power of showing up as our full, true selves—both personally and professionally. Throughout the week, we explored how to lead with authenticity, create space for others to do the same and cultivate a culture where everyone feels seen, valued and empowered. Our CRGs hosted 15 of the 47 sessions, with eight of them boasting a satisfaction rating of 5 out of 5! Overall, 35% of our overall TriNet population from around the world participated in at least one live session.

BRIDGES TO ACCESSIBILITY
INCLUSION

Accessibility is the practice of designing products, services, environments and experiences to be usable by all people, regardless of their physical, cognitive or sensory abilities. It involves creating inclusive solutions that remove barriers and ensure equal access and opportunity for everyone, enabling individuals to participate fully in society.

We are pleased to announce the expansion of our Culture of Belonging program to encompass a broader focus on accessibility. Our commitment to fostering an inclusive environment where everyone can thrive is stronger than ever. By integrating accessibility into our efforts, we aim to ensure that all colleagues, regardless of their abilities, have equal opportunities for success.



COLLEAGUE RESOURCE GROUPS

We believe that when people feel seen, heard and valued, they do their best work—and that work transforms our lives. Our CRGs are more than communities; they are catalysts for connection, growth, innovation and belonging. Our CRGs are open to all colleagues regardless of identity and welcome new members on a rolling basis. We are celebrating the transformative power of our 14 CRGs through the voices of their leads, each sharing how their CRGs play an integral role in creating spaces where colleagues can experience a sense of belonging.



FOUNDATIONS

“In Foundations’ short time, we’ve cultivated an atmosphere that encourages members to be open about their personal journeys and explore various religions, faiths and belief systems. Our group serves as a safe space for grounding, reflection and vulnerability.”

—Shaudae McMillian, CRG Lead



VETERAN EMPLOYEE TEAM (VET)

“VET expanded the leadership team through additional leads and roles bringing new and fresh ideas to the CRG while sharing responsibilities across a larger leadership team.”

—Christopher Hines, CRG Lead



ABILITIES

“In 2025, Abilities launched a series of impactful activities to foster inclusion, awareness and collaboration across the organization—reflecting our commitment to a more supportive workplace through education and cross-group collaboration.”

—Kareme Shaia, CRG Lead



BLACK EMPLOYEE NETWORK (BEN)

“BEN continues to drive transformation through internal and external collaboration. By bringing together diverse voices and experiences, BEN fosters inclusive programming that encourages employees to view their work, teams and impact through a broader lens.”

—Porschia Sumlin, Committee Member



NAMASTE-INDIA

“Namaste fosters transformation through vibrant cultural celebrations. This year, we hosted Diwali festivities in India and across the U.S., including our new Atlanta office, other office locations and remote colleagues.”

—Raghuandana Halur, CRG Lead



WOMEN OF COLOR (WOC)

“Over WOC’s five years, we’ve been anchored in authenticity and purpose. The “What’s Your Anchor” event and BUILD Week empowered colleagues to lead boldly, connect deeply and grow intentionally—in a culture where women of color thrive and belong.”

—Sabrina Gertrude, CRG Lead



ASIANS@TRINET

“This year, Asians@TriNet proudly centered its efforts on collaboration—and we delivered! Every event we hosted was a joint initiative with fellow CRGs, reflecting our commitment to unity, inclusion and shared purpose.”

—Quyen Ly, CRG Lead



GREEN TEAM

“This year, the Green Team embarked on a meaningful journey to foster collaboration across our CRGs, with the goal of enriching the employee experience and expanding opportunities for connection.”

—Nikole Vetter, CRG Lead



TRINET LIGHTHOUSE FOR COLLEAGUES (TLC)

“TLC illuminates the power of vulnerability, fostering a culture where colleagues feel seen, heard and empowered to take meaningful steps toward mental well-being—driving social impact through connection, resilience and a workplace rooted in empathy and inclusion.”

—Blair Smith, CRG Lead



WOMEN@WORK

“Women@Work champions a culture of connection, empowerment and holistic support for our members. With an emphasis on professional development, we explore transformative topics such as goal setting, overcoming anxiety and leading with empathy.”

—Colleen Haupt, CRG Lead



BAGEL BUNCH

“The Bagel Bunch celebrates Jewish culture through events including the High Holidays and International Religious Freedom Day (co-hosted with the Foundations CRG). We’re proud of our momentum and excited to connect colleagues, one conversation (and one bagel) at a time.”

—Harrison Covall, CRG Lead



JUNTOS!

“Juntos empowers Latinx voices to lead change, build bridges and shape a future where equity is a reality. During this year’s Build Week, we hosted Yasser Tejeda’s fusion of genres—spotlighting how music can bridge communities and amplify Latinx voices.”

—Catherine Inoa, CRG Co-Lead



TNET PRIDE

“In 2025, TNET Pride delivered a vibrant calendar of events that fostered community, education and celebration across TriNet. Our accomplishments reflect our dedication to building an inclusive, informed and connected workplace community throughout the year.”

—Patricia Lauer, CRG Lead



WORKING CAREGIVERS

“We empower colleagues to balance work-life with caregiving responsibilities by fostering support, advocacy and connection. Our initiatives elevated awareness and created connections to help colleagues thrive at work while prioritizing their loved ones.”

—Michelle Bailo, CRG Lead

CUSTOMER-CENTERED INNOVATION

DESIGNING OUR FUTURE ON A FOUNDATION OF OUR CUSTOMER NEEDS, PRIVACY AND SECURITY

TriNet proactively seeks to meet the needs of the SMBs we serve. To do so, TriNet is constantly looking to expand and evolve our services and product offerings. Yet, in our aim 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 thought-leadership, data, privacy and security in mind.



“As the workplace evolves, SMBs need HR solutions that go beyond offering flexibility and simplicity to delivering proactive, strategic support. At TriNet, we know that HR is a driving force behind business success. By harnessing AI-powered capabilities alongside our deep human expertise, we enable business leaders to anticipate challenges, receive tailored guidance and make confident, data-driven decisions that put people first.”



Jeff Hayward
Chief Technology Officer

LEAD WITH THE CUSTOMER-BENEFITS
EDUCATION—A PERSONALIZED
EXPERIENCE

TriNet’s Insurance Services team delivers strategic benefits through personalized consultations and data-driven insights. By combining expert guidance with thoughtful leadership, we help clients influence healthcare behavior and empower their workforce to make informed decisions. When benefits education is delivered strategically, it transforms how employees choose and use their healthcare plans—leading to improved health outcomes, reduced costs and greater confidence in managing personal well-being.

TriNet’s Concierge Education is a customer-focused strategy that delivers ongoing, personalized consultation from behavior change experts who work directly with clients. One impactful example is a custom program designed to increase engagement in preventative care and reduce the risk and cost of breast cancer.

According to a [Nomi Health](#) analysis, women who are not screened and later diagnosed with advanced-stage breast cancer face treatment costs that are more than double those of screened individuals—and are twice as likely to be diagnosed at stage 4 or later. In response, TriNet launched a targeted preventative screening campaign for clients with the lowest mammogram screening rates. Within six to eight months, the initiative drove a 14–30% increase in screening rates across key regions—demonstrating the power of strategic education in improving health outcomes and reducing costs.

Our benefits education strategy differentiates our PEO services by combining medical carrier and vendor utilization data with healthcare cost trends and behavior-change consulting. Together, these elements help improve the lives of our worksite employees while positioning our clients as employers of choice.



“At TriNet, we understand that education is essential to effective behavior change. We use our expertise in behavior change to transform complex benefits information into clear, actionable guidance that empowers employees to make smarter healthcare decisions. Our strategic approach toward benefits education enables clients to optimize their benefits investment and foster a workforce of informed consumers, ultimately helping to reduce overall healthcare costs.”

Wendy Hoskinson
Director, Insurance Communications
and Advocacy



CUSTOMER SUCCESS
ENABLEMENT*

- Played an important role in driving operational excellence through a broad commitment to leverage technology and innovative practices
- ~618,000 service orders processed

*All as of Q2 2025.

PAYROLL
STRATEGY*

- Processed ~258,000 payrolls with an impressive 99.92% accuracy rate
- 50% reduction in payroll reconciliation time
- Resolved ~\$11 million in potential unemployment claims

*All as of Q2 2025.

