

2022
TRIMAS
SUSTAINABILITY
REPORT



TriMas



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MESSAGE FROM OUR CEO

I am pleased to provide you with our third annual TriMas Sustainability Report, which outlines the progress we have made on our Environmental, Social and Governance (ESG) initiatives during the past year. While our commitment to sustainable practices has been long-standing at TriMas, we have recently taken further steps to accelerate our efforts. We have allocated additional resources to our ESG Committee of cross-functional leaders, including the addition of a Senior Director of ESG, who is dedicated to enhancing our transparency and progress.

In 2022, we continued to gain traction with our sustainability efforts on multiple fronts. We are dedicated to creating a diverse and inclusive workplace, ensuring safety and ethical integrity, and upholding our Code of Conduct, which governs how we operate our facilities, interact with each other and transact business globally. We recently introduced an enhanced Supplier Code of Conduct to further define our expectations of our partners, and updated our Environment, Health and Safety Policy to emphasize our commitment to protecting employee health and safety, as well as advancing responsible and sustainable practices to preserve our environment.

We are committed to being responsible stewards of the environment, and have taken several steps to reduce our carbon footprint and preserve natural resources. We also implemented a new environmental data collection system to enable us to disclose important environmental metrics, including Scope 1 and Scope 2 emissions data, energy usage and water usage. In this report, we have enhanced this disclosure to include additional metrics, including the breakdown of usage by geographic region and business group, as well as air emission metrics. We will continue to refine our disclosures and work to improve our metrics as we move forward.

We are committed to fostering a culture of diversity, inclusion, respect and equal opportunity in the workplace, allowing our employees to reach their full potential regardless of differences. We embrace new ideas to improve our business and believe that inclusion, acceptance and learning are values that unite our team and make us stronger. Recently, we became a participant of the United Nations Global Compact (UNGC) and are fully aligned with the United

Nations Sustainable Development Goals (SDGs). As a new participant, we are looking forward to reporting on our contributions to these goals in 2023.

We are committed to relentlessly pursuing product and process innovations that lead to reduced energy consumption, minimize waste, enhance recyclability and lower operational costs. We proudly celebrate the advancements we have made in our journey to develop more sustainable product solutions, as our team of global engineers and designers continuously seek to create more sustainable products and process solutions for our customers. Backed by deep customer relationships, a global and flexible manufacturing footprint, leading technology innovations and socially responsible practices, we are focused on helping customers find the most innovative solutions to achieve their business objectives while operating sustainably.

Now, more than ever, ESG must be at the heart of how we operate to ensure we attain our business and sustainability goals. I am incredibly proud of the progress we have made, and even more excited about the long-term effects of our initiatives. As I 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. 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

W H O W E A R E



TriMas

OUR BUSINESSES



TRIMAS PACKAGING



TRIMAS AEROSPACE



TRIMAS SPECIALTY PRODUCTS

Who We Are

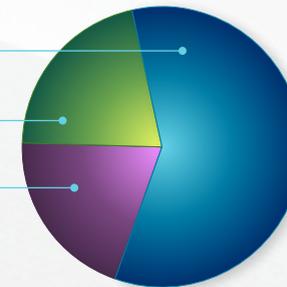
TriMas designs, develops and manufactures a diverse set of products primarily for the consumer products, aerospace and industrial markets through its TriMas Packaging, TriMas Aerospace and TriMas Specialty Products groups. We believe our businesses share important and distinguishing characteristics, including: well-recognized brand names in the focused markets

we serve; innovative product technologies and features; customer approved processes and qualified products; strong cash flow conversion and long-term growth opportunities. Headquartered in Bloomfield Hills, Michigan, TriMas' shares are listed on NASDAQ under the ticker symbol TRS.

2022 NET SALES

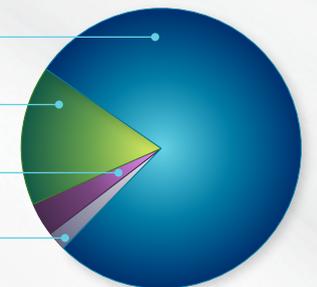
BY SEGMENT

- Packaging - 59%
- Aerospace - 21%
- Specialty Products - 20%



BY GEOGRAPHIC AREA

- United States - 78%
- Europe - 16%
- Asia - 4%
- Other - 2%



OUR LEADING BRANDS



MARKETS WE SERVE



BEAUTY & PERSONAL CARE



PHARMACEUTICAL & NUTRACEUTICAL



AEROSPACE



WELDING & HVAC



FOOD & BEVERAGE



LIFE SCIENCES



DEFENSE



OIL & GAS



HOME CARE



INDUSTRIAL



SPACE LAUNCH

Our Vision is to provide
INNOVATIVE PRODUCTS
 of
EXCEPTIONAL PERFORMANCE
 and **VALUE**
 through
market-leading brands

TRIMAS BUSINESS MODEL

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.



OUR CORE VALUES

- 

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.

STRATEGIC PRIORITIES

- We are focused on the following strategies to drive continued growth and performance:
- Leverage the TriMas Business Model
 - Invest in Innovation
 - Accelerate Growth with Strategic Acquisitions
 - Drive Enhanced Cash Conversion
 - Foster a Culture of Kaizen and Engagement
 - Focus on Sustainability

Global Reach

Headquartered in Bloomfield Hills, Michigan, we have operations around the world to serve our global customers.



North America



South America



Europe



Asia



Australia



43

Global Locations



13

Countries



~3,500

Employees



\$884

million
2022 Net Sales



10

Acquisitions
since 2019

Note: Figures are as of April 30, 2023, except as otherwise indicated.



Sustainability Approach

At TriMas, we view sustainability as a fundamental responsibility and a strategic priority that touches every aspect of our business.

We drive sustainability improvements through our governance practices, policies, people, processes, technology and our TriMas Business Model.

OUR SUSTAINABILITY STRATEGY

We have organized our sustainability efforts around four key pillars: Governance & Ethics, People, Environment and Products. Our sustainability priorities and enterprise initiatives are managed through these



pillars, with key goals and metrics monitored by company leaders, including our ESG Steering and Action Committees, as well as our Board of Directors' Governance & Nominating Committee.

We are dedicated to formalizing our ESG strategy across our company, while upholding our core principles and values — including doing what is right and conducting ourselves with integrity in all areas of our business, regardless of the circumstances. We have made considerable advances in developing our ESG strategy over the past year, and we look forward to sharing our progress and future plans within this report.

SUSTAINABILITY OVERSIGHT

We believe that sustainability at TriMas is everyone's responsibility. This responsibility starts at the top, with a full commitment from our executive management team and the TriMas Board of Directors. In 2022, TriMas appointed a Senior Director of ESG to lead the company's ESG Action Committee, as well as manage the evaluation and disclosure of technical



SPOTLIGHT

“As we continue on our sustainability journey, it is essential that we strive to refine our practices and products to maximize their positive impacts on our stakeholders and the environment. Now more than ever, putting ESG at the core of how we work will be crucial in achieving our business goals.”

*Anthony Mendes,
Senior Director, ESG*

environmental data, including carbon emissions, climate change risks, energy and water consumption, biodiversity and land use, and waste and recycling. The Senior Director of ESG, in coordination with TriMas' President and CEO, provides quarterly updates to the Board's Governance & Nominating Committee.

ESG PRIORITIZATION ASSESSMENT AND STAKEHOLDER ENGAGEMENT

To further our ESG journey, we gained a deeper understanding of some of our stakeholders' top concerns and where we could have the greatest impact as a business. We conducted research consisting of a detailed review of leading ESG standards and frameworks, a benchmarking exercise against our peers, an analysis of key internal documents outlining our business strategies and plans, and an evaluation of our annual Enterprise Risk Management process documents. By doing so, we were able to compile a comprehensive list of potential ESG risks and priorities for our organization.

Stakeholder Engagement

We readily engage with stakeholders to maintain and foster productive, long-term relationships.

By interacting with our various stakeholder groups, we are able to better understand and prioritize their needs and interests. In addition, our stakeholders often contribute valuable guidance to support decision-making processes throughout our organization. We promote an ongoing, open dialogue with all of our stakeholders through a variety of communication and engagement activities.

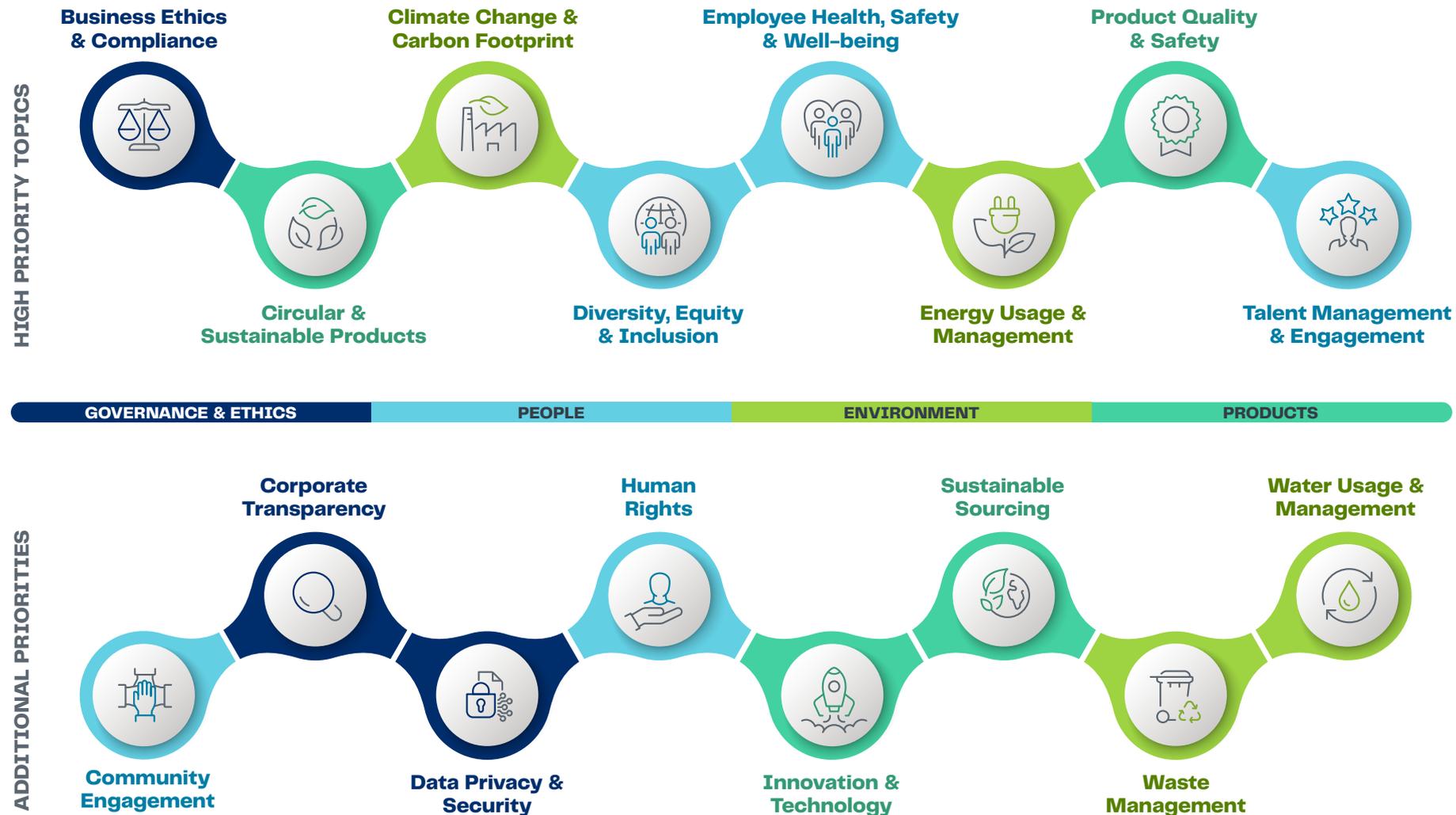
Stakeholder Group	Examples of Engagement Activities		Relevant Topics & Issues
 <p>Employees</p>	<ul style="list-style-type: none"> ▪ Everyday management ▪ Code of Conduct and policies ▪ Employee performance reviews and goal setting 	<ul style="list-style-type: none"> ▪ Annual employee engagement surveys ▪ Training and career development activities ▪ Intranet and email communications ▪ Town halls and business update meetings 	Employee safety, health and wellness, ethical business practices, diversity, equity & inclusion, job satisfaction, career development and training, environmental sustainability, operational efficiency and continuous improvement, business performance, and product and process innovation
 <p>Customers</p>	<ul style="list-style-type: none"> ▪ Customer relationship personnel ▪ Direct and regular communication with sales teams ▪ Trade shows 	<ul style="list-style-type: none"> ▪ Websites and social media ▪ Innovation meetings ▪ Customer-led scorecards 	Product quality and safety, ethical business practices, responsible sourcing, product and process innovation, energy and carbon footprint, water stewardship, waste management, legislation and overall supply performance
 <p>Investors</p>	<ul style="list-style-type: none"> ▪ Quarterly earnings calls ▪ Conferences and meeting participation ▪ Corporate website ▪ Financial and proxy disclosures 	<ul style="list-style-type: none"> ▪ Sustainability Report and communications ▪ Press releases ▪ Direct interaction 	Governance and ethical business practices, business performance, business and strategic plans, innovation, sustainability strategy and progress updates
 <p>Suppliers</p>	<ul style="list-style-type: none"> ▪ Supplier Code of Conduct ▪ Sourcing teams engagement ▪ Collaborative meetings 	<ul style="list-style-type: none"> ▪ Logistic planning ▪ Onboarding, assessments and audits ▪ Supplier surveys 	Product quality and safety, responsible sourcing, ethical business practices, product and process innovation, compliance with regulations and legislation, and environmental and sustainability practices
 <p>Communities</p>	<ul style="list-style-type: none"> ▪ Local press releases ▪ Community outreach and partnerships 	<ul style="list-style-type: none"> ▪ Websites and social media 	Health and safety issues, employment opportunities, charitable and volunteer efforts, local site and community activities, environmental efforts and issues
 <p>Industry Groups & Affiliations</p>	<ul style="list-style-type: none"> ▪ Organizational memberships and partnerships 	<ul style="list-style-type: none"> ▪ Best practice sharing ▪ Ratings and certifications 	Depends on the focus of the organization
 <p>Governments & Regulators</p>	<ul style="list-style-type: none"> ▪ Meetings and communications, as applicable 	<ul style="list-style-type: none"> ▪ Trade policy support, when applicable ▪ Local plant tours 	Compliance with regulations and legislation, ethical business practices and political spending prohibited

Sustainability Priorities



We are focused on addressing the sustainability topics of the greatest relevance, importance and impact to our customers, our business, society and the environment.

While there are many important aspects of sustainability, the following graphic provides an overview of TriMas' highest priority areas under our four pillars of Governance & Ethics, People, Environment and Products.



Sustainability is at the heart of our business strategy, offering us the potential for growth and differentiation. Through these sustainability priorities, we believe TriMas is able to create long-term value for our stakeholders and help to build a better, more sustainable future. We are committed to openly communicating our ESG progress and performance. This Sustainability Report outlines the progress we are making to address the sustainability topics that we believe matter most to our company and our stakeholders.

O U R G O V E R N A N C E & E T H I C S





Board and Management Oversight



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, our [Code of Conduct](#) and training.

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.

The Board has an active role in TriMas' overall strategy and risk management activities, including reviewing, at least annually, the Company's corporate governance practices and our sustainability strategy. In addition, the Board regularly reviews TriMas' Enterprise Risk Management (ERM) 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.

OUR BOARD OF DIRECTORS

 **8 out of 9**
are independent

 **1 out of 9**
is ethnically diverse

 **2 out of 9**
are female

MINORITIES IN BOARD LEADERSHIP POSITIONS

Our Board of Directors Audit Committee Chairperson is ethnically diverse. Our Board of Directors Compensation Committee Chairperson is female.

