



TriMas

2021 Sustainability Report

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TriMas Overview

Sustainability at TriMas

At TriMas, we view Environmental, Social and Governance (ESG) practices as a core tenet of our culture. Sustainability is rooted in our values and is a fundamental part of who we are as a company. Through the implementation of the TriMas Business Model (TBM), and supported by our commitment to continuous improvement, we proactively seek new ways to make progress in each of the four key areas of our sustainability strategy:

- Our Governance & Ethics
- Our People
- Our Environment
- Our Products

Led by TriMas' President and Chief Executive Officer, and with the support of our Board of Directors and senior management team, TriMas will continue our track record of responsible and sustainable practices.

~\$840

Million LTM Sales

As of 9/30/21

38

Locations

12

Countries

ABOUT US

TriMas, through its TriMas Packaging, TriMas Aerospace and Specialty Products groups, manufactures a diverse set of products primarily for the consumer products, aerospace and industrial markets. Our family of businesses seeks to provide customers with innovative product solutions that reflect our commitment to market leadership, innovation and operational excellence. TriMas achieves this by leveraging our well-recognized brand names, long-term customer relationships, global capabilities and intellectual property. Headquartered in Bloomfield Hills, Michigan, TriMas' shares are listed on NASDAQ under the ticker symbol TRS.





Message from our CEO

In late 2020, TriMas published its inaugural Sustainability Report, which highlighted many of our ongoing efforts to support our global sustainability initiatives. While this was our first report, TriMas has always been committed to “doing the right thing” to benefit all of our stakeholders, particularly in the areas where we live and work. While we are proud of our accomplishments and progress to further our sustainability efforts, we are also committed to improving upon our progress as we move forward.



TriMas Employees

and our family of businesses
adhere to our Code of Conduct

Throughout our history, we recognize that our positive contributions in the communities where we operate around the world have led to our continued long-term success and benefit society as a whole. TriMas’ commitment to Environmental, Social and Governance (ESG) practices guides how we conduct business globally, and is an integral part of our policies and business processes. Indeed an assessment of ESG impacts has become an important component of our investment decision-making process.

TriMas’ success starts with our people. All members of TriMas and our family of businesses are required to adhere to our [Code of Conduct](#), which governs how we operate our facilities, interact with each other and transact business globally. Operating our businesses with integrity is essential to our success and continued longevity. We believe that a commitment to honesty and ethics is a valuable asset that builds trust with all of our stakeholders.

We are also dedicated to fostering a culture based on diversity, equality, respect and empowering employees to achieve their full potential in the workplace, regardless of any differences in gender, age, race, ethnicity, culture, religion, sexual orientation, physical ability or personal opinions. We embrace new ideas to improve our business and believe that inclusion, acceptance and learning are values that bring our team together and make us stronger.

OPERATING WITH INTEGRITY

Our reputation as an ethical company and trustworthy business partner is one of our most valuable assets and vital to the success of our businesses.

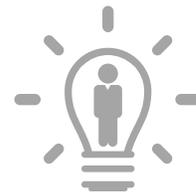
With the use of the TriMas Business Model (TBM), we reinforce our commitment to employee health and safety, as well as environmentally-friendly practices. Our management-reporting model leads with safety-related key performance indicators (KPIs), and we annually recognize our best performing Environmental, Health and Safety (EHS) facilities globally. Moreover, we champion a philosophy of continuous improvement and Kaizen as part of our TBM, so by applying this culture and approach to EHS, we strive to make our communities a better place.

In addition, we employ approximately 200 engineers and designers globally, who are always seeking to develop more sustainable products or process solutions for our customers. We have deep customer relationships, a global and flexible manufacturing footprint, leading technology innovations and socially responsible practices. Our Company's foundation has been built on our ability to work with our customers and create innovative products that creatively solve their needs, while supporting their strategies and sustainability goals.

As I reflect on our past and, more importantly, look to our future, I believe TriMas is better positioned than ever to create long-term value for our customers, employees and shareholders, and benefit the communities where we live and work. We will continue to strengthen our commitment to sustainability, leveraging it as an integral part of our operating culture. Thank you for your interest in TriMas, and thank you to TriMas' dedicated team who live and support our values and culture every day.



Thomas Amato
TriMas President and CEO
TriMas Board Member



Continuous Improvement

We are committed to enhancing our sustainability efforts and results



Innovation

We employ ~200 engineers and designers globally





TriMas

Our Values

At TriMas, we believe our core values are essential to doing business the right way and creating positive results for all of our stakeholders. These values reflect our culture, guide our actions and drive our performance.



Our Vision

To provide innovative products of exceptional performance and value through market-leading brands



Integrity

We operate in a culture of the highest ethical standards, seek to lead by example, and are committed to improving the safety in our work areas, our communities and the environment.



Customer-Focused

We continuously strive to provide superior levels of quality, delivery, service and total value to differentiate ourselves from our competitors.



Teamwork

We value all of our employees, treat each other with mutual respect and encourage collaboration to drive innovation.



Results-Driven

We are committed to achieving our performance goals, with a focus on fact-based decision making.



Continuous Improvement

We embrace the tools of Kaizen and foster a culture of employee engagement to drive performance improvements and Operational Excellence.



Our Strategy for a Sustainable Future

We are focused on the following strategies to drive continued growth and performance:

Leverage Our TriMas Business Model to Drive Performance and Continued Success

At TriMas, we use a common operating model to manage our diverse end market businesses. The TriMas Business Model is the framework that provides a platform of standards across TriMas, which allows management to communicate how we plan, measure, review, incentivize and reward our people. It provides the foundation for determining our priorities, executing our growth and productivity initiatives, and allocating capital and resources.

Engage Our People

We believe our talented and dedicated global team is the foundation of our success. We strive to be a great employer through our demonstrated commitment to employee safety, diversity and inclusion, talent development and workplace culture. We embrace the tools of Kaizen and foster a culture of employee engagement to drive performance improvements, operational excellence and a sustainable future.

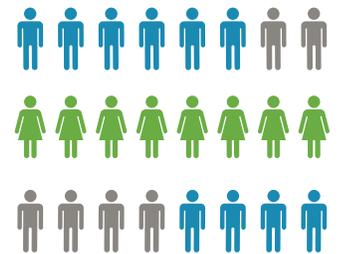
Accelerate Organic Growth Through Innovation

We intend to leverage our brands and introduce innovative products to meet our customers' needs and help solve their challenges. Our disciplined approach allows us to defend and expand our product offerings, and grow our business over the longer term. In addition, we also value process innovation and believe we can solidify our customer relationships as new processes and manufacturing "know-how" improve our quality, speed to market, sustainability and overall competitiveness, increasing customer satisfaction, as well as our performance.



TriMas Business Model

~3,500
Dedicated Employees
Globally





Sustainability
is a key focus in all we
do at TriMas

Identify and Integrate Acquisitions to Enhance Organic Growth

We believe TriMas is uniquely positioned to leverage its relatively low debt profile with its strong free cash flow profile to enhance organic growth through acquisitions. TriMas' acquisition priority is to build out our Packaging platform, continuing our initiative to increase TriMas' weight in packaging-related end markets, which today comprise more than 65% of consolidated revenue. TriMas will also explore opportunities to build out its Aerospace platform, with a focus on adding strong brands and innovation to its aerospace fasteners and engineered components product lines. We typically seek to acquire adjacent product lines that expand our existing product offerings, gain access to new customers and end markets, expand our geographic footprint and/or capitalize on scale and cost efficiencies. We prefer to buy well-run private companies, which by leveraging our TriMas Business Model, make them better.

Drive Enhanced Cash Conversion

We rely on our TriMas Business Model to drive our decision-making processes to achieve our growth and profitability targets, as well as drive our businesses toward achieving market-leading returns and cash flow conversion. We believe establishing well-defined strategies, executing against annual goals and long-range targets, operating in a data-driven, fact-based environment and awarding our team on annual cash flow generation will allow us to expand our free cash flow. We plan to use this cash for reinvestment in our businesses, strategic acquisitions and other capital allocation actions, such as dividends and share buybacks.

Focus on Sustainability in All We Do

At TriMas, we believe that sustainability is broader than caring for the environment, and encompasses care for our employees, as well as the communities where we live and work. It means continuously enhancing our products and our processes to make the world a better place. We strive to incorporate the concept of sustainability into our decision-making model, and continue to increase the importance of sustainability in everything we do.



ECOVADIS GOLD STATUS

In 2021, Affaba & Ferrari™, part of TriMas Packaging, achieved Gold status in the corporate social responsibility ranking of EcoVadis. The methodology evaluates companies on the basis of 21 criteria from the areas of environment, labor & human rights, ethics and sustainable procurement.