CUSTOMER
ADVOCACY

- **Estimated Time Resolution Pilot wrap up:** Completed July 1, 2025, to identify common themes and issues affecting customer interactions and shifted focus to root cause analysis and process improvement to elevate customer experience
- **Resolution Services:** Resolved ~180 cases, demonstrating strong process and value delivery

COMMITTING TO EXCELLENCE—SUPPORTING CUSTOMERS WITH TRANSFORMATION

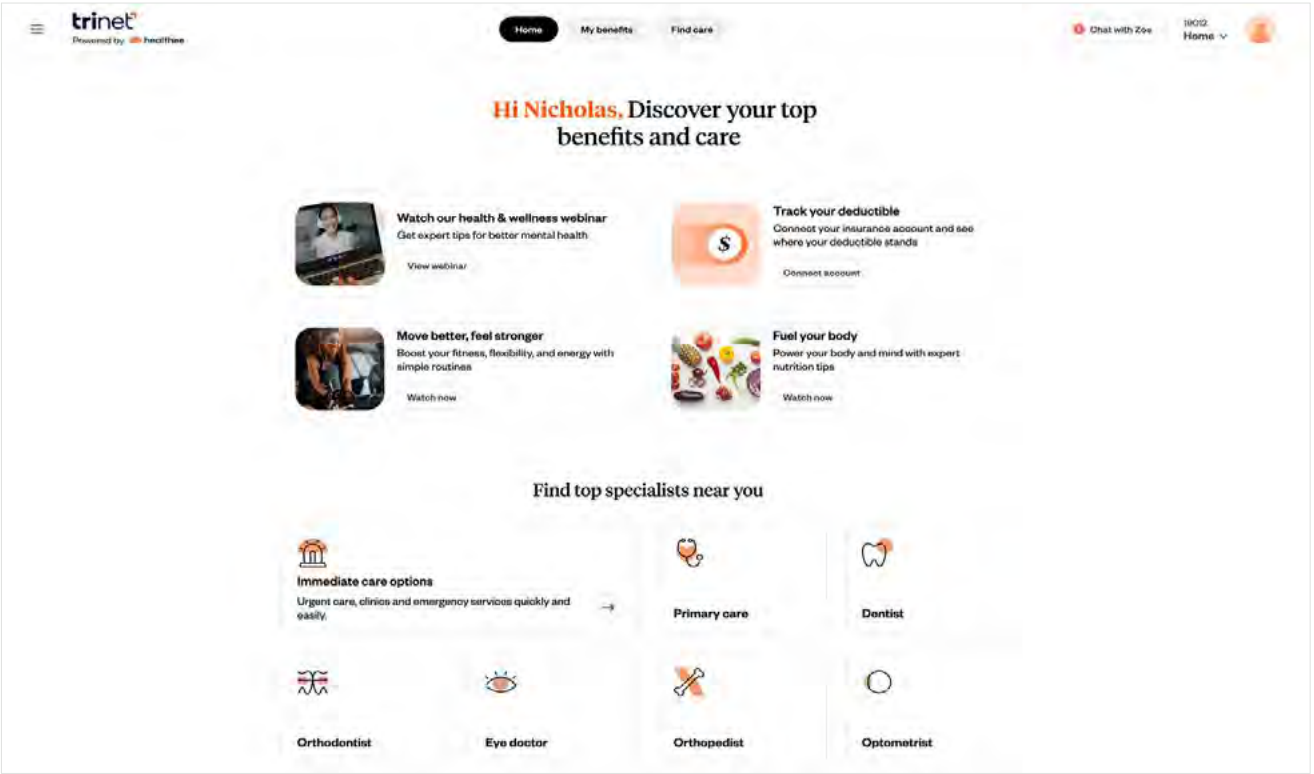
Across TriNet, teams are **leading with the customer** by dedicating themselves to supporting our clients through their own corporate transformations. From enhanced benefits support and integrated workflow tools to tailored educational solutions, we empower organizations to drive meaningful change for both their business and their employees.

LEAD WITH THE CUSTOMER—SELF SERVICE ENHANCEMENTS

TriNet continues to elevate the client experience by enhancing access to comprehensive benefits information. Our latest upgrade—the Personal Health Assistant self-service tool—enables users to make informed decisions about their health benefits, improving usability and engagement across the platform. This enhancement is part of our broader commitment to streamlining and optimizing health benefits management.

In July 2025, we reached a key milestone in the transformation of our Time Off product. Rolled out in phases to select customer groups, this new self-service tool empowers clients to customize and manage leave plans with greater flexibility, aligning with the unique needs of their business.

Data-driven decision-making is at the heart of meaningful transformation. TriNet’s Product and Customer Support teams provide robust reporting and analytics tools, featuring intuitive dashboards and personalized insights. These capabilities help clients make smarter decisions, improve organizational performance and stay ahead in a rapidly evolving business landscape.



“From the anxious joy of a new parent making benefit choices to the concerns from a worksite employee about their paycheck, my role is to be a source of support.”

Anthony Casey
Senior Customer Support Services Specialist

“My mission is to help our clients feel empowered, informed and confident in their payroll processes, contributing to their success and to TriNet’s commitment to exceptional service.”

Tiffany Steele
Senior Payroll Core Services Analyst Services Specialist

“It’s not just about solving the issue, it’s about making the customer feel heard, supported and confident—turning any situation into an opportunity to strengthen the relationship.”

Danielle Sepuca
Senior Resolution Services Consultant

“My team works with our customers to resolve technical platform needs. As the customer’s advocate, we amplify their voices and adapt integrations and features to meet their needs.”

Caitland Croft
Senior Customer Support Services Consultant

“We have the backs of our customers. We handle problems that our frontline service teams aren’t able to resolve. Our team strengthens customer loyalty and helps retain valuable clients.”

Helli Moss
Senior Resolution Services Consultant

“I am the first point of contact for routine and complex HR inquiries, helping business leaders to stay compliant and save time so they can focus on growing their business.”

Yanika Cokley
Senior Customer Support Services Specialist

WHAT’S YOUR PURPOSE?

We sought insights from some of our client-facing colleagues on what drives their work and how they create impact for clients. Here’s what we heard back.

“I assist in resolving sensitive and complex issues, along with performing root cause analysis to try to prevent the issue from happening again.”

Michael Thompson
Lead Resolutions Services Consultant

“Often, I am their first point of contact for questions or issues. Empathy and understanding are always front of mind and I will give it my all to assist customers any way I can.”

Angela Stikeleather
Senior Customer Support Services Specialist

“Payroll tax can be challenging. I focus on providing clear explanations, so clients are well-informed and supported—fostering trust and confidence with transparency and accuracy.”

Michaela Bores
Supervisor, Payroll Tax

“I am a direct line to my clients for assistance, support, brainstorming, collaboration and relief. My clients know that I am here to shoulder some of the HR burden for them.”

Lyndsey Wolfe
Senior HR Support Services Consultant

“My role can turn moments of frustration into opportunities for connection. My role doesn’t just solve problems—it shapes whether customers feel valued and stay loyal.”

Adam Augustine
Lead Resolution Services Consultant

“Our role is critical to shaping the client’s experience and in helping ensure compliance, as any error can impact payroll processing and the client’s overall satisfaction with TriNet.”

Linda Daniel
Senior Product Solutions Consultant

WORKPLACE HEALTH & SAFETY

BUILDING A SAFER FUTURE FOR CLIENTS AND WORKSITE EMPLOYEES

TriNet is committed to helping businesses reduce workers’ compensation risks and protect worksite employees. Our dedicated risk mitigation consultants partner with our client’s leadership teams to conduct onsite safety assessments and specialized consultations to identify exposures and recommend practical solutions. We focus on eliminating risks through engineering controls and data-driven strategies, working closely with our customer teams to ensure high-risk areas are addressed effectively.



Safety Training Through TriNet Learn

To support a culture of safety, TriNet offers engaging workplace safety training courses via TriNet Learn. These courses empower employees and worksite employees with essential knowledge on protocols, emergency procedures and hazard prevention. More than 3,000 training courses have been completed by clients in the first eight months of 2025. This is more than double from the previous year.

TRAINING TOPICS INCLUDE:

- Bloodborne Pathogens
- Ergonomics & Safe Lifting
- Heat Stress Awareness
- Home Healthcare Safety
- Lockout Tagout & Confined Spaces
- Machine Guarding & Power Tool Safety
- Personal Protective Equipment (PPE)
- Slip, Trip & Fall Prevention
- Safe Driving & Vehicle Operation



More than
4,000
training courses have
been completed by
clients in the first 10
months of 2025.

These courses are designed to be accessible, informative and directly applicable to everyday workplace scenarios. Having a positive, proactive safety culture in the workplace is vital to maintaining employee physical health as well as mental well-being. TriNet uses industry and loss data to determine strategies to support our clients and worksite employees.

Privacy and Security by Design

TriNet has established cross-functional working groups to drive the development of our next generation of products and services. These groups include representatives from our privacy and security teams to ensure that data protection principles are embedded from the outset.

Our security professionals within these groups focus on implementing a secure software development lifecycle that proactively prevents and detects vulnerabilities. They also apply security architecture standards to guide the design and configuration of networks, infrastructure and information systems. In parallel, our privacy professionals work closely with product teams to integrate respect for individual privacy rights throughout the development process, beginning at ideation and continuing through launch.