CORPORATE GOVERNANCE HIGHLIGHTS

- Independent Chairperson of the Board
- 8 of 9 directors are independent
- CEO is the only management director
- Regular independent director executive sessions
- Board committees are composed exclusively of independent directors
- Board and senior management stock ownership guidelines
- Annual Board and committee self-evaluation process
- Mandatory retirement age of 75 for directors (excluding directors serving on the Board as of 2013)
- Directors and officers are restricted from hedging or pledging Company stock
- Designated Board committees have oversight of certain key risk areas

Additional details on the Board, its Committees, and their functions can be found in our [Annual Proxy Statement](#), [Corporate Governance documents](#), [Committee Charters](#) and other materials within the Investor Relations section of our website.

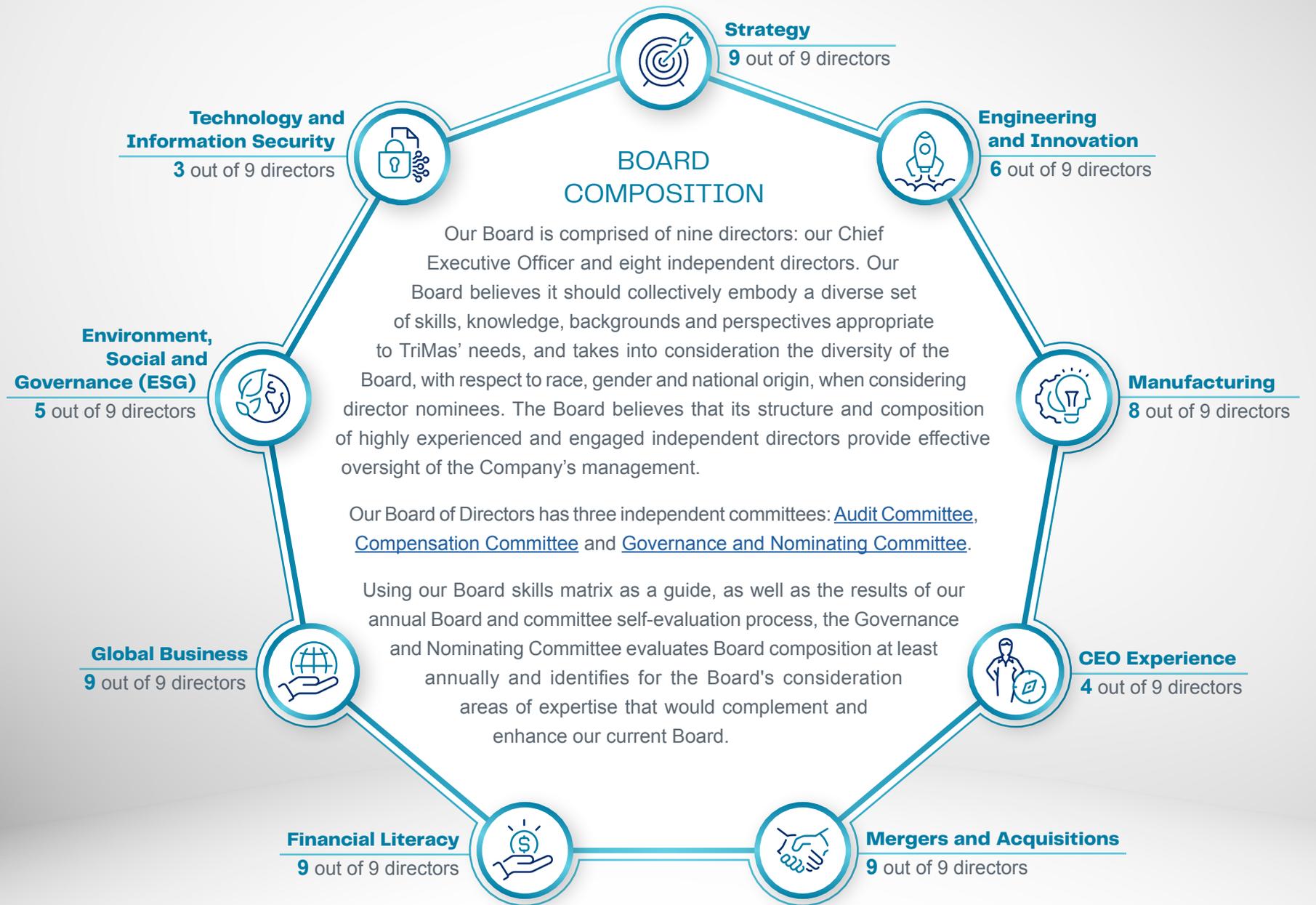
STOCK OWNERSHIP GUIDELINES

Our executive stock ownership guidelines align the interests of our executives and Board with those of our shareholders.

- 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

The guidelines, approved by our Board's Compensation Committee, are expressed as a multiple of base salary or Board cash retainer, as applicable.

BOARD SKILLS AND EXPERTISE



ENTERPRISE RISK MANAGEMENT

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.

The ERM process utilized by TriMas leadership helps inform strategic business decisions by weighing the risks and rewards associated with each choice. With this in-depth understanding of potential risks and their accompanying countermeasures, TriMas is able to make more informed decisions that build stronger, more secure businesses. This risk-based decision-making approach is supported by the data collected through the annual ERM process.



INFORMATION AND CYBERSECURITY

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 cyberattacks 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. The Audit Committee is responsible for the review of compliance with laws, regulations and internal policies and procedures of our information and cybersecurity programs.

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 Audit Committee and 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 quarterly 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.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE

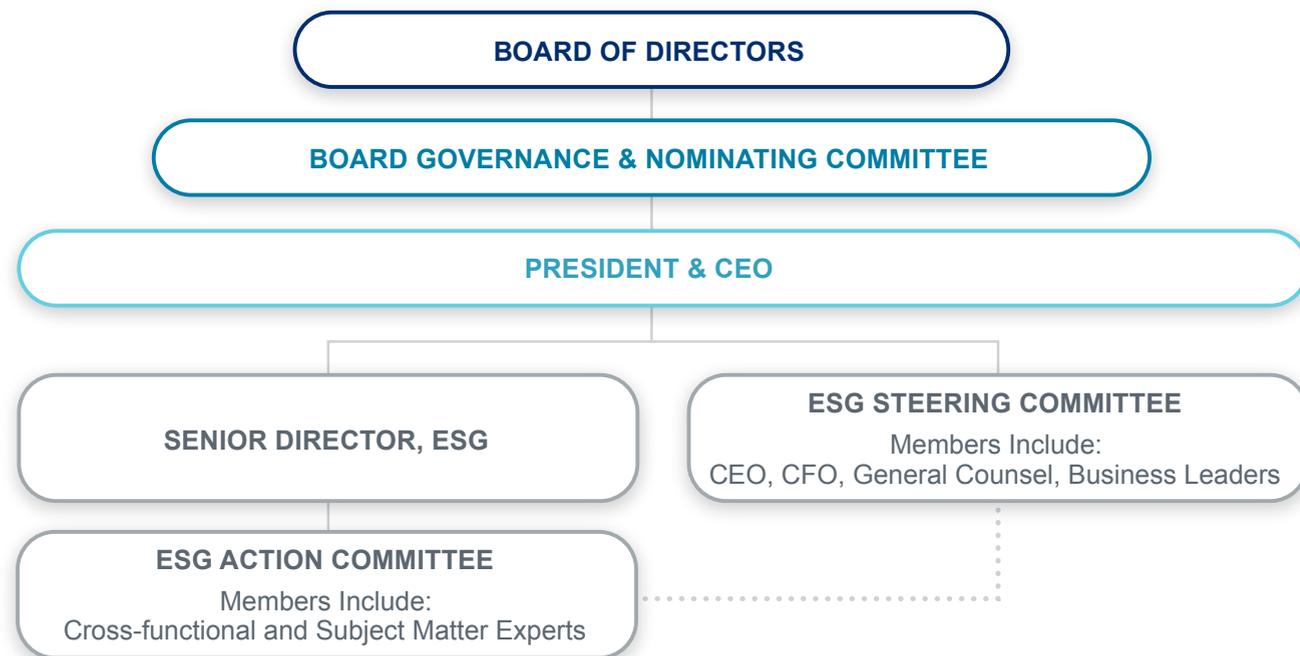
The purpose of the [Environmental, Social and Governance Committee](#) (ESG Committee) is to support the Company's ongoing commitment to environmental stewardship, health and safety, corporate social responsibility, corporate governance and sustainability as relevant to the Company. The ESG Committee consists of a group of cross-functional executives.

The Committee aims 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 Board's Governance and Nominating Committee (GNC) 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.

In 2022, TriMas appointed a Senior Director of ESG to lead the company's ESG Action Committee, as well as manage the evaluation and disclosure of technical environmental data, including carbon emissions, climate change risks, energy and water consumption, biodiversity and land use, and waste and recycling. The Senior Director of ESG, in coordination with TriMas' President and CEO, provides quarterly updates to the Board's Governance and Nominating Committee.

ESG REPORTING STRUCTURE



Ethics and Compliance Program

TRIMAS 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.

SUPPLIER CODE OF CONDUCT



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 select suppliers, vendors, contractors, consultants, partners and others with whom we do business who align with our values and the principles outlined in our [Supplier Code of Conduct](#). To clarify what we expect from our global supply chain, this Supplier Code of Conduct has been developed to specify the behaviors, practices and regulations that we expect to see demonstrated and complied with. The Supplier Code of Conduct focuses on ensuring that TriMas' suppliers act in a way that is ethical and responsible, and aims to ensure compliance with all applicable laws and regulations.

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.



2022 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

REPORTING ETHICS CONCERNS

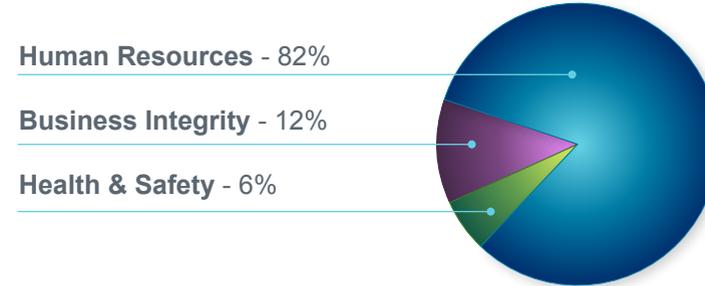


Our management team is responsible for ensuring adherence to the Code of Conduct and Supplier Code of Conduct, in addition to all internal policies and procedures. At TriMas, we uphold ethical standards and comply with all applicable laws and regulations. We encourage all of our employees, suppliers and stakeholders 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 confidential hotline are escalated to the Audit Committee, along with the resolution. All reported concerns are promptly and thoroughly investigated with a focus on issue resolution and the opportunity for continuous improvement.

ETHICS HOTLINE DATA

	2022	2021	2020
Total reports received, investigated and resolved	16	20	14
Number requiring remediation	10	6	7

2022 ALLEGED INCIDENT CATEGORIES



OUR POLICIES

- Code of Conduct
- Supplier Code of Conduct
- Corporate Governance Guidelines
- Global Anti-Corruption Policy
- Global Competition Laws Policy
- Global Conflicts of Interest Policy
- Global Data Privacy Policy
- Global Electronic Communications Policy
- Global Human Rights Policy
- Global Whistleblower Policy
- Global Environment, Health & Safety Policy
- Record Management Policy
- Media Policy
- Responsible Sourcing and Conflict Minerals Policy
- California Transparency in Supply Chains Act and UK Modern Slavery Act Disclosure Statement
- Cybersecurity Incident Response Plan

TRIMAS ETHICS HOTLINE

TriMas provides a toll-free independent hotline service designed for the confidential and anonymous voicing of concerns and violations. To report, call 1-800-971-4338 from the United States or visit <https://trimascorp.ethicspoint.com> to find a toll-free number for countries outside of the United States. You may also report your concerns electronically at: <https://trimascorp.ethicspoint.com>

CALL NOW 1-800-971-4338

TOLL-FREE OUTSIDE U.S.

FILE YOUR REPORT ONLINE

SPOTLIGHT

“At TriMas, we are committed to upholding the highest standards of ethical behavior, transparency and accountability. Our commitment to integrity is what makes us a trusted and respected organization. Our reputation as an ethical company is one of our most valuable assets, and we take that responsibility seriously.”

Jodi Robin
TriMas General Counsel and Secretary



O U R P E O P L E



At TriMas, we are committed to fostering a safe and inclusive work environment for our employees.

We strive to be a world-class employer by focusing on safety, employee engagement, diversity, equity and inclusion, talent development and community involvement. We are committed to playing an active role in creating a more sustainable future, listening to and respecting the needs and concerns of our employees, customers, suppliers and the communities in which we operate. By working together, we strive to achieve a brighter and more prosperous future.



Employee Health & Safety

Our first priority every day is the safety and health of our employees in all of our operations and anyone who conducts business on our behalf. Our commitment to safety starts at the highest levels of our organization, and is reinforced during our monthly internal operating reviews and quarterly Board meetings which always begin 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 with our employees to continually improve safety and health by acting upon opportunities to reduce risk and enhance our safety and health performance.

Each TriMas location develops a site-specific Injury and Illness Prevention Plan (IIPP) that provides the framework for its health and safety program.

Core elements of every IIPP include:

- Management Commitment
- Delegation of Responsibility
- Compliance
- Communication
- Job Hazard Assessment
- Incident Investigations
- Hazard Correction
- Employee Training

By actively engaging in open dialogue, we can identify areas of improvement and collaborate to implement effective solutions that promote a safe and productive work environment. Safety Committees, comprised of both salaried and hourly employees, review safety metrics, communicate employee safety concerns and conduct safety inspections. Job hazard assessments are developed with input from equipment operators, supervisors, maintenance technicians, engineers and safety coordinators. Incident investigations utilize these same skill sets to determine the root cause, implement appropriate corrective actions and revise the applicable job hazard assessment if previously unidentified risks are identified.



SPOTLIGHT

“At TriMas Packaging, we strive to create a workplace that emphasizes the importance of health and safety. Our commitment to safety starts with our leaders and extends throughout the organization, ensuring that everyone is safe, secure and productive.”

*Prasanna Deshmukh,
Global Director of EHS &
Continuous Improvement,
TriMas Packaging*

TriMas promotes a positive safety culture in its workforce through various means. Employees are encouraged to document safety observations, report non-injury incidents and communicate safety concerns that are reviewed by management teams, including during gemba walks or other operational review meetings. EHS leaders within TriMas’ Packaging, Aerospace and Specialty Products groups also conduct monthly meetings with safety coordinators at the individual locations to review safety performance to define metrics, share information and highlight best practices.

TRIMAS HEALTH & SAFETY GOALS



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

ENHANCED TRIMAS ENVIRONMENT, HEALTH AND SAFETY POLICY

To reinforce the importance of safety and the well-being of our employees and customers, TriMas implemented an enhanced [Environment, Health and Safety Policy](#) in 2022. Our global management team, employees, contractors and suppliers are all responsible for safety and compliance with all applicable regulations and standards. TriMas considers government regulations to be a minimum requirement, and we strive to continuously improve our workplace, the communities in which we live and work, and our impact on the environment. At TriMas, we believe that operating safely in the workplace is the responsibility of everyone.



FOCUS ON ISO 45001

TriMas recognizes that obtaining certification to the ISO 45001 Occupational Health and Safety Management System Standard aligns with our commitment to the health, safety and well-being of our employees. Facilities with ISO 45001 certification have demonstrated through third-party audits that they have implemented a safety management program to proactively improve employee health and safety, recognize and eliminate hazards, minimize risk of injury and comply with applicable regulations. We strive to increase the number of locations that have ISO 45001 accreditation each year.