Our Governance & Ethics

TriMas believes that doing what is right is vital to our continued success. Therefore, our commitment to sustainability is a priority throughout the entire organization, and starts with our Board. We have laid the foundation for a sustainable future through compliance and risk management oversight, sound corporate governance and policies, and our employee Code of Conduct and training.

Board and Management Oversight

Supported by our engaged Board of Directors and management oversight, we operate TriMas with a demonstrated commitment to the highest level of ethical conduct. This commitment is reinforced by strong policies and practices related to fair and ethical business dealings, robust governance, compliance with applicable laws and respect for international human rights principles at TriMas and by our suppliers and business partners.

The Board has an active role in TriMas' overall strategy and risk management activities, including conducting an annual review of the Company's corporate governance practices and reviewing our sustainability strategy. In addition, the Board regularly reviews TriMas' enterprise risk management process, which includes certain environmental, social, supply chain and governance matters. Our TriMas management team structures, monitors and adjusts our sustainability efforts in a manner that is consistent with our core values and best serves the interests of TriMas and all of our stakeholders.



STOCK OWNERSHIP GUIDELINES

President & Chief Executive Officer:	5x
Chief Financial Officer:	3x
Named Executive Officers:	3x
Other Company Executive Officers:	2x
Other Corporate Office VPs and Divisional Executives:	1x
Members of the Board of Directors:	3x

Our executive stock ownership guidelines align the interests of our executives and Board with those of our shareholders. The guidelines, approved by our Board Compensation Committee, are expressed as a multiple of base salary or Board retainer.

CORPORATE GOVERNANCE HIGHLIGHTS

- We have independent, experienced committee chairpersons.
- The Board undertakes an annual self-evaluation process.
- We tie pay to performance and the majority of executive officer compensation is conditioned on the achievement of predetermined financial goals related to corporate performance.
- Executive compensation is benchmarked annually by a third party and is designed to not promote excessive risk-taking.
- Our Compensation Committee benefits from its use of an independent consulting firm which provides no other services to the Company.



1 out of 8

of our Board Members is ethnically diverse

2 out of 8

of our Board Members are female

7 out of 8

of our Board Members are independent

Board Composition

Our Board is comprised of eight directors: our Chief Executive Officer and seven independent directors. Our Board believes it should collectively embody a diverse set of skills, knowledge, backgrounds and perspectives appropriate to TriMas' needs, and takes into consideration the diversity of the Board, with respect to race, gender and national origin, when considering director nominees. The Board believes that its structure and composition of highly experienced and engaged independent directors provide effective oversight of the Company's management.

Using our Board skills matrix as a guide, as well as the results of our annual Board and committee self-evaluation process, the Nominating and Governance Committee evaluates Board composition at least annually and identifies for Board consideration areas of expertise that would complement and enhance our current Board.

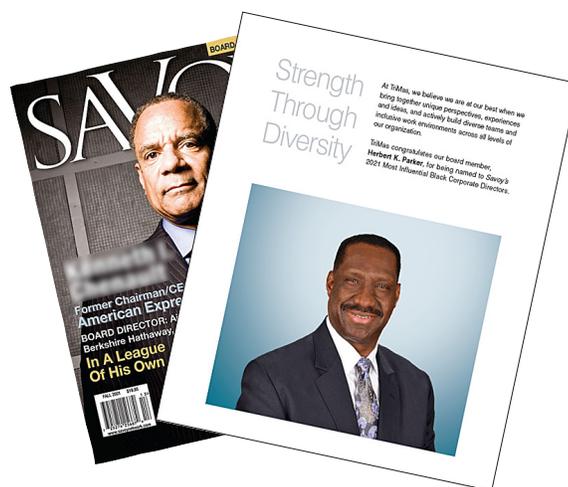
Additional details on the Board, its committees and their functions can be found on our website under the [Corporate Governance](#) section.



Minorities in Board Leadership Positions

Our Board of Directors Audit Committee Chairperson is ethnically diverse.

Our Board of Directors Compensation Committee Chairperson is female.



Herbert Parker, a member of TriMas' Board of Directors and Audit Committee Chair, has been named to *Savoy Magazine's* 2021 Most Influential Black Corporate Directors list.

Enterprise Risk Management Oversight

One of the primary roles of TriMas' executive leadership team and the Board is to assess and mitigate the various risks associated with our businesses. During our annual Enterprise Risk Management (ERM) process, TriMas leaders across our business units and geographies identify and assess leading risks facing TriMas and work collaboratively to implement plans to mitigate these risks. On a regular basis, the Board reviews the ERM process, including the design of the program, evaluating the key risks reported, and the actions identified to manage and reduce those risks. Typical focus areas of risk include:

- Operational
- Strategic
- Financial and Accounting
- Compliance
- Information Technology and Security

TriMas leadership employs the information gathered in the ERM process to support effective business decision-making and assess risk-reward tradeoffs. Aided by this insight into key risks and countermeasures, TriMas is able to build better, more resilient businesses supported by a risk-based approach.

Information and System Security Oversight

We are committed to the security of our products, services and data. We recognize that at any time, the Company may be the target of attempted cyber attacks and other security threats. Therefore, we continuously assess and improve our information systems to keep pace with the evolving threat landscape. Our cybersecurity program incorporates security measures from frameworks like the National Institute of Standards and Technology (NIST) and the Center for Internet Security (CIS). In addition to preventative measures that employ traditional and artificial intelligence technologies, we actively monitor and audit our information technology and data assets to detect any anomalies and to respond quickly to potential threats that may arise.





In addition to applying security controls to prevent unauthorized access to sensitive information and protecting our IT systems and networks from exploitation by outsiders, we also:

- Update the Board of Directors quarterly on information and cybersecurity status and enhancements
- Utilize third party experts to evaluate our security program and test operational effectiveness of security controls
- Deploy cybersecurity training courses to all employees annually
- Regularly update TriMas' Incident Response Plan to increase its comprehensibility
- Establish contingency plans as part of the risk management process
- Conduct phishing testing on a quarterly basis across the organization
- Distribute a Monthly Phishing Scam Watch to increase employee awareness of the latest phishing scams

At TriMas, we believe every employee has a responsibility for safeguarding data and information within the Company's control, and must be familiar with all Company policies and security guidelines for the protection of this information.



TriMas ESG Committee Charter

may be found on the
Company's website

Environmental, Social & Governance Committee

In 2021, we formalized our ongoing commitment to environmental stewardship, health & safety, corporate social responsibility, governance and sustainability by the formation of our [Environmental, Social & Governance Committee](#) that includes both a Steering and an Action Committee. Consisting of a group of cross-functional executives, the Committees aim to:

- Define ESG priorities, objectives and strategy with the goal of further integrating sustainability into the Company's strategy and operations;
- Oversee and coordinate the implementation of the Company's ESG initiatives;
- Assist the Governance and Nominating Committee of the TriMas Board of Directors in fulfilling oversight responsibilities with respect to the Company's ESG efforts; and
- Monitor and assess developments relating to and improving the Company's understanding of ESG matters.

The Action Committee Chairperson, in coordination with TriMas' President and CEO, provides quarterly updates to the Board Governance & Nominating Committee.

Ethics and Compliance Program

Employee Code of Conduct

We expect our employees to conduct business using the highest standards of ethics and integrity. Our [Code of Conduct](#) (Code) serves as a guide in meeting these expectations and is accessible to all employees in the primary languages used where we conduct business. New employees are introduced to the program during the onboarding process, and our employees participate in online Code of Conduct training and certification annually. Our Code provides business conduct principles for our employees, officers and directors to achieve our ethical standards and commitment to integrity.

Reporting Ethics Concerns

Our management team is responsible for assuring compliance with the Code of Conduct, along with all internal policies and procedures. All TriMas businesses operate in accordance with applicable laws and regulations and support TriMas' commitment to ethical conduct. We encourage all our employees to promptly raise concerns about possible legal or ethical issues. Concerns may be raised through numerous channels, including managers, human resources, the Company's legal department or the [TriMas Ethics Hotline](#). At the option of the reporting individual, any concern can be raised anonymously and all incidents reported via the Hotline are escalated to the Audit Committee, along with resolution. All reported concerns are promptly and thoroughly investigated with a focus on issue resolution and the opportunity for continuous improvement.

Ethics and Compliance Training

Primary elements of our ethics and compliance process are communications and training, which support our employees' understanding of TriMas' expectations and policies related to the Code, cybersecurity and other compliance areas. To augment these efforts, we offer 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 rotating number of topics, including harassment avoidance, data privacy, cybersecurity, anti-bribery and anti-corruption. In addition, our hourly workers receive a variety of trainings in person, through their local human resource teams.



