

2023 Sustainability Update Addendum

2023 Action and Impacts

Our energy efficiency initiatives to date have decreased our Energy Intensity, enabling us to meet increasing demand for our products in a more sustainable manner. Since 2019, our Energy Intensity has decreased by ~ 15% and our combined Scope 1 and Scope 2 GHG Emissions Intensity have decreased by ~20%. We are addressing energy efficiency and Scope 1 and Scope 2 emissions with specific actions throughout our global operations. Here are just a few examples:

- Investing in more energy-efficient equipment across our facilities, including air compressors with variable speed and heat recuperation, and higher-efficiency boilers and HVAC systems
- Replacing existing lighting with LED lighting
- Installing advanced electric injection molding machines, which consume up to 30% less electricity compared to hydraulic machines
- Implementing automation and robotic integration to produce more pieces per hour while lowering energy consumption
- Increasing renewable energy to reduce carbon footprint, including self-production of electricity with solar panels
- Utilizing variable frequency drives (VFD) for chillers and compressors
- Implementing “no loss” condensate drains on compressor holding tanks to conserve use of compressed air
- Reducing energy consumption by establishing machine idling and leak tracking programs and processes
- Training employees on energy-saving behaviors and sharing best practices across the organization

The TriMas management team and Board of Directors are devoted to minimizing our environmental impact by reducing our GHG emissions over time. We recognize that TriMas and our global operations must do our part to help limit global warming to below 2 degrees Celsius, in order to reduce the detrimental effects on our ecosystems and human health. TriMas is dedicated to assessing our climate-related risks and opportunities, with the ambition of reducing our carbon emissions by continually improving our manufacturing, procurement and product development processes.

Renewable Energy

Solar energy is a renewable, clean and sustainable energy source that is becoming increasingly popular due to its cost-effectiveness, scalability and environmental friendliness. The following locations are currently using solar energy to power a portion of their manufacturing processes:

- Baddi, India
- Forlì, Italy
- Thủ Dầu Một, Vietnam
- Neunkirchen, Germany

TriMas is committed to reducing reliance on non-renewable energy sources wherever practical. Even though renewable energy accounted for less than 1% of our total energy consumption in



2023, we are investing in solar energy at our facilities and continuing to evaluate other renewable energy sources.

2023 Renewable vs. Non-renewable Metrics

Total Electricity Consumption (kWh)	159,046,885	100%
Grid Electricity (kWh)	159,020,897	99.98%
Renewable Electricity (Solar Panels, kWh)	25,988	0.02%

Total Energy Consumption (kWh)	273,531,239	100%
Non-renewable Energy (kWh)	273,505,251	99.9905%
Renewable Energy (kWh)	25,988	0.0095%

Biodiversity

Biodiversity is vital to a sustainable ecosystem and preserving our quality of life. To safeguard biodiversity, TriMas is committed to considering biodiversity when managing existing operations, and acquiring or constructing new business locations. To understand our impact, TriMas utilizes the internationally-recognized Integrated Biodiversity Assessment Tool (IBAT) to determine proximity to Key Biodiversity Areas (KBA). We have identified one such location in San Miguel de Allende, Guanajuato, Mexico, located within the Cerro Palo Huerfano KBA, which was classified as an Alliance for Zero Extinction zone for two endangered native cactus species. Located in an industrial park, our operations here are not being conducted on undeveloped terrain and do not have an adverse impact on the native cactus. Through our conservation efforts, we are doing our part to protect natural habitats and preserve endangered species.

Product Safety: Managing Risk of Harmful Chemicals

TriMas is committed to providing its customers with products that meet their performance requirements in the safest, most environmentally-friendly manner possible, as well as operating in a manner that promotes the health and well-being of our employees and our communities. TriMas determines the materials used in its products and applied as surface finishes based on customer requirements, applicable regulations, and the intended product durability and operating environment, using the least hazardous alternative possible. When hazardous materials must be used to fulfill performance and safety requirements, their presence is disclosed to the customer.

Under the European Union's Registration, Evaluation, Authorisation and Restriction of Chemicals regulation, also known as REACH, the products manufactured by TriMas are classified as "articles". Producers of articles are expected to follow two key provisions of REACH: Annex XVII and the Candidate List of Substances of Very High Concern. TriMas' products do not contain hazardous substances prohibited for use under Annex XVII; however, some products do contain hazardous substances that are on the Candidate List. TriMas provides disclosure to these customers either in the customer's preferred format or via a standardized material declaration form. Even though REACH only applies to products in the European Union, TriMas provides disclosure to any customer worldwide upon request.