8 locations have received **ISO 45001** accreditation for their occupational health and safety management systems



20 locations have gone **365** days or more

10 locations have gone **3** years or more

6 locations have gone **5** years or more

2 locations have gone **7** years or more without a lost time incident

Tolleson, Arizona
TriMas Aerospace

Atkins, Arkansas
TriMas Packaging

WITHOUT A LOST TIME INCIDENT

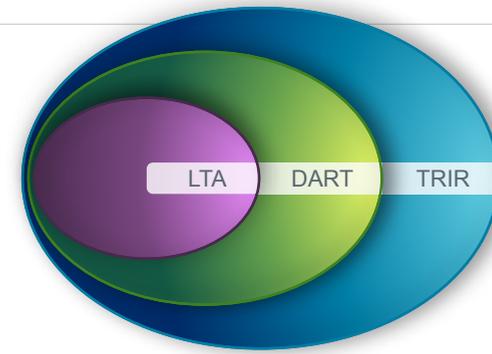
SPOTLIGHT



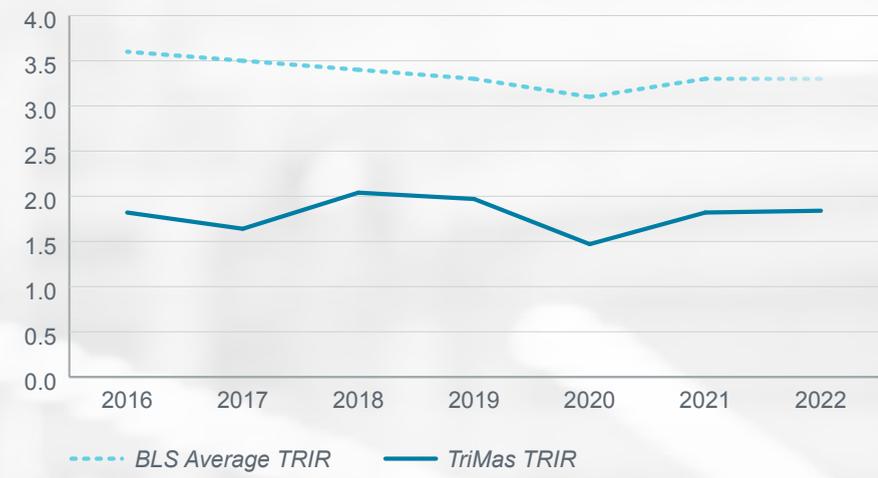
TRIMAS SAFETY STATISTICS

Evaluating safety and health performance is fundamental to the success of our business. We compare our performance to that of other businesses in the manufacturing sector to ensure that we are meeting or exceeding the industry average performance. TriMas utilizes U.S. Bureau of Labor Statistics (BLS) data¹ as the benchmark for industry average performance in three critical metrics:

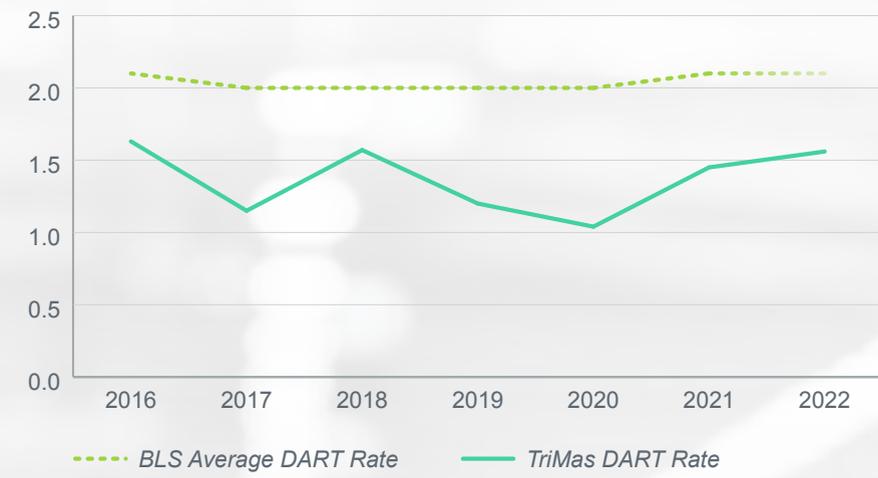
- **TRIR** (Total Recordable Incident Rate): all incidents requiring more than first aid intervention
- **DART** (Days Away, Restricted or Transferred) Rate: the subset of TRIR incidents resulting in time off from work or imposition of work restrictions
- **LTA** (Lost Time Accident) Rate: the subset of DART Rate incidents resulting in time off from work



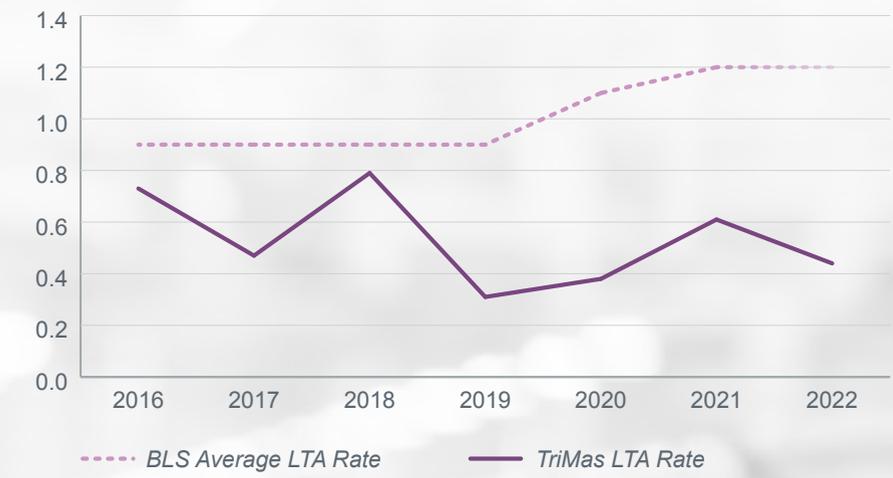
TRIMAS TRIR COMPARED TO BLS AVERAGE



TRIMAS DART RATE COMPARED TO BLS AVERAGE



TRIMAS LTA RATE COMPARED TO BLS AVERAGE



¹ Bureau of Labor Statistics incidence rates of nonfatal occupational injuries and illnesses by industry and case types for Manufacturing, NAICS Codes 31 - 33. The most recent data available is for calendar year 2021.
 Note: TriMas safety statistics include all permanent full-time and part-time employees, and all contract workers supervised by TriMas employees.



All lost time accidents are escalated to TriMas' CEO, the group president and the top EHS executive promptly following an event.



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 establish EHS objectives and routinely publish communications on safety values and behaviors. Management personnel is expected to exemplify our values by modeling appropriate safety behaviors, proactively participating in safety training, mentoring employees on best practices and equitably evaluating employee performance to safety requirements. To reinforce our commitment to safety, a wide variety of employee training programs have been implemented, often offered in multiple local languages.

Training requirements are delineated in safety program documents and are based on site-specific risks, applicable regulatory requirements and corporate standards. Safety programs generally consist of a program plan document, work instructions, forms or checklists, training requirements and appropriate safety equipment. Risk mitigation is prioritized in the following order:

- 1 Engineering Controls**
Corrective actions that eliminate a hazard, enclose a hazard to prevent employee exposure or decrease the severity of a hazard
- 2 Administrative Controls**
Preventive actions that mitigate a hazard through the implementation of safe work practices, new or modified procedures, or management of operating parameters
- 3 Personal Protective Equipment (PPE)**
Preventive actions that reduce exposure to a hazard through the selection and proper use of equipment or apparel designed to shield the affected area of an employee



Typical safety programs and associated training at TriMas manufacturing locations include:

- Emergency Preparedness
- Hazard Communication and Chemical Safety
- Lock Out and Tag Out
- Personal Protective Equipment (PPE)
- Hearing Conservation
- Fire Prevention
- Fall Prevention
- Powered Industrial Vehicles
- Ergonomics and Safe Lifting

EHS training begins on Day 1 as part of new hire orientation and continues throughout the employee's career. TriMas utilizes a wide variety of training methods, including safety talks, presentations, specialized courses, hands-on activities and drills. Training documentation and methodology are periodically evaluated to ensure that the information conveyed is current, relevant and presented in a manner that motivates the employee to continually exhibit appropriate safety practices. Professional development conferences, along with other internal and external resources, are provided to safety coordinators responsible for leading the EHS programs at individual locations.

Employee Engagement



EMPLOYEE ENGAGEMENT SURVEY

In 2022, 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.

2022 Employee Engagement Survey Highlights

 **12**
Actionable
workplace elements
evaluated

 **88%**
Participation
rate

 **2%**
Increased
engagement
compared to 2021

 **5%**
Less active
disengagement
compared to 2021

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.



2022 TriMas Kaizen Challenge winning teams led by:
Juliana Bermudez, Program Manager, RSA Engineered Products
Brian Fitzgerald, Director of Operations, Rapak

EMPLOYEE ENGAGEMENT THROUGH 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 147 of the Company's top product, process and service-related projects have been submitted into the competition from 24 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 TriMas Kaizen Challenge is designed to encourage all employees to become more actively involved in the process of continuous improvement. Through the Kaizen Challenge, employees are empowered to identify and lead improvements, while receiving recognition and rewards for their efforts. Teamwork is encouraged, as employees work together to find innovative solutions to issues and challenges. The Kaizen Challenge provides a great opportunity to spark employee engagement and motivation, as well as to recognize and reward employee efforts in driving improvements through collaboration. By participating in this challenge, we work together to create a more productive, efficient and enjoyable workplace. Our combined efforts help us achieve our ultimate goal of making TriMas an even better place to work.

At TriMas, we strongly believe that an environment with a variety of unique perspectives, experiences and ideas is essential for success.

Thus, we strive to create a workplace culture that respects and values diversity and encourages inclusivity at all our global locations. By leveraging the different backgrounds and perspectives of our employees, we are able to make better decisions and maximize our performance.

Diversity, Equity & Inclusion

We strive to create a workplace where everyone is treated with respect and can reach their full potential. We are dedicated to ensuring that our working environments are free from any form of discrimination or harassment, regardless of race, ethnicity, color, national origin, religion, age, gender, gender identity, genetic information, sexual orientation, veteran status, disability or any other protected characteristic under applicable laws. We are committed to fostering fair and safe workplaces wherever we operate.

In 2022, we reinforced our dedication to Diversity, Equity and Inclusion (DEI) by providing third-party training to our top-level management team at our annual leadership meeting. This comprehensive training session focused on racial justice, diversity and inclusion. To further progress our DEI journey as a company, we continue to deploy DEI training to employees and host additional developmental sessions for our leadership team.

We remain committed to building a diverse and inclusive workforce, where everyone can thrive and contribute. We recognize the need for ongoing effort and are dedicated to increasing the number of women and minorities in various functions, providing fair treatment, and evaluating our workplace and supply chains to create a more equitable world. For more information, please see our [Diversity, Equity & Inclusion \(DEI\) Statement](#).

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 health care benefits** in the United States to aid in providing affordable health care to all our employees



TRIMAS WORKFORCE

 ~3,400

Total number of Employees
as of 12/31/2022

GENDER: ALL EMPLOYEES

Male - 67%

Female - 33%



GENDER: MANAGERS & ABOVE

Male - 75%

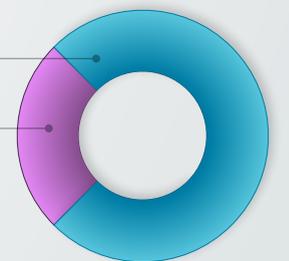
Female - 25%



HOURLY vs. SALARY

Hourly - 75%

Salary - 25%



Note: Brazil, the Netherlands and Australia all have <5 employees. Map does not include the employees related to the acquisitions of Aarts Packaging completed in February 2023, adding ~80 employees to the Netherlands, and Weldmac Manufacturing completed in April 2023, adding ~150 employees to the United States.

TRIMAS WORKFORCE as of 12/31/2022

U.S. REPRESENTATION OF ETHNIC DIVERSITY

White/Non 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.

2022 NEW HIRES

Total Company New Hires: **560**

 **28%** Female

United States New Hires: **397**

 **53%** Ethnically diverse

2022 Total Company New Hires by Country

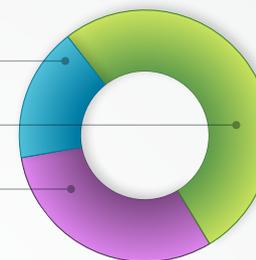
United States	71%
Mexico	16%
Italy	4%
India	3%
United Kingdom	3%
Canada	1%
China	1%
Germany	1%

OUR TEAM BY AGE

< 30 - 17%

30-50 - 52%

> 50 - 31%



EMPLOYEE TURNOVER

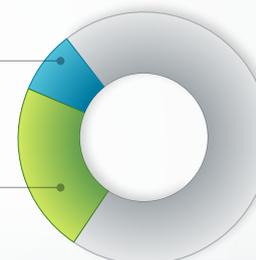
Total Company Employee Turnover

Involuntary - 8%

Salaried - 6%
Hourly - 9%

Voluntary - 22%

Salaried - 18%
Hourly - 23%



UNION OR COLLECTIVE BARGAINING AGREEMENT

 **1 Facility**

in the United States, which represents approximately 12% of our U.S. employees, operates under a collective bargaining agreement

 **5 Facilities**

outside of the United States, which represent approximately 48% of our non-U.S. employees, are affiliated with work councils



SUPPORTING HUMAN RIGHTS

As a Company, we are dedicated to upholding fundamental human rights and promoting diversity and inclusion among our employees. We are firmly against the use of forced labor, child labor and human trafficking, and we strive to provide a safe and healthy work environment. We also recognize the importance of freedom of association and collective bargaining, a safe and healthy workplace, fair and living wages and water resources, as well as the rights of indigenous peoples.

TriMas' management team and Board of Directors are responsible for ensuring that the Company's commitment to human rights is properly implemented. This includes providing training to employees and expecting our suppliers to adhere to the same principles, as outlined in our [Human Rights Policy](#). The President and CEO is responsible for operational oversight, with Human Resources and executive leaders across the businesses providing guidance and support.

We believe everyone should be treated with dignity, fairness and respect. Our Human Rights Policy guides our interactions with employees, customers, suppliers, consumers and the communities we serve.

In February 2023, TriMas became a signatory of the UN Global Compact (UNGC) to demonstrate



our upholding and commitment to the 10 principles of the UNGC concerning human rights, labor, environment and anti-corruption.

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:

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.

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.

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.

FAIR AND LIVING WAGES



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.

RESPECTING OUR COMMUNITIES



TriMas is committed to upholding human rights and environmental stewardship in the communities where we 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).



We strive to provide a competitive compensation and benefits package that is tailored to the experience, geography and industry of our employees.

Our goal is to attract and retain talent, incentivize performance and promote growth. Our employees are provided with a base wage, and in some cases, may be eligible for a bonus based on the company's performance. Furthermore, senior leaders have the opportunity to participate in a long-term incentive plan that includes TriMas equity awards.

Employee Compensation & Benefits

Our executive compensation philosophy is designed to recruit and retain key leaders, motivate executives to achieve both short-term and long-term success, and reward achievement through remuneration that reflects the performance results achieved. By doing so, we aim to align our executives' interests with those of our shareholders and promote decisions that will create long-term value.

To attract and retain the highest caliber of employees across our global operations, TriMas provides competitive compensation and benefits packages that are tailored to regional standards and practices. In the United States, where government-provided social programs are less common, we offer comprehensive benefits that promote health, wellness and financial stability. 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, the following benefits are available to our U.S.-based employees:



Employees also have access to other voluntary benefits, including accidental insurance, critical illness insurance, legal assistance and identity theft coverage.

¹ TriMas' Salaried Retirement program has been consistently selected as one of PLANSPONSOR's "Best in Class" 401(k) plans.

 **81%**
of U.S. employees
participated in a TriMas
medical/prescription drug
plan in 2022

 **78%**
of U.S. employees
participated in TriMas' 401(k)
retirement savings program
as of year-end 2022

MEANS-BASED HEALTH CARE

TriMas utilizes an innovative approach to employee health insurance premiums. Instead of only considering family size and the type of plan to determine premiums, we also incorporate salary into the equation. This means that the amount our employees pay for health care out of their paycheck is more proportionate to how much they earn—with those who earn less, paying less. We believe this makes health care coverage even more accessible and affordable for our employees.

At TriMas, we prioritize the health and well-being of our employees.

We offer comprehensive health care benefits and strive to foster a culture of wellness to encourage our employees to lead healthier lifestyles. This helps to prevent and manage diseases, reduce stress, improve job satisfaction and increase productivity. Additionally, it allows us to manage costs associated with employee illness and absenteeism.

