

# Employee FAQs

## MiX TELEMATICS ANNOUNCES INTENT TO ACQUIRE TRIMBLE'S FIELD SERVICE MANAGEMENT (FSM) BUSINESS

### What is being announced?

MiX Telematics North America has signed an agreement to acquire the Field Service Management (FSM) business of Trimble. The transaction is expected to close on September 2, 2022. Following the completion of the transaction with Trimble, the transition team will announce the business unit name.

### Who is MiX Telematics?

MiX Telematics is a leading global provider of fleet and mobile asset management solutions delivered as SaaS to 838,300 global subscribers spanning more than 120 countries. The company's products and services provide enterprise fleets, and small fleets with solutions for efficiency, safety, compliance, security, and sustainability. MiX Telematics was founded in 1996 and has offices in South Africa, the United Kingdom, the United States, Uganda, Brazil, Mexico, Australia, and the United Arab Emirates as well as a network of more than 130 fleet partners worldwide. MiX Telematics shares are publicly traded on the Johannesburg Stock Exchange (JSE: MIX) and the New York Stock Exchange (NYSE: MIXT).

### What solutions does MiX provide?

MiX Telematics is a global provider of leading fleet management solutions for numerous key sectors and fleet configurations. Our solutions span asset monitoring, OEM integrations, vehicle tracking, vehicle telematics, driver apps, AI-based video tracking, and analytics. Apart from world-class technology driving our solution portfolio, we also provide 24/7 customer service and more than 25 years of industry-relevant expertise.

### Will Trimble's FSM products work with existing MiX Telematics' products?

The transition team is working tirelessly to ensure a seamless transition. This acquisition significantly strengthens MiX Telematics' subscriber base, particularly in North America, and signals a drive towards growth and investment. It should be noted that in the initial transition stages, systems

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will be kept separate to ensure operations continue running smoothly. Transitioning to a single system will take place when the operating environment has stabilized and it's optimal to do so.

## How will Trimble's FSM employees be integrated? Will there be any organizational changes?

The FSM team members are highly valued and will be a critical part of the integration into MiX, and the MiX operational strategy moving forward. Specific details will be provided soon after the close of the acquisition and will be conducted via a series of one-on-one engagements with each employee. All employees will be made an offer of employment in line with their current base salary. MiX has done everything it can to ensure that the transition is an exciting and smooth one.

## Why did Trimble make this decision?

Over the last 12+ months, Trimble reviewed its CTS/FSM business and evaluated several options, including:

- Does CTS/FSM fit into the overall Trimble Connect & Scale Strategy?
- Would it be more beneficial for the business and our customers if we sold the business?
- Discontinuing the business.

As we reviewed these options, our highest priority was given to the future of our employees, customers, and partners. After a lengthy process, we chose to sell the FSM business to MiX Telematics. We determined the sale would provide a good cultural fit for employees, it would provide a very good home for our customers, and we believe the MiX Telematics team will effectively deliver a dedicated level of focus and direction.

## Why is the acquisition a good thing for me?

The transition team has carefully considered all parameters, especially concerning the potential impact on the people affected. It's with this in mind that the acquisition is an exciting development as it poses career growth opportunities. The newly established business unit will become a key component of the MiX strategy in North America to develop and diversify from its large Oil and Gas business, into other verticals.

## Is the management changing?

Drew Davitian has been appointed Project Director for the new business unit and together with Christine Rafferty and Misty Maddux, they will lead the growth and transition as MiX employees. Drew will report directly to Charles Tasker, the Group COO, and CEO for MiX North America. The team considers this to be a pivotal step in the evolution of MiX's strength in that region.

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## Will my role change and what is expected of me?

Your role at MiX Telematics will not change from your role at Trimble. The experience and knowledge that you will contribute will only help to strengthen the transition into an already successful, global business. However, adapting to operating environments may result in changes to your role in the future. Such changes will be communicated as they arise with the relevant employees. Additionally, MiX Telematics offers many opportunities for career advancement as well as the opportunity to move between regions where and when required.

## Will our office be closing or moving?

Most MiX Telematics' employees work remotely in accordance with the Flexible Working Policy. There are occasions when certain employees may be required to join on-site meetings in Boca Raton, but any in-person commitments will be communicated as and when needed.

## What changes will happen to my planned pay increase, salary, and benefits?

MiX has done everything possible to minimize any changes to your base salary. However, there will be minor changes to the current structure of compensation in terms of deductions. These details will be discussed with each individual in due course.

## What will the go-forward strategy be for Trimble FSM?

MiX Telematics will continue to focus on providing the highest levels of customer satisfaction to specialized industries and is excited and ready to offer this value to its new telematics' customers. Utilizing appropriate technologies and focusing on the business needs of its customers, MiX Telematics will continue to place a high priority on developing industry-driven solutions that improve operational efficiencies for current and future customers.