TriMas Encourages

employees and business partners to speak up



Employee Training

Employees complete web-based ethics and compliance training annually

Supplier Compliance

We value our business relationships and are committed to doing what's right for our customers, suppliers and other partners. Our business relationships are based on lawful, ethical and fair practices. We interact honestly and with integrity in the marketplace and expect our partners to do the same. We also expect our suppliers to obey the law, including laws that require them to treat workers fairly, provide a safe and healthy work environment, and protect environmental quality, as well as laws prohibiting trafficking in persons and forced, compulsory and child labor.

Our [Social Compliance Policy](#) contains a supplier agreement that requires our suppliers to commit to conducting business in a socially responsible manner.

Our Policies

We regularly review and update, as appropriate, our policies governing ethical conduct and responsible behavior in order to support our sustainable and continued success.

Code of Conduct outlines TriMas' business philosophy, values and principles regarding fair, ethical and honest business dealings. TriMas is committed to operating ethically and honestly, and to leading with integrity in all business activities around the world.

Corporate Governance Guidelines ensures TriMas is governed in a manner that serves the interests of our shareholders, employees and other stakeholders.

Global Anti-Corruption Policy emphasizes the importance of complying with anti-corruption laws of all countries in which TriMas and anyone working on TriMas' behalf operate.

Global Competition Laws Policy states our commitment to complying with competition laws, designed to ensure open competition in the marketplace, in all countries where we conduct business. These laws protect TriMas, our customers and the public against unfair business practices that can restrict trade and reduce competition.



TriMas Policies

may be found on the Company's website on the Corporate Governance page

TRIMAS ETHICS HOTLINE

- Call toll-free from the United States: 1-800-971-4338 or visit <https://trimascorp.ethicspoint.com> to find a toll-free number for other countries outside of the United States.
- Report electronically at <https://trimascorp.ethicspoint.com>.

Global Conflicts of Interest Policy applies to all TriMas employees, officers, board members, and those acting on behalf of TriMas, and ensures sound judgement is used to recognize and avoid any situation that may involve a personal conflict of interest and the best interest of TriMas.

Global Electronic Communications Policy functions as a guideline for TriMas employees, instructing them on how to appropriately use the Company's electronic communications systems, and specifying how TriMas will handle inappropriate use.

Global Human Rights Policy reinforces our commitment to demonstrating respect for human rights at TriMas and throughout our supply chain. It applies to all TriMas employees and locations worldwide, and to others who may act on TriMas' behalf.

Global Whistleblower Policy encourages employees to properly report, based on good faith information, instances of illegal practices or violations of corporate policy. It also states our commitment to protect individuals who initiate such reports from retaliation and identifies how and to whom such concerns can be reported.

Responsible Sourcing and Conflict Minerals Policy seeks to assure that TriMas partners with suppliers who share our commitment to responsible sourcing and our values around human rights, ethics and environmental responsibility.

Safety Policy stipulates that we strive every day to foster a proactive safety culture throughout TriMas.

Social Compliance Policy seeks to protect the health, safety and rights of our employees, the community and environment in which we operate, and the lives and communities of workers in their supply and distribution chains.



Human Rights Policy

We believe all people around the world should be treated with dignity, fairness and respect





Our People

At TriMas, we strive to be a world-class employer through our commitment to safety, employee engagement, diversity, equity and inclusion, talent development and community involvement. People are at the center of everything we do, from our employees to our customers and suppliers, to those who live in our communities. We believe we can all play a role in creating a more sustainable future.

Employee Health & Safety

Our first responsibility every day, in all of our locations, is the safety and health of our employees and anyone who conducts business on our behalf. The commitment to safety starts at the top levels of our organization. In fact, we commence every internal operating review and board meeting with a safety update.

We believe a safe and secure workplace is a fundamental right and important to our success. TriMas is committed to providing a safe workplace, and complying with applicable safety and health laws, regulations and internal requirements. We are also committed to engaging our employees to continually improve safety and health by acting upon opportunities to reduce risk and improve our safety and health performance.

Our Health & Safety goals are as follows:

- Managing risk and minimizing hazards with the goal of zero lost time incidents
- Providing a healthy work environment
- Complying with health and safety regulations
- Protecting TriMas property from accidental loss
- Promoting the safe use of TriMas products



ISO 45001

Our New Albany, Ohio, facility recently received ISO 45001 accreditation for its occupational health & safety management system

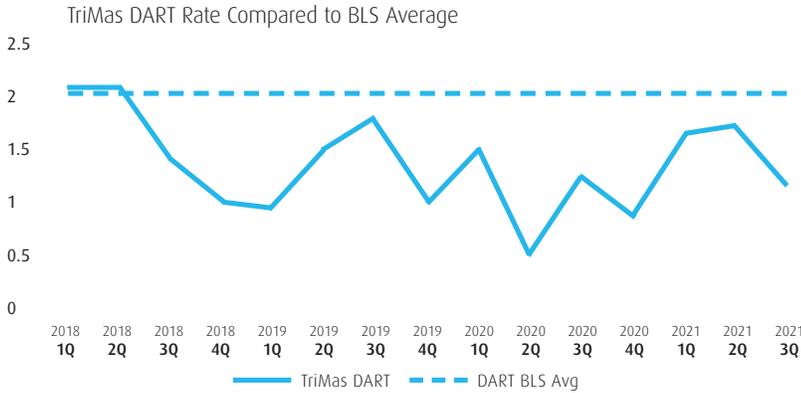
EMPLOYEE COMMITMENT TO SAFETY

As included in our Occupational Safety and Health Policy Statement, employees demonstrate their commitment to maintaining a safe working environment by:

- Using proper housekeeping practices
- Following all safety rules and procedures
- Using prescribed personal protective equipment, practicing good personal hygiene by washing hands frequently and social distancing as applicable
- Avoiding unsafe acts
- Reporting injury, illness or near miss incidents
- Reporting and correcting unsafe conditions

We strive to provide the appropriate education, training and management support to ensure safety competencies.

TriMas Safety Statistics



DART - Days Away, Restricted or Transferred

LTA - Lost Time Accident

BLS - Bureau of Labor Statistics

Note: TriMas reports a fatality rate of zero (0)

Environmental, Health and Safety Training

A commitment to Environmental, Health and Safety (EHS) is a core element of the TriMas Business Model. To help ensure we meet that commitment, we routinely publish communications on safety values and behaviors. To reinforce those messages, a wide variety of employee training programs have been implemented.

Each location develops an injury and illness prevention plan based on site hazard assessments. Training requirements are based on local risks, local regulatory requirements and corporate standards. Training is provided in the local language. Typical programs offered include:

- Emergency Preparedness and Evacuation
- Personal Protective Equipment (PPE)
- Chemical Hazards
- Fire Prevention
- Powered Industrial Vehicles
- Lock Out and Tag Out
- Ergonomics and Safe Lifting
- Fall Prevention

EHS training begins as part of new hire orientation. It continues throughout the employee's career using a wide variety of methods, including safety talks, presentations, specialized courses, hands-on activities and drills, and professional development conferences for employees responsible for guiding EHS programs at the individual sites.



All Lost Time Accidents

are escalated to TriMas' CEO, the appropriate group president and top EHS executive promptly following an event



17

Locations

have gone 365 days or more without a lost time incident



8

Locations

have gone 1,825 days (5 years) or more without a lost time incident

85%

of U.S. employees participated in a TriMas medical/prescription drug plan in 2021

87%

of TriMas' employees in the U.S. participated in TriMas' 401(k) retirement savings program as of year-end 2021

MEANS-BASED HEALTHCARE

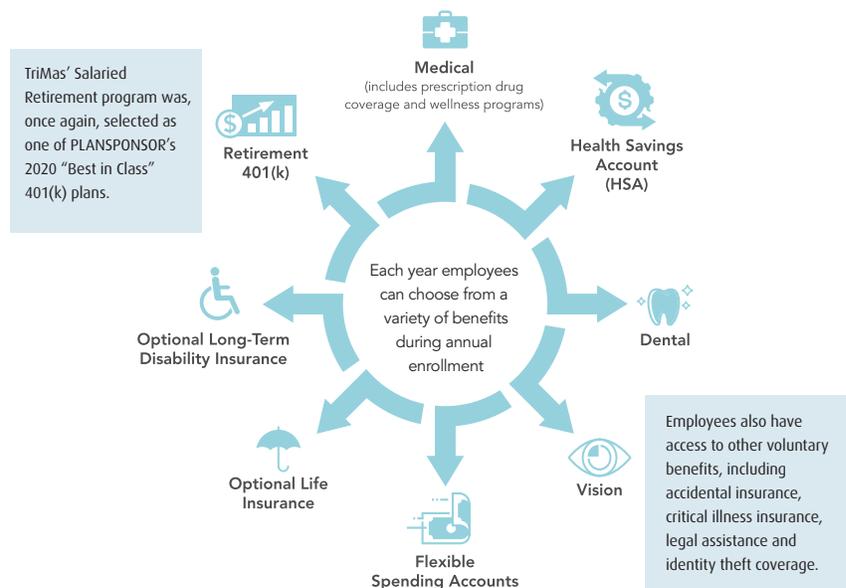
Employee health insurance premiums at most companies differ only by family size and type of plan. TriMas takes another factor into account—salary. We are pleased to share that we are recalibrating our salary bands to make health care coverage even more affordable in 2022. We believe how much an employee pays for healthcare out of their paycheck should be proportionate to how much they earn—with those who earn less, paying less.