Employee Wellness

OFFERING TRANSFORMATIVE MENTAL HEALTH SUPPORT

We recently launched an employee well-being program for 2023 that is focused on positive mental health and well-being. While the need has been growing for years, it was magnified due the worldwide impact of the Covid-19 pandemic. Now, more than ever, we are committed to creating a supportive and healthy environment for our employees. The program offers expert support and guidance to help address mental health, total well-being concerns and everyday challenges. Services include in-the-moment support, short-term counseling, convenience resources, financial expertise and legal consultation.



EXAMPLES OF FREE MONTHLY TRAINING OPPORTUNITIES:

- Building Resilience for Optimal Performance
- Building Positive Self-Esteem: Strategies for Success
- Productive Team Building
- Work-Life Balance
- Self-Care in the Face of Cumulative Trauma: Current Events
- Diversity, Equity, Inclusion and Belonging: What that Really Means
- Attitude of Gratitude
- Navigating Return to School
- Suicide Awareness
- Healthy Living
- Holiday Budgeting
- Healthy Relationships

ADDITIONAL WELLNESS PROGRAMS

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

GLOBAL SUMMERTIME WALKING CHALLENGE WAS A BIG SUCCESS

Each year, the TriMas Walking Challenge aims to get employees active and build team spirit. All participants are challenged to reach 10,000 steps a day during a 6-week period. Employees may participate individually or as part of a team of five members or less. The program encourages everyone to stay healthy and energized for the long haul. More than 492 participants from 28 TriMas locations laced up their walking shoes to participate – that’s a **130% increase** in participation from 2021.



Together, **the team** walked a total of **228,849,976** steps!



FEEDBACK FROM AROUND THE GLOBE

- “I became more active after taking the challenge, increasing my frequency of cycling, yoga and walking. Thanks!” – *Noida, India*
- “I walked with my family every day this summer and it brought everyone together. Thank you so much for this program.” – *Thú Dầu Môt, Vietnam*
- “I lost weight and had more energy and focus during this challenge.” – *Clinton Township, Michigan*



Talent Recruitment and Development

We believe that a talented, diverse and dynamic workforce is essential to our success.

We strive to recruit, develop and retain the best people, fostering an environment where employees can reach their full potential. Our global recruitment initiatives target top talent, while our onboarding processes ensure a fully integrated and productive team member.

We nurture talent by creating a culture of opportunity, enabling employees to pursue their ambitions and excel in their careers. Our diverse businesses and structure offer countless avenues for professional growth, allowing our employees to forge their own paths and ascend to leadership positions.

We support our people in reaching their full potential by fostering a culture of learning and development. By providing our employees with frequent performance feedback and open and honest two-way discussions, we encourage them to develop and grow professionally.

Throughout the year, employees and managers engage in regular goal alignment, performance and career development conversations during annual goal setting, performance reviews and talent reviews. Employees are given honest feedback about their performance in relation to their established goals. This evaluation identifies each employee's talents, abilities and areas that need improvement, which are all essential for personal growth and career development.



WE STRIVE TO FOSTER A CULTURE OF EMPLOYEE ENGAGEMENT AND DEVELOPMENT



THROUGH THE ENTIRE EMPLOYEE EXPERIENCE

LEADERSHIP IMMERSION PROGRAM

In 2023, TriMas launched a new Leader Immersion Program to foster employee growth and development. Aimed at providing a better understanding of each employee's strengths and areas of improvement, the program invited

identified successors and high potential employees to learn how to use their insights to further their own growth and the organization's. Through this program, TriMas seeks to empower employees and equip them with the skills and knowledge needed to succeed.



IMPORTANT CHARACTERISTICS OF TRIMAS LEADERS

INNOVATIVE
Comfortable in fast-changing environments; willing to take risks and consider new approaches.

STRATEGIC
Long-range, broad approach to problem solving and decision making; objective analysis and planning.

PERSUASIVE
Building commitment by convincing others and winning them over to your point of view.

EXCITEMENT
Operating with energy and intensity; keeping others enthusiastic and involved.

CONSENSUAL
Valuing ideas and opinions of others; collecting input as part of decision-making process.

TACTICAL
Emphasizing production of immediate results; focus on short-range, hands-on practical strategies.

FEEDBACK
Letting others know in a straightforward manner what you think, and how well they have performed.

PRODUCTION
Strong achievement orientation; pushing yourself and others to achieve at high levels.



SPOTLIGHT

LEADERSHIP DEVELOPMENT PROGRAM

During 2022, 14 high potential employees graduated from the Leadership Development Program. The objective of the program is to equip our employees with the necessary leadership skills to support their development and better position them for success. By providing meaningful leadership training, we are able to strengthen our pool of leaders as part our succession planning process.

“This program provided me with the opportunity to gain leadership knowledge so that I can be the best leader for my team.”
- *Simi Valley, California*

“The Leadership Development Program is a great opportunity for me to learn and improve my leadership skills to contribute to the business on high impact projects.”
- *San Miguel de Allende, Mexico*



TriMas

At TriMas, we believe we have an obligation to make a positive difference in the communities in which we live and work

by donating our time and resources to supporting local initiatives across our global footprint. We recognize our responsibility to be an engaged partner, and we strive to ensure that our presence is beneficial to the people and places we serve. In addition to the many activities sponsored by our local sites, we also encourage our employees to become active members of their local communities, directly donating their time and resources to make a positive impact. Together, we are committed to making a meaningful contribution to the world around us.

Community Involvement

In 2022, we launched the **TriMas Foundation** to strengthen our ongoing commitment to social responsibility. This charitable giving program allows our organization to positively impact the local communities where we live and work even more directly, emphasizing the value of employee engagement beyond our business operations. We encourage all employees to utilize the benefits of the TriMas Foundation to enhance their charitable involvement, as we provide monetary support to charitable organizations where our employees contribute their time or resources.



The TriMas Foundation is dedicated to enhancing our communities through initiatives in the following areas: Health and Welfare, Education, Arts and Culture, and Civic and Social Programs. Employees have the opportunity to submit a grant application on a quarterly basis to the TriMas Foundation Committee, which evaluates all submissions, giving preference to entities and events where employees are personally contributing their time, expertise or funding. The TriMas Foundation Committee, consisting of a cross-functional group of leaders, also includes TriMas Board Member representation.



During the fourth quarter of 2022, we received 25 grant applications from 17 locations and 6 countries, and we are proud to have awarded funds to 12 different charitable organizations. As the TriMas Foundation continues to grow within the organization, our goal is to provide financial assistance to as many charitable organizations as possible, while also encouraging and supporting our employees in their philanthropic endeavors.

TRIMAS FOUNDATION EMPLOYEE RECIPIENT REMARKS

“This makes me very appreciative working for a company that’s both involved and invested in local charities and causes important to its employees.” – *Bloomfield Hills, Michigan*

“Thank you for your willingness to offer support to the local communities of TriMas employees. Community support and activities that endeavor to improve the overall health and well-being of the community is vital. TriMas taking an active role in the regions where its employees reside is huge!” – *Longview, Texas*

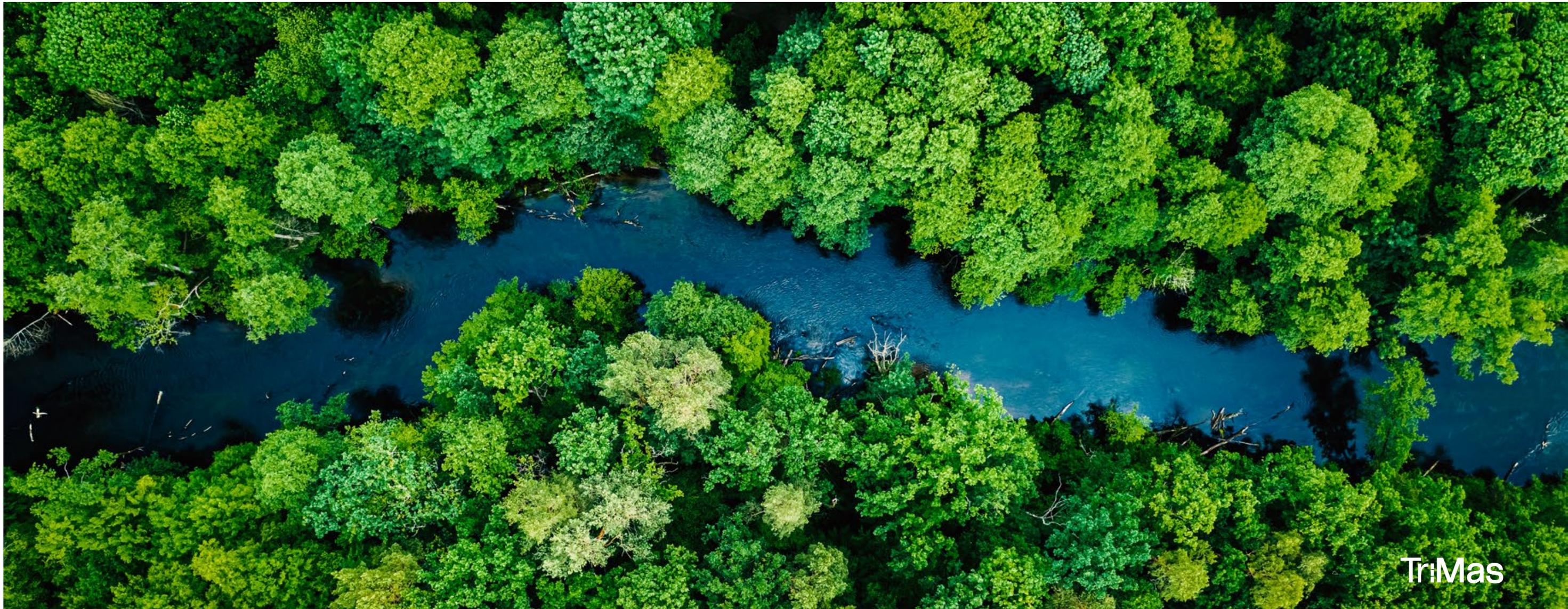
SPOTLIGHT

“I am proud to be part of the TriMas Foundation, which is devoted to enhancing the lives of people in our communities by making meaningful contributions to health, education and social service organizations. The work of TriMas employees around the world is truly admirable and I am honored to support them in their efforts.”

Holly Boehne, TriMas Board Member



O U R E N V I R O N M E N T



Across TriMas, we are dedicated to responsibly using natural resources and promoting sustainable practices in order to protect the environment.

We make every effort to reduce the environmental impact of our operations and their waste disposal activities. We invest in and prioritize the reuse and recycling of resources and products, effective waste management, emissions reduction, and energy and water conservation. As we move forward, we are devoted to driving continuous improvements in all of our sustainability practices.

Environment, Health & Safety Approach

ENHANCED ENVIRONMENT, HEALTH & SAFETY POLICY

As part of the TriMas Business Model, we take a unified approach to protecting our employees and the environment, and ensuring that all of our locations follow our enhanced Environment, Health & Safety (EHS) Policy. TriMas supports the following guiding principles, applicable to all TriMas locations, as well as suppliers, vendors and other business partners. At TriMas, we:

-  **Design, invest in, manage and operate our facilities, in a safe and environmentally responsible manner**, meeting or exceeding all applicable environmental laws and requirements;
-  **Promote environmentally responsible business practices** with a focus on conserving resources, minimizing waste, avoiding emissions and using the most environmentally-friendly materials practical;
-  **Seek to manufacture and deliver value-added products** that minimize environmental and climate change impacts and that are safe when properly used and maintained;
-  **Monitor our environmental performance** through the tracking of key performance indicators, initiatives and targets with periodic management reviews along with site audits;
-  **Ensure all employees, customers, suppliers and other stakeholders are aware of their role and responsibility** in achieving these EHS objectives, collaborate to minimize impacts of our products and enable our customers to meet or exceed their EHS objectives; and
-  **Drive continuous improvement in our operations, processes and products**, and their impact on the communities in which we live and operate, by setting goals and measuring and communicating progress.

As part of our ongoing commitment to reduce our impact on the environment, TriMas continues to invest capital in technology in order to better capture, measure and reduce the variables which lead to energy consumption, greenhouse gas emissions and waste. The majority of our annual capital investments have some form of environmental improvement component, whether through process design, energy consumption or logistics savings.



EHS FACILITY SYSTEMS AND COMPLIANCE REVIEWS

TriMas' annual EHS 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 Plan-Do-Check-Act (PDCA) methodology of the International Organization for Standardization (ISO) 14001 Environmental Management System (EMS) is used as the basis for the TriMas EMS system. As a result, 100% of our locations operate to the ISO 14001 Environmental Management System principles and have second-party reviews of their systems. In addition, many of our manufacturing sites are certified to the ISO 14001 standard by third-party registrars. TriMas also promotes the use of the ISO 45001 Occupational Health and Safety Management Systems standard, and is seeking to operate to the ISO 50001 Energy Management System standard in our locations over time.



TRIMAS' EHS FLAG AWARD PROGRAM

EHS is a critical component of the TriMas Business Model. In 2018, we launched the TriMas Environmental, Health and Safety Flag Award Program to further recognize our employees for the actions they take every day to ensure EHS compliance. Through this program, we recognize facilities and employees for their exceptional commitment to supporting TriMas' EHS objectives. 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, water discharge, waste programs, air emissions, regulatory compliance and emergency preparedness. The program has three levels of flag attainment, including:



In 2023, we will be implementing an enhanced EHS Award Program that further emphasizes performance to our environmental, safety and sustainability targets, safety and energy efficiency improvements, resource conservation and waste minimization, among other factors.

8 of our manufacturing facilities are independently certified to the



**ISO 14001
Environmental Management
Systems Standard**

- Auburn, Indiana
- Baddi, India
- Commerce, California
- Hangzhou, China
- Huntsville, Alabama
- Longview, Texas
- Simi Valley, California
- Thủ Dầu Một, Vietnam



10 locations achieved **Exceptional Practices** level

11 locations achieved **Core Practices** level

ENVIRONMENTAL REPORTING PROGRESS

During 2022, we made significant strides in collecting environmental metrics across TriMas. While environmental impacts were previously reviewed at the local plant level, we did not aggregate this data or publicly disclose the results. We recognize the increasing importance of these metrics to all of our stakeholders, and as a result have invested in additional resources and tools to collect, review and report this information for 2019 through 2022. With this increased visibility, we will strive to make more informed decisions and take additional actions to reduce our environmental impacts. Furthermore, the data will serve as a baseline to provide the necessary foundation to set targets for the future.

TriMas uses a third-party software to consistently track and calculate our energy, waste, water, and Scope 1 and Scope 2 greenhouse gas emissions metrics. Data gathering is initiated at the local level using third-party utility invoices, purchasing records and internal consumption data, and reported using a standard set of TriMas definitions and units of measure, based on best practices. All TriMas manufacturing facilities are required to report these metrics on a regular basis. The information is then reviewed and validated at the corporate level by TriMas' Senior Director of ESG, with additional reviews conducted by the TriMas ESG Steering Committee.

As we move forward, we will continue to refine our data collection and internal review process, as well as supplement these initial environmental metrics with other pertinent data sets.



We are committed to continuously improving upon environmental metrics, making decisions that benefit the environment and ensure a brighter and healthier future for generations to come.



Energy and Carbon Footprint

We prioritize effective energy management to reduce our environmental impact and reliance on energy-intensive manufacturing operations.

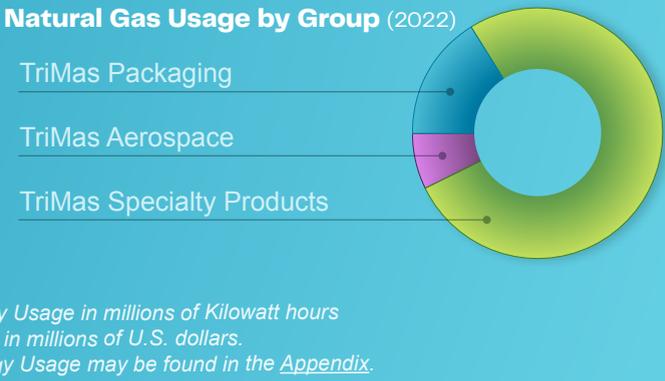
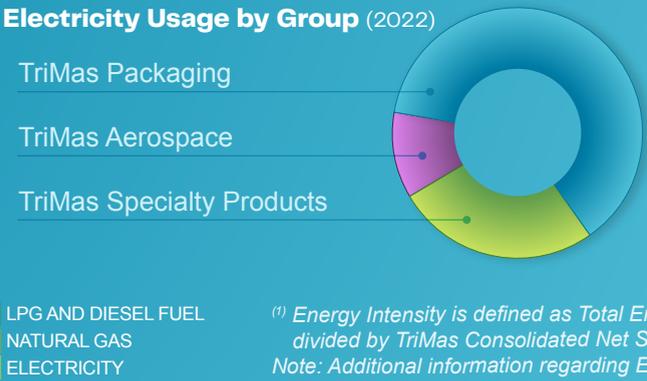
During 2022, we began aggregating our energy usage data from all our manufacturing sites, including the use of electricity, natural gas, liquefied petroleum gas (LPG) and diesel fuel, to gain a comprehensive view of our total energy consumption.