As we evolve to meet the needs of the SMBs we serve, TriNet is committed to expanding and enhancing our digital infrastructure to uphold the trust our clients place in us. This includes integrating advanced security and privacy capabilities that reinforce strong data stewardship and support a resilient operating environment. These enhancements encompass proactive threat mitigation, identity safeguards and incident response protocols, all designed to strengthen accountability and ensure operational integrity.

Our privacy and security by design approach reflects a deep commitment to responsible data handling. It is supported by robust access controls, advanced analytics and enduring audit capabilities. These measures not only facilitates regulatory compliance but also promote a safe and respectful digital experience for our colleagues, clients and business partners. As we continue to innovate, our focus remains on building systems that reflect our values and empower our teams to deliver with integrity and care.



“At TriNet, our global security program is built on the hallmarks of a high-reliability organization: accountability, operational integrity and quality outcomes. As threats evolve and AI transforms our work, we are deepening our commitments to secure design, community protection and resilient governance. We view security as more than just defense, it’s a shared pursuit: protecting people, enabling innovation and pursuing zero harm.”

Tracey Garza
Director, Security

GOVERNANCE IN ACTION: LEADING WITH INTEGRITY

STRATEGIC GOVERNANCE: EMPOWERING STAKEHOLDERS THROUGH RISK-CONSCIOUS STEWARDSHIP

Guided by our mission and core values, TriNet seeks to maintain a strong governance framework that fosters ethical leadership, transparency and accountability. Through rigorous compliance and proactive risk oversight, we want our operations to reflect our commitment to responsible corporate citizenship and stakeholder trust. Our governance practices not only safeguard the integrity of our business but also enable strategic agility—empowering innovation, driving operational excellence and supporting transformative initiatives that position TriNet for sustainable growth in a dynamic marketplace.



“At TriNet, corporate governance is more than a framework—it’s a reflection of our enduring commitment to integrity, ethics and accountability. We’ve built a governance structure that empowers transparency, supports ethical decision-making, and ensures that our stakeholders’ trust is earned and maintained. Through continuous improvement and board-level oversight, we strive to uphold the highest standards of conduct in everything we do.”



Paul Porter
Director and Senior Counsel,
Corporate Securities and
Acquisition

BOARD OVERSIGHT

LEADERSHIP THAT MIRRORS OUR MISSION

Our board of directors is composed of accomplished leaders with a wide range of experience, expertise and perspectives that align with and support the diverse needs of our customers. For more information on our directors, please refer to our [Proxy Statement for the 2025 Annual Meeting of Stockholders](#).

To ensure comprehensive and effective oversight, the board is committed to embedding stakeholder impact into our business and strategic objectives as well as in our risk practices. With both unique perspectives and valuable expertise gained, this collaborative approach reinforces our dedication to responsible leadership and sustainable value creation.

STRATEGIC GOVERNANCE THROUGH PERSPECTIVE AND INDEPENDENCE

TriNet’s board plays a key role in risk oversight as part of its Enterprise Risk Management (ERM) framework, helping monitor critical threats, emerging opportunities and shifts in stockholder preferences.

Each board committee receives periodic updates from management and independent advisors and is assigned specific oversight responsibilities:

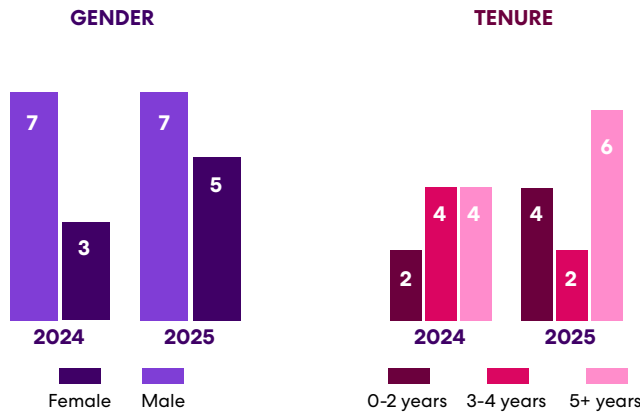
Risk Committee: Oversees the management of enterprise-wide risks, including disaster recovery, climate-related risks and other significant or emerging risks.

Finance & Audit Committee: Monitors financial risk exposures, internal and external audit performance, compliance with financial reporting and disclosure requirements and report-related disclosures including those tied to carbon emissions and regulatory reporting.

Nominating & Corporate Governance Committee: Oversees corporate governance, risks related to director independence, conflicts of interest, CEO selection and succession, board structure and strategic oversight of these initiatives. This committee also reviews and evaluates TriNet’s approach to environmental, social and governance programs with an overall strategic lens, including climate-related matters when relevant.

Compensation & Human Capital Management Committee: Advises on matters tied to stockholders, executive and director compensation practices, talent development, DE&I and non-CEO management succession.

BOARD REPRESENTATION*



For more information about our Board of Directors, please [see here](#).

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.

* As of November 30, 2025.



“TriNet’s transformation journey continues to reflect a deep commitment to its stakeholders. This year’s Stakeholder Impact Report highlights how the company is evolving—not just in strategy, but in spirit. By centering the experiences of customers and colleagues, TriNet is demonstrating that meaningful impact starts with listening, adapting and leading with purpose.”

Ralph Clark
Chair, Nominating and Corporate Governance Committee
Member, Compensation and Human Capital Management Committee



“Strong governance and thoughtful risk management are essential to creating an environment where people and businesses can thrive. At TriNet, we recognize that transformation is not only about technology and strategy—it’s about investing in talent, fostering trust and ensuring that every decision reflects our commitment to stakeholders.”

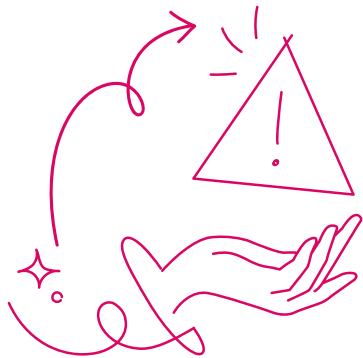
Dr. Jacqueline Kosecoff
Member, Compensation and Human Capital Management Committee,
Member, Risk Committee

ENTERPRISE RISK MANAGEMENT

WHAT IS ENTERPRISE RISK MANAGEMENT?

Enterprise Risk Management (ERM) is a structured and tactical approach to identifying, assessing and addressing a broad set of risks that could impact TriNet’s ability to achieve its goals. Our ERM program is guided by the [Committee of Sponsoring Organizations of the Treadway Commission \(COSO\) framework](#), a globally recognized standard for effective risk oversight. It leverages technical competencies, advanced technology and expansive research to understand new and emerging trends that could hinder our ability to meet or exceed our business and strategic objectives.

HOW WE
MANAGE
RISK



We manage risks to safeguard the integrity of our operations and uphold our commitment to being responsible stewards of the business. This approach strengthens organizational resilience while fostering a healthy, trusted risk ecosystem for our colleagues, customers and business partners. Our risk management strategy includes:

Enabling board oversight—As an advisor, ERM ensures risk awareness is embedded in strategic decision-making, enabling us to respond proactively to emerging challenges and uphold our commitments to stakeholders.

Elevated operational discipline—ERM acts as a stabilizing force, helping leadership navigate volatility with focus, while driving agile business performance and long-term customer success.

Enhanced transparency—As a strategic enabler, ERM reinforces TriNet’s risk appetite, promoting alignment and accountability across teams while proactively managing downstream impacts of risk-informed decisions.

Safeguarding value and enabling sustainable growth—As uncertainty intensifies, shifting business priorities demand moderated risk intelligence to support complex decision-making, balanced risk-taking and adaptive leadership.

Since its inception in 2021, the ERM program has evolved to align closely with TriNet’s business priorities and operating environment—strengthening ERM’s presence across the organization and deepening its impact as a business thought-partner in a variety of ways. Our resilience building strategy is based upon:

Disciplined governance for risk intelligence—Powered by ERM, our program framework drives rapid risk insight and action, guided by an executive ERM Steering Committee focused on management behaviors that help transform the business.

Robust program benchmarking—We undergo biannual maturity assessments to uncover blind spots, strengthen program effectiveness and ensure our practices remain relevant, impactful, adaptable and forward-thinking.

Machine learning-driven annual risk assessment—Our evaluation captures leadership insights through behavioral analytics and provocative interviews to identify areas of potential exposure with greater accuracy and precision, unlocking smarter risk prioritization.

Managing the noise, but being the voice—Leveraging both internal and external platforms, we position ourselves at the forefront of risk advocacy—promoting awareness and sharing insights on emerging risks to strengthen conversations across the business and beyond.

For more discussion on risks we believe are significant to our business, see [Item 1A. Risk Factors](#) in TriNet’s Annual 10-K and Quarterly 10-Qs.



“Over the past five years, our ERM program has evolved into a strategic enabler ensuring risk considerations are an integral element of TriNet’s strategy and execution. By embedding risk thinking into decision-making at every level, we’ve not only strengthened our program but have also created a culture that is risk aware and consistently speaks company-wide to how we identify, prioritize and manage enterprise risks.”

