

2024 Sustainability Report



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Message from Our Chairman



Dear Stakeholders,

As global expectations around sustainability evolve, so too must our approach to leadership and long-term value creation. At TriMas, we recognize that environmental and social responsibility are not separate from business performance — they are essential to it. With that mindset, I am pleased to introduce our 2024 Sustainability Report, highlighting our continued commitment and progress, as well as the steps we are taking to build a more sustainable and responsible future.

This year, we continued to strengthen the foundation laid in previous years by enhancing our disclosures, making progress toward our performance targets and advancing our alignment with recognized global frameworks. We are proud to share our updated environmental and social metrics, alongside our response to the [Task Force on Climate-Related Financial Disclosures \(TCFD\)](#). We also remain committed to the principles and Sustainable Development Goals set forth by the United Nations Global Compact (UNGC), as we continue to embed sustainability into the core of our strategy.

Across our operations, we remain focused on four key pillars, Governance & Ethics, People, Environment and Products, which provide the structure for our sustainability efforts. These pillars guide enterprise-wide decision-making and inform how we prioritize initiatives, manage risk and create value. Oversight from our ESG Steering and Action Committees, along with the TriMas Board of Directors' Governance and Nominating Committee, ensures accountability at every level. As part of this oversight, we have communicated our [Sustainability Targets](#) to track progress and increase transparency around our goals.

Environmental stewardship continues to be a top priority. We have implemented systems to measure our environmental performance, including Scope 1 and Scope 2 emissions, energy and water usage, air emissions and waste management, disclosed by business segment and geography. In 2024, we received our first scores from the CDP, providing detailed insights into our climate-related strategies and laying the roadmap for future improvements. As we move forward, we will continue to refine these disclosures and enhance our efforts to reduce our environmental impact.

On the product front, innovation remains an important lever for sustainability. Across our businesses, we are investing in the design and manufacture of solutions that reduce energy use, minimize waste and improve recyclability, without compromising quality or performance. Our global engineering and design teams are actively developing next-generation products that help customers meet their own sustainability objectives. These efforts are strengthened by our flexible manufacturing footprint, leading technologies and long-standing customer partnerships.

At our core, we are committed to upholding the highest standards of governance, ethics and people-centered sustainability. We foster a culture of integrity, accountability and transparency throughout our operations, ensuring that ethical decision-making guides every aspect of our business. We prioritize the well-being, growth and inclusion of our people, recognizing that an empowered and engaged workforce is essential to driving long-term, sustainable success. Our commitment extends to fostering safe, respectful workplaces and building trust with all stakeholders through responsible leadership and continuous improvement.

As I reflect on the strides we've made, I am encouraged by the momentum we are building, and I am even more energized by the path ahead. TriMas is uniquely positioned to deliver value that is not only financial, but also environmental and societal. I am grateful to our employees, partners and stakeholders who continue to support and advance our vision.

Thank you for your continued interest in TriMas, and for joining us on this journey toward a more sustainable future.

Sincerely,

Herbert K. Parker
Chairman of the Board, TriMas



Who We Are

Who We Are

Headquartered in Bloomfield Hills, Michigan, TriMas designs, develops and manufactures a diverse set of products primarily for the consumer products, aerospace & defense, and industrial markets through its TriMas Packaging, TriMas Aerospace and Specialty Products groups. We believe our businesses share important and distinguishing characteristics, including: well-recognized brand names in the markets we serve; innovative product technologies and features; a high degree of customer-approved processes and qualified products; strong cash flow conversion characteristics; long-term growth opportunities; and a commitment to sustainability.



Markets We Serve

-  Beauty & Personal Care
-  Food & Beverage
-  Home Care
-  Pharmaceutical & Nutraceutical
-  Life Sciences
-  Industrial
-  Aerospace
-  Defense
-  Space Launch
-  Welding & HVAC

2024 Net Sales

by Segment

Packaging - 55%

Aerospace - 32%

Specialty Products - 13%



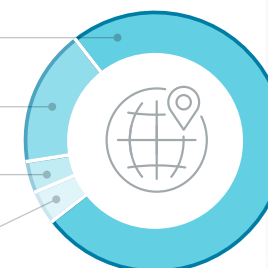
by Geographic Area

United States - 75%

Europe - 17%

Asia - 4%

Other - 4%



As [TriMas welcomes Thomas Snyder](#) as its new President and Chief Executive Officer, effective June 23, 2025, the company reaffirms its

commitment to sustainability as a core business imperative. With a deep understanding of operational excellence and long-term value creation, Thomas recognizes that responsible environmental and social practices are essential to driving performance and building a resilient future.

Under his leadership, TriMas will continue to embed sustainability across its Packaging, Aerospace and Specialty Products businesses. He is committed to accelerating efforts that promote innovation for sustainability, reduce environmental impact, and ensure safe, ethical and inclusive practices throughout the organization and its value chain.

Looking ahead, Thomas is focused on strengthening TriMas' position as a responsible industry leader, one that delivers exceptional products while also meeting the expectations of customers, employees, communities and shareholders. His vision reinforces that sustainable business is smart business, and that purpose-driven leadership is essential to unlocking TriMas' full potential.

Our Leading Brands

rieke

AFRICA & FERRARI
CAPS AND CLOSURES

taplast
makes the difference

Rapak

PLASTIC

INTERTECH

OMEGA
PLASTICS

AARTS Packaging
the creative inventors

MONOGRAM
AEROSPACE
FASTENERS

ALLFAST
FASTENING SYSTEMS

MACFASTENERS

MARTINIC
ENGINEERING

ORSA
ENGINEERED PRODUCTS

TFI
AEROSPACE

TAG

WELDMAC
MANUFACTURING COMPANY

NORRIS
CYLINDER

Our Vision

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



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.

Global Reach

- Global Locations  37
- Countries  13
- Employees  ~3,900
- 2024 Net Sales  \$925 million
- Acquisitions  11 since 2019

Note: Figures are as of April 30, 2025, except as otherwise indicated.



Our Approach to Sustainability

At TriMas, we view sustainability not only as a fundamental responsibility but also as a strategic priority that touches every facet of our operations.

Our sustainability initiatives are centered on four core pillars: Governance & Ethics, People, Environment and Products. These pillars are integral to TriMas' core values and the TriMas Business Model.



We are committed to upholding these principles through:

- Ensuring sound governance practices
- Investing in our workforce
- Partnering with our communities
- Preserving the environment
- Innovating sustainable product solutions



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.

ESG prioritization assessment and stakeholder engagement

To further our ESG journey, we gained a deeper understanding of certain 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 actively collaborate with stakeholders to cultivate and maintain productive, long-term relationships.

Through continuous engagement across our stakeholder groups, we gain deeper insights into their priorities and concerns, enabling us to effectively prioritize their interests. Moreover, their invaluable input guides our decision-making processes, enriching organizational strategies. We promote an open dialogue with our stakeholders through a variety of communication channels and engagement initiatives.

Employees



Examples of Engagement Activities

- Code of Conduct and policies
- Employee performance reviews and goal setting
- Annual employee engagement surveys
- Training and career development activities
- Town halls and business update meetings

Relevant Topics & Issues

Employee safety, health and wellness, ethical business practices, diversity, and inclusion, job satisfaction, career development and training, environmental sustainability, operational efficiency and continuous improvement, business performance, and product and process innovation.

Customers



Examples of Engagement Activities

- Direct and regular communication with sales teams
- Trade shows

- Websites and social media
- Innovation meetings
- Customer-led scorecards

Relevant Topics & Issues

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.

Investors

Examples of Engagement Activities



- Quarterly earnings calls
- Conferences and meeting participation
- Corporate website
- Financial and proxy disclosures
- Sustainability Report and communications
- Press releases
- Direct interaction

Relevant Topics & Issues

Governance and ethical business practices, business performance, business and strategic plans, innovation, sustainability strategy and progress updates.

Suppliers



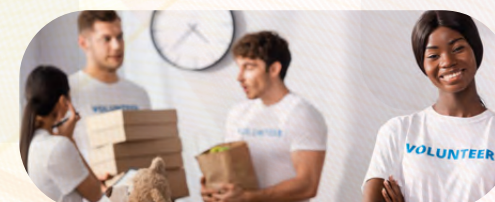
Examples of Engagement Activities

- Supplier Code of Conduct
- Sourcing teams engagement
- Collaborative meetings
- Logistic planning
- Onboarding, assessments and audits
- Supplier surveys

Relevant Topics & Issues

Product quality and safety, responsible sourcing, ethical business practices, product and process innovation, compliance with regulations and legislation, and environmental and sustainability practices.

Communities



Examples of Engagement Activities

- Local press releases
- Community outreach and partnerships
- Websites and social media

Relevant Topics & Issues

Health and safety issues, employment opportunities, charitable and volunteer efforts, local site and community activities, environmental efforts and issues.

Industry Groups & Affiliations



Examples of Engagement Activities

- Organizational memberships and partnerships
- Best practice sharing
- Ratings and certifications

Relevant Topics & Issues

Depends on the focus of the organization.

Governments & Regulators



Examples of Engagement Activities

- Meetings and communications, as applicable
- Trade policy support, when applicable
- Local plant tours

Relevant Topics & Issues

Compliance with regulations and legislation, ethical business practices and political spending prohibited.

Materiality & Sustainability Priorities

At TriMas, we are committed to addressing the sustainability topics that matter most to our stakeholders and have the greatest impact to our customers, our business, society and the environment.

As part of our sustainability management and risk mitigation processes, we conducted a materiality assessment to evaluate and prioritize these topics. This process helps us align stakeholder expectations with our strategic objectives and identify areas that present the most significant financial, operational and reputational risks, or opportunities. By actively engaging with stakeholders, we ensure our sustainability efforts remain responsive, relevant and forward-focused.