Compensation & Wellness

We are committed to offering competitive compensation and benefits, tailored to geography, industry and experience. TriMas' compensation and benefit programs and practices are designed to attract employees, motivate and reward performance, drive growth, and support retention. In general, compensation at TriMas includes a base wage and in certain cases a bonus opportunity aligned with the Company's goals. In addition, senior leaders participate in a long-term compensation program which includes TriMas equity awards.

Our executive compensation philosophy is to employ programs that help attract and retain key leaders, motivate executives to continuously strive to improve both our short-term and long-term results, and reward achievement by delivering pay that varies appropriately with the actual performance results achieved. Our objectives are to align our executives' compensation interests with the investment interests of our shareholders and encourage our executives to make decisions that will increase long-term shareholder value.

While employee compensation and benefits vary worldwide and are based on regional practices, we know we must offer market competitive compensation and benefits in order to attract and retain great talent across our global operations. In the U.S., where government provided social programs are less prevalent, we have been particularly focused on providing a comprehensive, competitive benefits package that support health, wellness and financial security. TriMas provides a solid foundation of benefit programs automatically at no incremental cost to employees including basic life and AD&D insurance, disability insurance, employee assistance and wellness programs. In addition, below are some common features offered to our U.S.-based employees:



Employee Wellness

At TriMas, we care about our employees' overall well-being. In addition to providing medical benefits, we believe it is important to offer support in maintaining a healthy lifestyle. We believe that establishing a culture that encourages wellness among our employees helps with disease management and prevention, job satisfaction, managing stress and increasing productivity. It also assists with managing costs related to preventing employee illness and absenteeism.

Additional Wellness Programs Examples:

- Annual biometric screening
- Annual health questionnaire
- Tobacco cessation program
- On-site flu shots
- Employee assistance program and counseling
- Diabetes management program
- Weight management program

Spotlight: TriMas 10K-A-Day Walking Challenge

TriMas annually coordinates a walking challenge to get employees moving and build positive team morale. The overall goal of the program is for each participant to reach 10,000 steps a day over a period of 6 weeks. In addition to the satisfaction achieved from accomplishing the goal, teams compete globally to achieve the highest average number of steps per day. Out of this year's participants across 14 locations, 80% completed the overall challenge.



TriMas Employee Wellness Newsletter



"I started my weight-loss journey at the end of April, but this challenge pushed me even harder and got me a lot closer and faster to my desired weight-loss goal. All while cheering on my colleagues and teammates."

- Participant from our Commerce, California, location



Employee Engagement

Employee Engagement Survey

We take employee feedback seriously, which is why in 2021, we administered an employee engagement survey globally through Gallup. Nearly 650 salaried employees completed Gallup's Q12 Employee Engagement Survey with an 86% participation rate. The Q12 survey measures employee engagement and consists of 12 actionable workplace elements that offer proven links to performance outcomes. The goal is to start a conversation between managers and each of their employees.

Our employees' categorical engagement is 3% higher than other first year clients that have taken Gallup's engagement survey, and more engaged than other companies in our industry.

We will continue to work on our engagement as a company, with managers actively facilitating engagement discussions with their teams and developing action plans to ensure progress. We will again administer the engagement survey in 2022 to measure engagement improvement. We gained employees' input and are excited to work hand in hand with them to build sustained engagement and a great workplace.



Employee Engagement

Conversations between managers and employees yeild positive results



2021 TriMas Kaizen Challenge Winners

Employee Engagement and Kaizen

At TriMas, a commitment to continuous improvement is one of our core values and imperative to our long-term success. We embrace the tools of Kaizen and foster a culture of employee engagement to drive performance improvements and operational excellence. To encourage these efforts, TriMas launched its annual, enterprise-wide Kaizen Challenge in 2018, as part of the TriMas Business Model.

Since its introduction, more than 110 of the Company's top product, process and service-related projects have been submitted into the competition from 20 different locations in nine countries. Annually, the TriMas Leadership Team reviews each of the top projects and selects winners based on specific criteria including the positive impacts on the environment and business, as well as the demonstrated use of employee engagement and the tools of Kaizen.

The objectives of the Kaizen Challenge are to energize all employees to be more actively engaged in continuous improvement, increase management recognition of employee performance and drive improvements using teamwork. Finding ways to change our Company for the better is one of the everyday activities each of us is responsible for at TriMas.



Diversity, Equity & Inclusion

In 2021, we reinforced our commitment by communicating TriMas' Diversity, Equity & Inclusion Statement both internally and externally. We believe we are at our best when we bring together unique perspectives, experiences and ideas, and actively build diverse teams and inclusive work environments across our global locations. Tapping into our employees' diverse backgrounds and experiences ensures we make better decisions and supports stronger performance.

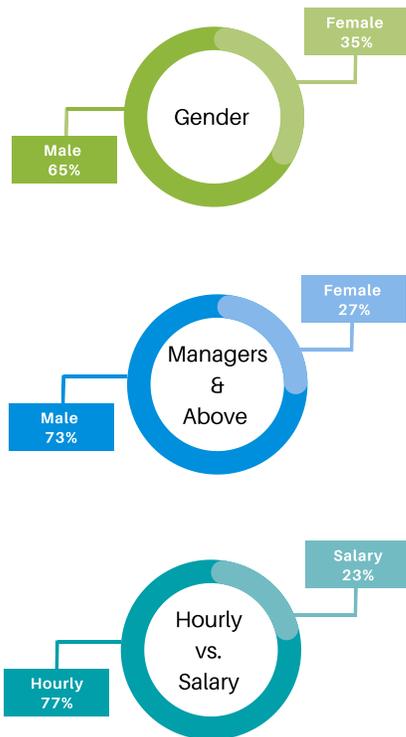
We believe that Diversity, Equity & Inclusion is an ongoing journey and we are committed to continuously improving our culture. We are focused on supporting and celebrating all types of diversity. Embracing an environment of inclusion – one of involvement, respect and support – will help ensure we leverage our best ideas and the contributions of all employees. We build our best teams by seeking out a wide range of unique backgrounds, perspectives, talents and experiences. This allows us to attract talent that is as diverse as the markets and customers we serve.

We foster working environments that are fair and safe, where an individual's rights are respected, and everyone can achieve their full potential. We are committed to maintaining workplaces that are free from discrimination or harassment on the basis of race, ethnicity, color, national origin, religion, age, gender, gender identity and expression, genetic information, sexual orientation, protected veteran status, disability or any other characteristic protected by applicable laws in the locations where we live and work.

Given our global nature and broad customer base, we seek to promote balance across our workforce with the objective of increasing the number of women and minorities in various functions throughout the organization. For TriMas, equity means fair treatment and fair access to opportunities, information and resources for all, so that everyone can thrive at our Company. We want to build a truly inclusive business, one that lifts barriers and helps excluded and underserved populations access their fair share of opportunity. That means looking at our own workplaces, our supply chains and the impact we have through our actions – and making sure they all contribute to a fairer world.