Jennifer Wendel

Executive Director, Enterprise Risk Management

HOW WE
BUILD
RESILIENCE



CONTINUED MATURATION OF OUR SECURITY PROGRAM AND CONTROL CAPABILITIES

Just as our ERM efforts shape a resilient foundation for TriNet’s strategy, our commitment to robust security practices ensures that this foundation remains protected and adaptable in the face of today’s dynamic threat landscape. At TriNet, we recognize that the world in which we operate 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 an in-depth defensive 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 allows us to keep a pulse on ongoing development of best practices.

IMPROVING DATA FAIRNESS AND TRANSPARENCY

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 though the time it is removed. One of the core objectives of our Privacy team is to be transparent with individuals about how we use and maintain their personal information. We achieve that transparency by having a comprehensive understanding of how we process data, where the data comes from, where it is stored and where it goes.

MAINTAINING A PRIVACY AND SECURITY AWARE CULTURE

To protect the privacy and security of data, organizations must 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 includes 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 also reinforcing an engaged culture.



ENHANCING SECURITY THROUGH PHISHING RESISTANT AUTHENTICATION

In alignment with the Cybersecurity and Infrastructure Security Agency (CISA) recommendation, TriNet has adopted phishing-resistant multi-factor authentication (MFA) as a priority—particularly for high-value assets and critical systems.

This initiative supports the elimination of vulnerable authentication methods and reinforces zero trust security principles.

By implementing phishing-resistant MFA, TriNet strengthens the protection of its applications and systems against advanced MFA bypass techniques and reduces dependency on passwords, reducing exposure to credential theft.



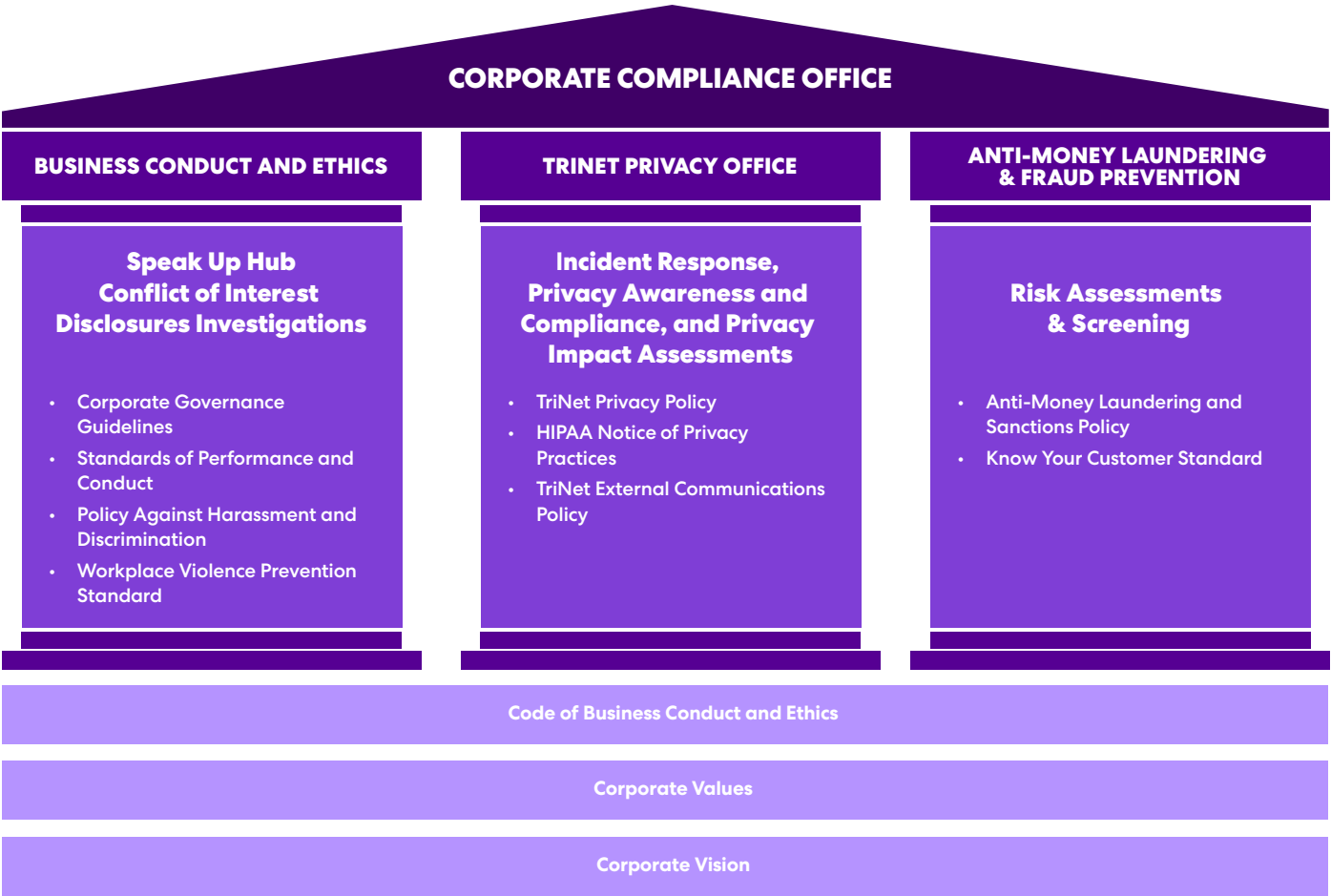
“As TriNet expands its capabilities through the use of AI, we are guided by strong privacy and security standards, ensuring that our use of data aligns with the company’s core values and regulatory obligations. By embedding privacy into the design and deployment of emerging technologies like AI, we aim to foster responsible growth that builds trust with our colleagues, clients and shareholders.”

Bonnie Yeomans
Chief Privacy Officer

COMPLIANCE OFFICE

Making Compliance Accessible

TriNet’s Corporate Compliance Office works with all TriNet colleagues to uphold the company’s [Code of Business Conduct and Ethics](#) and corporate policies, while collectively acting with integrity in our work to support TriNet’s business.



TRINET’S
SPEAKUP HUB

PRESERVE OUR CULTURE OF INTEGRITY.

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

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.

Helping TriNet Do Business the Right Way

TriNet’s Business Conduct and Ethics team (BC&E) is primarily responsible for supporting compliance with the company’s Code of Business Conduct and Ethics (the Code). 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. BC&E is also responsible for helping colleagues handle conflict of interest concerns as well as for reviewing certain allegations of potential misconduct.

Earlier this year, BC&E conducted TriNet’s first ever Ethical Culture Survey to get a sense of the overall ethical culture of the company. More than half of TriNet’s roughly 3,500 colleagues participated in the survey. Among the survey’s most noteworthy results, TriNet colleagues indicated they feel significantly less pressure than the benchmark to compromise their ethics. Similarly, 92.8% of colleagues reported positive perceptions of their peers’ ethics and work environment, exceeding the benchmark provided by our third-party provider* by 2.5 points.

TriNet is encouraged by colleagues’ positive response to the survey and is committed to using the survey’s results to propel the company as it continues to cultivate an ethics-first culture.

*Ethisphere



“TriNet’s success depends, in no small part, on the extent to which TriNet’s customers, colleagues, investors and regulators can trust that TriNet will do the right thing. So, the stronger our ethics and compliance footing at TriNet, the greater TriNet’s hard-earned reputation as a trusted service provider, employer of choice and attractive investment opportunity.”

Doug Riegelhuth

Chief Compliance Officer

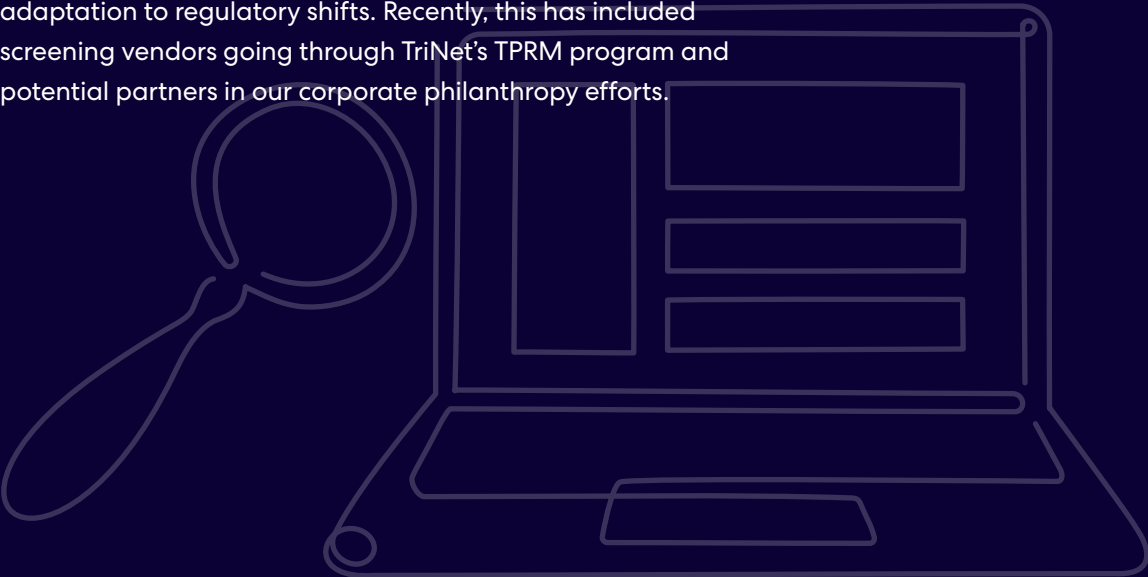
STRENGTHENING PARTNERSHIP INTEGRITY THROUGH SCREENING

ANTI-MONEY LAUNDERING & FRAUD PREVENTION PROGRAM

Guided by our policy, TriNet’s Anti-Money Laundering (AML) and Fraud Prevention team supports the company’s Know-Your-Customer (KYC) procedures and economic sanctions screening compliance, while also focusing on fraud prevention and reporting. TriNet has been building out this function over the last few years and continues to enhance its monitoring and risk prevention activities for the company.