Our 2024 assessment confirmed a range of high-priority topics, which are addressed throughout this report. While sustainability encompasses many important areas, the graphic below highlights TriMas’ highest-priority topics, organized under our four core pillars: Governance & Ethics, People, Environment and Products.

Governance

- Ethics and Integrity
- Corporate Transparency & Compliance
- Data Privacy and Security
- Economic Performance

People

- Employee Health, Safety & Well-Being
- Talent Management & Engagement
- Human Rights
- Community Engagement

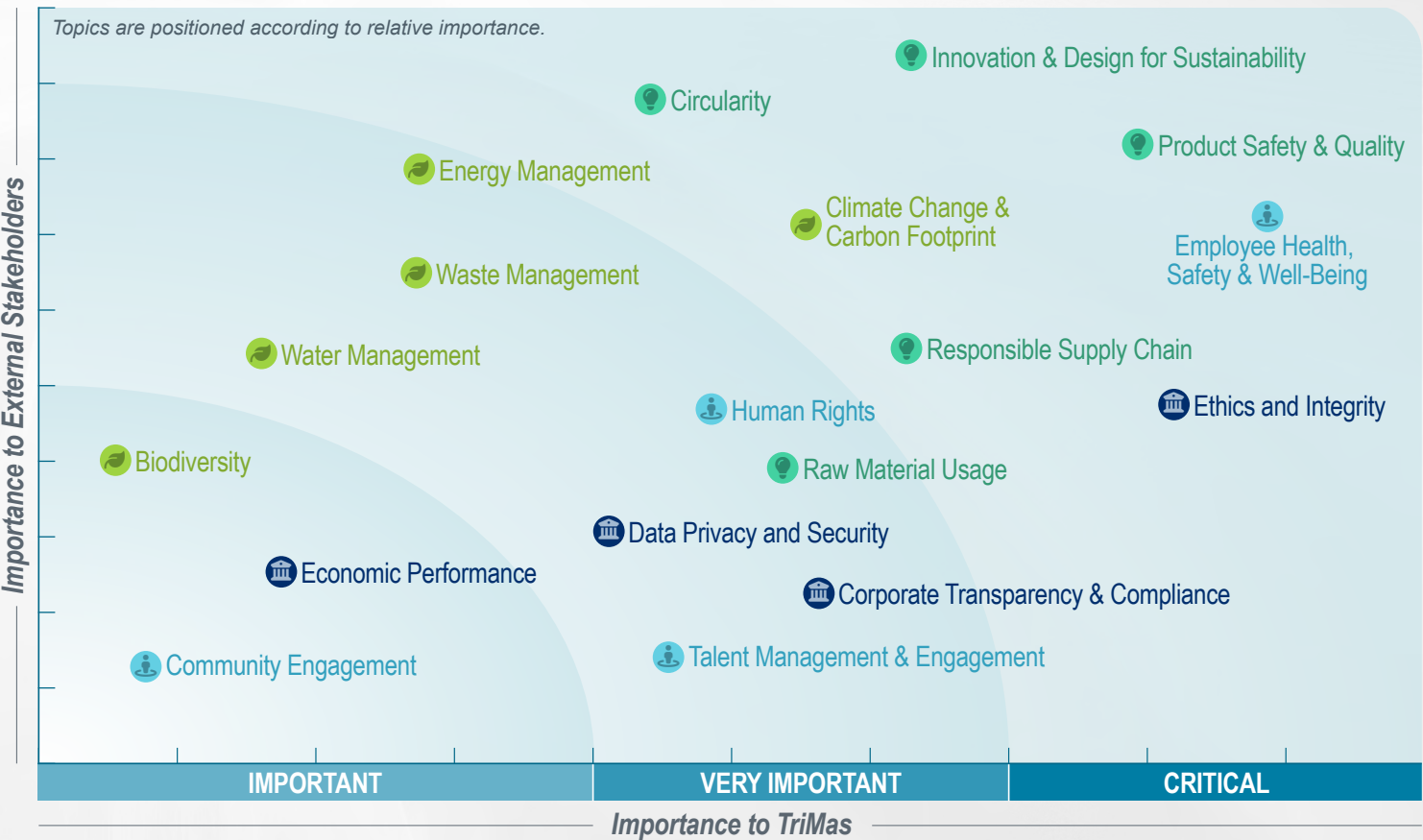
Environment

- Climate Change & Carbon Footprint
- Energy Management
- Waste Management
- Water Management
- Biodiversity

Products

- Innovation & Design for Sustainability
- Circularity
- Product Safety & Quality
- Raw Material Usage
- Responsible Supply Chain

Topics for Prioritization



Through internal analysis, research and benchmarking, the 18 topics for prioritization were identified above. The chart lists the 18 topics that form our materiality matrix and reflects how we prioritized them.

Sustainability is embedded in our overall business strategy, providing a platform for innovation, growth and differentiation. By focusing on these priorities, TriMas aims to deliver long-term value for all stakeholders while contributing to a more sustainable and resilient future. We remain committed to transparent ESG reporting and continuous improvement, and this report reflects the progress we are making across the topics that matter most.

Sustainability Targets & Goals

As part of our ongoing commitment to transparency and continuous improvement, we are proud to share our sustainability targets and goals—reflecting both the progress we’ve made and our vision for the future.

TriMas 2030 Environmental **Targets** – 2019 Baseline

Environmental measures are intensity-based.



30%

**reduction in combined
Scope 1 & 2 GHG emissions**



45%

**reduction in
water withdrawn**

TriMas Annual **Goals**

Ethics & Workforce

- 100% of employees are trained and certified in the TriMas [Code of Conduct](#)
- Zero cases of corruption, bribery or fraud
- Zero information security breaches
- Zero discrimination cases during the reporting period
- Zero harassment cases during the reporting period
- Zero reported accidents
- Zero fatalities
- Zero number of breaches or disputes relating to fair wages or benefit laws
- No pay differences related to age, gender or ethnicity for roles with the same responsibility and workload
- 100% of employees receive performance and career development reviews
- 100% of employees receive career or skill-related training

Sustainable Procurement

- 100% of Suppliers sign the [Supplier Code of Conduct](#)
- Zero cases of forced labor in our supply chain
- Zero cases of child labor amongst our supplier workforce
- Zero fatalities amongst our supplier workforce
- Zero cases of our suppliers paying employees less than the legal minimum wage
- Zero cases of environmental regulation incidents by our suppliers

2024 Highlights

94%

of employees completed the annual TriMas Code of Conduct training and certification

Zero

TriMas employee, temporary or contract worker fatalities

85%

Engagement Survey participation rate with a 5% increase in engagement scores

40

Community charities awarded grants from the TriMas Foundation

Zero

reported cases of forced or child labor in our supply chain

Gold

level rating awarded by EcoVadis for TriMas Packaging's U.S.-based sites

Zero

cases of corruption, bribery or fraud

69%

of total waste recycled

Zero

of our manufacturing locations considered a major air emission source

27%

of manufacturing locations have received ISO 45001 accreditation for their occupational health and safety management systems

22.5%

reduction in Scope 1 and Scope 2 GHG emissions on an intensity basis as compared to 2019 baseline

48.1%

reduction in water withdrawn on an intensity basis as compared to 2019 baseline

33.8%

reduction in water withdrawn as compared to 2019 baseline on an absolute basis

76%

of manufacturing facilities have zero industrial wastewater discharges

94%

of total waste shipped off-site is non-hazardous

30.5%

reduction in VOC emissions as compared to 2019 baseline

100%

of TriMas' manufacturing facilities operate to the ISO 14001 Environmental Management System principles

17.5%

reduction in energy usage on an intensity basis as compared to 2019 baseline

5.4%

reduction in waste tonnage as compared to 2023





Our Governance & Ethics

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.

With the support of 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



7 out of 9
are independent



1 out of 9
is ethnically diverse



3 out of 9
are female

Minorities in Board Leadership Positions

Our Chairman of the Board is ethnically diverse.

Board Composition

Our Board consists of nine directors, including our Chief Executive Officer, interim Chief Financial Officer and seven independent directors. The Board believes it should collectively reflect a diverse range of skills, experiences, backgrounds and perspectives that align with the needs of TriMas.

Our Board of Directors has three independent committees: [Audit Committee](#), [Compensation Committee](#) and [Governance and Nominating Committee](#).

Guided by our Board skills matrix and informed by the results of our annual Board and committee self-evaluations, the Governance and Nominating Committee reviews the composition of the Board at least annually. As part of this process, the Committee identifies areas of expertise that would complement and enhance the Board’s existing capabilities and recommends them for the Board’s consideration.

Corporate Governance Highlights

- Independent Chairman of the Board
- 7 out of 9 directors are independent
- Regular independent director executive sessions
- Board committees are composed exclusively of independent directors
- Designated Board committees have oversight of certain key risk areas
- Board and senior management stock ownership guidelines
- Annual Board and committee self-evaluation and questionnaire 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

Stock Ownership Guidelines

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

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

Board Skills and Expertise

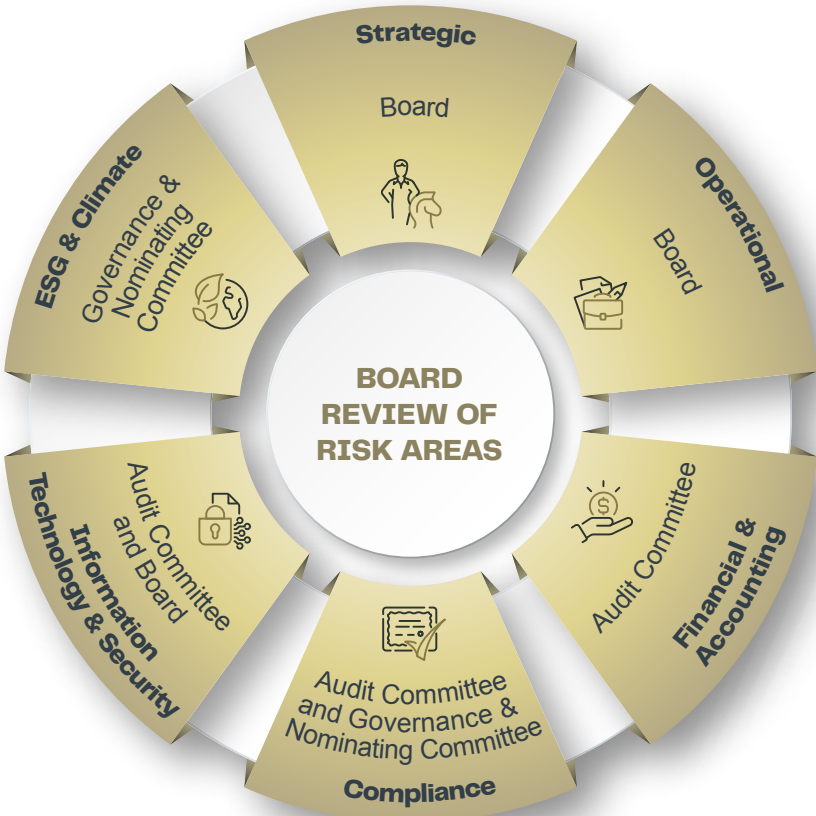


Board makeup as of the 2025 Annual Shareholder meeting held on May 14, 2025.