ENERGY CONSUMPTION

In 2022, TriMas' total energy consumption was 263,200,000 kWh. Our primary energy source was electricity obtained from the electrical grid, accounting for 59.6% of our total energy consumption in 2022. Natural gas accounted for 39.6% of the total, with the remaining 0.8% consisting of other fuel sources. Energy consumption varies by each TriMas group, primarily driven by the processing operations required to manufacture our products. Our TriMas Packaging group predominantly uses electrically-powered processes

such as injection molding and has very few high heat operations, so electricity usage is about 85% of its total energy consumption. Likewise, our TriMas Aerospace group uses electrically-powered processes such as heading and machining, and although it has some high heat operations, electricity usage is still about 70% of its total energy consumption. Approximately 66% of the Specialty Products group's total energy consumption is attributed to natural gas due to its dependence on high heat operations for metal forming.

In recent years, we have made significant strides in reducing the amount of energy required to manufacture our products. In 2019, TriMas consumed 0.359 kWh of energy per U.S. dollar of net sales. Our improvement in both energy and operating efficiencies has enabled TriMas to increase sales without a proportional increase in energy consumption. TriMas has reduced its Energy Intensity⁽¹⁾ in each of the last four years. In 2022, our energy consumption was 0.298 kWh of energy per U.S. dollar of net sales.



■ LPG AND DIESEL FUEL
■ NATURAL GAS
■ ELECTRICITY

⁽¹⁾ Energy Intensity is defined as Total Energy Usage in millions of Kilowatt hours divided by TriMas Consolidated Net Sales in millions of U.S. dollars. Note: Additional information regarding Energy Usage may be found in the Appendix.

LED LIGHTING REPLACEMENT



TriMas is dedicated to decreasing our carbon footprint by continually optimizing our operations and further reducing our energy use in the future. Through investments in equipment upgrades and energy-efficient technologies, our facilities are already making considerable reductions in energy consumption.

LED lighting is one of our primary energy efficiency initiatives. It offers significant energy savings compared to traditional lighting and has a substantially longer lifespan, resulting in reduced energy consumption, lower operating costs and less waste generated.

This is why we have implemented LED lighting replacement programs across many of our facilities, replacing old, inefficient incandescent and fluorescent light bulbs with energy-efficient, motion-activated LED lighting systems.

By replacing existing lighting with LED lighting and harnessing the power of solar energy, our facilities



can drastically reduce their carbon footprint while still enjoying the benefits of modern energy systems.

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 (will be installing solar panels in 2023)

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 2022, we are investing in solar energy at our facilities and continuing to evaluate other renewable energy sources.



SPOTLIGHT: TRIMAS PACKAGING'S NEW ALBANY, OHIO, FACILITY BUILT FOR SUSTAINABILITY

TriMas Packaging's newer plant in New Albany, Ohio, is designed with sustainability in mind. Equipped with the latest energy-efficient technologies, the new plant is expected to significantly reduce its carbon footprint compared to the former plant. For example, the new facility utilizes some of the most advanced and efficient injection molding and assembly capabilities, as well as enhanced workflow approaches, which, in turn, are expected to reduce overall energy consumption per unit produced. The new building includes energy-saving features such as LED lighting, motion sensors, and

improved air handling and filtration systems to ensure maximum efficiency. In addition, this facility provides the capacity to continue localizing the production of a variety of dispensers closer to many of our customers to ensure excellent lead times, collaborative product design and reduced transportation-related environmental impacts. By committing to sustainability, the TriMas Packaging manufacturing facility in New Albany is helping to build a brighter, greener future for the local community.



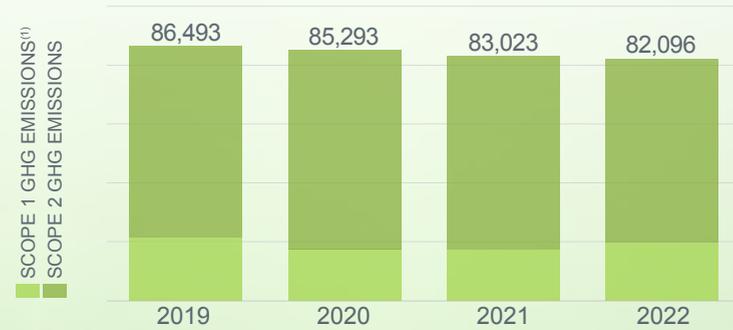
CLIMATE AND GREENHOUSE GAS EMISSIONS

At TriMas, we are committed to reducing our greenhouse gas (GHG) emissions and taking action to address the global challenge of climate change with urgency and transparency. We use a holistic approach to assess our environmental impacts and seek to reduce our carbon footprint through energy efficiency, sustainable technology and renewable energy initiatives. We are investing in innovative technologies and working with our partners to develop and implement sustainable solutions that will help to reduce our emissions going forward.

Our Scope 1 GHG emissions are generated from our manufacturing operations, primarily from combustion of natural gas for space heating and the forming and heat treating of metals within our production operations. The most significant natural gas consumption occurs within our Specialty Products group to fuel annealing furnaces and direct-fired burners used in the production of cylinders. Our Scope 1 emissions include refrigerants used in HVAC systems, chillers and other cooling units, though the impact is less than 1% of total Scope 1 emissions. In 2022, TriMas generated 19,647 metric tons of CO₂e, a decrease of 8% compared to 21,345 metric tons generated in 2019, despite the more than 20% increase in consolidated net sales during that time, including a steep ramp-up of cylinder production.

Our Scope 2 emissions consist solely of the indirect GHG emissions from our purchases of electrical power that is generated offsite and supplied to the grid. TriMas does not purchase other Scope 2 energy sources such as offsite-generated steam, heat or cooling. In 2022, TriMas consumed 157,000,000 kWh of electricity from the grid, resulting in 62,449 metric tons of CO₂e, compared to 142,700,00 kWh of electricity resulting in 65,147 metric tons of CO₂e in 2019. This 10% increase in electricity consumption is attributable to our 20% increase in consolidated net sales, yet our total Scope 2 emissions decreased by 4%.

Scope 1 and Scope 2 GHG Emissions (in Metric Tons CO₂e)

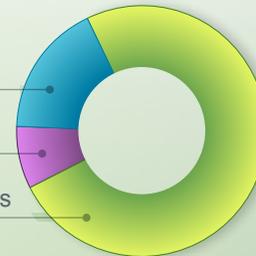


⁽¹⁾ Includes Refrigerants, which are less than 1% of Scope 1 GHG Emissions

2022 GHG Emissions by Group

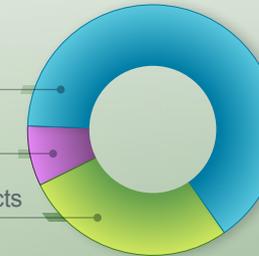
Scope 1

- TriMas Packaging
- TriMas Aerospace
- TriMas Specialty Products



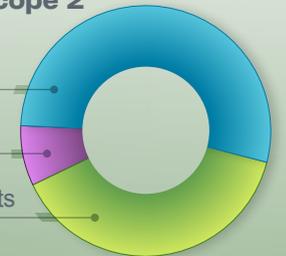
Scope 2

- TriMas Packaging
- TriMas Aerospace
- TriMas Specialty Products



Total Scope 1 and Scope 2

- TriMas Packaging
- TriMas Aerospace
- TriMas Specialty Products



Note: Additional information regarding GHG emissions may be found in the [Appendix](#).



ACTIONS 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 17% and our combined Scope 1 and Scope 2 emissions have decreased by 5%. 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
-  **Lowering temperatures** of certain 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.

Water

We recognize the importance of quality water for current and future generations, and are committed to responsible water use across our organization.

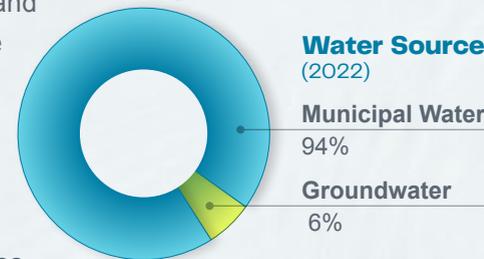
We are investing in and taking steps to reduce our water consumption and ensure that our processes do not put any of our facilities or their surrounding communities at risk of water-related vulnerabilities. We strive to use water as efficiently as possible, and to safeguard the global water supply for other businesses, communities and ecosystems.

At TriMas, we strive to ensure responsible water management in our operations to prevent water shortages, protect environmental health and create operational efficiencies that reduce cost and regulatory risk. As part of our sustainability commitment, we are dedicated to reducing water demand, increasing water reuse in our manufacturing processes and preserving water quality.

WATER WITHDRAWN

Over the past several years, we have identified opportunities to reduce the amount of water we withdraw across our businesses, leading to meaningful decreases in overall gallons withdrawn, as well as our water intensity. We have accomplished this in part by eliminating nonessential water usage and introducing water recycling programs where it is viable.

Our water management processes and goals focus primarily on water withdrawals, as these are the main metric by which we can measure our water-related impact. In 2022, approximately 94% of the water used by TriMas facilities was sourced from municipal systems, with the remaining 6% coming from groundwater wells at our locations in: Baddi, India; Povolaro, Italy; and two facilities located within Indiana, United States.



Total Water Withdrawn (in millions of gallons)



⁽¹⁾ Water Intensity is defined as Total Water Withdrawn in millions of gallons divided by TriMas Consolidated Nets Sales in millions of U.S. dollars. Note: Additional information regarding water withdrawn may be found in the [Appendix](#).

WATER USES

TriMas sites use water for a variety of purposes. The vast majority of our locations use water primarily for employee health and safety needs such as drinking water, restroom facilities, food preparation and maintaining sanitary conditions. Our manufacturing operations use water for production equipment cooling and lubricity, parts washing, hydrotesting, surface preparation, surface finishing and facility maintenance, with the most significant water consumption resulting from water lost due to evaporation.

Our Norris Cylinder business uses water to cool the tooling in its forging operations,

where some of the water evaporates and the remainder is collected and returned to a cooling water holding tank for reuse. Other evaporative losses include cooling towers serving non-contact cooling water systems, heated process tanks in surface preparation and finishing operations, and evaporative methods to minimize the volume of aqueous chemical wastes disposed. Non-evaporative water consumption occurs when spent aqueous chemical solutions are transported offsite as waste, and a small amount to landscape maintenance. Water is not incorporated into our finished products.

WASTEWATER DISCHARGE

TriMas operations generate limited amounts of industrial wastewater, primarily from rinse water related to cleaning parts, surface preparation and surface finishing processes. All locations with such operations utilize pretreatment systems, and the resulting effluents are discharged into municipal wastewater treatment systems. Our pretreatment systems are designed and operated to comply with local industrial wastewater discharge regulations. Non-contact cooling water, cooling tower blowdown and air compressor condensate are not subject to pretreatment before being released into municipal systems, yet these effluents still meet the applicable regulations.

Non-industrial wastewater discharges associated with TriMas operations are sanitary effluents and storm water runoff. Most TriMas locations discharge sanitary effluents to municipal wastewater treatment systems, while the remaining locations utilize septic systems. Non-industrial wastewater discharges such as storm water runoff are managed in accordance with relevant regulations and are not considered water withdrawals.

 **72%**

of our manufacturing facilities have zero industrial wastewater discharges

 **zero**

of our industrial locations in developing countries have wastewater discharges

 **100%**

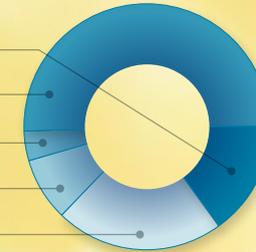
of locations that have industrial discharges have pretreatment systems to minimize pollutants sent to publicly owned treatment plants

WATER STRESS LEVELS

Recognizing the potential impacts of climate change and increased demand for water resources, TriMas has taken proactive steps to identify facilities that may be at greater risk of water-related issues. We assess the underlying conditions of basins where our facilities are located and consider the water-intensiveness of our manufacturing processes to determine which locations may be more susceptible to water stress.

2022 Total Water Withdrawn (in gallons) by Water Stress Levels

- Low - 15%
- Low-Medium - 50%
- Medium-High - 4%
- High - 8%
- Extremely High - 23%



Extremely High Water Risk Manufacturing Locations:

- Mesa, Arizona, United States
- Tolleson, Arizona, United States
- City of Industry, California, United States
- Commerce, California, United States
- Simi Valley, California, United States
- Denver, Colorado, United States
- Baddi, Himachal Pradesh, India
- Forlì, Forlì-Cesena, Italy
- San Miguel de Allende, Guanajuato, Mexico

 **65%**

of total water withdrawn is from regions of Low to Low-Medium water stress levels

NORRIS TEAM RECYCLES HYDROTEST WATER

Our Norris Cylinder facility in Longview, Texas, withdraws more water than any other TriMas location, accounting for 43% of the total. Despite being situated in a Low-Medium water stress region, the team understands the significance of water scarcity and is striving to reduce the amount of water discharged from the facility. During the manufacturing process, the high-pressure cylinders are subjected to hydrotesting to ensure their structural integrity. In 2022, Norris Cylinder invested in a water recycling system to improve the efficiency and water conservation of their hydrotesting process. This new system allows them to reuse the water from the hydrotests multiple times, instead of disposing of it after each.

TRIMAS AEROSPACE TEAM CONSERVES WATER

Monogram Aerospace Fasteners reduced their water discharge at their Commerce, California, facility through the investment in recirculating cooling water units for the heated mold machines used in metallographic inspection in their Quality Assurance Lab. Previously, potable water was used to cool the molds and then discharged afterwards. This change, though requiring a small amount of additional electrical energy,

has reduced water discharged by approximately

 **34,000 gallons a year.**

Recycling Programs and Waste Reduction

At TriMas, we recognize the importance of minimizing our environmental footprint and ensuring efficient operations. To achieve this goal, we carefully manage our waste generation and disposal. We strive to reduce these by-products as much as possible, taking all the necessary precautions when disposing of them in an efficient and timely manner. We minimize waste sent to landfills by segregating our recyclable wastes, which include plastics, steel, titanium and other high grade alloys, pallets, cardboard and paper. We are proud to minimize consumption of raw materials by capturing this recyclable waste and returning it to the recycling stream.

All our manufacturing facilities have comprehensive recycling programs in place. We prioritize reducing, reusing and recycling materials wherever possible, from the components used in the production process, to the ancillaries and packaging. Below are just a few examples common to all of our facilities:

-  Recycling paper, plastic and cardboard
-  Migrating administrative processes from paper-based to paperless
-  Revising supplier and customer packaging procedures to reduce packaging waste
-  Utilizing Kaizen and other process analysis techniques to reduce scrap and rework

Many of our facilities have implemented site-specific recycling programs for their manufacturing operations to reduce landfill waste, while utilizing best management practices to maximize material reuse when possible:

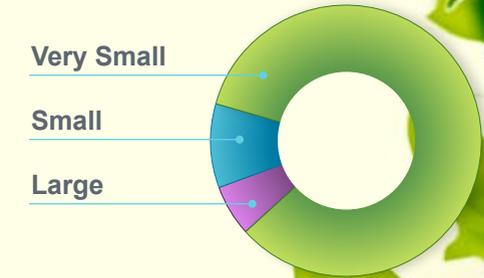
-  Converting TriMas Packaging injection molding machines to a “zero waste” process, in which the excess plastic from the mold runner is returned to the material feed system, eliminating the generation of the plastic runner waste
-  Converting cold runner injection molding systems to hot runner systems to increase energy efficiency and reduce waste, where practicable
-  Using 3-D printing to produce applicable tooling components rather than the conventional machining method, eliminating the waste removed from the feedstock
-  Converting to reusable containers for transporting product to customers rather than single-use cardboard boxes
-  Repurposing spent sulfuric acid and ferric chloride as wastewater treatment feed chemicals

TriMas generates hazardous and non-hazardous wastes from some of its manufacturing processes, although minimal from a total company perspective. The two manufacturing locations categorized as large quantity generators of hazardous waste are aerospace fastener manufacturing locations, where wastes are typically generated from the use of industrial chemicals and coatings for surface preparation and surface finishing operations. Hazardous wastes include spent process chemicals such as acids, alkalines, solvents and coatings, and paint-related materials.