The AML and Fraud Prevention team is responsible for TriNet’s AML and sanctions compliance. Our responsibilities include the maintenance of a screening program for new and existing clients/vendors, publishing KYC procedures/standards, creating colleague trainings, developing client risk models/ratings and implementing transaction monitoring systems.

TriNet continues to enhance its risk mitigation activities for the company through programmatic best practice and adaptation to regulatory shifts. Recently, this has included screening vendors going through TriNet’s TPRM program and potential partners in our corporate philanthropy efforts.



CSR GOVERNANCE IN INDIA

In 2025, TriNet established a robust due diligence process in compliance with India’s Corporate Social Responsibility (CSR) law, which requires local companies to invest at least 2% of average net profits from the past three years in social initiatives—encouraging mission-aligned partnerships with India’s non-governmental organizations (NGOs).

Our process for due diligence of the NGOs we choose to donate to focuses on two key pillars: governance/internal controls and financial stability. While governance and internal controls reviews focus on leadership accountability, board structure, and controls that mitigate risk and corruption, financial reviews evaluate whether the NGO is of sound fiscal health throughout the grant period.

This governance model also leverages the following information to showcase our commitment to sound philanthropic giving:

- Verification of legal registrations, licenses, tax certificates and audited financials
- Screening of NGOs and their leadership via Quantifind reports
- Execution of attestation documents to determine conflicts of interest and to evaluate the potential for corruption
- Formal donation grant agreements outlining mutual expectations and responsible use of funds

Our India CSR team provides ongoing oversight of this process and collaborates with NGO partners to support successful implementation and lasting community impact.



GOVERNMENT RELATIONS

REGULATORY COMPLIANCE

TriNet is accredited by the Employer Services Assurance Corporation (ESAC), which monitors financial and operational standards for PEOs. We also maintain Internal Revenue Service (IRS) Certified PEO (CPEO) standards and use both ESAC and internal systems for licensing and reporting. TriNet’s CPEO status can be verified through the IRS website.

[CPEO public listings](#) | [Internal Revenue Service](#)

REGULATORY AFFAIRS POLICY

TriNet’s [Regulatory Affairs Policy](#) guides public policy engagement, political contributions and compliance with election laws. Our team represents TriNet in front of legislators and regulations across the U.S. They coordinate legislative activities across the company and advocate on behalf of the company on key issues that impact our business and our SMB customers.

TRINET POLITICAL ACTION COMMITTEE

The [award-winning](#) TriNet Political Action Committee (PAC) supports our public policy objectives by supporting candidates on both sides of the aisle who share our commitment to issues critical to our company’s and our clients’ success. All contributions are strategically aligned with company priorities, approved by a diverse PAC board and transparently reported 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.

RESPONDING TO REGULATORY CHANGES

Our industry’s regulatory landscape is continually evolving, impacting both our organization and our clients. With oversight from our board, its committees and company leadership—supported by external consultants, legal counsel and our internal regulatory experts—we closely monitor legal and regulatory developments. This proactive approach enables us to adopt best practices promptly and respond effectively to emerging requirements.



GETTING REPORTING-READY

TriNet continues to explore ways to enhance our understanding of our environmental impact, particularly in anticipation of potential future regulatory requirements. We are working to lay the groundwork that would enable us to gather, assess and eventually report on our greenhouse gas (GHG) emissions.

While our business model is not typically associated with high emissions, we recognize that every contribution matters. We hope to include both direct and indirect emissions—commonly referred to as Scope 1 and Scope 2—in future reporting when required.

This foundational work is intended to help us better understand our current footprint and inform any future goal setting around emissions reduction.



“We know that the challenges facing small and mid-sized businesses require bipartisan solutions. Our government relations team works with leaders from both sides of the aisle to ensure that small and mid-sized businesses are represented in Washington, D.C. and in state capitols across the country. I am proud of the trust we have earned and the progress we continue to make.”

Jacob McIntosh
Government Relations Manager

ELEMENTS OF SUSTAINABLE GROWTH

RECOGNITION OF EXCELLENCE

Our commitment to creating a workplace where People Matter is reflected in the recognition we’ve earned across multiple dimensions of employee experience and corporate responsibility. Honors such as U.S. News & World Report’s Best Companies to Work For, Human Rights Campaign Foundation Equality 100-2025, Newsweek Greatest Workplace for Diversity 2024 and 2025, the Platinum Bell Seal for Workplace Mental Health, and Newsweek’s Greatest Workplaces for Women affirm our dedication to fostering an inclusive, supportive and empowering environment for all colleagues.

These accolades, alongside distinctions like Best IT Champion, Outstanding Corporate PAC Award, and TrustRadius Top Rated, underscore our holistic approach to employee well-being, innovation and civic engagement. They serve as a testament to our values-driven culture—one where people are at the heart of everything we do, and where investing in our workforce is foundational to our long-term success and societal impact.

TriNet has been recognized for:



2025-2026 Best Companies to Work for by U.S. News & World Report



Platinum Bell Seal for Workplace Mental Health for the second consecutive year



Simplr Employee Experience Awards: 2025 “Best IT Champions”



Human Rights Campaign Foundation Equality 100-2025



Newsweek Greatest Workplace for Diversity 2025



2025 Outstanding Corporate PAC Award



G2 Highest User Adoption Summer 2025



TrustRadius Top Rated 2025



America’s Greatest Workplace for Women 2025 by Newsweek



ESAC Accreditation



Better Business Bureau (BBB) Accreditation

We value the recognition we have received and look forward to increasing our efforts as we look to the future while making sure that both our customers and colleagues feel they are at the center of our “People Matter” focus.

“Recognition shines a light on our transformation in action—deepening trust in our brand, confidence with our amazing customers and community, and pride within our incredible teams.”



Renee Brotherton
Vice President, Corporate Communications & Editorial

WHERE IN THE WORLD IS TRINET?

ATLANTA CENTER

Opening of the Atlanta Center: A Strategic Investment in Talent and Innovation

In early 2024, TriNet embarked on a bold transformation to expand and modernize its global operations—beginning with the launch of a state-of-the-art global capabilities center (GCC) in Hyderabad, India. This consolidated hub now anchors TriNet’s India-based operations, supporting a wide range of critical functions across Technology, People, Legal and Compliance, Finance, Security, Products, Revenue and more.

Purpose-built to drive innovation and operational excellence, the Hyderabad GCC has significantly broadened TriNet’s access to world-class talent, enhanced organizational efficiency and strengthened our position at the forefront of HR technology. The results have been far-reaching: faster execution, stronger collaboration and improved service delivery for our customers.

Building on the momentum of this success, TriNet entered 2025 with a clear vision: to establish a complementary U.S.-based center that would serve as a strategic hub for talent, collaboration and innovation. That vision became reality with the announcement of our new Atlanta Center—a major milestone in TriNet’s ongoing journey to become a more agile, efficient and future-ready organization.

In March 2025, we opened the Atlanta Center—an essential component of our workforce strategy and globalization efforts. Designed to be a vibrant, collaborative environment, the center supports hiring, innovation, team development and sustainable long-term growth.

Located at High Street in the heart of Dunwoody, the Atlanta Center is situated within one of the Southeast’s most dynamic business corridors. Its proximity to top universities, deep talent pools and robust infrastructure makes it an ideal launchpad for TriNet’s continued growth in the U.S. The Atlanta Center represents more than just a physical location—it reflects our commitment to building a connected, inclusive and innovative workplace that empowers our people, supports our customers and drives long-term business success.

In addition to our Atlanta Center, we are expanding our network of local field offices in key U.S. markets to strengthen our sales presence and better support our customers at a regional level.