Enterprise Risk Management

One of the primary responsibilities 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 evaluate the key risks facing the company. They collaborate to develop and implement plans to mitigate these risks. The Board regularly reviews the ERM process, including its design, the key risks reported and the actions identified to manage and mitigate those risks.

For more information about our risk management process, particularly regarding climate-related risks, please refer to the [TCFD Index](#) at the end of this report.



Environmental, Social & Governance Oversight

TriMas’ Environmental, Social and Governance Committee (ESG) Committee, comprised of both a Steering and Action Committee, is dedicated to supporting 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 associated risks; and
- Monitor and assess developments relating to and improving the Company’s understanding of ESG matters.



Information and Cybersecurity

We depend on integrated information systems to conduct our business. Accordingly, we have processes in place designed to protect our information systems and to assess, identify and manage material risks from cybersecurity threats. As part of our cybersecurity continuous improvement strategy, we continuously assess and improve our information systems to keep pace with the evolving threat landscape. We maintain a cybersecurity program that incorporates security measures from frameworks like the National Institute of Standards and Technology (“NIST”) and the Center for Internet Security (“CIS”). This does not mean that we meet any particular technical standards, specifications or requirements, but only that we use the NIST as a guide to help us identify, assess and manage cybersecurity risks relevant to our business. Alongside the Company’s preventative measures that employ traditional and artificial intelligence technologies, we actively monitor and audit our information technology and data assets to detect any anomalies and to respond quickly to potential threats that may arise.

In addition to applying security controls to prevent unauthorized access to sensitive information and protecting the Company’s information systems and networks from exploitation by outsiders, we also deploy cybersecurity training courses to all employees annually, maintain an incident response plan, establish cybersecurity contingency plans and conduct phishing testing on a quarterly basis.

The oversight of the Company’s cybersecurity risk management process is integrated into our annual [Enterprise Risk Management](#) (“ERM”) process. Our ERM process is designed to enable leaders to identify and assess leading risks facing the Company, including risks related to cybersecurity, and to work collaboratively to implement plans to mitigate these risks. We also utilize third-party experts to evaluate the Company’s security program and test operational effectiveness of our security controls. In addition, we have processes designed to oversee and identify risks from cybersecurity threats associated with our use of third-party service providers. For example, our Terms and Conditions within our agreements with suppliers, vendors, contractors, consultants, partners and others with whom we do business (collectively “Suppliers”) generally require that our Suppliers safeguard and protect the information entrusted to them, as

well as information generated or developed by them, from unauthorized access, destruction, use, modification or disclosure. We also encourage the Suppliers to maintain risk-based cybersecurity programs designed to mitigate emerging threats to their information systems, products, services and supply chain, while complying with all applicable contractual and legal requirements.

We have experienced cybersecurity incidents in the past and, while none resulted in a material disruption to our business, we may experience additional cybersecurity incidents in the future.

The Board of Directors is presented with a cybersecurity update quarterly which is integrated within our TriMas Incident Response Plan. The Board reviews the Company’s ERM process, including the design of the program, the key risks identified and the actions identified to manage and reduce those risks. Consistent with this undertaking, the Board regularly reviews the Company’s cybersecurity strategy and activities in support of the strategy. As part of its compliance oversight responsibilities, the Audit Committee is responsible for the review of compliance with laws, regulations and internal policies and procedures of our information and cybersecurity programs. The Board and the Audit Committee receive updates from management quarterly on information and cybersecurity status and enhancements.

Our Chief Information Officer (CIO) is responsible for assessing and managing material risks from cybersecurity threats, including monitoring the prevention, detection, mitigation and remediation of cybersecurity incidents. Our CIO is informed of such incidents through our Infrastructure and Security Team. Our CIO reports directly to the Company’s Chief Financial Officer and reports information on these risks and incidents to the Board and the Audit Committee. Additionally, our CIO meets monthly with TriMas Senior Leadership in the Security Incident Management and Mitigation meetings.

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.



Ethics and Compliance Program

2024 Compliance Trainings

- Anti-Bribery & Corruption
- California Privacy Rights Act (CPRA)
- California Wage and Hour
- Code of Conduct
- Cybersecurity
- Discrimination Free Workplace
- Diversity & Inclusion
- Environmental, Health & Safety
- Global Data Privacy
- Global Workplace Harassment
- Health Insurance Portability and Accountability Act (HIPAA)
- U.S. Export Regulation
- Workplace Harassment and The Law Where You Work
- Workplace Violence and Abusive Conduct

Annual Compliance Training Hours

11 Training Hours



Salaried Managers & Above

10 Training Hours

All other Salaried Employees

TriMas Code of Conduct

We hold our employees to the highest standards of ethics and integrity in all business practices. Our [Code of Conduct](#) serves as a foundational guide to help meet these expectations and is available in the primary languages spoken across our global operations. New employees are introduced to the Code during onboarding, and all employees complete annual online training and certification. The Code outlines principles of business conduct for our employees, officers and directors, and reinforces our commitment to ethical behavior and integrity.



Supplier Code of Conduct

We value strong, ethical business relationships and are committed to doing what's right for our customers, suppliers and partners. Our interactions are grounded in lawful, fair and honest practices, and we expect the same from those with whom we do business. We choose suppliers, vendors, contractors, consultants and other partners who share our values and uphold the standards outlined in our [Supplier Code of Conduct](#). This Code defines the expectations for behavior, practices and compliance across our global supply chain. It is designed to ensure our suppliers act ethically and responsibly while adhering to all applicable laws and regulations.



Ethics & Compliance Training

Every year, all employees participate in mandatory Ethics and Code of Conduct training, which provides comprehensive guidance on a wide range of critical topics. These include ethical decision-making, anti-bribery, anti-money laundering, competition law, protection of confidential information, managing conflicts of interest, cybersecurity, data privacy, discrimination, financial integrity, workplace harassment, human trafficking and modern slavery, insider trading, intellectual property, political activities, responsible social media use, working with third parties, trade regulations, workplace violence and abusive conduct, and reporting concerns and retaliation protection. At the conclusion of the training, all employees are required to acknowledge their understanding and make a formal commitment to uphold these standards in their daily conduct.



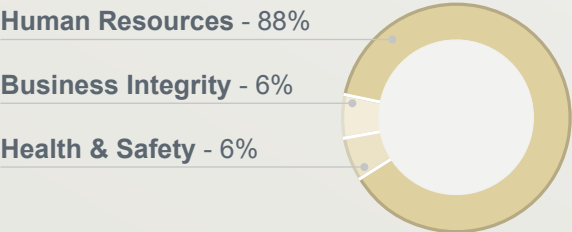
Reporting Ethics Concerns

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 investigated and 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

	2021	2022	2023	2024
Total reports received, investigated and resolved	20	16	25	35
Number requiring remediation	6	10	5	17

Alleged Incident Categories



TriMas Ethics Hotline

TriMas offers a toll-free, independent ethics hotline that allows employees, customers, suppliers and external stakeholders to confidentially and anonymously report any concerns or potential 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**



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



Our People

Employee Health & Safety

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, 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.



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 that safety in the workplace is much more than just protection from machinery and processes. In 2024, TriMas implemented a Workplace Violence and Prevention Plan at each one of our facilities worldwide to assure employees that any form of threat, harassment or violence will not be tolerated.

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. TriMas further demonstrates this commitment through investment in employee health and safety. Over the past two years, TriMas has significantly increased the number of facilities that have attained certification to the ISO 45001 Occupational Health and Safety Management System Standard.

Each TriMas location implements 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

27%

of our **manufacturing locations** have received



accreditation for their
**occupational health and
safety management
systems**

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.

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. Many TriMas locations have implemented electronic methods to simplify and facilitate employee reporting of safety observations. 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 relative to established targets, share information, highlight best practices, ensure continual improvement, and enhance the skillsets of the safety coordinators.

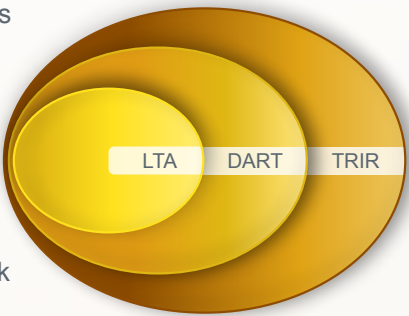
TriMas Health & Safety Goals



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 the imposition of work restrictions
- **LTA** (Lost Time Accident) Rate: the subset of DART Rate incidents resulting in time off from work



	2018	2019	2020	2021	2022	2023	2024
TriMas TRIR	2.04	1.97	1.47	1.82	1.84	2.43	2.35
TriMas DART Rate	1.57	1.20	1.04	1.45	1.56	1.90	1.81
TriMas LTA Rate	0.79	0.31	0.38	0.61	0.44	0.74	0.84

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 2023.
Note: TriMas safety statistics include all permanent full-time and part-time employees, and all contract workers supervised by TriMas employees.