TriMas Global Workforce Snapshot

As of 9/30/2021

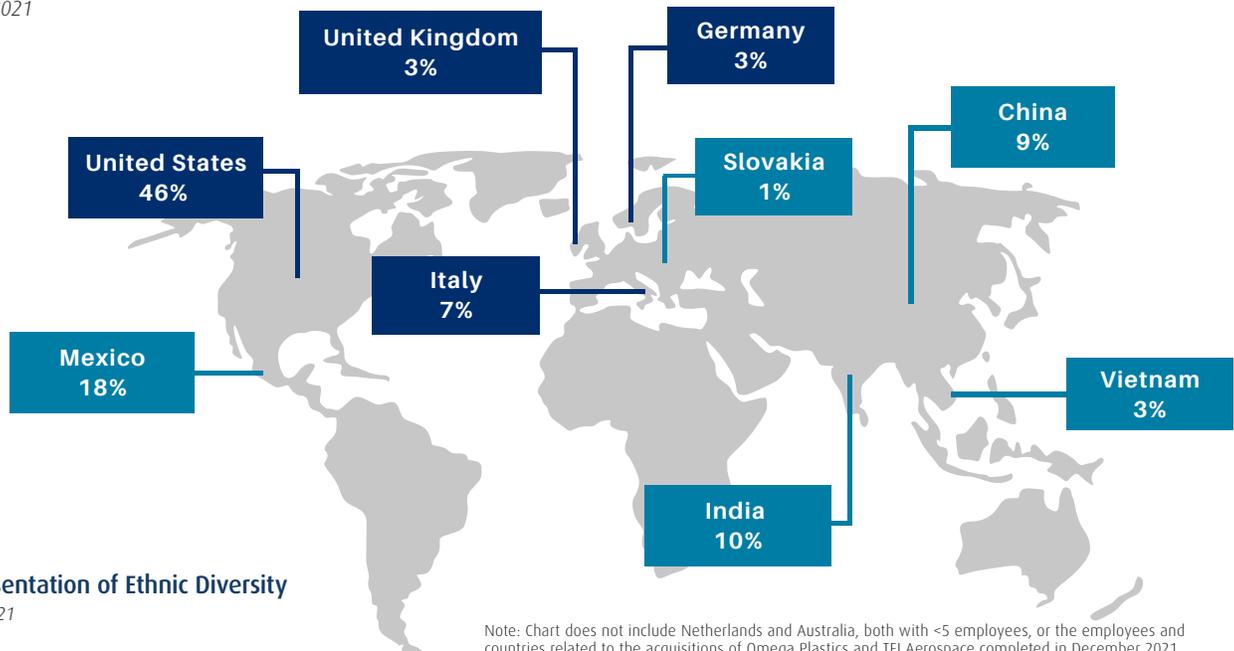


OUR COMMITMENT

At TriMas, we welcome the unique contributions that each employee can bring. We believe that a diverse workforce, and an equitable and inclusive environment, are critical to the continued growth and success of the Company, as well as making the world a better place.

TriMas Global Workforce Snapshot

Total Number of Employees: ~3,350
As of 9/30/2021



Note: Chart does not include Netherlands and Australia, both with <5 employees, or the employees and countries related to the acquisitions of Omega Plastics and TFI Aerospace completed in December 2021, which add ~150 employees and Canada to the 9/30/21 totals.

U.S. Representation of Ethnic Diversity

As of 9/30/2021

White/Not Hispanic Origin	48%
Hispanic/Latino	33%
Black/Non Hispanic Origin	10%
Asian	6%
Two or More Races	2%
American Indian/Alaskan Native	<1%
Native Hawaiian or Pacific Islander	<1%
Not Specified	<1%

Note: Data reported annually to the U.S. Equal Employment Opportunity Commission

Making the World a Better Place: Investing in Developing Countries

TriMas is committed to continuing to invest in developing countries, which we believe adds to their advancement. TriMas currently has approximately 1,300 employees and has invested more than \$100 million in developing countries.

TriMas DE&I Leadership Actions

Our Executive Team is committed to improving our existing Diversity, Equity & Inclusion programs and supporting future initiatives. Some examples include the following:

- Finding, hiring and retaining talent that represents the diversity in the communities where our facilities are located
- Expanding our recruiting channels to increase exposure to minority and diverse candidates
- Broadening key manager performance goals and action plans to include engagement, diversity and inclusion initiatives
- Conducting training programs aimed at improving management skills and awareness, including topics such as discrimination, workplace harassment and employee engagement
- Enhancing our annual succession planning process to include initiatives to bring awareness to and improve upon the diversity of our Company, concluding in a review by the TriMas Board of Directors
- Continuing to invest capital in regions of the world that will benefit society globally, including regions located in Mexico, India, Vietnam, China and Slovakia
- Supporting the TriMas Giving Philosophy, as well as assisting organizations focused on underserved members of the communities where we live and work
- Offering a pay-based premium structure for healthcare benefits in the United States to aid in providing affordable health care to all our employees



Talent Recruiting and Development

Developing top talent starts with recruiting the best, diverse people into TriMas. We believe that a talented, engaged and dynamic workforce is vital to our success. We seek to hire, develop and retain individuals who embrace and thrive in our culture. Our businesses strive to build robust talent pipelines through targeted recruitment initiatives across our global footprint. Our programs ensure seamless onboarding for our new employees. We identify and nurture talent through a culture that enables employees to succeed and grow into leadership positions. Our diverse businesses and structure provide many opportunities for employees to follow their own path and advance their careers.

We help our people achieve their full potential by supporting a culture of training development. We provide all employees with the opportunity to receive frequent performance feedback and open and honest two-way discussions on performance evaluations. On a regular basis throughout the year, employees have goal alignment, performance and career development discussions with their managers (via annual goal setting, performance reviews and talent reviews). At these times, employees receive candid feedback on their performance against set objectives. These reviews evaluate each employee's strengths, skills and areas for opportunity, which are important for career development.



We believe in elevating our performance by developing and investing in our people

Spotlight: TriMas Aerospace Leadership Development Program

In 2021, TriMas Aerospace launched a Leadership Development Program that supports the succession planning process to develop future leaders, while supporting our high performing employees' goals for upward mobility. The interactive program focuses on effective team leadership, problem solving, emotional intelligence and performance management, as well as other critical leadership skills. The program consists of quarterly meetings as a group, targeted readings, mentoring and high impact project involvement. We believe a strong leadership program can increase engagement, grow career paths and lead to better talent retention.



Community Involvement

TriMas operates businesses with facilities in 12 countries. In addition to our commitment to health and safety, we want to make a positive difference in the local communities where we operate. We do this by supporting a culture where our businesses and employees are active within their community, donating time and resources to make a difference. Just as we are committed to delivering quality products for our customers around the world, we are also committed to giving back to the communities where we live, work and do business.

Spotlight: TriMas Community Involvement Activities

Keeping our Communities Clean. TriMas Packaging's Rapak team in Woodridge, Illinois, celebrated Earth Day by picking up litter and trash around the community. We believe in doing our part to preserve the natural environment to help create a more sustainable future.

Partnering in the Fight Against Cancer. Across our family of businesses, we have implemented various initiatives to raise money and awareness to help fight cancer. Some initiatives include "Wear it Pink Day" and "Wear it Blue Day". Additionally, TriMas Packaging's San Miguel de Allende, Mexico, location has partnered with two outside associations, Banco de Tapitas and Las Damas Azules, to recycle plastic caps and paper in support of cancer awareness and research.

Providing Shelter in Local Communities. Our Lodi, Italy, team partnered with a local church in the community to restore and renovate the building to provide shelter for those in need.

Support for Non-Profits. Throughout the year, our employees supported various community and non-profit organizations. During the holiday season, the sites contributed to a toy drive for Toys-for-Tots. The sites also regularly support local food banks and contribute blood to the American Red Cross organization.



The Lodi, Italy, team partners with a local church to provide shelter for those in need.



Earth Day 2021

Together we can make a difference!



TRIMAS FOUNDATION

We have launched the TriMas Foundation in order to augment our ongoing commitment to social responsibility. The TriMas Foundation will focus on giving back to support underserved groups and communities around the world, particularly where our employees live and work. Our contributions will be based on employee-driven recommendations supported by an oversight committee, which will include TriMas Board member representation.



Our Environment

Across all our businesses, we strive to be good stewards of our environment through the responsible use of natural resources and sustainable practices. We are committed to taking appropriate measures to minimize the environmental impact of our operations and help ensure that our actions are consistent with the preservation of the environment.

Environmental Principles

Across TriMas, we use a variety of tools and processes to appropriately manage geographic and business specific regulations that may impact our organization in a variety of different ways. As part of the TriMas Business Model, we utilize a standard environmental approach at all locations aligning with the common goals of the organization to protect our environment. Our common goals are reflected in our environmental principles that provide guidance to TriMas employees worldwide in the conduct of daily business practices.