## What will be the go-forward sales strategy?

MiX is arranging an onsite in Arizona (provisionally) in September for all North American employees to present the strategy and way forward for the business unit.

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## What happens to my employment and service with Trimble when the transaction is complete?

Employees will be referred to as "transferred" employees but the start date will be as of the next business day after the anticipated close date of 2 September 2022. This ensures that there will be no gaps in pay. However, service will not roll over to MiX, and will also not negatively affect any employee benefits.

## Will I have the option to stay with Trimble rather than going with the sale to MiX Telematics?

It's strongly encouraged that all employees move across to MiX Telematics and help strengthen the way forward in this new business unit. MiX is excited to welcome newly transitioned employees and sees every single person as integral to the success of this transaction. It should be noted that if you choose not to move over to MiX, that your role within Trimble will no longer exist.

## What is a Transition Service Agreement (TSA)?

There are a few TSA's in place that allows for MiX to continue to utilize some third-party providers during the transition period. These have been agreed to in the form of a TSA which is a legal document agreed by 'Buyer' and 'Seller'.

## How do I respond to customer/supplier inquiries?

All inquiries should be channeled to the Project Director, Drew Davitian, who will provide clear guidance and approved communication when dealing directly with customers and suppliers.

## If I currently report to a manager who is not moving with the transaction, who will I report to?

Most employees will continue to report to their current managers. For those who will not, the Project Director will communicate reporting lines with you. This will be raised in the individual engagements soon after the public announcement on 23 August.

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## Will my job title or responsibilities change?

Most people will remain with their current title. For employees whose scope will be expanded after the close of the transaction, new titles will be identified and assigned as part of the process. This will all be reflected and included in the sign-on promise that will have been shared soon after the transaction announcement and communicated in the one-on-one engagements. The sign-on promise will be sent by MiX Telematics soon after the announcement and is a document that briefly outlines the new terms of employment.

## Will MiX Telematics run these product lines as one business or separate?

As a start, during the initial transition phase, MiX Telematics will run the businesses as a separate business unit, following which a detailed plan will be implemented for long-term continuity.

## Will MiX Telematics have shared services organizations similar to Trimble?

MiX Telematics will not duplicate Trimble's shared services structure as it would not be appropriate for a smaller-sized, global organization. However, there are some shared services and global functions at MiX and the structure will be clearly explained during onboarding.

## Will MiX Telematics eliminate jobs in the new organization?

MiX Telematics is committed to the success and growth of the business and does not plan to eliminate jobs as part of this agreement. MiX will continue to evaluate future needs and adjust the organization as required.

## Will I have to relocate?

No. You will not be required to relocate.

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## Do I need to return my work equipment?

All assets will be transferred to MiX and you will be required to continue with your current equipment. The MiX IT team has been working hard to ensure business continuity. You will be provided contact details in the welcome pack provided by MiX.

## Do the employees at MiX Telematics know about the transaction?

MiX leadership has scheduled a Town Hall with MiX North America employees for the morning of the 24 August. As a dual-listed company, the information will also be announced to the public and shared on the global newswire.

## What will happen to my remuneration?

Everything regarding your remuneration and current benefits will be covered in your one-on-one with the VP of HR, Cheryl Cochrane, and thereafter, further questions can be raised with the finance controller and the HR/payroll specialist for MiX North America.

## Will there be any disruption in my benefits?

Immediately following the close of the transaction, benefits will terminate except for medical, dental, and vision with the last day of coverage being September 30, 2022. All other benefits (i.e Employee Stock Purchase Program) will be discontinued once the close of the transaction is complete. All US employees will be given 20 days of accrued PTO in their first year.

## Will I still be able to make contributions to the Trimble 401k plan?

The final 401k contribution and match will occur on the last payroll with Trimble on 2 September 2022. Following the close of the transaction, you will no longer be a Trimble employee. As a result, you will no longer be able to contribute to the 401k plan. You will have the ability to access your account after termination with Trimble to change your investment elections via your Fidelity account.

## When can we participate in the MiX Telematics 401k plan?

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All US employees will be eligible to participate in the MiX Telematics 401K immediately with the entry date being the first of any month. Again, this will be dealt with in your engagements.

**Will the employee match with Mix Telematics 401k be the same as Trimble?**

The MiX Telematics 401K plan will match all employees per the plan, which is 50% match up to 6%.

**What will happen to my participation in the Trimble Employee Stock Purchase Plan?**

MiX Telematics does not offer stock options.

**How long can I have access to my ADP?**

ADP portal access will remain active for one year after departure from Trimble.