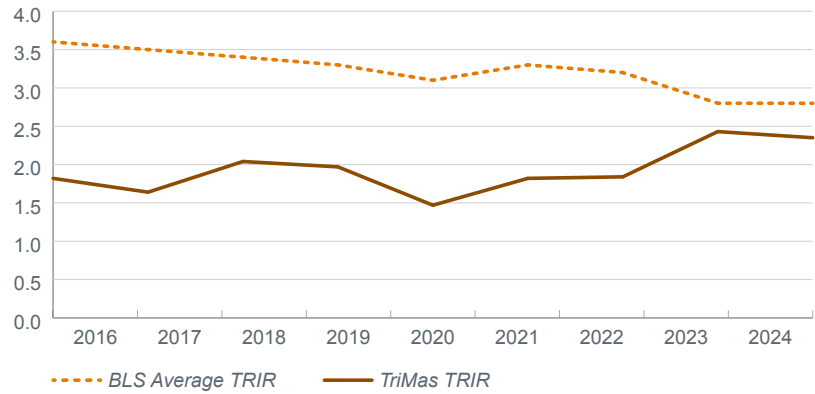
TriMas had **ZERO fatalities** in 2024, including both full-time employees and contract/temporary employees.



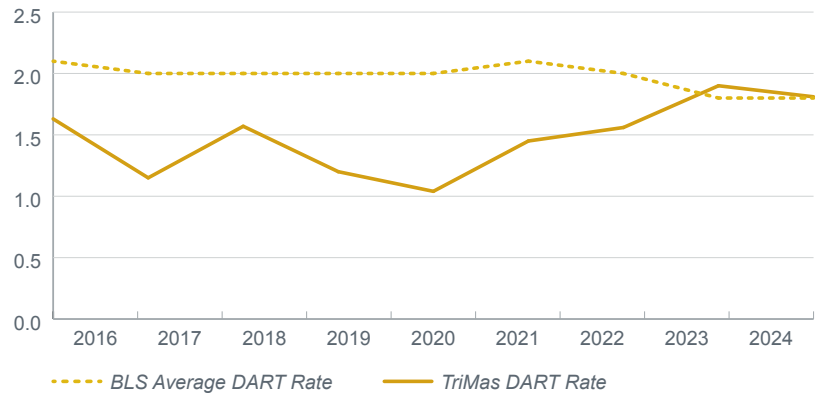


All incidents impacting the Total Recordable Incident Rate (TRIR) are escalated to TriMas' CEO, the group president and the top EHS executive promptly following an event.

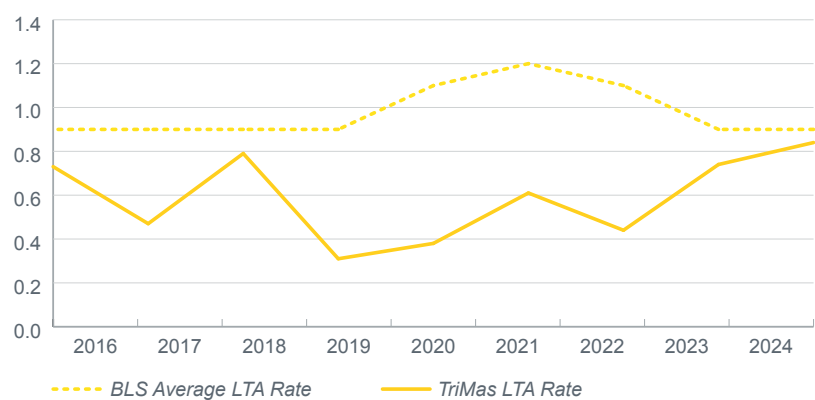
TriMas TRIR Compared to BLS Average



TriMas DART Rate Compared to BLS Average



TriMas LTA Rate Compared to BLS Average



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 (LOTO)
- 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 through Kaizen

At TriMas, a commitment to continuous improvement is one of our [core values](#) and is 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 launch, the TriMas Kaizen Challenge has inspired the submission of over 210 top product-, process- and service-related projects from 27 locations across ten countries. Each year, the TriMas Leadership Team evaluates the leading entries, selecting winners based on criteria such as business and environmental impact, employee engagement, and effective use of Kaizen tools.

 **210**
Top projects

 **27**
Locations

2024 Employee Engagement Survey Highlights

In 2024, we administered an employee engagement survey globally through Gallup for the third year in a row. The Q¹² survey measures employee engagement and consists of 12 actionable workplace elements that offer proven links to performance outcomes.

The goal of the survey is to continue 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.

 **100%**
All 12 evaluated engagement elements showed improvement

 **85%**
Participation rate
out of 758 employees who were surveyed

 **5%**
Increased engagement
compared to 2023

 **2%**
Less active disengagement
compared to 2023

The TriMas Kaizen Challenge is designed to foster a culture of continuous improvement by encouraging all employees to take an active role in identifying and leading meaningful change. Participants are recognized and rewarded for their efforts, promoting both individual initiative and team collaboration. By working together to develop innovative solutions, employees help drive efficiency, productivity and a more rewarding work environment. Through the Kaizen Challenge, we not only strengthen our operations but also reinforce our shared commitment to making TriMas an even better place to work.