Non-hazardous wastes are generated from manufacturing operations such as forging, heading and machining, and from facility maintenance operations. Non-hazardous wastes from manufacturing operations include scrap metals and plastics, hydraulic oils and lubricants, machining fluids, water-based cleaning solutions and oil-contaminated materials. Non-hazardous wastes from facility maintenance include trash and materials such as pallets, dunnage, scrap metal and electronic wastes. TriMas’ waste management practices include evaluation of all hazardous and non-hazardous wastes for reuse, repurposing or recycling opportunities prior to disposal.

2022 TriMas Manufacturing Facilities by Hazardous Waste Generator Classification

(Based on U.S. EPA definition)



94% of our **manufacturing locations** are either very small or small quantity generators of hazardous waste

Air Emissions

TriMas generates air emissions from the combustion of fuels for heat treatment operations and space heating requirements, and from surface coating operations. Fuel combustion generates oxides of nitrogen (NO_x) and oxides of sulfur (SO_x) emissions. To minimize these emissions, natural gas is the preferred fuel source and is used wherever practical. In 2022, natural gas accounted for more than 98% of the fuel used, with liquefied petroleum gas (LPG) and diesel fuel at less than 1.5% and 0.3%, respectively.

AIR EMISSIONS (Based on U.S. EPA Emission Factors)

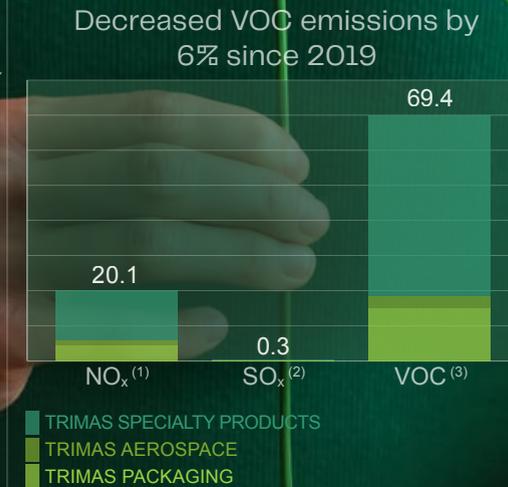


zero
of our manufacturing locations
are considered a
major air emission source

78%
of our manufacturing locations
are exempt from permitting due
to the low volume of emissions

Low-NO_x combustion technology is considered when acquiring new equipment, such as the wastewater evaporator that was recently installed at one of our TriMas Aerospace facilities. Surface coating operations generate volatile organic compound (VOC) emissions from the evaporation of organic solvents. TriMas minimizes VOC emissions by using the lowest VOC-content coatings that meet product performance characteristics and customer requirements. For example, one of our TriMas Aerospace facilities uses regenerative thermal oxidation technology to reduce VOC emissions from its surface coating operations by more than 95%.

2022 AIR EMISSIONS (in tons)



⁽¹⁾NO_x emissions from combustion of fuels. ⁽²⁾SO_x emissions from combustion of fuels. ⁽³⁾VOC emissions from coating operations and combustion of fuels. Note: Additional information regarding air emissions may be found in the [Appendix](#).

Our commitment to reducing, reusing and recycling is vital for creating a sustainable future. By taking the necessary steps to reduce waste and emissions, and reuse materials, we are actively working toward a cleaner and healthier planet for future generations.

SPOTLIGHT: NORRIS CYLINDER TRANSITIONS TO WATER-BASED PAINTS



In 2022, Norris Cylinder started collaborating with their cylinder coating manufacturer to create a water-based coating that could meet the same performance

demands as their current solvent-based coating while offering greater environmental benefits. This new coating is designed to protect gas cylinders stored in industrial settings, enabling them to withstand extreme outdoor conditions. In 2023, Norris Cylinder is transitioning to a new water-based coating that is



expected to reduce VOC emissions by 87% and Volatile Organic Compound Hazardous Air Pollutant (VOC HAP) emissions by 100%, compared to their current solvent-based coatings. This shift is estimated to lead to a reduction of 23.3 tons/year of VOC emissions and 4.7 tons/year of VOC HAP emissions, based on 2022 production volume. Additionally, the new coating will enable a decrease in drying oven temperature by 40°F, which is expected to reduce the consumption of natural gas and associated GHG and NO_x emissions.

Estimated to
reduce VOC
emissions by

87%

compared to current solvent-based coatings

Estimated to
reduce VOC HAP
emissions by

100%

Sustainability Around the World

TRIMAS PACKAGING'S GERMANY TEAM INVESTS IN RENEWABLE ENERGY AND ELECTRICAL EFFICIENCY



The Neunkirchen, Germany, team has achieved impressive milestones, including certification to the internationally-recognized ISO 50001 Energy Management Systems Standard. This certification validates the team's commitment to achieving the rigorous requirements of the standard, which involve creating an energy policy, setting energy targets, executing an action plan and consistently monitoring and measuring energy performance. The team's dedication has resulted in lower energy usage and a higher degree of sustainability.

reduced electrical consumption

 **3.5%**

reduced Scope 2 GHG emissions

 **57.4** metric tons CO₂e

During 2022, the team implemented multiple energy efficiency projects. They replaced two older, hydraulic Injection Molding Machines (IMMs) with two new, high-efficiency electrical IMMs, which are projected to cut annual electrical consumption by 3.5% and Scope 2 GHG emissions by 57.4 metric tons CO₂e. In addition, by leveraging their air compressor control system, the team identified losses in air pressure occurring even when no equipment was operating. Using ultrasound technology, the team was able to accurately locate and measure the magnitude of the air leaks, allowing them to efficiently resolve the issue.

In 2023, the Neunkirchen facility will take sustainability a step further by installing roof-mounted solar panels, which are projected to generate 5% of the facility's energy requirements. This renewable energy endeavor is expected to reduce operational costs, lessen reliance on the electric grid and cut Scope 2 GHG emissions by 92.7 metric tons CO₂e, based on IEA Germany, 2021 Scope 2 Emission Factors.

2023 expected
energy from solar panels

 **5%**

2023 expected
reduce Scope 2 GHG emissions

 **92.7** metric tons CO₂e

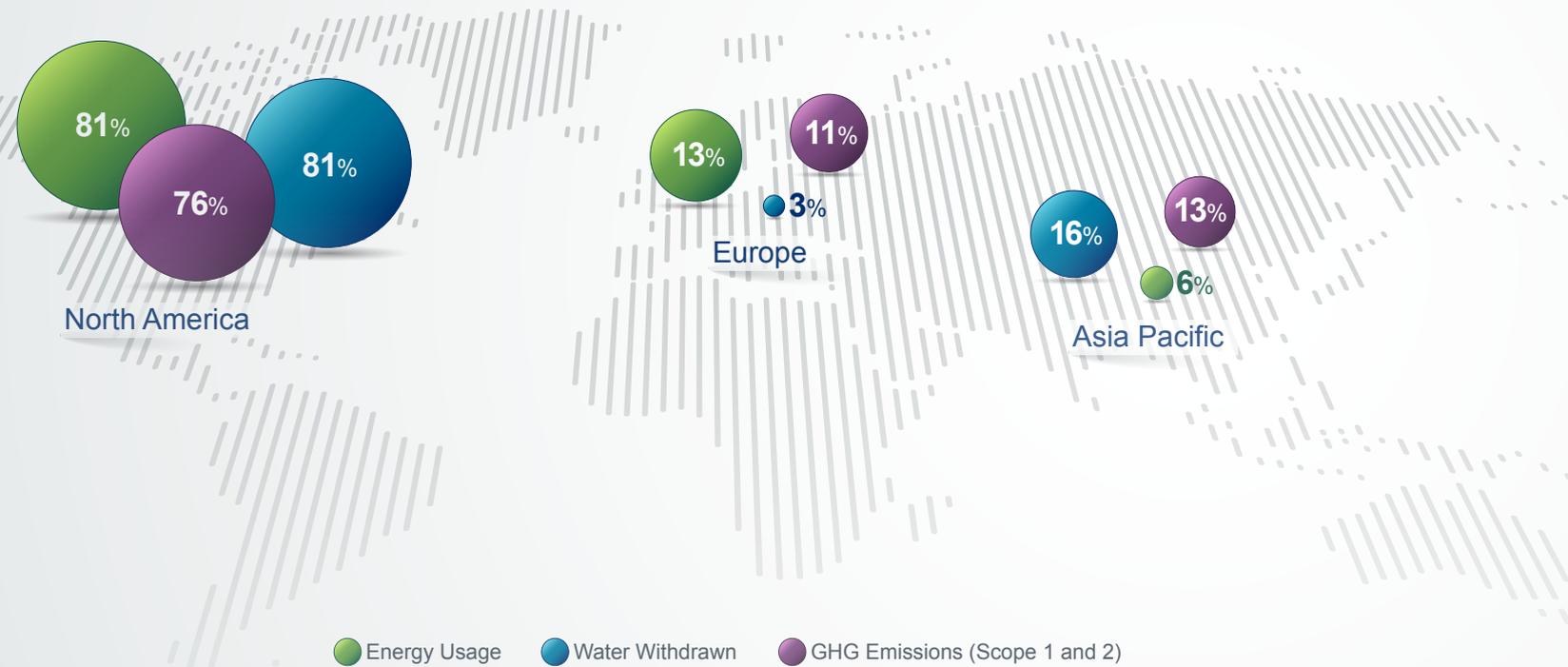
“As an innovative leader in sustainability, we are determined to safeguard the environment by taking proactive measures to decrease our energy consumption and greenhouse gas emissions. Since the injection molding process for packaging closures can be fairly energy-intensive, improving energy efficiency is an environmentally-friendly way to reduce our greenhouse gas emissions. By investing in more energy efficient equipment, designing better processes and encouraging responsible employee behavior, we have significantly reduced our energy use and carbon emissions, positively impacting our carbon footprint.”



Heiner Moeller, Plant Manager, Neunkirchen, Germany, TriMas Packaging

MANUFACTURING FACILITIES ENVIRONMENTAL FOOTPRINT SUMMARY

Our commitment to environmental responsibility extends across our global footprint. We are continuously measuring, managing and striving to reduce the environmental impact of our operations and products throughout the entire product life cycle.



TRIMAS' GLOBAL ENVIRONMENTAL FOOTPRINT BY REGION

We are unwavering in our commitment to environmental responsibility and sustainability. We strive to reduce our carbon footprint and resource consumption, and will transparently report our progress and ongoing efforts to find innovative ways to minimize our environmental impact. Our teams are focused on reducing greenhouse gas emissions and resource usage, while continuously improving the efficiency of our operations.

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.



O U R P R O D U C T S



Across our family of businesses, we are committed to increasing our use of sustainable and recyclable material, and developing innovative solutions that positively impact people around the world.

We are actively addressing both customer and regulatory demands for sustainable product offerings, and are working in close collaboration on initiatives such as sustainable resins, 100% recyclable products and multi-use solutions.

Innovating Sustainable Products

We believe that innovative product design is key to minimizing the environmental impact of our products and advancing the circular economy. By optimizing a product's design, we can significantly reduce demands on raw materials and resources, enabling our products to be easily reused, recycled or composted at their end of life. We work closely with our customers to identify and develop products that improve recyclability, reduce carbon footprint and promote sustainability.

As a manufacturer, raw materials play a vital role in our operations. Where possible, we are prioritizing the substitution of non-renewable and less favorable raw materials with renewable alternatives, light-weighting, and increasing the number of products we offer that contain post-consumer recycled (PCR) materials or feature single-polymer designs. We are also committed to delivering products to our consumers as intended, minimizing unnecessary waste and damage.

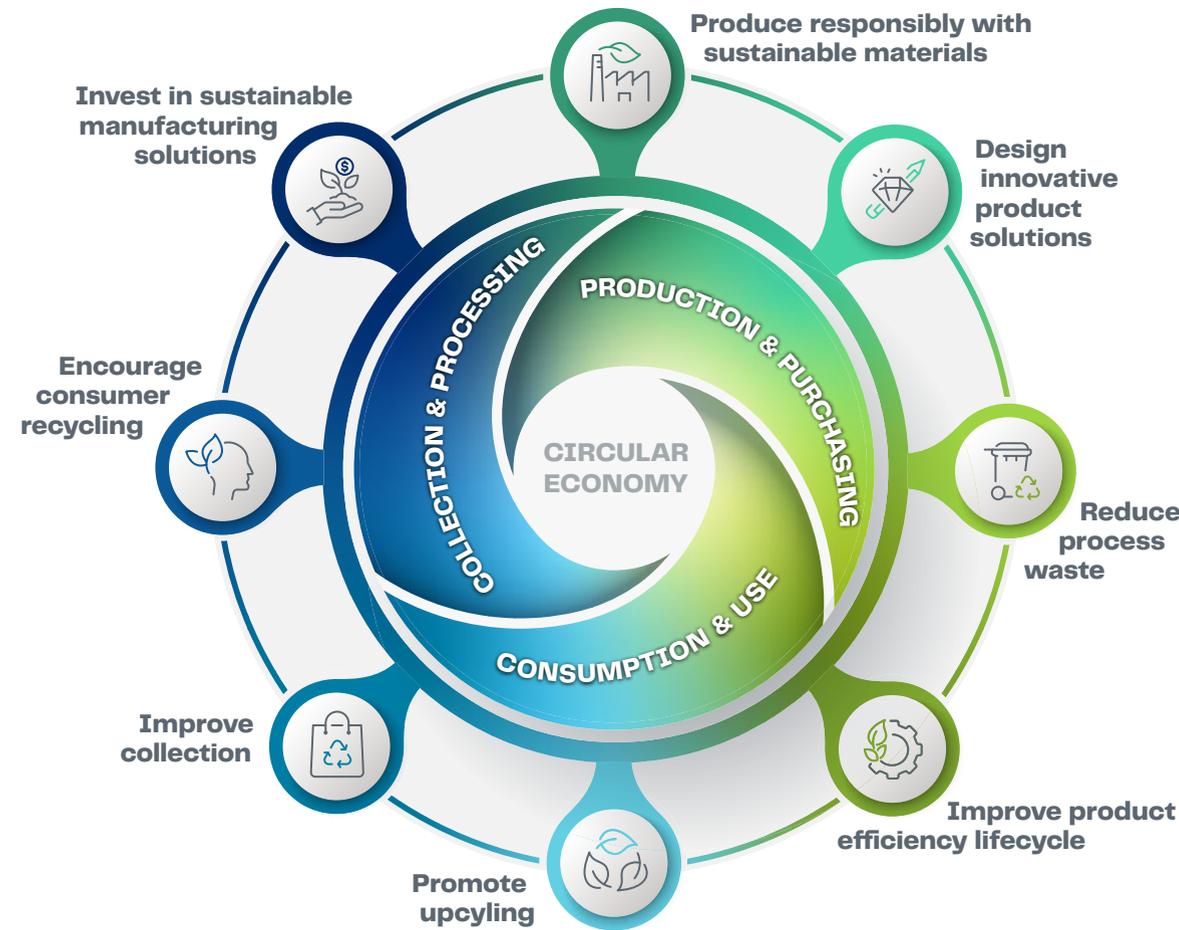


CIRCULAR ECONOMY

Our organization is committed to embracing a circular economy, with product safety and sustainability at the core of our operations. We strive to reduce waste and address climate change, while optimizing the lifecycle of products from design to manufacturing to commercialization to product recyclability. Through our commitment to circularity, we are pursuing a more sustainable future and doing our part for the planet.