Human Rights

TriMas is devoted to protecting the fundamental human rights of all people around the world. We are committed to ensuring that everyone is treated with dignity, fairness and respect, and we continuously strive to uphold our commitment to protecting each salient human rights risk, as outlined below:

1. Forced Labor, Human Trafficking and Child Labor

We are committed to ethical practices and ensuring that our operations and supply chain are free of slavery and human trafficking. The Company requests suppliers to certify that all materials used in their products are sourced, processed and manufactured in compliance with human trafficking and slavery laws in the countries in which they operate. TriMas also prohibits the use of all forms of forced and compulsory labor.

TriMas is committed to prohibiting child labor and complying with all applicable laws related to the hiring of minors. The Company has a minimum hiring age of 16, or the age mandated by the country of manufacture, whichever is greater. For hazardous working conditions, the minimum age is 18. This policy is also extended to all suppliers of TriMas.

2. Safe and Healthy Workplace

We are dedicated to making sure that all our employees are safe and healthy in their work environment. TriMas is committed to complying with all relevant safety and health laws, providing employees with proper safety training and protective equipment, and actively addressing any risks that could lead to accidents, injury or health impacts.

3. Diversity and Inclusion

TriMas is committed to creating an environment free from any form of discrimination or harassment. This includes any unfair treatment or retaliation based on race, religion, color, ethnicity, national origin, sex, age, genetic information, sexual orientation, gender identification or expression, protected veteran status, disability or any other characteristic protected by applicable law. We are focused on creating a safe and inclusive workplace and expects all employees to adhere to this policy and treat each other with respect and dignity. TriMas is also dedicated to the protection of minority groups' and women's rights. Appropriate action will be taken if any violations of the TriMas Human Rights Policy, Diversity, Equity & Inclusion Statement, or Code of Conduct occur.

4. Fair and Living Wages

TriMas commits to pay all employees a living wage and complies with all applicable laws and regulations. We are devoted to making sure that all employees are justly rewarded for their efforts in helping our company succeed. We comply with all minimum wage, overtime and benefits practices that relate to applicable local and national regulations including rest breaks, meal periods, overtime pay, severance payments, pay transparency rules and other wage and hour regulations. In a country that has no minimum wage laws or requirements, we compensate our employees at a rate comparable to the prevailing industry average in that country. No worker is allowed to work without pay and supervisors are prohibited from requesting them to do so.

5. Respecting Our Communities

TriMas is committed to upholding human rights and environmental stewardship in the communities where operate. We support our employees' efforts to make a positive impact in the local areas, and the TriMas Foundation provides annual funding for these initiatives. We also respect the cultures, customs and values of the people in our communities, and take into account their needs, concerns and aspirations by addressing the principle of Free, Prior and Informed Consent (FPIC).

2023 Employee Engagement Survey

In 2023, we administered an employee engagement survey globally through Gallup for the second year in a row. The Q¹² survey measures employee engagement and consists of 12 actionable workplace elements that offer proven links to performance outcomes.

- 81% Participation rate
- Surveyed 845 salaried employees

The goal is to start a conversation between managers and each of their employees to improve our levels of engagement and employee satisfaction. We are committed to continually fostering engagement and a positive work environment. Our managers actively facilitate engagement dialogues with their teams, collectively create action plans and track progress. We value our employees' input and look forward to working collaboratively to maintain a high level of engagement and an excellent workplace.

Ethics & Compliance Training

Primary elements of our ethics and compliance program are communications and training, which support our employees' understanding of TriMas' expectations and policies related to the Code of Conduct, Supplier Code of Conduct, cybersecurity and other compliance areas. To augment these efforts, we offer both in-person and web-based training courses to educate the workforce on the ever-changing methods, standards and regulations that govern our industries. As part of our performance management system, salaried employees are required annually to complete ethics and compliance training on a number of rotating topics. In addition, our hourly workers receive a variety of trainings in person, through their local human resource teams.

2023 Compliance Trainings:

- Anti-Bribery & Corruption
- California Consumer Privacy Act (CCPA)
- California Wage and Hour
- Code of Conduct
- Cybersecurity
- Discrimination Free Workplace
- Diversity, Equity & Inclusion
- Environmental, Health & Safety
- Global Data Privacy



- Global Workplace Harassment
- Health Insurance Portability and Accountability Act (HIPAA)
- Workplace Harassment and The Law Where You Work

2023 ISO Certifications

- 100% of our locations operate to the ISO 14001 Environmental Management System principles and have second party reviews of their systems.
- 8 of our manufacturing facilities are independently certified to the ISO 14001 Environmental Management System Standard.
- 1 of our manufacturing facilities are independently certified to the ISO 15001 Energy Management Systems Standard.
- 7 locations have received ISO 45001 accreditation for their occupational health and safety management systems.