TriMas Workforce

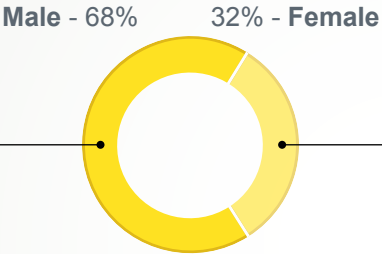
Total number of Employees



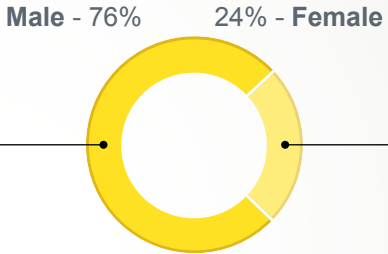
~3,900
as of 12/31/2024

Workforce by Gender

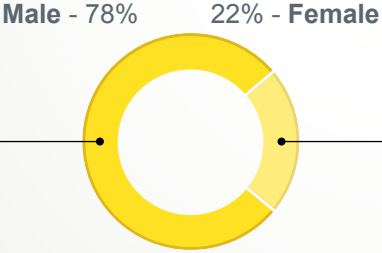
All Employees



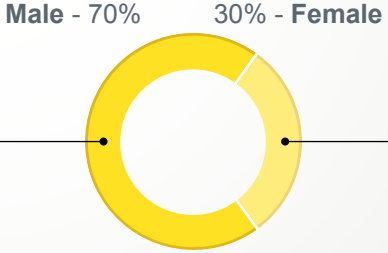
Managers



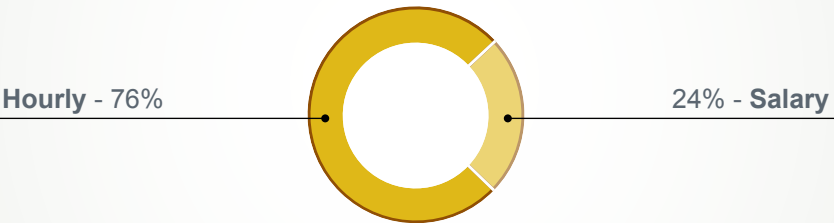
Senior Management



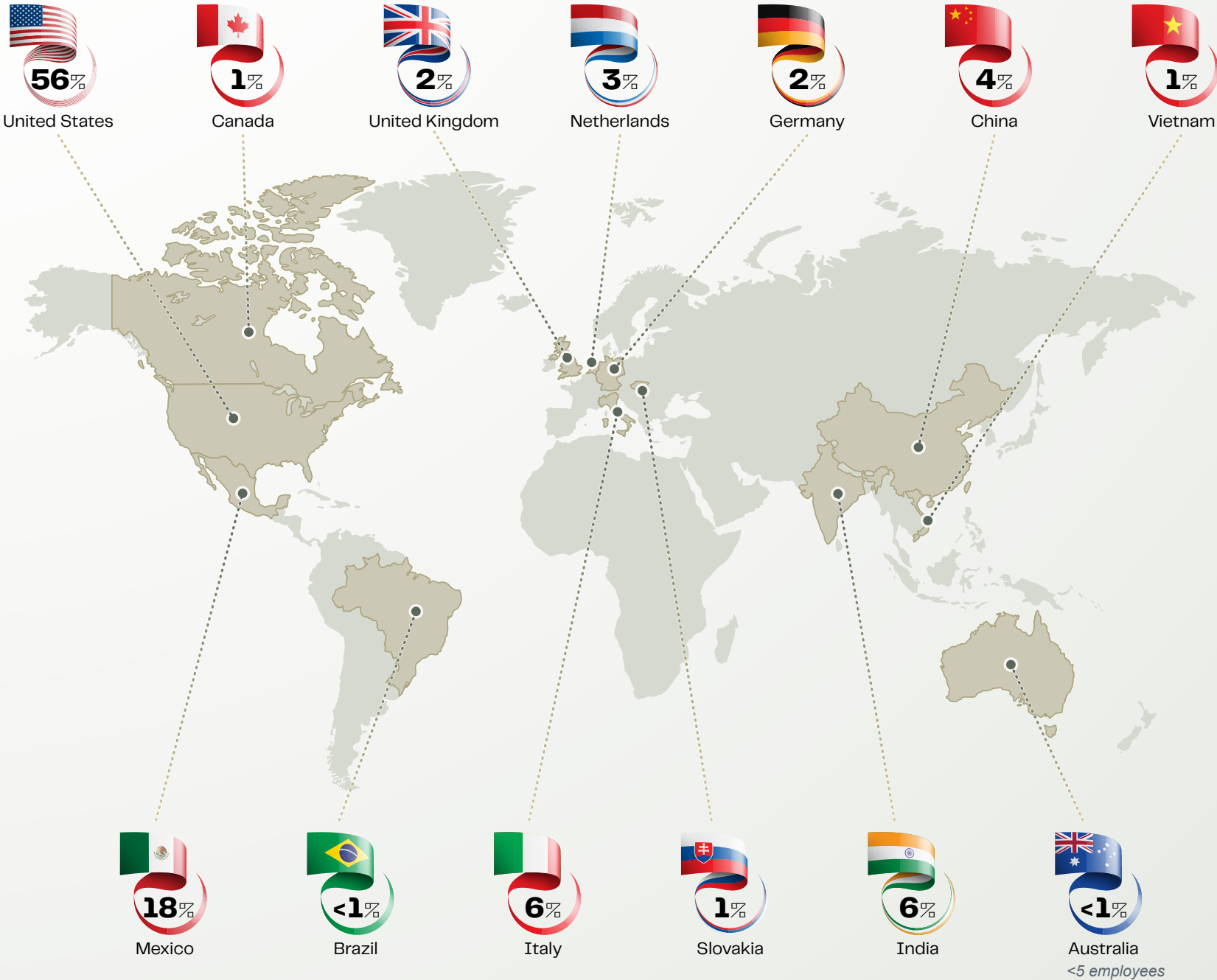
Executives



Hourly vs. Salary



Percentage of Total Workforce by Geography



TriMas Workforce as of 12/31/2024

U.S. Representation of Ethnic Diversity

White/Non Hispanic Origin	45%
Hispanic/Latino	37%
Black/Non Hispanic Origin	9%
Asian	6%
Two or More Races	2%
Native Hawaiian or Pacific Islander	1%
American Indian/Alaskan Native	<1%
Not Specified	<1%

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

2024 New Hires

Total Company New Hires: 1,090

Female  37%

United States New Hires: 484

Ethnically diverse  54%

2024 New Hire Breakout by Country

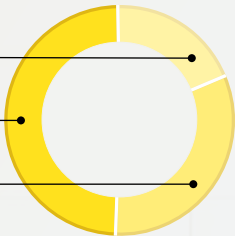
United States	44%
Mexico	41%
India	5%
China	3%
Netherlands	2%
Germany	1%
United Kingdom	1%
Italy	1%
Brazil	<1%
Canada	<1%
Slovakia	<1%
Vietnam	<1%

Our Team by Age

< 30 years old - 19%

30-50 years old - 49%

> 50 years old - 32%



Total Company Employee Turnover

Involuntary - 8%

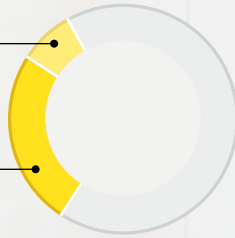
Salaried - 4%

Hourly - 10%

Voluntary - 25%

Salaried - 12%

Hourly - 29%



Union, Work Council or Collective Bargaining Agreement

 1 Facility

in the United States, which represents approximately 13% of our U.S. employees, operates under a collective bargaining agreement

 7 Facilities

outside of the United States, which represent approximately 27% of our non-U.S. employees, are affiliated with work councils, unions or operate under a collective bargaining agreement

Supporting Human Rights

TriMas is committed to upholding fundamental human rights and fostering an inclusive and respectful workplace.

We prohibit forced labor, child labor, human trafficking and all forms of exploitation, and we work to ensure a safe and healthy environment for all employees. We support freedom of association, collective bargaining, fair wages, clean water access, and the rights of Indigenous peoples. Our [Human Rights Policy](#) guides how we engage with employees, customers, suppliers and communities.

The TriMas management team and [Board of Directors](#) oversee the implementation of our human rights commitments, with operational oversight by the President and CEO, and support from Human Resources and executive leaders. We also expect our suppliers to uphold these same standards as outlined in our [Supplier Code of Conduct](#).

We continuously strive to uphold our commitment to protecting each salient human rights risk, as outlined below:



1. Forced Labor, Human Trafficking and Child Labor

TriMas is dedicated to maintaining ethical operations and supply chains. We prohibit forced or compulsory labor and require suppliers to comply with all laws related to human trafficking and slavery. We do not employ children under 16 (or the legal minimum age, if higher), and no one under 18 may be employed in hazardous roles.

2. Safe and Healthy Workplace

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



3. Fair and Living Wages

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

4. Respecting 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).



TriMas is 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.

Employee Compensation & Benefits

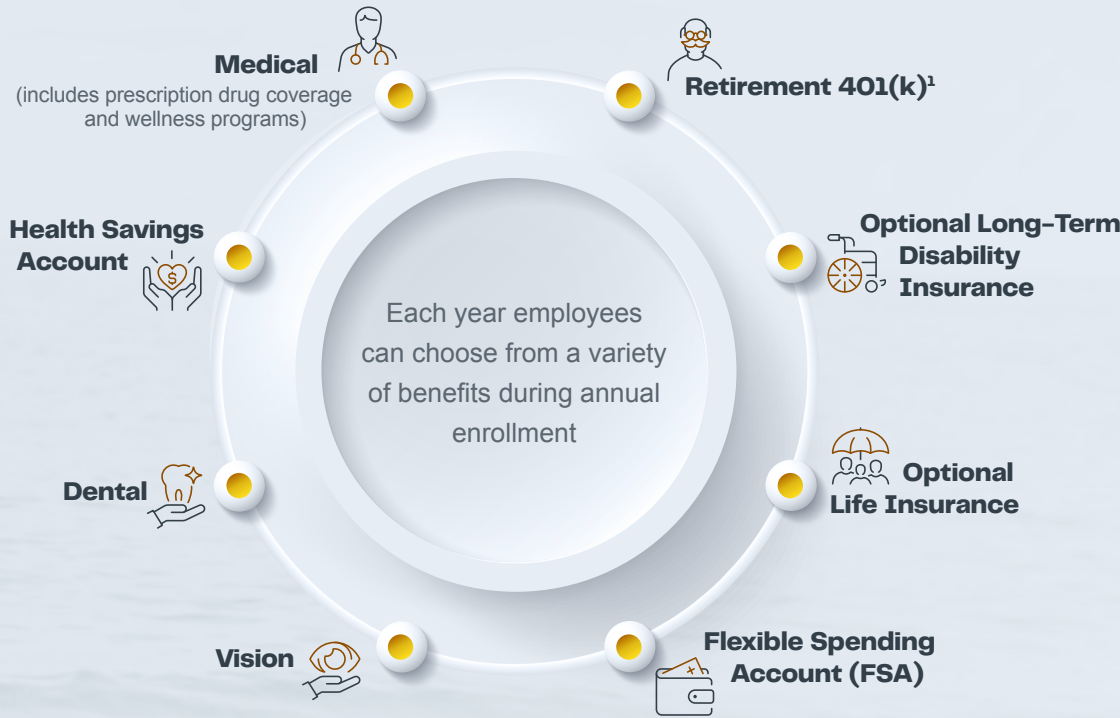
We offer competitive compensation and benefits tailored to employees' experience, location and industry.

Our approach is designed to attract and retain talent, reward performance and support growth.

Employees receive a base salary, with some eligible for performance-based bonuses. Senior leaders may also participate in a long-term incentive plan tied to TriMas equity. Our executive compensation philosophy aligns leadership rewards with company performance and shareholder value, encouraging both short- and long-term success.

To attract and retain top talent across our global operations, TriMas offers competitive

compensation and benefits tailored to regional norms. In the U.S., where public social programs are more limited, we provide comprehensive benefits that support health, wellness and financial security. At no added cost to employees, we offer core benefits such as basic life and AD&D insurance, disability coverage and access to wellness and employee assistance programs. U.S.-based employees also have access to the following additional benefits:



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.



79% of U.S. employees

participated in a TriMas medical/prescription drug plan in 2024



81% of U.S. employees

participated in TriMas' 401(k) retirement savings program as of year-end 2024

Means-Based Healthcare

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.

Employee Wellness

At TriMas, we prioritize the health and well-being of our employees by providing comprehensive healthcare benefits and promoting a culture of wellness.

Our initiatives support healthier lifestyles, helping to prevent and manage illness, reduce stress and enhance job satisfaction and productivity. These efforts also help control costs related to employee issues and absenteeism.









Supporting Employee Mental Health

At TriMas, we recognize that mental health is a vital component of overall employee well-being and long-term organizational success. In 2024, we continued to prioritize mental health through a variety of initiatives aimed at creating a supportive and inclusive work environment.













TriMas' program offers expert support and guidance to help address mental health, total well-being concerns and everyday challenges. Services include in-the-moment support with access to licensed clinicians by phone 24/7/365, and short-term counseling with up to six no-cost sessions per occurrence. Counseling is available through in-person, telephonic, video consultations, text chat, live chat and remote group sessions. Users can search for and select counselors based on preferences such as age, race, religious affiliation and/or gender identity.



Additional Wellness Programs

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

Examples of Free Monthly Wellness Training Opportunities:

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

Talent Recruitment & Development

We're committed to building a workforce that is talented, inclusive and full of energy because we know our people are the foundation of our success.

From attracting exceptional individuals around the world to investing in their growth and development, we're focused on helping every team member thrive.