We strive to design our diversified product set with people and the planet in mind, aiming to create value throughout the product life cycle. To do this, we prioritize understanding the environmental and social impacts of our products, innovating to ensure optimal value for all stakeholders. This process starts by designing products that reinforce sustainability principles, while maintaining performance, quality and safety.

In addition, we look to use less raw materials in our products and increase the use of more sustainable alternatives. This includes using increased recycled content within our products, where possible. With sustainable goals in mind, our TriMas Packaging businesses have been working on increasing the use of PCR materials in our products.



TriMas is focused on:

- Adopting sustainable production processes** that minimize waste and maximize the use of renewable resources.
- Implementing strategies** to reduce, reuse, recycle and replace raw materials with more sustainable options wherever possible.
- Increasing collaboration with suppliers** to increase the efficiency of the supply chain and work to improve sustainability.
- Creating programs to increase the usage and reuse** of recycled materials in production.
- Designing products** that are durable and can be easily recycled.
- Increasing consumer awareness** about the benefits of the circular economy and encouraging customers and consumers to reuse or repurpose products.
- Developing innovative technologies** that recycle end-of-life products into new materials.

OUR SAN MIGUEL DE ALLENDE, MEXICO, FACILITY IMPLEMENTS ZERO WASTE REGRIND PROCESS

Our TriMas Packaging San Miguel de Allende, Mexico, team manufactures a variety of dispensing pumps and closures through injection molding. During this process, multiple parts are produced in one cycle, connected by a plastic remnant, or runner. To ensure product quality, previously, the runners were sorted by color until a sufficient quantity of a color was available to regrind. This led to increased runner

and regrind inventories which were disposed as recyclable waste.

The team designed a new, inline regrind process at the injection molding machine, where the runner material is fed directly into a grinder and reintroduced into the feedstock. This new process offers numerous benefits such as no waste production and 10% less raw materials consumed; no color mismatch concern

since the material is returned instantly to the process; and optimal utilization of manufacturing floor space since no storage of runner material is required. In 2022, this new process enabled the facility to reduce its 2021 inventory of runner and regrind material by 69 tons.



Runner and regrind material reduced by

69 tons

TriMas

TRIMAS PACKAGING NEW PRODUCT DEVELOPMENT



Our TriMas Packaging group takes a multi-layered approach to product and process innovation starting with subject matter experts in our dispensing systems, closures, flexibles and life sciences product lines. Our New Product Development teams are also supported by our Program Management Office (PMO) and Center of Excellence (COE), providing additional layers of technical innovation and development, as well as a standardized approach to product development.

The PMO aims to bring a flawless launch approach to our product commercialization efforts by focusing on creating a collaborative and communicative environment for all project team members and customers. The PMO strives to implement standards, serve as the center of excellence on project launches and realize economies of scale from execution repetition. The PMO is committed to delivering concise report outs of project statuses, as well as driving awareness on the interdependencies across shared resources via following our 5-phase Stage Gate Model to deliver innovative, quality, safe and timely products to the market.

While the PMO's primary focus is present-day project execution, the Long-Term Innovation (LTI) team has their eye on the future, driving innovation ideas worldwide. Innovation is curated within TriMas by driving a sustainable management process across three focus areas: product, managerial and social environments, resulting in a curiosity and innovation-driven mindset throughout our global organization focused on the ideas of tomorrow.

SPOTLIGHT



“Innovation can come from anywhere and anyone within the organization, and as a part of my role, I get to help our global team innovate and execute effectively and collaboratively by providing them with the right tools and processes. My focus is on facilitating informed decision-making, accelerating product launch timeframes and enabling everyone’s voice to be heard in the process. To that end, we have recently launched the Project & Innovation Management Platform, rolled-out a Launch Pad internal idea submission system and conducted a 2023 Trend Overview session.”

*Danielle Corbin,
VP Global Program Management Office,
TriMas Packaging*

ECOVADIS

EcoVadis is a platform for corporate social responsibility assessment, monitoring and performance improvement. In 2022, several of our TriMas Packaging businesses achieved gold, silver and bronze EcoVadis ratings, showing our dedication and commitment to our environmental impact.

INTERTECH
OMEGA
TAPLAST



AFFABA & FERRARI

TRIMAS PACKAGING

TRIMAS PACKAGING
IS A PROUD MEMBER OF



Sustainable
Packaging Coalition



Association of
Plastic Recyclers

TriMas

Helping People Around the World

At TriMas, we believe that everyone deserves a chance at a better life. We are committed to making a difference through our end-use product applications.

Our product portfolio aids in a number of applications that strive to make the world a better place for those in need. The following pages illustrate a few of our end-use applications that benefit society.





FOOD & BEVERAGE

Our dispenser, cap, closure and flexible packaging systems protect and preserve food and beverage products across increasingly challenged global distribution chains, extending shelf life, reducing food loss, and avoiding leakage, breakage and waste so that essential foods and nutrients reach those who need them most.



LIFE SCIENCES

We develop products that help people improve their health and well-being by serving the medical, pharmaceutical and nutraceutical end markets with innovative products included in vascular and drug delivery devices, diagnostic and monitoring equipment, surgical implementation and orthopedic tools. We also provide products that securely seal and dispense life-changing medicines, pharmaceuticals, vitamins and dietary additives.



OXYGEN & FIRE SUPPRESSION

We provide cylinders that are designed specifically for providing fire suppression materials and oxygen, including for use in emergency life support, medical oxygen and life safety fire suppression system applications, helping keep people safe.



PERSONAL CARE & HYGIENE

Our broad variety of dispensers and closures help distribute personal care products that improve health and hygiene such as soaps, shampoos and hand sanitizers, which are used to reduce germs and illness, and improve overall cleanliness.



HOME CARE & SANITATION

Our products are also found on commonly used household cleaning and antibacterial products, as well as on larger janitorial cleaning products, with the option of including child resistant caps and closures.



AGRICULTURE

We also provide products that support the safe, secure and controlled dispensing of farming and garden applications that enhance overall food production around the world.

TriMas Packaging Sustainable Solutions

OUR JOURNEY TOWARD A SUSTAINABLE FUTURE



PCR INCLUSION

- Traditional pumps incorporating PCR

E-COMMERCE

- First of its kind Amazon-certified ISTA 6 pumps
- PCR options available

ALL PLASTIC

- Distinctive bellows technology made of 100% plastic (with no metal spring or glass ball)
- 100% recyclable, sustainable

SINGLE MATERIAL & E-COMMERCE

- 100% same material
- 100% recyclable
- Amazon-certified ISTA 6
- Unique look

SINGLE MATERIAL, E-COMMERCE & PCR

- Single-material dispenser pump without compromising quality, aesthetics or performance
- Amazon-certified ISTA 6
- PCR options
- 100% recyclable



SINGOLO™ DISPENSING PUMPS – OUR PLATFORM FOR A SUSTAINABLE FUTURE

The Singolo dispenser is a revolutionary new single-polymer 2cc pump that is fully recyclable, made from 100% polypropylene resin and offers a similar look, feel and functionality to traditional, non-recyclable up-lock pumps. By utilizing a modular spring platform made of polypropylene instead of metal, the pump boasts a reduced carbon footprint during the production process.

The Singolo dispenser has been designed with e-commerce in mind, and is ISTA 6 approved with a RecyClass A rating. This ensures that it offers an eco-friendly solution, eliminating the need for additional packing materials and reducing the risk of leakage during transit.

All Singolo pump components will be made at the individual site of manufacture, unlike traditional spring pumps where multiple components, often provided by a third-party, are separately sourced and shipped, and often made from glass or metal. This reduces excessive transportation journeys and the related impacts on the environment.

The production process of the Singolo dispenser will be located in the latest state-of-the-art TriMas facilities and include many additional expected sustainability benefits, including:

- New advanced automation lines, expected to reduce power by 15% while doubling output
- New cutting-edge electric molding machines, expected to reduce power by 50%
- A streamlined automation process expected to reduce the number of operators by nearly 70%
- Latest molding technology which reduces electricity and power, while increasing output per kWh by up to 50%, compared to older technology

SINGLE-POLYMER DISPENSER



TriMas Packaging has further advanced its commitment to sustainability with the commercialization of the patented Singolo dispensing pump, a revolutionary new single-polymer dispenser that is fully recyclable. This innovative pump features 11 components, all made from 100% polypropylene resin, which offers a similar look, feel and functionality to a traditional, non-recyclable up-lock pump, but uses 10% less plastic. By utilizing a modular spring platform made of polypropylene instead of metal, the pump boasts a reduced carbon footprint during the production process.

ASEPTIC TETHERED CAPS



TriMas Packaging's Affaba & Ferrari brand introduced its range of horizontal hinge and snap-on tethered caps, with lightweight options available, to its portfolio of food and beverage closures, providing enhanced protection for a variety of aseptically-filled beverage products including juice, iced tea and water. Tethered cap closures remain permanently attached to disposable beverage containers, allowing consumers to easily recycle the caps along with the containers and preventing littering of the environment caused by discarded caps. Our tethered caps help manufacturers comply with legislation, such as the 2024 European Union Single-Use Plastics Directive.

MONO-2E



TriMas Packaging's Rieke brand offers the patented Mono-2e pump, a unique dispensing pump that is not only fully recyclable, but was also designed to reduce its carbon footprint by more than 65%. Unlike traditional pumps made from various materials, the Mono-2e pump is comprised of six components, all made from a single material. Additionally, it is Amazon-approved and e-commerce ready, eliminating the risk of leaking during transit. The Mono-2e pump helps customers achieve their sustainability goals without compromising quality, aesthetics, performance or formula compatibility.

ALLPLASTIC BELLOWS TECHNOLOGY



TriMas Packaging's Taplast AllPlastic pump is specially engineered with sustainability in mind. This dispensing pump features Taplast's patented bellows technology, which eliminates the need for a conventional metal spring, thereby reducing its carbon footprint and simplifying its recycling process. The pumps are constructed using 100% polyolefin materials, which ensures they can be easily recycled without compromising performance. Additionally, without the metal spring, the pump delivers high standards of hygiene and is compatible with product formulas that may react negatively to metal. The pumps are also available in a PCR option, which not only further reduces their environmental impact, but also complies with Plastics Tax regulations.

TAPERSTACK™ FOOD CAPS



TriMas Packaging's Rieke brand offers an innovative, convenient and sustainable solution for food storage and preservation with its patented TaperStack food caps. These lightweight caps feature an interlocking design, allowing for effortless stacking and nesting, and increasing caps per pallet by 40% compared to traditional loose-packed closures. This leads to a significant reduction in packaging materials, freight, warehouse space and carbon footprint, while also improving case utilization and preventing warping. In addition, the TaperStack caps have been specially designed with a 20% reduced cap weight, providing an even more sustainable solution. Made from high-quality materials, these caps are airtight, keeping food fresh for longer periods of time.

BAG-IN-BOX FLEXIBLE PACKAGING



TriMas Packaging's Rapak brand specializes in the production of bag-in-box flexible packaging, an inherently more sustainable packaging alternative to traditional packaging formats such as rigid containers or glass bottles. Bag-in-box not only provides a reduction in carbon footprint but also offers cost savings and efficiencies in customers' supply chains. Additionally, bag-in-box technology has a positive environmental impact as it is easier and lighter to transfer, store and dispose of in regular waste collections. Bag-in-box is 40% lighter than traditional glass bottles, reducing packaging waste and energy to transport. In addition, the outer box is often made of cardboard and is 100% recyclable.

Additional Sustainable Solutions



COMPOSI-LOK® 4 AEROSPACE FASTENER

TriMas Aerospace's latest innovation in the Composit-Lok threaded blind bolt series, the Composit-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.



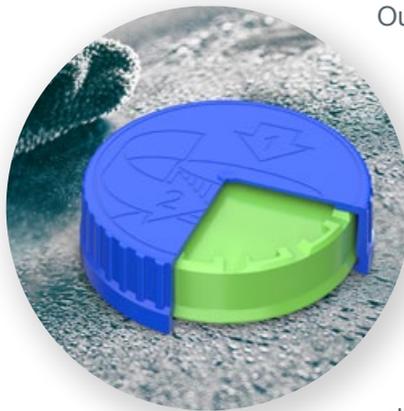
A54-E ENGINE

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 (NO_x) 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.

Keeping People, Products & Brands Safe

We not only strive to improve the environmental impact of our products, but we also prioritize developing products with enhanced security against counterfeiting and manipulation, ensuring our customer's products are delivered safely.

CHILD RESISTANT CAPS



Our two-piece push and turn child resistant caps feature a patent-pending innovative interlocking inner/outer cap which securely seals the container while minimizing the risk of accidental opening by children. This feature provides ease of use for seniors, and minimizes unwanted spillage or waste. These closures have been engineered to reduce the amount of plastic used on the outer cap, resulting in a reduced carbon footprint, without compromising packaging performance or user convenience. Our offering is constructed entirely of polypropylene-based resin, with the option for the inner cap to be made of PCR materials.

FS-38 PULL-OUT SPOUT CLOSURE



For generations, TriMas Packaging's Rieke brand has designed closures that offer the optimal balance between security, safety and usability. Specifically, Rieke's FS-38 pull-out spout closure boasts three tamper-evident features: an anti-back off feature, bails with breakable segments for convenient opening and handling, and an integrated tamper-evident pull ring. With its robust design, this closure ensures that industrial products are protected and safe from tampering and leakage during transit.

IMF-5 IN-MOLD FLEXSPOUT®



The IMF-5 In-Mold FLEXSPOUT closure is another example of our commitment to enhancing product security. The IMF-5 closure is molded directly into the pail lid during the injection molding process, providing maximum product protection. With its leak-resistant design and tamper-evident pull-ring feature, customers can trust that their products are always protected and delivered securely. Additionally, the FLEXSPOUT's low profile design enables ease of stacking, resulting in more product per truckload and reduced transportation, storage costs and carbon footprint.

E-COMMERCE FRIENDLY

The e-commerce industry has experienced significant growth over the years, driven by consumers' continuous demand for convenience. This demand has triggered the need for packaging solutions that can withstand more frequent and rigorous shipping and handling. With the longer and more complex e-commerce supply chain and increased number of touchpoints, packaging must be durable, so products arrive as intended, without damage or leaks. To mitigate the risk of damage, many e-commerce providers often wrap goods in secondary packaging and use up to five additional packaging components, resulting in unnecessary waste and packaging volume, as well as extra costs.



With the support of Amazon, Rieke established in-house ISTA 6 test labs to 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 capable dispensing pumps and foamers are designed to protect the integrity of liquid products and prevent leaks or damage during shipping and handling, while simultaneously eliminating unnecessary secondary packaging components and reducing costs. This, in turn, also minimizes the overall environmental impact of packaging.

Commitment to Quality, Process Innovation & Sustainability

QUALITY AND INNOVATION

Across our organization, we strive for excellence in product design, quality and execution, while upholding the highest standards of ethical business practices. We are constantly innovating and leveraging our advanced engineering, development and manufacturing capabilities to create products and solutions that exceed our customers' and consumers' expectations, giving us a lasting competitive edge. At TriMas:

-  **We are committed to providing our customers with quality products** that fulfill or exceed their requirements and expectations.
-  **Each employee has the responsibility of ensuring the integrity of the products** under their control and the accuracy of the documentation supporting product integrity.
-  **As applicable, products will be tested** to assure quality and safety standards are met.
-  **We maintain a quality system that 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, standards and expectations.

TriMas promotes 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. To facilitate enhanced sustainability, we work to incorporate eco-friendly processes and practices into our procurement, product design, testing, manufacturing and support functions.

We prioritize product and process innovation, and as a result, invest in, develop and acquire differentiated technologies, while collaborating closely with our customers to provide technical solutions for their design challenges. TriMas is committed to innovation which helps tackle sustainability issues and aligns with circular economy principles. We are constantly looking for ways to reduce our environmental impact, and equip our customers with products that are safer, lighter-weight and more efficient to transport. Not only does this practice uphold our moral responsibility, but it also provides us with a distinct competitive advantage.