Since our 2024 ESG Report, TriNet has closed five office locations: Reno, NV, Alexandria, VA and Tempe, AZ, Columbus, OH, and Bradenton, FL. In each case, we left furniture in place for landlords to market the spaces as “ready to occupy” helping to reduce landfill waste and emissions associated with moving heavy items by TriNet and any new tenant.



Mike Simonds welcomes the first group of TriNet colleagues to work out of the new Atlanta office.



We expect the Atlanta Center will produce

750

new jobs in the next five years.

The Green Team CRG, in collaboration with our Global Workforce Solutions team, is planning several sustainability-focused initiatives for the opening of our permanent Atlanta facility in 2026. These efforts aim to reduce waste and promote environmentally conscious habits among colleagues. The office will feature reusable mugs, silverware and dishwashers in breakrooms to minimize single-use items. New onsite colleagues will receive welcome kits that include reusable drinkware and a reminder of our shared commitment to sustainability. Clear signage will also be installed to promote proper recycling and water conservation practices, helping to reduce landfill contributions and encourage mindful resource usage.

Enabling Hybrid Work at Scale

TriNet’s workplace strategy has always been rooted in a people-first approach—and the launch of the Atlanta Center reinforces that commitment. The Atlanta Center was designed to support a modern hybrid work model that enhances learning, collaboration and community, while maintaining the flexibility that drives engagement, productivity and retention.

In August 2025, colleagues within a 25-mile radius of the Atlanta Center transitioned to a hybrid schedule aligned with core business hours. This model fosters in-person connection, informal mentorship and team cohesion—while preserving the flexibility central to TriNet’s culture.

To further enable talent mobility, we also introduced a Voluntary Relocation Program for colleagues interested in moving to Atlanta. Our hybrid strategy reflects a balanced approach: combining the benefits of in-person collaboration with the adaptability of flexible work.

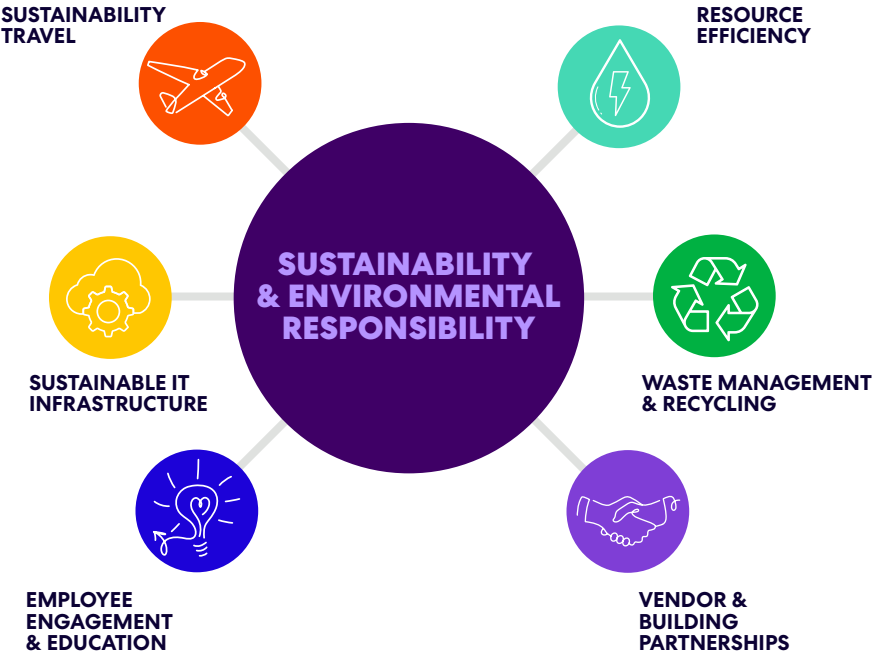
Continued Focus on Remote Workforce

While we’re welcoming new and existing colleagues to the office in Atlanta, remote work remains a core part of our culture. We remain fully committed to supporting a large, remote workforce across the U.S.

SUSTAINABLE FOCUS IN ACTION:

As we open new offices, including our new, long-term Atlanta facility, we prioritize sustainability by selecting LEED-certified buildings and partnering with environmentally responsible construction, design and furniture vendors.





“Atlanta is our center for colleagues to come together, learn, connect and feel engaged to the One TriNet culture.”

Cathy Maginelli
Chief Talent Officer

WHERE IN THE WORLD IS TRINET?

HYDERABAD LOCATION

TriNet has significantly expanded its footprint in Hyderabad with the opening of a state-of-the-art facility in the Commerzone building in HITEC City—one of India’s premier technology and innovation hubs. This strategic move supports approximately 600 India-based colleagues, with plans for continued growth to meet evolving business needs. The Hyderabad office serves as a hub for business and technological innovation, enhancing TriNet’s ability to deliver superior value to SMBs through proprietary technology and integrated HR solutions.

Beyond strengthening TriNet’s global operations, this expansion contributes meaningfully to the local economy by creating high-quality employment opportunities and fostering professional development in the region’s thriving tech ecosystem.

TriNet’s growing presence in India strengthens our access to diverse, high-caliber talent and reinforces our commitment to building a more inclusive and globally representative workforce. This expansion not only enhances our operational capabilities but also creates valuable opportunities for our U.S.-based colleagues to broaden their perspectives and gain experience in a dynamic global environment—fostering cross-cultural collaboration and innovation.

In addition to comprehensive medical, accident and life insurance benefits, our colleagues in Hyderabad continue to see enhancements to their health and wellness offerings through expanded wellness and employee assistance programs.

Key Enhancements for 2025

- **Professional development support:** Annual reimbursement limit increased from ₹10,000 to ₹75,000*
- **Mobile & home internet allowance:** Annual limit increased from ₹18,000* to ₹48,000*

New Additions

- **Books and periodicals:** Reimbursement up to ₹25,000* per year
- **Children’s education allowance:** Up to ₹2,400* per year (₹100* per month for up to two children)*
- **National Pension System (NPS):** Contributions up to 10% of Basic (Old Regime) and 14% of Basic (New Regime)

Creche Facility Reimbursement

A creche is a facility designed to care for and supervise young children, ensuring they are safe, healthy and engaged in age-appropriate activities during the working hours of their parents. In support of our working parents in the Hyderabad location, eligible colleagues can claim up to ₹8,000* per month, per child for enrollment in a creche facility.

TriNet takes pride in exploring opportunities to understand what is important to our colleagues when it comes to their health and wellbeing and our listening strategy is one pathway towards gaining that insight.



“In 2025, TriNet India GCC established a strong foundation by cultivating inclusive leadership, fostering belonging and advancing career growth. While growing, we remain grounded—deliberately giving back through impactful CSR initiatives, ensuring our expansion aligns with TriNet’s core values and global vision, driven by purpose and integrity.”

Vinay Sreenivasan
Executive Director, Head of People & Culture—India



*INR conversation rate as of 9/14/2025 is 1 Indian Rupee equals 0.011 USD. Example. ₹10,000 is \$113.30 USD.

Fostering Belonging Through Culture, Connection and Celebration

India cultural committees are colleague-led, voluntary groups are open to all regardless of identity and aligned with TriNet's global CRGs, designed to foster a vibrant, inclusive and engaging workplace culture. These committees reflect the spirit of TriNet Life, Namaste India and Women@Work, and aim to create meaningful experiences for our colleagues in India through cultural celebration, wellness and community-building initiatives.



These committees are in their early stages but are already making a strong impact by organizing engaging activities and building a solid foundation for long-term success.

Committee Overviews

Sports Committee (Aligned with TriNet Life)

Focused on promoting physical wellness and team spirit, this committee organizes outdoor activities such as cricket, badminton and marathons. The recently concluded TriNet Premier League (cricket) was a major success and plans are



underway for a badminton tournament. Once the office recreation area is set up, indoor games will also be introduced.

Cultural Celebrations Committee (Aligned with Namaste India)

This committee celebrates the rich cultural diversity of India by organizing events around major festivals such as Diwali, Sankranti, Ugadi, Eid Ul Fitr, Christmas and New Year. These events foster a sense of belonging and community among colleagues and are often hosted in collaboration with the Namaste India CRG.

Fun@Work Committee (Aligned with TriNet Life)

Dedicated to creating joyful moments at work, this group organizes monthly birthday celebrations, work anniversary greetings and life event recognitions (e.g., new births). They also host monthly engagement hours filled with games and fun activities to boost morale and connection.

Connect Live Committee (Aligned with TriNet Life)

This newly formed committee encourages colleagues to explore and share their hobbies, health and fitness interests. The goal is to dedicate time each month to personal enrichment and peer bonding through hobby sessions and wellness activities.

Women Empowerment Committee (Aligned with Women@Work)

This committee focuses on empowering women through events and initiatives. They recently hosted International Women's Day celebrations and are planning more programs to support women's growth and visibility within TriNet.