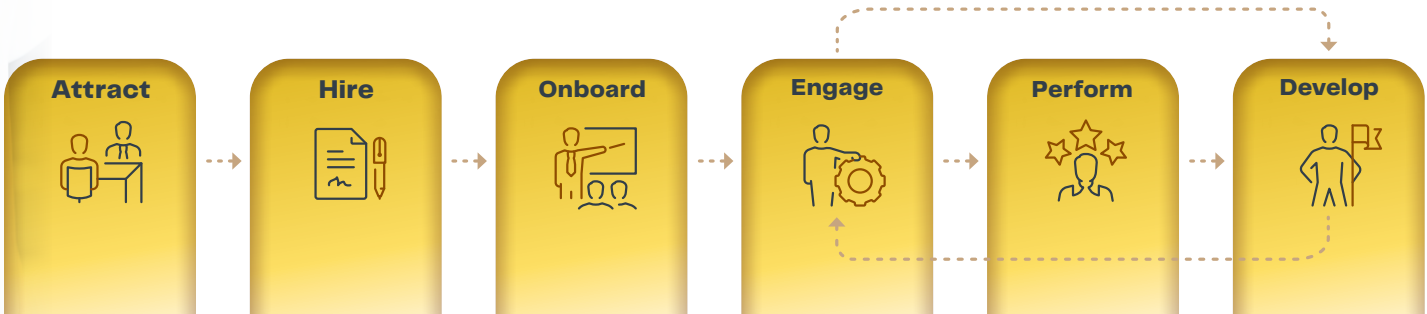


Our recruitment efforts are designed to bring in top-tier talent, and our comprehensive onboarding experience sets each new hire up for success from day one.

We cultivate a culture of opportunity where employees are empowered to pursue their goals and thrive in their careers. With a diverse business landscape and flexible organizational structure, we offer a wide range of pathways for professional advancement, including opportunities to grow into leadership roles. Our commitment to learning and development is woven into every stage of the employee experience. Through ongoing feedback, open dialogue and regular check-ins, we create space for meaningful conversations about performance, growth and career aspirations. Annual goal setting, performance evaluations and talent reviews provide clear, honest insights into progress and potential, helping employees build on their strengths and identify areas for improvement, paving the way for continuous personal and professional development.



We are committed to building a culture of **engagement and growth** that supports our people at every stage of their journey—from recruitment to development and beyond.



Community Involvement

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.



The TriMas Foundation strengthens 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.

Since the program was launched in the fourth quarter of 2022, we received a total of 138 grant applications from 26 locations and 10 countries. 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.



Our Environment

Environmental, Health & Safety Approach




At TriMas, we are committed to the responsible use of natural resources and the advancement of sustainable practices to help protect the environment.

We continually work to minimize the environmental impact of our operations, including waste disposal activities. Our efforts focus on reusing and recycling materials, managing waste effectively, reducing emissions, and conserving energy and water. Looking ahead, we remain dedicated to driving continuous improvement across all aspects of our sustainability efforts.




Enhanced Environmental, Health & Safety Policy

TriMas' Environmental, Health, and Safety (EHS) Policy reflects its commitment to fostering a safe, healthy and environmentally responsible workplace across all operations. Key components of the policy include:

Environmental Stewardship

-  **Resource Conservation:** We emphasize responsible use of natural resources, focusing on reducing emissions, conserving energy and water, and minimizing waste through effective management and recycling initiatives.
-  **Climate Commitment:** The company is dedicated to reducing its greenhouse gas emissions, aligning with global efforts to limit warming to below 1.5°C. This involves continuous improvement in manufacturing, procurement and product development processes.
-  **ISO Standards Compliance:** All TriMas facilities operate under the ISO 14001 Environmental Management System standard, with many sites also certified by third-party registrars.

Health and Safety Focus

-  **Employee Well-being:** TriMas prioritizes the health and safety of its employees by conducting regular risk assessments, facility audits and comprehensive training programs.
-  **Incident Management:** The Company investigates all recordable incidents, escalates findings to senior management and implements preventive measures to avoid recurrence.
-  **Safety Committees:** TriMas maintains Safety Committees at all manufacturing locations, comprising both salaried and hourly employees, to facilitate open communication and proactive risk identification.

Continuous Improvement and Oversight

-  **Performance Monitoring:** Safety performance data, including injuries, near misses and hazard observations, is compiled monthly, reviewed by leadership and reported to the Board of Directors quarterly to inform the team of ongoing safety initiatives.
-  **Training and Engagement:** Employees receive training on various EHS topics relevant to their operations, promoting a culture of safety and environmental responsibility.

TriMas' EHS Policy underscores its dedication to integrating environmental stewardship and health and safety considerations into its business operations, striving for continuous improvement and compliance with applicable regulations.

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, eight 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.

24% of our manufacturing facilities have received

 **ISO 14001 accreditation for their Environmental Management Systems**

3% of our manufacturing locations have received

 **ISO 50001 accreditation for their Energy Management Systems**

 3  4  6

facilities were awarded a

Gold Flag **Teal Flag** **Blue Flag**

TriMas’ EHS Flag Award Program

Environmental, Health & Safety (EHS) is a core part of the TriMas Business Model, highlighting the company’s commitment to employee well-being and environmental stewardship. For the past six years, the EHS Flag Award Program has driven continuous improvement in safety and environmental practices. In 2023, TriMas enhanced this program by introducing clear goals and scoring criteria to help facilities assess and improve their EHS performance. Facilities are assessed through self-evaluations and internal audits, with flags awarded based on performance.

The updated program, fully implemented in 2024, includes three recognition levels:

LEVEL 3

Gold Flag | Best Practices
Industry-leading methods.

LEVEL 2

Teal Flag | Exceptional Practices
Strong risk prevention.

LEVEL 1

Blue Flag | Core Practices
Meets or exceeds corporate standards.

Environmental Metric Reporting & Commitment



In 2024, we made significant progress in environmental data collection and analysis across TriMas. Building upon our inaugural data aggregation and public disclosure in 2022, at which time we provided metrics for 2019 through 2022, we have enhanced our data collection processes, incorporated additional metrics, and established targets and goals for the future. This expanded visibility enables us to make more informed decisions and take further actions toward reducing our environmental footprint over time.

At the local level, we initiate data collection through third-party utility invoices, procurement records and internal consumption data, all standardized according to TriMas definitions and industry best practices. The data is then reviewed and validated at the corporate level by TriMas’ Senior Director of ESG, with additional oversight from the TriMas ESG Steering Committee. Moving forward, we remain committed to refining our data practices and augmenting initial metrics with relevant datasets.

Our management team and Board of Directors are steadfast in their commitment to environmental stewardship, particularly in reducing greenhouse gas emissions. Recognizing our responsibility in global climate efforts, we understand that TriMas and our global operations must do their part to help limit global warming to less than 1.5 degrees Celsius, to reduce the detrimental effects on our ecosystems and human health.

TriMas actively assesses climate risks and opportunities, aiming to decrease carbon emissions through continuous improvements in manufacturing, procurement and product development processes, including:

- Investing in energy-efficient equipment like variable-speed air compressors and high-efficiency boilers and HVAC systems
- Transitioning to LED lighting
- Installing advanced electric injection molding machines, significantly reducing electricity consumption by up to 30% compared to hydraulic machines
- Implementing automation and robotic integration to produce more pieces per hour while lowering energy consumption
- Expanding renewable energy use, including solar panels for self-generated electricity
- Utilizing variable frequency drives (VFDs) for chillers and compressors and “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 the temperatures of certain processes
- Training employees on energy-saving practices and fostering a culture of sustainability across our operations