100%

of our manufacturing facilities operate to ISO 14001 standards

- We will comply with all applicable environmental laws and regulations
- We are committed to actions that minimize our impact on the environment through sound product life cycle analysis and operating practices
- We are committed to environmentally responsible business practices, including waste reduction, recycling and using the most environmentally-friendly materials practical
- We will strive for continuous improvement of our operations and products, and their impact on the communities in which we live and operate
- We will seek to manufacture and deliver value-added products that minimize environmental impact and that are safe when properly used and maintained



EHS Facility Systems and Compliance Reviews

TriMas' annual environmental, health and safety audits help ensure that the Company's facilities meet regulatory requirements and reinforce TriMas' commitment to safeguarding the environment. TriMas conducts in-house EHS reviews of all manufacturing facilities on an annual basis, which include a self-assessment by the location and a physical or virtual review by the TriMas EHS group. To promote continuous improvement, best practices are identified and shared across the organization.

In order to provide a consistent global framework, and as part of TriMas' ongoing drive for overall operational excellence, the International Organization for Standardization (ISO) 14001 environmental management system (EMS) is used as the base of the TriMas EMS system. As a result, 100% of our locations operate to ISO 14001 standards and have second party reviews of their systems. In addition, approximately 30% of our manufacturing sites are certified to the ISO 14001 Environmental Management Standard by third party registrars.

TriMas' EHS Award Program

Environmental, health and safety is a critical component of the TriMas Business Model. In 2018, we launched the TriMas Environmental, Health and Safety Award Program to further recognize our employees for the actions they take every day to ensure EHS compliance.

In addition to health and safety, social responsibility and continuous improvement measures, the locations are evaluated on a consistent set of environmental practices related to:

- Environmental Management Systems
- Regulatory Compliance
- Air and Emissions
- Water Discharge
- Waste Program
- Emergency Preparedness

The program has three levels of attainment, including:

- Level 1 – Core Practices – Award for those that meet or exceed corporate requirements.
- Level 2 – Exceptional Practices – Award for those that demonstrate exceptional practices and reflect significant efforts put into risk prevention and control.
- Level 3 – Best Practices – Award for those that consistently show superior methods or techniques that can be used as a benchmark for others in the industry.

While the 2021 results are still being finalized, we expect nine manufacturing locations to receive Exceptional Practices level recognition for 2021, which is up from six in 2020. We also expect two other locations to reach Core Practices level recognition for 2021.



~30%

of our manufacturing sites are independently certified to the ISO 14001 Environmental Management Standard

13 YEARS

our Longview, Texas, facility has received the Pretreatment Water Excellence Award from the City of Longview





Energy Management Systems

Our Neunkirchen, Germany, facility received the new ISO 50001 accreditation for energy management systems

Preserving Our Environment

TriMas has enjoyed a long history of responsible and sustainable operations. Embedded in our culture is a drive for continuous improvement, efficiency and waste reduction. We continue to actively reduce resource consumption through energy, water and waste management initiatives. Following are a few examples of ways in which we are conserving natural resources and reducing the environmental impact on our local and global communities.

Energy and Water

Our teams across TriMas are focused on conserving energy and water throughout all of their activities. Below are some of the initiatives taking place across TriMas:

- Retrofitting existing facilities with low-energy LED lighting and incorporating the latest energy efficiency standards into new facilities to improve light intensity and reduce energy consumption
- Incorporating motion sensors and other management tools to save energy and reinforce our energy-saving culture
- Using visualization and monitoring tools to better understand and control electricity usage
- Optimizing start-up and shut-down processes for various machinery in a manner that reduces energy consumption
- Utilizing solar energy where appropriate to reduce greenhouse gas emissions
- Recovering grey water and harvesting rain water to maintain green spaces and using rain water to recharge groundwater aquifers

Spotlight: Our Neunkirchen, Germany, Team Reduces Energy Consumption

During the past couple of years, our Neunkirchen, Germany, team continued their progress toward a more sustainable production facility and achieved the ISO 50001 certification for energy management systems (EnMS). The ISO 50001 standard specifies the requirements for establishing, implementing, maintaining and improving an energy management system, in order to enable a systematic approach to achieve continual improvement of energy performance, including energy efficiency, energy security, energy use and consumption.

The team utilized the tools of Kaizen to support this increased focus on reducing energy consumption. Initiatives included replacing dated air compressors with a more efficient one and installing a control system to run the system more optimally. As part of the Kaizen activities, they worked on minimizing compressed air leaks throughout the facility and added more efficient machines with a focus on metrics such as kilowatt hours per processed kilogram of plastic (kWh/kg plastic), reducing carbon emissions. The team also optimized and redesigned warehouse heating with a significant natural gas savings. The addition of an intelligent LED lighting system controlled by motion sensors will also improve the results.

Recycling Programs and Waste Reduction

All of our manufacturing facilities have active recycling programs. From the material we use in manufacturing to the ancillary products and packaging we use in our facilities, we have a strong focus on reducing, reusing and recycling materials at our facilities. Below are just a few examples:

- Paper, plastic and cardboard recycling
- Migrating administrative processes from paper-based to paperless
- Revising supplier and customer packaging procedures to reduce plastic usage
- Reducing scrap and rework

Waste Water Statistics

- 67% of our manufacturing facilities have zero industrial waste water discharges
- None of our industrial locations in developing countries have waste water discharges
- 100% of locations, that have industrial discharges, have pretreatment systems to minimize pollutants sent to publically owned treatment plants

Hazardous Waste Statistics (based on U.S. Environmental Protection Agency [EPA] guidelines)

- 93% of our manufacturing locations are either very small or small quantity generators of hazardous waste
 - 63% of our manufacturing facilities would be classified as very small generators of hazardous waste (less than 100 kg per month)
 - 30% of our industrial facilities would be classified as small quantity generators of hazardous waste (less than 1000 kg per month)

Air Emissions Statistics (based on U.S. EPA guidelines)

- None of our manufacturing facilities are considered a major air emission source
- 70% of our manufacturing locations are exempt from permitting due to the low volume of emissions

The reuse and recycling of all resources, effective waste management and the conservation of energy and water are the foundation of our environmental programs. With a culture based on continuous improvement, we will work to enhance all of our metrics in this area as we move forward.



Zero

reportable or significant spills



100%

of our manufacturing locations engage in recycling programs

Spotlight: Employees in our Commerce, California, Facility Focus on Reducing Waste

The TriMas Aerospace team in Commerce, California, is completing the installation of a new wastewater evaporator that reduces the volume of oily wastewater by more than 95%. In addition, the evaporator is equipped with Low-NOx natural gas burners, reducing nitrogen oxide emissions from combustion by 60%. During 2021, this team also conducted a Kaizen event in the CNC machining operation with the goal of improving tooling life, decreasing machine downtime and eliminating waste. By selecting a new cutting oil, tooling life increased by 51%, oil filter usage decreased by 65% and component failures decreased by 95%, with significant raw material consumption and hazardous waste reductions as well.



Protecting Our Planet

We are committed to minimizing our environmental impact

Working to Preserve Our Environment

- Our Rohnert Park, California, facility uses solar arrays to supply its electrical needs and is located in SOMO Village, which is a leading example of a sustainable community.
- Our Auburn, Indiana, facility enhanced its ultra-filtration operation to improve the wastewater pre-treatment process, standardize operations, improve operational safety, reduce chemical use and eliminate expensive, special order filter elements.
- Our Baddi, India, and Binh Duong, Vietnam, locations have active rainwater harvesting systems in operation, storing water to use for other purposes such as landscaping.
- Our location in Simi Valley, California, has replaced the older propane-fueled forklift with a newer electric forklift, resulting in zero emissions in the workplace along with the added benefit of modern forklift safety features.
- Our City of Industry, California, team upgraded an air emission control system to achieve maximum particulate emission capture efficiency. The upgrade also included replacement of the existing scrubber filters with ULPA (Ultra Low Particulate Air) filters, which are nearly 100% effective at removing particulate matter down to 0.12-micron diameter. The ULPA filters are more than 60 times more efficient than a HEPA (High Efficiency Particulate Air) filter at removing submicron particulate from the exhaust stream.
- We are designing our new, highly automated New Albany, Ohio, plant with a focus on sustainability. We are installing some of the most advanced injection molding and assembly capabilities available, as well as enhanced workflow approaches, which are expected to reduce overall energy consumption per unit produced.

Spotlight: Our Forlì, Italy, Team Focuses on Continuous Improvement

Our Forlì, Italy, team utilized the tools of Kaizen to improve its mold change planning and process, reducing the number of mold changes for the injection molding machines, which also reduced scrap costs and machine downtime, while increasing recovered material to reuse in the production process. This facility also uses solar panels that produce approximately 383K kW/h per year, as well as inverters for reducing energy consumption. In addition to the on-site photovoltaic system, this facility utilizes a high energy saving chiller, a free cooling system, floor heating and LED lighting systems.