“In 2025, TriNet India GCC advanced the company’s CSR efforts with a focus on vision, empathy, and sustainable impact. Guided by principles of long-term value, locally relevant causes, and alignment with global TriNet values, the program engaged colleagues and communities in ways that went beyond financial contributions.”

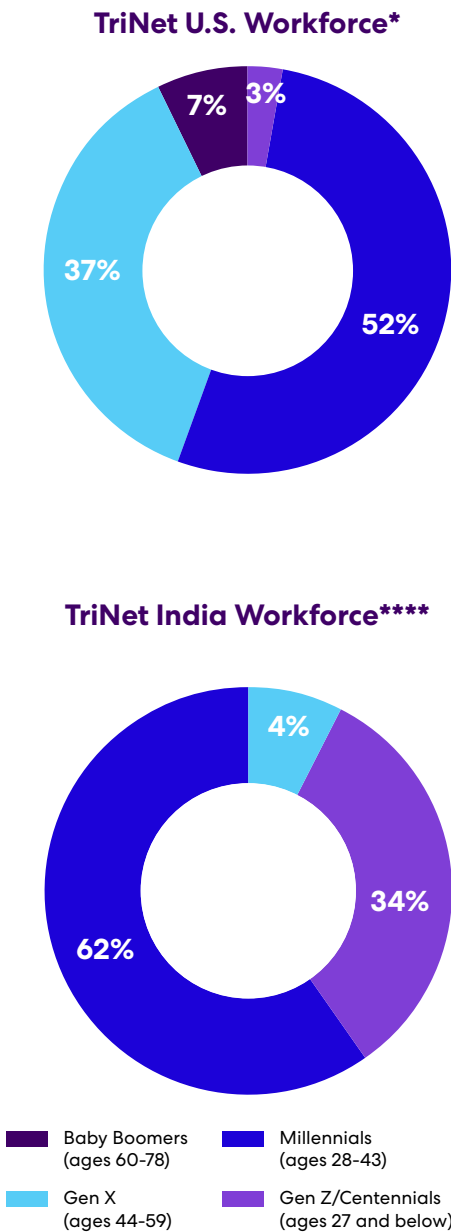
Varsha Kakati
VP, Country Leader—India

WHETHER IN ATLANTA,
INDIA OR WORKING
REMOTELY ACROSS
THE WORLD, WE ARE
ONE TRINET.

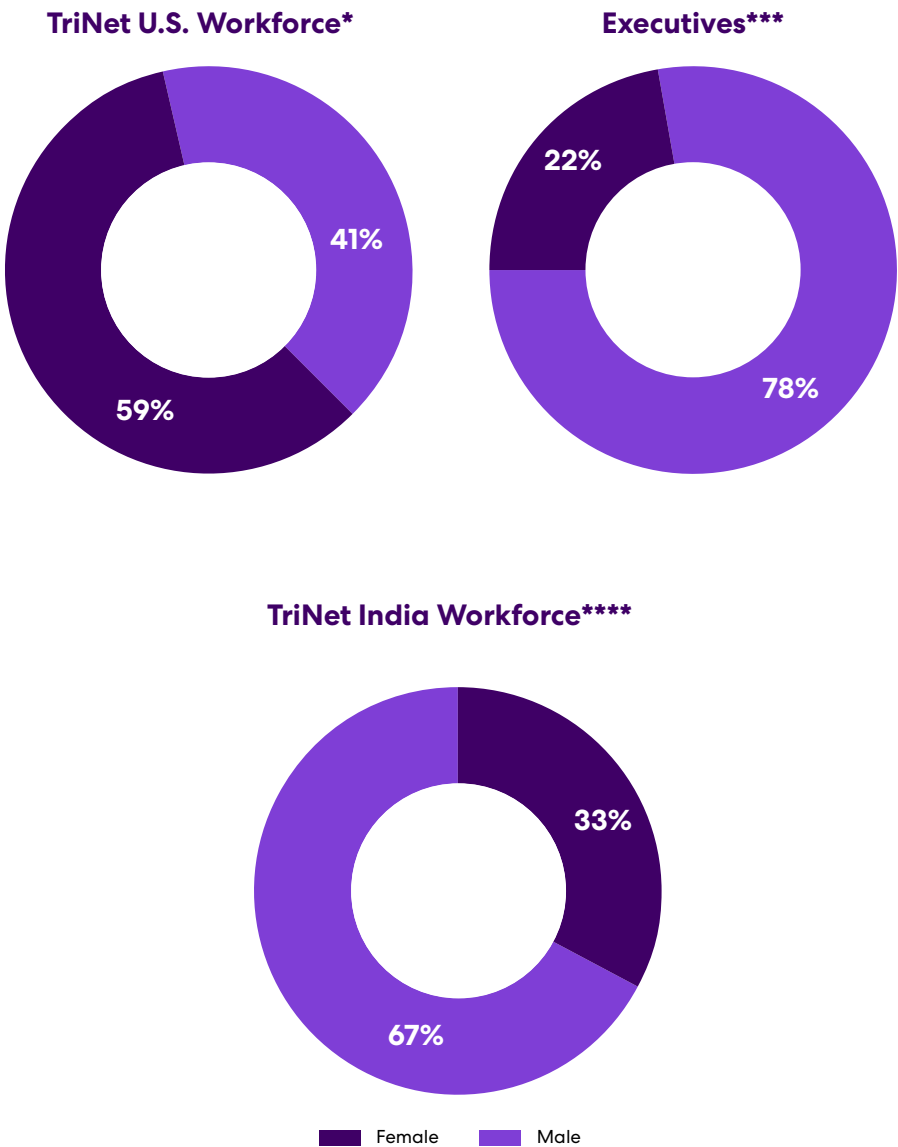
Organizational
Representation

The charts to the right 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

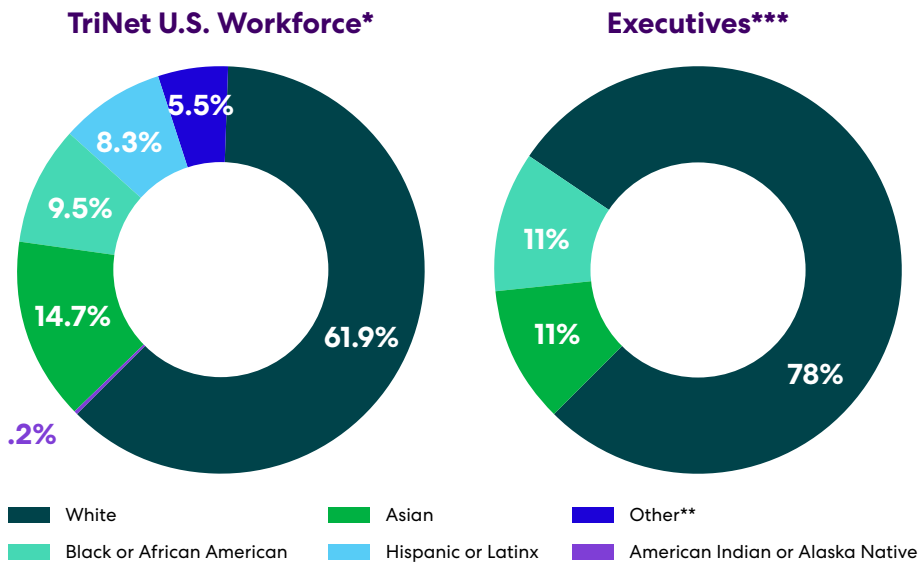
GENERATIONS COMPOSITION



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 August 7, 2025. Percentages are rounded to the nearest tenth and may not total 100 due to rounding.

^{**} Includes colleagues who identify 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.

^{****} Data on India workforce as of 10/13/2025.

^{*****} For more information about management roles in the U.S. and India, see our [Active Metrics](#) page.

Supplier Diversity Policy

TriNet recognizes the importance of supplier diversity and is committed to ensuring that it is an integral part of our strategic sourcing and procurement processes. We believe that the success of the organization and society depends on enabling, women-owned, differently-abled-owned, veteran-owned, LGBTQ+-owned and historically underrepresented-owned business enterprises, to share in the nation’s economic growth. Our commitment is to maximize participation through the development of mutually beneficial business relationships with these firms.

TriNet is committed to providing opportunities to certified diverse suppliers to participate as partners and suppliers of goods and services as part of our corporate procurement process. Our policy of encouraging and assisting diverse suppliers is a reflection of our commitment to diversity and the communities where we work and live. This commitment is emphasized by the highest levels of management and is communicated to all employees.

TriNet recognizes the impact that supplier diversity has on the community. We understand that when diverse suppliers flourish and prosper, the communities they serve share the benefits. And when our communities succeed, we all win.