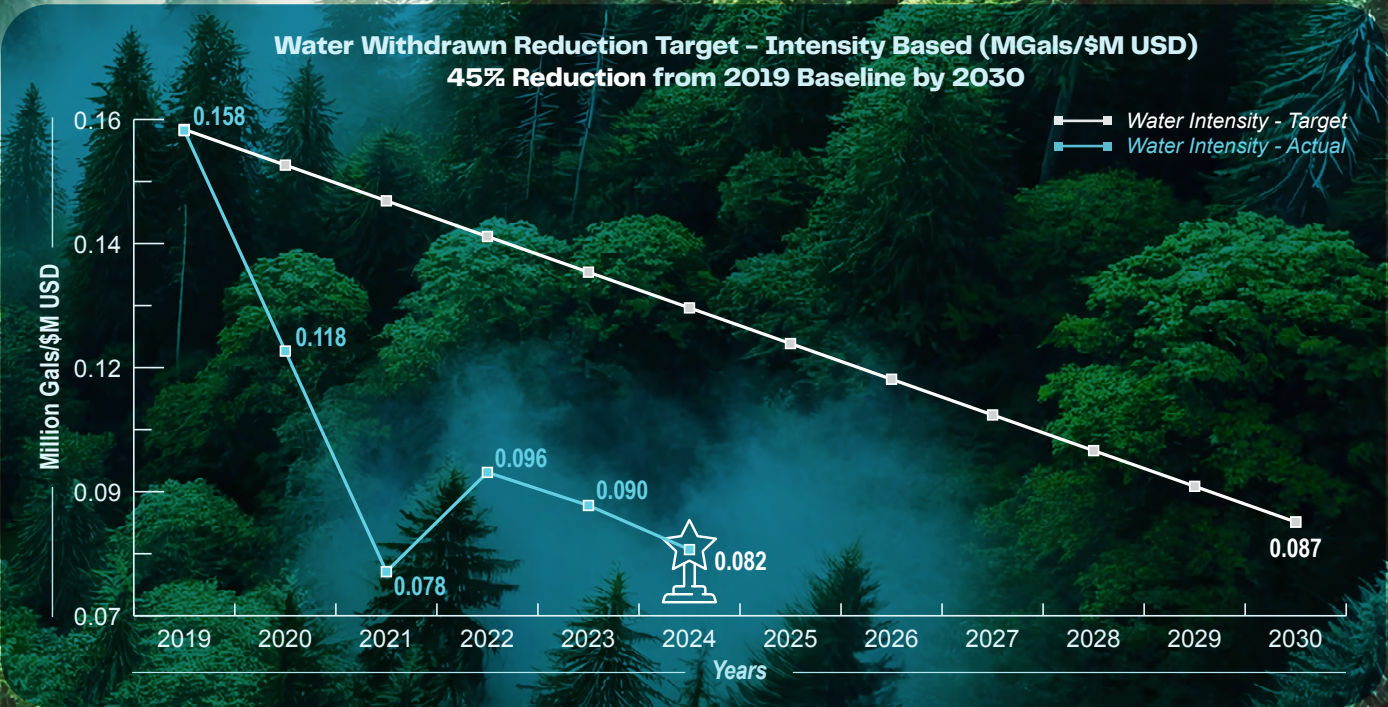
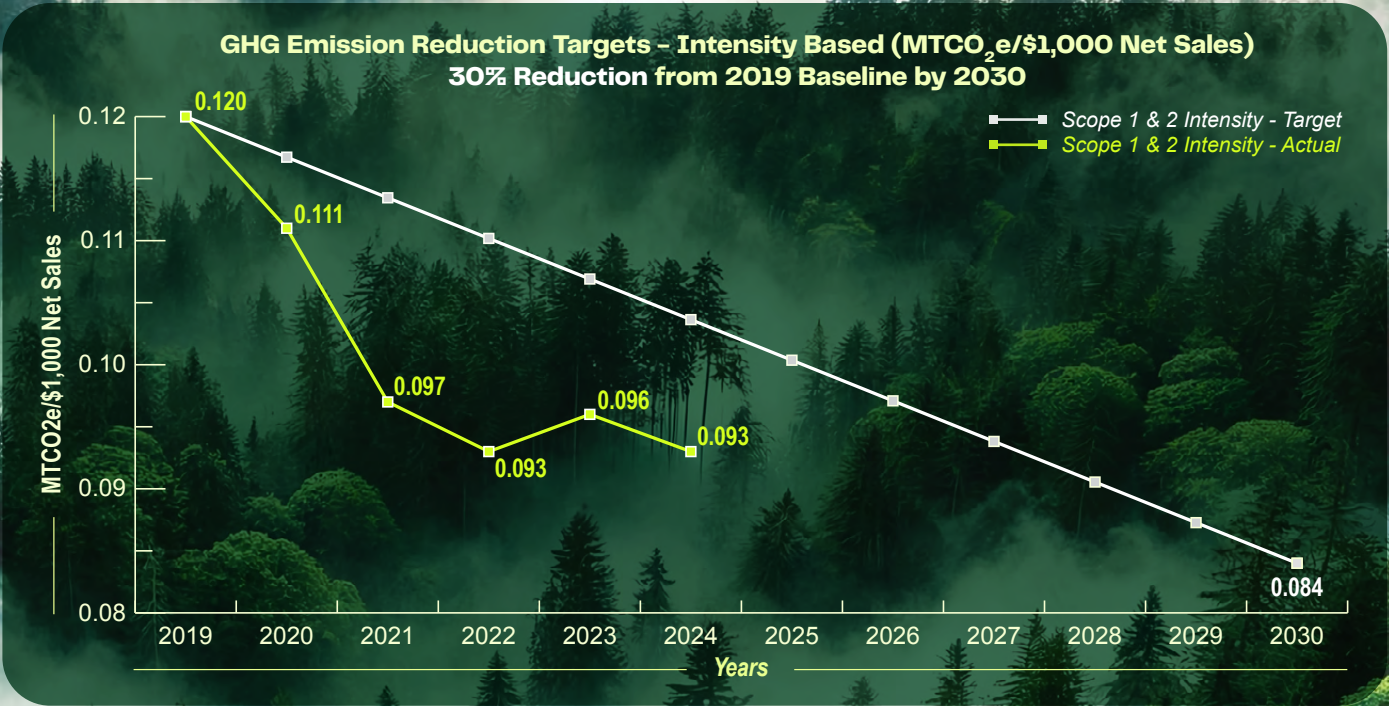
These efforts underscore TriMas’ commitment to sustainability, ensuring a brighter future for generations to come.

2024 Progress Against Targets

At TriMas, we design, develop and manufacture a wide range of innovative products for the consumer products, aerospace and defense, and industrial markets through our [TriMas Packaging](#), [TriMas Aerospace](#) and [TriMas Specialty Products](#) segments. Our global operations span multiple industries and utilize diverse production methods and materials to meet the unique needs of our customers worldwide.

This operational diversity contributes to natural fluctuations in our environmental metrics, which may vary year over year based on changes in production volumes and business mix. In 2024, TriMas achieved a 3.5% increase in total sales, driven by strong growth in TriMas Aerospace and TriMas Packaging, which grew by 21.9% and 10.5%, respectively. These gains were partially offset by a 37.2% decline in sales within our TriMas Specialty Products segment. Throughout the year, we continued to integrate recent acquisitions into our portfolio, further enhancing the diversity and reach of our business. While these changes contribute to variations in our operational profile, our commitment remains unwavering: to protect the environment and advance our sustainability initiatives, regardless of shifts in sales distribution or business composition.

Reflecting on our growth and advancements in 2024, we are particularly proud to highlight the following accomplishments as we made continued progress against our greenhouse gas emission and water withdrawn targets.



Energy

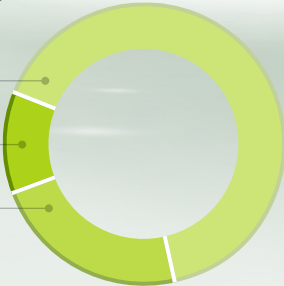
METRICS BY SEGMENT							
All figures in millions, except intensity-based figures.	Units	2019	2020	2021	2022	2023	2024
TriMas Consolidated Net Sales	USD	\$723.5	\$770.0	\$857.1	\$883.8	\$893.6	\$925.0
Total Energy Usage as a % of Sales	Kilowatt Hours/USD	35.9%	31.8%	30.3%	29.8%	30.6%	29.6%
Electricity	Kilowatt Hours	142.7	149.0	163.0	157.0	159.0	166.8
TriMas Packaging		83.3	91.7	103.4	98.3	98.6	109.6
TriMas Aerospace		16.4	16.5	16.7	17.4	19.2	19.2
TriMas Specialty Products		42.9	40.8	42.8	41.3	41.3	38.0
Total Electrical Usage per USD of Net Sales	Kilowatt Hours/USD	0.197	0.193	0.190	0.178	0.178	0.180
Natural Gas	Kilowatt Hours	114.2	93.3	93.6	104.3	112.7	104.7
TriMas Packaging		16.7	12.7	14.1	16.9	17.0	14.9
TriMas Aerospace		6.9	6.2	6.2	7.3	7.7	7.4
TriMas Specialty Products		90.6	74.4	73.4	80.0	88.0	82.4
Total Natural Gas Usage per USD of Net Sales	Kilowatt Hours/USD	0.158	0.121	0.109	0.118	0.126	0.113
Other ⁽¹⁾	Kilowatt Hours	3.0	2.8	2.7	1.9	1.8	1.9
Total Energy Use	Kilowatt Hours	259.9	245.1	259.3	263.2	273.5	273.4
% from Grid		54.9%	60.8%	62.9%	59.6%	58.1%	61.0%
Total Energy Intensity	Kilowatt Hours/USD of Net Sales	0.359	0.318	0.303	0.298	0.306	0.296

⁽¹⁾ Other consists of LPG and diesel fuel.
The above metrics are based on management's review of third-party invoices and internal consumption data.



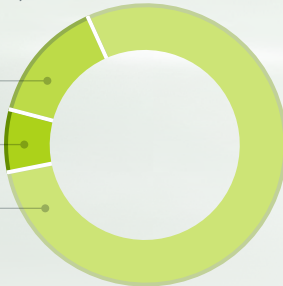
Electricity Usage by Group (2024)

- TriMas Packaging
- TriMas Aerospace
- TriMas Specialty Products



Natural Gas Usage by Group (2024)

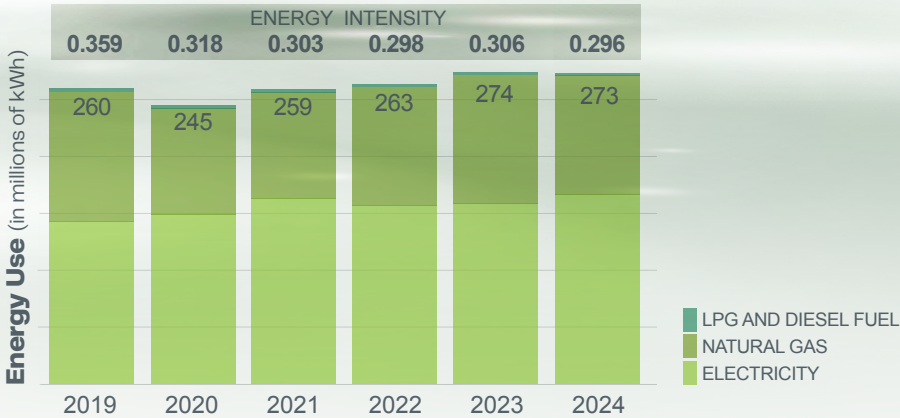
- TriMas Packaging
- TriMas Aerospace
- TriMas Specialty Products



Energy

METRICS BY REGION							
All figures in millions, except intensity-based figures.	Units	2019	2020	2021	2022	2023	2024
TriMas Consolidated Net Sales	USD	\$723.5	\$770.0	\$857.1	\$883.8	\$893.6	\$925.0
Total Energy Usage as a % of Sales	Kilowatt Hours/USD	35.9%	31.8%	30.3%	29.8%	30.6%	29.6%
Electricity	Kilowatt Hours	142.7	149.0	163.0	157.0	159.0	166.8
North America		95.0	96.1	102.7	109.2	108.1	109.4
Europe		24.8	26.3	37.8	32.0	35.6	37.8
Asia Pacific		23.0	26.6	22.6	15.8	15.3	19.6
Total Electrical Usage per USD of Net Sales	Kilowatt Hours/USD	0.197	0.193	0.190	0.178	0.178	0.180
Natural Gas	Kilowatt Hours	114.2	93.3	93.6	104.3	112.7	104.7
North America		111.6	91.3	91.2	102.5	110.5	102.0
Europe		2.6	2.0	2.5	1.8	2.2	2.7
Asia Pacific		0.0	0.0	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	0.126	0.113
Other ⁽¹⁾	Kilowatt Hours	3.0	2.8	2.7	1.9	1.8	1.9
Total Energy Use	Kilowatt Hours	259.9	245.1	259.3	263.2	273.5	273.4
% from Grid		54.9%	60.8%	62.9%	59.6%	58.1%	61.0%
Total Energy Intensity	Kilowatt Hours/USD of Net Sales	0.359	0.318	0.303	0.298	0.306	0.296

⁽¹⁾ Other consists of LPG and diesel fuel.
The above metrics are based on management's review of third-party invoices and internal consumption data.