Our Products

Across our family of businesses, we are committed to seeking additional opportunities for more sustainable materials, the recyclability of products and the development of products that help people around the world. We are addressing customer, as well as regulatory, expectations for sustainable product offerings, while we work collaboratively on initiatives such as sustainable resins, 100% recyclability and multi-use products.

Innovating Sustainable Products

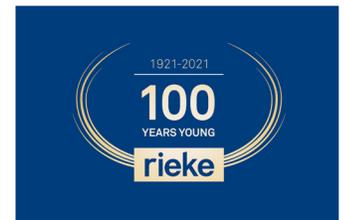
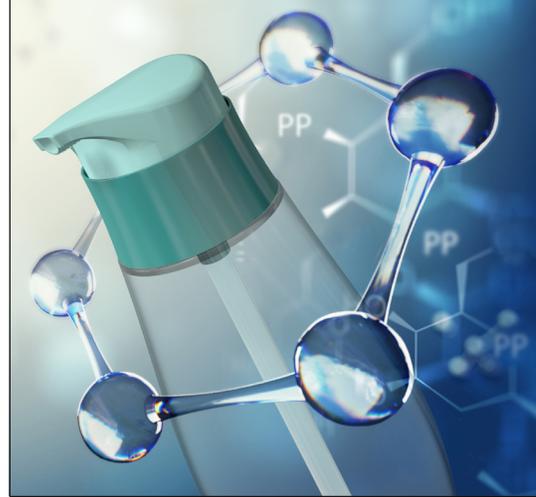
To make significant steps toward a sustainable future, we believe that great product design is key. By effectively optimizing a product's design, we can significantly reduce demands on raw materials and resources. At the end of life, good design allows the product to be easily reused, recycled or composted. Moving away from a linear model of consumption and toward a circular economy is not only good for the environment, but it also makes great business sense.

As a manufacturer, raw materials are a core part of what we do. Where possible, we are substituting non-renewable and less favorable raw materials with renewable alternatives, and we are increasing the number of products we offer that contain post-consumer recycled (PCR) materials. We are also committed to getting our products to the consumer as intended, minimizing unnecessary waste and damage.

Following are just a few examples of our efforts to enhance the sustainability impacts of our product solutions:

Single Material Dispensing Pumps

TriMas Packaging has further advanced its commitment to sustainability with the commercialization of the patented Mono™-2e pump, a unique dispenser pump that is fully recyclable. The pump features six parts, all made from one material, unlike conventional pumps, which include many parts made from different materials. It is 100% recyclable and designed to reduce carbon footprint by more than 65%. In addition, the Mono-2e is Amazon-approved and E-commerce ready, eliminating the risk of leaking during transit. We are also working on developing additional dispensing products made from a single-material without compromising quality, aesthetics, performance or formula compatibility. We look forward to launching our newest pump that is currently in advanced stages of testing, under the brand Singolo™.



Century of Customer Solutions

TriMas' Rieke business celebrated its 100-year anniversary in 2021



Sustainable Products

TriMas Packaging is introducing a full range of single polymer dispensing pumps



Composi-Lok®4 Aerospace Fastener

TriMas Aerospace's latest innovation in the Composi-Lok threaded blind bolt series, the Composi-Lok4, is in the final stages of its industry introduction and acceptance. Its design offers improvements over existing flush-break designs, including installed weight savings of 12% to 15%, contributing toward overall aircraft weight reduction and increased fuel efficiencies.

AllPlastic™ Bellows Pump

TriMas Packaging's Taplast AllPlastic pump, which contains 100% polyolefin materials, has a bellows technology that replaces the metal spring delivering an eco-friendly solution to our customers and consumers. The innovative look is designed to reflect sustainability and to be 100% recyclable with the lowest carbon footprint, without sacrificing performance. This makes it simple for consumers to do the right thing for the environment in recycling the full packaging.

Tethered Cap Solutions

With a commitment to sustainability, Affaba & Ferrari™, part of TriMas Packaging, has been focused on developing tethered caps, for filling aseptically, to its portfolio of closure solutions. Tethered cap closures are permanently attached to disposable beverage containers, allowing the consumer to recycle the caps with the containers and preventing littering of the environment caused by discarded caps. These products will feature a new screw and flip concept with a self-locking hinge that ensures food protection, while facilitating convenient consumption and reducing the impact of plastic caps on the environment.

Linha Dispensing Pump

With sustainable goals in mind, Rieke and Taplast have been working on increasing the use of PCR in products. Made from up to 50% PCR, the Linha pump significantly reduces its carbon footprint, while maintaining its optimum performance and keeping the product's integrity with its no metal contact design. This product is part of our effort to meaningfully reduce our usage of virgin plastic by 2025.



100%

RECYCLABLE

Rieke's AllPlastic
Bellows Pump

Spotlight: Steel Cylinder Design and Process Continuous Improvements

Our Norris Cylinder team develops and manufactures some of the lightest weight ISO cylinders in the world, without compromising performance and strength. By using less steel, these cylinders are more efficient to produce and transport, which reduces natural resource consumption and our carbon footprint. These lighter-weight cylinders also help our customers reduce employee injuries related to material handling, resulting in less injuries and downtime. In addition to optimizing product designs, the Norris Cylinder team completed a Kaizen project in 2021 to address the number of daily paint color changeovers for its cylinders. By substantially reducing the number of paint color options from more than 200 to 49, enhancing the process and improving the paint formula, this team achieved increased manufacturing and labor efficiency, a paint formula with better resistance to rust and corrosion, and reductions in paint cylinders and wasted paint. As a result of these changes, the Norris team has significantly reduced VOCs related to this process by an estimated 962 lbs per year, while improving the product and process.

A54-E Engine

Using the tools of Kaizen, the Arrow Engine team developed and launched the A54-E engine platform for stationary and non-road mobile applications. This new product offering achieved enhanced EPA certification and significantly reduces carbon monoxide (CO) and oxides of nitrogen (NOx) emissions, while also providing a remote user application for enhanced monitoring and servicing. At the same time, the Kaizen team streamlined the manufacturing process, eliminating five process steps and fifteen parts in assembly.

Spotlight: Rieke's Amazon-certified Innovations Equip Liquid Products for Online Shopping

The COVID-19 pandemic not only increased the volume of online deliveries, it has also fundamentally changed online shopping behavior, as "stay at home" policies encouraged many households to order everyday goods, such as personal care and cleaning products, online. As a result, these products passing through the E-commerce channel have to withstand more frequent and rigorous handling. To avoid damages, E-commerce providers often wrap the goods in secondary packaging with up to five additional packaging components. This results in unnecessary waste and packaging volume, as well as extra costs.

With the support of Amazon, Rieke established in-house ISTA-6 test labs, which enable testing and optimization of liquid packaging. Rieke's product solutions are certified to comply with Amazon's 'Frustration-free packaging' guidelines. Rieke's E-commerce friendly dispensing pumps and foamers allow liquid products to reach the consumer without damage or leakage, while eliminating unnecessary multiple layers of secondary packaging components and reducing costs.



Several Rieke Products

meet Amazon's ISTA-6 standards for E-commerce

Spotlight: Rapak® Bag-in-Box Partners with Lieb Cellars

TriMas' flexible packaging business, Rapak, offers a more sustainable alternative to other forms of packaging, enabling carbon reductions, cost savings and efficiencies in customers' supply chains. Bag-in-box technology has positive environmental credentials as it is easier and lighter to transfer, store and dispose of in regular waste collections. In 2021, Rapak collaborated with Lieb Cellars winery to develop the ideal bag-in-box solutions for their premium wines. The flexible packaging solution is not only a more sustainable and cost-effective alternative to glass bottles, it also protects the wine optimally and increases the shelf life. Bag-in-box weighs less than a glass bottle, so up to 20 percent in energy costs can be saved during transport. In addition, the box is made of cardboard and is 100% recyclable.





Products to Help Keep People Safe

In addition to our efforts to improve the environmental impact of our products, we also develop products that help keep people safe. Below are just a few examples of how our products positively impact the lives of people on a daily basis.

The Fight Against the Global Pandemic

TriMas' Rieke business develops and manufactures a variety of dispensers and closures that are used in applications that help fight the spread of germs, improve personal hygiene, support home and janitorial cleaning, and are in medical-related environments. During these challenging times of the pandemic, we have worked closely with our customers serving these markets to supply products that are essential to minimize the transmission of the COVID-19 virus. In addition, our Norris Cylinder business has produced more than 15,000 cylinders to supply oxygen to hospitals for those in need.