PROFESSIONAL GROWTH WITHIN
TRINET—TRANSFORMING CAREERS

A LAUNCHPAD FOR CAREER SUCCESS

A cornerstone of TriNet’s early career strategy is the newly opened Atlanta Center, which provides the physical infrastructure to host, develop and connect early-career talent in meaningful ways. With state-of-the-art workspaces and a culture centered on collaboration, the center creates the ideal environment for interns, apprentices and recent graduates to thrive.

Through our in-office hybrid model, early-career participants are immersed in real-time learning, mentorship and cross-functional teamwork, ensuring they are not only observing but actively contributing to our business from day one. The Atlanta Center provides opportunities to build meaningful relationships, experience our One TriNet culture firsthand and access resources that are often more impactful in a shared physical environment.

By housing many of our early-career participants at the Atlanta Center, TriNet is laying the foundation for a strong, future-ready workforce—rooted in personal development, community and shared purpose. In the Atlanta area, TriNet



is a proud sponsor of the Greater Perimeter Young Professionals (PYP), a program under the Greater Perimeter Chamber. The PYP program fosters leadership development, community engagement and networking opportunities for emerging professionals in the Perimeter region. As a proud sponsor, TriNet supports PYP’s mission to empower the next generation of leaders through meaningful connections and professional growth. This partnership reflects TriNet’s commitment to investing in vibrant, forward-thinking communities.



“We are launching Emerging Talent programs across the Atlanta area, representing a significant commitment to building the region’s future workforce. These programs provide structured career pathways, offering targeted training and mentorship designed to accelerate professional growth for the next generation of leaders. This initiative directly connects local talent with high-demand opportunities, fueling both individual success and Atlanta’s economic momentum.”

Jessica Johnson
Talent Senior Manager, Talent Management



TRINET ASCEND

We launched our early career initiative with **TriNet Ascend**—our flagship program focused on developing revenue and sales talent. Ascend is designed to educate, empower and equip aspiring sales professionals through immersive training and real-world experience. As a first-of-its-kind development platform at TriNet, Ascend accelerates readiness for success in revenue-driving roles and has already welcomed its inaugural cohort of associate sales consultants.



“Amid the uncertainty many graduates face today as they embark on their post-college journey, we see a world of opportunity to unlock their potential and help guide them towards a career where growth and impact are intertwined. TriNet Ascend is more than just a program or job — it’s a unique opportunity that lays the foundation for a promising and rewarding future and career in sales.”



Shea Treadway
Chief Revenue Officer

INTERNAL MOBILITY

TriNet is committed to nurturing talent, increasing internal opportunities and building an agile, future-ready workforce. We are proud to see that our internal mobility rate aligns with the benchmark for employers of our size and focus.

Since November 2024, more than 350 TriNet colleagues in the U.S. and India have experienced opportunities to expand their scope and impact through mobility across the organization. About 50% of these were colleagues advancing through the internal promotion process.

Together, these initiatives reflect our commitment to nurturing talent, increasing internal opportunities and building an agile, future-ready workforce.

More than
350

TriNet colleagues in the U.S. and India have experienced opportunities to expand their scope and impact through mobility across the organization.

Would you like to join us? Please check out our [Careers page!](#)

WHAT IT MEANS TO BE A LEADER AT TRINET

TriNet continues to invest in its colleagues by expanding its leadership development initiatives. In 2025, for example, TriNet incorporated colleague survey and real-time feedback to increase access to development opportunities and provide more content. These enhancements included creating and publishing additional content geared toward specific skills, such as leadership fundamentals addressed in TriNet’s Management Essentials program, and partnering with subject matter experts to optimize the impact of all management and leadership development programs.

Additionally, TriNet augmented its Leader-as-Teacher approach to leadership development to take further advantage of its leaders’ talent by allowing emerging leaders to learn from them. TriNet’s senior leadership team hosted a series of company-wide leader training workshops aimed at cultivating leaders who exemplify TriNet’s leadership profile, which outlines the skills and behaviors of effective leaders. TriNet believes these workshops and similar programs reinforce the company’s collaborative culture while promoting a “by us, for us” sense of shared ownership in developing new leaders whose skills align with the company’s business priorities and values.



“At TriNet, Develop & Inspire is the heartbeat of how we lead—and how I choose to grow. Over the past five years, I’ve been both stretched and supported: from leading a successful sales region to serving on the Women at Work CRG committee, joining our Revenue Transformation team and now empowering new colleagues to launch their sales careers through TriNet’s Ascend program. Along the way, I’ve seen firsthand how excellence, trust, and empowerment unlock potential. Together, we’re not just advancing careers—we’re shaping a future defined by growth, purpose and shared success.”

Colleen Haupt
Executive Director, Revenue Talent Development



OUR APPROACH: SASB STANDARDS

TriNet has leveraged the markers developed by the Sustainability Accounting Standards Board (SASB) to guide us in developing our 2025 Stakeholder Impact Report. SASB has developed industry-specific reporting recommendations. We’ve 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 2025 report and our dedicated [Stakeholder Impact site](#). The three main SASB topics we’ve focused on are:

DATA SECURITY
WORKFORCE REPRESENTATION
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	- Enterprise Risk Management - Continued Maturation of Our Security Program and Control Capabilities - Privacy and Security by Design - Customer-Centered Innovation - AI-Forward—Innovation with Integrity
	Description of policies and practices relating to collection, usage, and retention of customer information	- Enterprise Risk Management - Continued Maturation of Our Security Program and Control Capabilities - Privacy and Security by Design - Customer-Centered Innovation - Designing Our Future on a Foundation of Our Customer Needs, Privacy and Security
	(1) Number of data breaches, (2) percentage involving customers’ confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	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.
Workforce Representation & Engagement	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	Organizational Representation
	(1) Voluntary and (2) involuntary turnover rate for employees	Omitted. TriNet’s rationale for omitting this metric from the report: TriNet does not disclose this information.
	Employee engagement	Colleague Engagement Survey: Transforming How We Listen to Colleagues
Professional Integrity	Approaches to ensuring professional integrity	- Our Core Values - Culture of Belonging: One TriNet - Customer-Centered Innovation - Bridges to Accessibility Inclusion - Government Affairs - Code of Business Conduct and Ethics - Board Oversight - Strategic Governance Through Perspective and Independence - Governance in Action: Leading with Integrity - Corporate Governance Guidelines - Insider Trading Policy - Addressing High Profile or Sensitive Issues - Stockholder Communications Policy - What It Means to Be a Leader at TriNet - Elements of Sustainable Growth - Making Compliance Accessible - Committing to Excellence—Supporting Customers with Transformation - Human Rights and Labor Standards Policy - Policy Against Harassment & Discrimination - Workplace Violence Prevention Standard - Regulatory Affairs Policy - Government Relations - Anti-Bribery and Anti-Corruption Policy - Helping TriNet Do Business the Right Way - Strengthening Partnership Integrity Through Screening - 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.	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.

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): 3,349*			
	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:	.07	.12	.12	.10**
Total Recordable Case Incident Rates (TRCIR) (per 200,000 working hours).	2022	2023	2024	
Occupational Injuries and Illness: Colleague fatalities.	0	0	0	0*
	2022	2023	2024	
People Leaders (by Gender):	US: 55% (Female) and 45% (Male) *** India: 22% (Female) and 78% (Male) ****			

* As of November 2025.
** Figures are extrapolated through year-end based on data as of November 1, 2025.
*** U.S. management roles as of 12/31/2024 inclusive of all management roles, including executives.
**** Data on India workforce as of 10/13/2025.

USE OF FORWARD-LOOKING STATEMENTS

For purposes of our TriNet Shareholder Impact Report (the Report), the terms “TriNet,” “the company,” “we,” “us,” and “our” refer to TriNet Group, Inc., and its subsidiaries. This report contains statements that are not 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 policies, programs and initiatives and our ability to continue them in the future; future stakeholder participation in our programs and initiatives; our ability to meet our stated goals and the resulting impact; the impact of our global workforce; the impact of opening offices in Atlanta and India on domestic and international travel; the impact of risks or opportunities arising from climate change; the impact of domestic and international laws and regulations; 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.

THANK YOU.

We are grateful to all colleagues who helped build our 2025 Stakeholder Impact Report.

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Director, Real Estate and Facilities

Bonnie Yeomans
Chief Privacy Officer

“

On behalf of TriNet’s Stakeholder Impact leadership group, I want to take a moment to say a big thank you to our incredible cross-functional team. Your dedication, hard work and passion have been the driving force behind this program—and this report is a true reflection of that.

As the executive sponsor of our program, I’m so grateful to everyone who played a part in bringing it to life. Your efforts have helped us highlight not just our progress, but the values that define who we are and how we serve our clients.

This report is more than just a collection of numbers and anecdotes—it captures meaningful moments, exciting developments and areas where we continue to grow. I’m proud of how we’ve empowered each other and told the story of a company grounded in trust and focused on the future. We’re excited about what’s ahead and I know that together, as one team, we’ll keep reaching new milestones.

”



Sidney Majalya
Senior Vice President,
Chief Legal Officer and Secretary