FACILITY CERTIFICATION HIGHLIGHTS



ISO 9001:2015

Quality management system focused on meeting customer expectations and delivering customer satisfaction



BRITISH RETAIL CONSORTIUM GLOBAL STANDARDS (BRCGS)

International food safety management system standard



SAFE QUALITY FOOD (SQF) PROGRAM

Rigorous and credible food safety and quality program recognized by retailers, brand owners and food service providers worldwide



ISO 13485:2016

Globally recognized standard for medical device quality management focused on quality, performance, safety and sustainable success



MEDACCRED®

Accreditations for injection molding, over molding and mechanical assembly related to the medical device industry to ensure quality and safety



CERTIFIED ISO CLASS 8 CLEAN ROOM WITH ISO CLASS 7 CLEAN ROOM CAPABILITIES



NATIONAL AEROSPACE AND DEFENSE CONTRACTORS ACCREDITATION PROGRAM

Global cooperative accreditation program for aerospace engineering, defense and related industries



AS9100 D

Global quality management system standard for the aerospace industry



AMERICAN BUREAU OF SHIPPING CYLINDER CERTIFICATION

Others

Include the U.S. Department of Transportation/Transport Canada Certifications and the American Society of Mechanical Engineers (ASME) Certification.

SPOTLIGHT: CERTIFIED PCR – ACHIEVING INTERNATIONAL SUSTAINABILITY AND CARBON FOOTPRINT (ISCC) PLUS

The ISCC is a global leading certification system for tracking chemically recycled and bio-based materials through the supply chain. TriMas Packaging's Taplast facility, located in Povolaro, Italy, has achieved ISCC PLUS accreditation, enabling the traceability of chemically recycled mixed plastics in the production of its dispensing systems and closures for beauty & personal care, home care and food applications.

Achieving ISCC Plus certification demonstrates TriMas Packaging's commitment to reaching product sustainability goals and helping its customers achieve a lower carbon footprint. TriMas Packaging plans to obtain ISCC PLUS certification at additional facilities across its global locations in the near future.



PRODUCT SAFETY: MANAGING RISKS 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.

TriMas Aerospace products are often manufactured to customer material and surface finish specifications necessary to ensure product durability and longevity under extreme performance conditions. As a result, TriMas Aerospace engages with its customers and industry associations to evaluate less hazardous alternatives that can meet extreme performance requirements. In the case of Norris Cylinder, the team worked with its paint supplier to develop a water-based coating that meets the outdoor environment performance demands of the original solvent-based paint. This product substitution has substantially reduced the amount of hazardous substances emitted in the manufacturing process and remaining in the finished product.



REDESIGNING PRODUCT MANUFACTURING PROCESSES TO INCREASE EFFICIENCY AND REDUCE WASTE

TriMas Aerospace manufactures highly-engineered, multi-component fasteners for aerospace applications. Fabricated from titanium, stainless steel and carbon steel alloys, these fasteners are designed for reliable performance even in extreme operating conditions. The team recently redesigned the manufacturing process for forming certain types of fastener nut blanks, which



resulted in a more efficient use of raw materials and an improvement in waste reduction. Instead of heading a solid blank which subsequently had to be drilled out, the blank is now headed with a pierced hole so there is no longer any drilling involved.

The team also designed a new countersunk, captive die for heading stainless steel nuts that maintain the nut's

outside diameter without producing any extrusion flashing. Previously, a subsequent machining operation was required to remove the flashing and generate the correct outside diameter within the allowable tolerance. Using these new design processes, the team produces the same high-quality fasteners and nuts, while reducing energy consumption driven by fewer manufacturing steps, tooling usage and material waste.

At TriMas, we go beyond just providing products and services.

We strive to build lasting, meaningful relationships with our customers grounded in mutual trust, collaboration and a shared commitment for long-term success. Our global location network, comprised of sites in the United States, Canada, Mexico, Brazil, United Kingdom, Italy, Germany, Slovakia, the Netherlands, India, Vietnam and China, adheres to stringent environmental and safety regulations, demonstrating our dedication to social responsibility.

Partnering with Customers and Suppliers



SUPPLY CHAIN

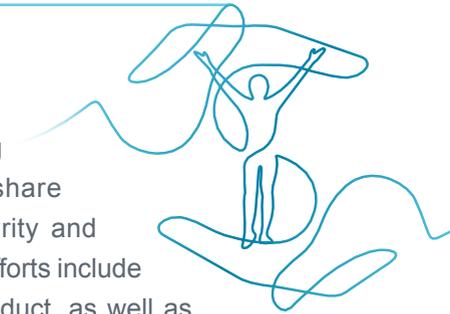
We select suppliers, vendors, contractors, consultants and partners who align with our values and the principles outlined in our enhanced 2022 [Supplier Code of Conduct](#). To clarify what TriMas expects from our global supply chain, the Supplier Code of Conduct is in effect to specify the behaviors, practices and regulations that we expect to see complied with and consistently demonstrated.

The Supplier Code of Conduct covers areas such as legal compliance, ethical and employment standards, health and safety, environmental protection, responsible sourcing, material compliance and conflict minerals. It encourages diversity, integrity and responsibility in our supply chain activities and emphasizes the importance of corporate social responsibility. Our Supplier Code of Conduct focuses on ensuring that our suppliers act in a way that is ethical and responsible, and aims to ensure compliance with all applicable laws and regulations.

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 Supplier Code of Conduct, as well as the support of the goals and objectives of the Dodd-Frank Wall Street Reform and Consumer Protection Act, Section 1502, and related regulations, which aim to prevent the use of conflict minerals that directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo and other conflict zones. 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 encompasses global opportunities, while devoting resources to meet the unique needs of customers in developing markets. We are committed to working with our customers to develop products tailored to local requirements and amplify our presence through improved commercial strategies and partnerships to expand local access to our products that serve the packaging, aerospace and industrial markets.



SPOTLIGHT



“Partnering with our suppliers and customers is essential to maintain the highest quality, drive continuous improvement and ensure customer satisfaction. Working together, we can create a successful supply chain and ensure the long-term success of TriMas and our partners.”

Helena Chen, General Manager – China, TriMas Packaging



O U R F U T U R E



TriMas



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.

We are committed to being a responsible corporate partner and using our ESG metrics to ensure our sustainability performance meets or exceeds the expectations of our stakeholders. We will leverage these metrics to assess our external social, environmental and governance performance so that we can continue to enhance our value and remain well-positioned in a rapidly changing landscape.

By establishing a baseline of ESG metrics, tracking key performance indicators to measure ESG performance and regularly reporting our progress, we can now objectively assess our progress, take action to improve and set long-term goals. As we move forward, we will work diligently to improve our metrics and report 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 are proud to be a participant of United Nations Global Compact and are committed to upholding its values, principles and standards of responsible corporate behavior.

Since the development of the TriMas ESG Action and Steering Committees, TriMas has been on an accelerated journey toward a sustainable future. We have made significant improvement since 2020 and we enhanced our ESG resources and revised our sustainability strategy to align with our vision for a more circular economy. TriMas continues to be proud of all that was achieved during the year, and we look forward to making larger strides in the future.

We look forward to sharing our continued progress on our sustainability journey. Thank you for your continued interest in TriMas, and thank you to TriMas' dedicated employees around the world who support these shared objectives. 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.



A P P E N D I X

Environmental Metrics by Region (Page 1 of 2)

	Units	2019	2020	2021	2022
TriMas Consolidated Net Sales	USD*	\$723.5	\$770.0	\$857.1	\$883.8



ENERGY

Energy Intensity	Kilowatt Hours/USD of Net Sales	0.359	0.318	0.303	0.298
Electricity	Kilowatt Hours*	142.7	149.0	163.0	157.0
North America		95.0	96.1	102.7	109.2
Europe		24.8	26.3	37.8	32.0
Asia Pacific		23.0	26.6	22.6	15.8
Total Electrical Usage per USD of Net Sales	Kilowatt Hours/USD	0.197	0.193	0.190	0.178
Natural Gas	Kilowatt Hours*	114.2	93.3	93.6	104.3
North America		111.6	91.3	91.2	102.5
Europe		2.6	2.0	2.5	1.8
Asia Pacific		0.0	0.0	0.0	0.0
Total Natural Gas Usage per USD of Net Sales	Kilowatt Hours/USD	0.158	0.121	0.109	0.118
Other ⁽¹⁾	Kilowatt Hours*	3.0	2.8	2.7	1.9
Total Energy Use	Kilowatt Hours*	259.9	245.1	259.3	263.2
% from Grid		54.9%	60.8%	62.9%	59.6%

⁽¹⁾ Other consists of LPG and diesel fuel.



GREENHOUSE GAS (GHG) EMISSIONS

Total Scope 1 GHG Emissions⁽²⁾	Metric Tons CO ₂ e	21,345	17,472	17,414	19,647
North America		20,730	16,952	16,863	19,011
Europe		480	374	452	501
Asia Pacific		136	146	99	135
Total Scope 2 GHG Emissions	Metric Tons CO ₂ e	65,147	67,822	65,609	62,449
North America		43,125	43,254	40,733	43,350
Europe		7,752	7,906	10,223	8,830
Asia Pacific		14,271	16,662	14,652	10,270
Total Scope 1 and 2 GHG Emissions	Metric Tons CO ₂ e	86,493	85,293	83,023	82,096
North America		63,855	60,206	57,596	62,360
Europe		8,232	8,279	10,676	9,331
Asia Pacific		14,406	16,808	14,751	10,405

⁽²⁾ Includes Refrigerants, which are less than 1% of Scope 1 GHG Emissions.

* Units in millions.
The above metrics are based on management's review of third party invoices and internal consumption data.

Environmental Metrics by Region (Page 2 of 2)



	Units	2019	2020	2021	2022
Water Intensity	Gallons/USD of Net Sales	0.158	0.118	0.078	0.077
Total Water Withdrawn	Gallons*	114.1	90.9	67.0	68.5
North America		94.2	70.5	51.3	55.5
Europe		1.4	1.1	1.8	2.0
Asia Pacific		18.6	19.4	14.0	11.0
Municipal Water		86.3%	87.2%	92.6%	94.3%
Groundwater		13.7%	12.8%	7.4%	5.7%



	Units	2019	2020	2021	2022
Total NO_x Emissions⁽³⁾	Tons	22.9	18.5	18.4	20.1
North America		19.5	16.0	16.2	18.3
Europe		0.8	0.6	0.6	0.3
Asia Pacific		2.6	1.9	1.6	1.5
Total SO_x Emissions⁽⁴⁾	Tons	0.3	0.3	0.2	0.3
North America		0.1	0.1	0.1	0.2
Europe		0.0	0.0	0.0	0.0
Asia Pacific		0.2	0.1	0.1	0.1
Total VOC Emissions⁽⁵⁾	Tons	74.1	73.1	72.0	69.4
North America		73.8	72.9	71.9	69.3
Europe		0.1	0.0	0.0	0.0
Asia Pacific		0.2	0.2	0.1	0.1

⁽³⁾ NO_x emissions from combustion of fuels.

⁽⁴⁾ SO_x emissions from combustion of fuels.

⁽⁵⁾ VOC emissions from coating operations and combustion of fuels.

* Units in millions.

The above metrics are based on management's review of third party invoices and internal consumption data.

Environmental Metrics by Segment (Page 1 of 2)

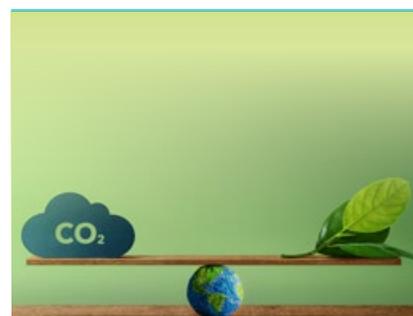
	Units	2019	2020	2021	2022
TriMas Consolidated Net Sales	USD*	\$723.5	\$770.0	\$857.1	\$883.8



ENERGY

Energy Intensity	Kilowatt Hours/USD of Net Sales	0.359	0.318	0.303	0.298
Electricity	Kilowatt Hours*	142.7	149.0	163.0	157.0
TriMas Packaging		83.3	91.7	103.4	98.3
TriMas Aerospace		16.4	16.5	16.7	17.4
TriMas Specialty Products		42.9	40.8	42.8	41.3
Total Electrical Usage per USD of Net Sales	Kilowatt Hours/USD	0.197	0.193	0.190	0.178
Natural Gas	Kilowatt Hours*	114.2	93.3	93.6	104.3
TriMas Packaging		16.7	12.7	14.1	16.9
TriMas Aerospace		6.9	6.2	6.2	7.3
TriMas Specialty Products		90.6	74.4	73.4	80.0
Total Natural Gas Usage per USD of Net Sales	Kilowatt Hours/USD	0.158	0.121	0.109	0.118
Other ⁽¹⁾	Kilowatt Hours*	3.0	2.8	2.7	1.9
Total Energy Use	Kilowatt Hours*	259.9	245.1	259.3	263.2
% from Grid		54.9%	60.8%	62.9%	59.6%

⁽¹⁾ Other consists of LPG and diesel fuel.



GREENHOUSE GAS (GHG) EMISSIONS

Total Scope 1 GHG Emissions⁽²⁾	Metric Tons CO ₂ e	21,345	17,472	17,414	19,647
TriMas Packaging		3,281	2,521	2,703	3,384
TriMas Aerospace		1,279	1,153	1,135	1,540
TriMas Specialty Products		16,785	13,798	13,576	14,723
Total Scope 2 GHG Emissions	Metric Tons CO ₂ e	65,147	67,822	65,609	62,449
TriMas Packaging		38,308	41,926	42,398	40,563
TriMas Aerospace		4,637	4,789	4,549	4,750
TriMas Specialty Products		22,202	21,107	18,661	17,136
Total Scope 1 and 2 GHG Emissions	Metric Tons CO ₂ e	86,493	85,293	83,023	82,096
TriMas Packaging		41,589	44,447	45,101	43,947
TriMas Aerospace		5,916	5,942	5,685	6,290
TriMas Specialty Products		38,987	34,905	32,238	31,859

⁽²⁾ Includes Refrigerants, which are less than 1% of Scope 1 GHG Emissions.

* Units in millions.
The above metrics are based on management's review of third party invoices and internal consumption data.

Environmental Metrics by Segment (Page 2 of 2)



	Units	2019	2020	2021	2022
Water Intensity	Gallons/USD of Net Sales	0.158	0.118	0.078	0.077
Total Water Withdrawn	Gallons*	114.1	90.9	67.0	68.5
TriMas Packaging		44.6	38.8	27.4	22.1
TriMas Aerospace		10.0	11.1	10.0	11.4
TriMas Specialty Products		59.5	41.1	29.6	35.0
Municipal Water		86.3%	87.2%	92.6%	94.3%
Groundwater		13.7%	12.8%	7.4%	5.7%



Total NO_x Emissions⁽³⁾	Tons	22.9	18.5	18.4	20.1
TriMas Packaging		5.9	4.3	4.2	4.4
TriMas Aerospace		1.5	1.3	1.2	1.4
TriMas Specialty Products		15.6	12.9	13.0	14.3
Total SO_x Emissions⁽⁴⁾	Tons	0.3	0.3	0.2	0.3
TriMas Packaging		0.2	0.2	0.1	0.1
TriMas Aerospace		0.0	0.0	0.0	0.0
TriMas Specialty Products		0.1	0.1	0.1	0.1
Total VOC Emissions⁽⁵⁾	Tons	74.1	73.1	72.0	69.4
TriMas Packaging		25.2	22.0	17.3	14.9
TriMas Aerospace		3.1	4.1	2.5	3.5
TriMas Specialty Products		46.0	47.1	52.8	51.4

⁽³⁾ NO_x emissions from combustion of fuels.

⁽⁴⁾ SO_x emissions from combustion of fuels.

⁽⁵⁾ VOC emissions from coating operations and combustion of fuels.

* Units in millions.

The above metrics are based on management's review of third party invoices and internal consumption data.

All forward-looking statements included in this report are subject to risks and uncertainties, including those described in TriMas' reports filed with the U.S. Securities and Exchange Commission. Actual results may differ materially from the results suggested by such forward-looking statements.

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