Keeping People Safe

At TriMas, we understand the importance of safeguarding children from hazardous products, while protecting the integrity of our customers. Our Rieke child-resistant closures securely seal the container, minimizing the risk of misuse by children, but at the same time making it easy for adults to use. These closures also reduce unwanted spillage and waste. Our child-resistant closures meet all legislative requirements and are certified according to ISO 8317 or certified by the Code of Federal Regulations Title 16, and the Consumer Product Safety Commission (CPSC). Rieke also has a range of innovative closures that increase security against product counterfeiting, manipulation and tampering, helping keep consumers safe and supporting our customers' brand reputations. In addition, Norris Cylinder also manufactures a complete line of fire suppression cylinders used in commercial and industrial systems designed to extinguish or prevent the spread of fires.

TRIMAS' QUALITY CERTIFICATION EXAMPLES

- ISO 9001 defines a quality management system focused on meeting customer expectations and delivering customer satisfaction.
- The National Aerospace and Defense Contractors Accreditation Program (NADCAP) is a global cooperative accreditation program for aerospace engineering, defense and related industries providing a consensus approach to special processes and products and continual improvement.
- British Retail Consortium Global Standards (BRCGS) certification is an international food safety management systems standard.
- Safe Quality Food (SQF) Program is a rigorous and credible food safety and quality program that is recognized by retailers, brand owners and food service providers worldwide.
- Others include the U.S. Department of Transportation/Transport Canada Certifications, the American Society of Mechanical Engineers (ASME) Certification and the American Bureau of Shipping Cylinder Certification.

Commitment to Quality and Innovation

TriMas is committed to outstanding product design, quality and flawless execution. We know these efforts, together with our firm commitment to business integrity, allow our customers to have great confidence in our capabilities, and will strengthen a sustainable competitive advantage for our businesses. At TriMas:

- We are committed to providing our customers with quality products that meet or exceed their needs and expectations.
- Every employee is responsible for ensuring the integrity of the products under his/her control and the accuracy of the documentation he/she provides supporting product integrity.
- As applicable, products will be tested to assure quality and safety standards are met.
- We maintain a quality system which contains policies and procedures to help ensure that we comply with the quality requirements of TriMas and our customers.
- We work to ensure that everyone in a work area understands TriMas' quality requirements, certifications and standards.

TriMas fosters a culture of continuous improvement and employee engagement to drive improvements in our Quality Management System, products and processes as we continue to strive for operational excellence. We integrate sound sustainability initiatives into our business practices including procurement, product design, testing, manufacturing and support.

We are also focused on product and process innovation. At TriMas, we invest in, develop and acquire differentiated technologies and enjoy a reputation of collaborating closely with our customers to provide technical solutions for their design challenges. Our approach to innovation enables TriMas to advance sustainable products and circular economy principles. As we continue to innovate, we seek to reduce our footprint and support our customers' desire for safer, lighter-weight products and reduced transportation costs. This strategy is not only the right thing to do, but also provides us with a competitive advantage.



TriMas Packaging

is a proud member of the Sustainable Packaging Coalition and Association of Plastic Recyclers



Member of
**SUSTAINABLE PACKAGING
COALITION®**



NEW PRODUCT DEVELOPMENT

TriMas Packaging takes a multi-layered approach to product and process innovation starting with subject matter experts in our dispensing systems, closures and flexible product lines. Our New Product Development teams are also supported by our Engineering Resource Center (ERC) to offer a secondary layer of technical innovation and development.



Partnering With Our Suppliers

Our Norris Cylinder business has collaborated with major U.S. steel supplier, Nucor Corporation, a leader in using the cleanest and most energy-efficient steel-making processes available. Not only does Nucor use recycled scrap to make high-quality steel with low emissions, but this supplier partnership supports Norris Cylinder's "Made in the USA" designation achieved in 2021.

Our Mesa, Arizona, aerospace fastener manufacturing facility has implemented a cooperative recycling program with our supplier of 3.2.5 titanium bar stock wherein bar remnants are collected, segregated and routinely returned to the supplier to be re-melted into new materials.

Partnering with Customers and Suppliers

Our solutions include more than just our products and services. We focus on building lasting, sustainable customer relationships based on trust, collaboration and long-term commitment. We support our customers through a global manufacturing footprint, including facilities in the United States, Canada, Mexico, United Kingdom, Italy, Germany, Slovakia, India, Vietnam and China. These facilities are built on socially responsible business practices and meet stringent environmental and safety standards, while supporting the needs of our customers.

Supply Chain

Our global reach is further supported by a flexible supply chain. TriMas engages suppliers to ensure our commitment to sustainability encompasses more than just our own operations. We expect our suppliers to uphold the same levels of integrity and commitment to sustainability that we do. By partnering with our suppliers, we minimize potential environmental and social risks, while creating opportunities to efficiently use materials and implement positive solutions.

Conflict Minerals

TriMas and our businesses are committed to sourcing components and materials from companies that share our values regarding respect for human rights, integrity and environmental responsibility. Our responsible sourcing efforts include supplier acknowledgment of our [Social Compliance Policy](#), as well as support of the goals and objectives of the Dodd-Frank Wall Street Reform and Consumer Protection Act, Section 1502, and related regulations, which aims to prevent the use of conflict minerals that directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo or an adjoining country defined in the Act and related regulations. See our [Responsible Sourcing and Conflict Minerals Policy](#) and our Form SD Specialized Disclosure Reports filed with the Securities and Exchange Commission for more information.

Products for Developing Markets

Our strategy for growth seeks to deliver innovations that serve a wide range of markets around the world, while developing markets continue to offer significant opportunity for TriMas and our customers. We have dedicated resources to better understand the needs of customers in these markets, collaboratively working with them to develop products that address local requirements and improve our commercial strategies and partnerships to expand local access to our products that serve the packaging, aerospace and industrial markets.

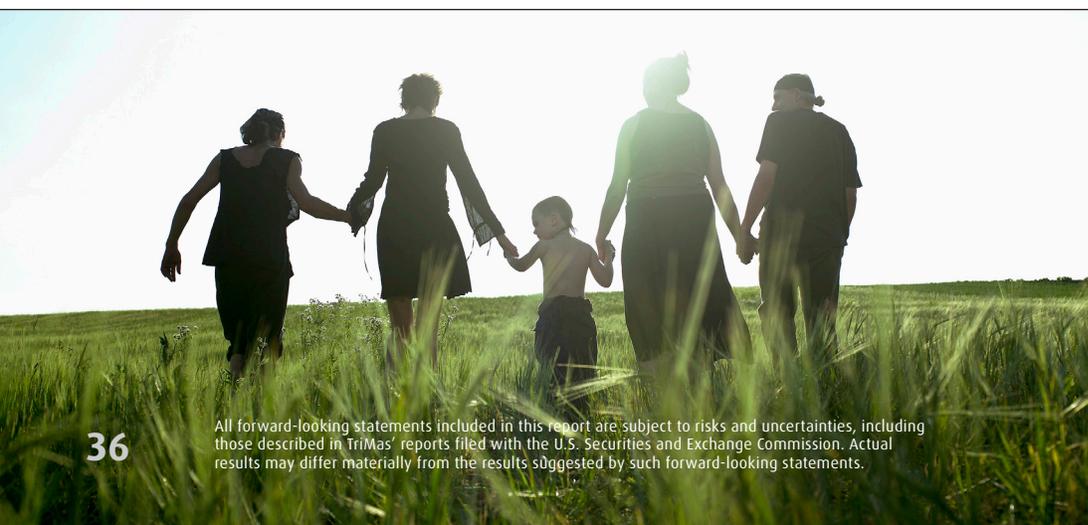
Our Commitment to a Better Future

As we continue the journey toward a more sustainable future, TriMas recognizes our responsibility to our employees, customers, shareholders and the communities where we live and operate to ensure a better planet for future generations.

At TriMas, our sustainability strategy is focused on important ESG issues facing our business. In order to meet our objectives, we plan to accelerate our efforts and conduct a materiality assessment in early 2022 in order to further shape our sustainability strategy and prioritize our ESG initiatives. We will be utilizing subject matter experts provided by a third-party to further advance our ESG initiatives and ensure our ESG strategies are fully-integrated into our business model.

We will also be establishing a new baseline for our ESG metrics, tracking KPIs to capture ESG performance and reporting our progress using recognized frameworks such as the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD). We are committed to continuous improvement, embracing the use of Kaizen and actively sharing best practices across all locations. We will continue to strengthen our commitment to sustainability, making it an even more integral part of our operating culture for years to come.

Thank you for your continued interest in TriMas, and thank you to TriMas' dedicated employees around the world who support our shared sustainability journey. We welcome feedback from our stakeholders regarding our sustainability initiatives. Any additional questions or comments about this report can be directed to: sustainability@trimascorp.com.



TriMas

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