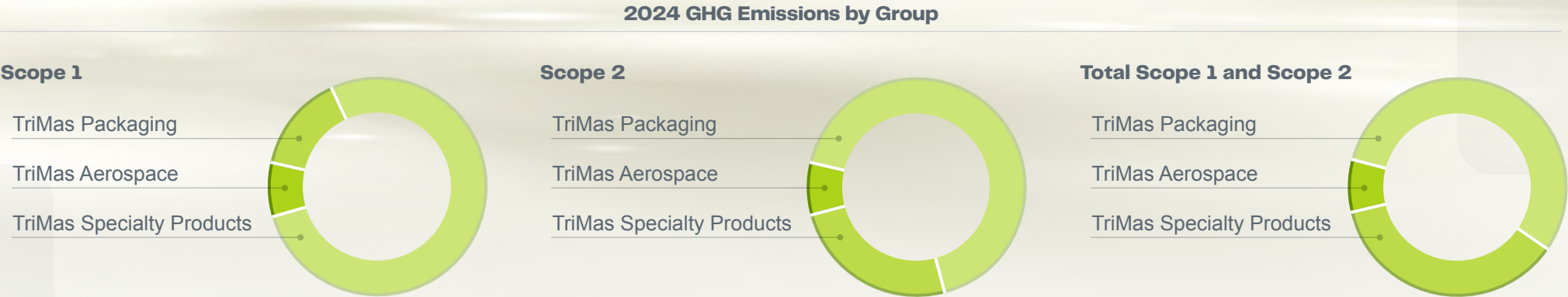
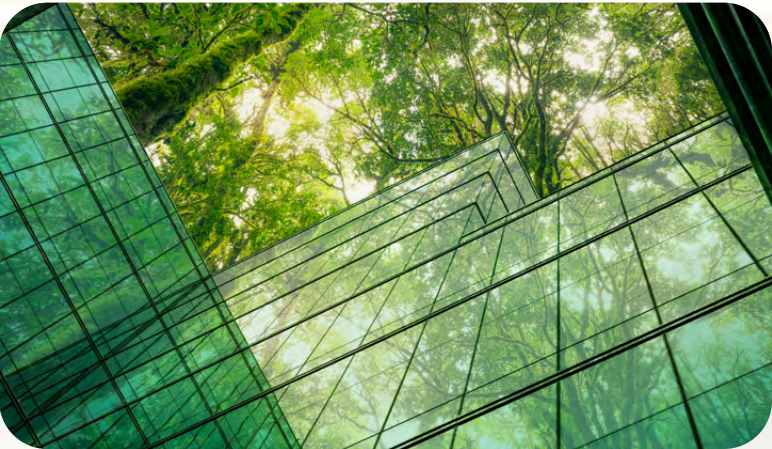


2024 Renewable vs. Non-renewable Metrics		
Total Electricity Consumption (kWh)	166,793,124	100%
Grid Electricity (kWh)	166,756,602	99.98%
Renewable Electricity, (Solar Panels, kWh)	36,522	0.02%
Total Energy Consumption (kWh)	273,351,324	100%
Non-renewable Energy (kWh)	273,314,802	99.987%
Renewable Energy (kWh)	36,522	0.013%

Carbon Footprint

METRICS BY SEGMENT							
All figures in millions, except intensity-based figures.	Units	2019	2020	2021	2022	2023	2024
TriMas Consolidated Net Sales	USD	\$723.5	\$770.0	\$857.1	\$883.8	\$893.6	\$925.0
Total Scope 1 GHG Emissions ⁽¹⁾	Metric Tons CO ₂ e	21,345	17,472	17,414	19,593	20,559	19,188
TriMas Packaging		3,281	2,521	2,703	3,490	3,279	2,817
TriMas Aerospace		1,279	1,153	1,135	1,337	1,438	1,513
TriMas Specialty Products		16,785	13,798	13,576	14,765	15,842	14,859
Total Scope 2 GHG Emissions	Metric Tons CO ₂ e	65,192	67,808	65,528	62,894	65,028	66,543
TriMas Packaging		38,308	41,926	42,331	40,856	40,727	44,820
TriMas Aerospace		4,681	4,775	4,537	4,739	5,325	5,079
TriMas Specialty Products		22,202	21,107	18,661	17,299	18,976	16,644
Total Scope 1 and 2 GHG Emissions	Metric Tons CO ₂ e	86,537	85,280	82,943	82,487	85,587	85,732
TriMas Packaging		41,589	44,447	45,033	44,346	44,006	47,636
TriMas Aerospace		5,960	5,928	5,672	6,076	6,763	6,592
TriMas Specialty Products		38,987	34,905	32,238	32,064	34,818	31,503
Scope 1 & 2 GHG Emissions Intensity	Metric Tons CO ₂ e/USD of Net Sales 000's	0.120	0.111	0.097	0.093	0.096	0.093

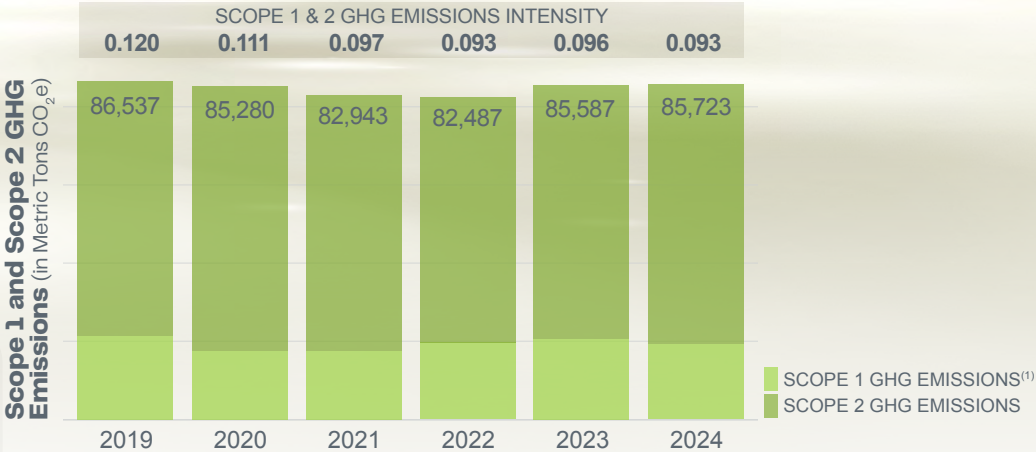
⁽¹⁾ Includes Refrigerants, which are less than 1.3% of Scope 1 GHG Emissions.
The above metrics are based on management's review of third-party invoices and internal consumption data.



Carbon Footprint

METRICS BY REGION							
All figures in millions, except intensity-based figures.	Units	2019	2020	2021	2022	2023	2024
TriMas Consolidated Net Sales	USD	\$723.5	\$770.0	\$857.1	\$883.8	\$893.6	\$925.0
Total Scope 1 GHG Emissions ⁽¹⁾	Metric Tons CO ₂ e	21,345	17,472	17,414	19,593	20,559	19,188
North America		20,730	16,952	16,863	18,981	19,994	18,626
Europe		480	374	452	477	394	502
Asia Pacific		136	146	99	135	172	61
Total Scope 2 GHG Emissions	Metric Tons CO ₂ e	65,192	67,808	65,528	62,894	65,028	66,543
North America		43,169	43,240	40,653	43,777	45,876	43,253
Europe		7,752	7,906	10,223	8,842	9,423	11,108
Asia Pacific		14,271	16,662	14,652	10,275	9,728	12,182
Total Scope 1 and 2 GHG Emissions	Metric Tons CO ₂ e	86,537	85,280	82,943	82,487	85,587	85,732
North America		63,899	60,192	57,516	62,758	65,870	61,879
Europe		8,232	8,279	10,676	9,319	9,817	11,610
Asia Pacific		14,406	16,808	14,751	10,410	9,900	12,243
Scope 1 & 2 GHG Emissions Intensity	Metric Tons CO ₂ e/USD of Net Sales 000's	0.120	0.111	0.097	0.093	0.096	0.093

⁽¹⁾ Includes Refrigerants, which are less than 1.3% of Scope 1 GHG Emissions.
The above metrics are based on management's review of third-party invoices and internal consumption data.




Water

METRICS BY SEGMENT							
All figures in millions, except intensity-based figures.	Units	2019	2020	2021	2022	2023	2024
TriMas Consolidated Net Sales	USD	\$723.5	\$770.0	\$857.1	\$883.8	\$893.6	\$925.0
Total Water Withdrawn	Gallons	114.1	90.9	67.0	85.0	80.7	75.5
TriMas Packaging		44.6	38.8	27.4	22.1	18.1	17.9
TriMas Aerospace		10.0	11.1	10.0	11.4	13.3	12.6
TriMas Specialty Products ⁽¹⁾		59.5	41.1	29.6	51.5	49.2	45.1
Municipal Water		86.3%	87.2%	92.6%	95.4%	95.1%	94.8%
Groundwater		13.7%	12.8%	7.4%	4.6%	4.9%	5.2%
Total Water Intensity	Gallons/USD of Net Sales	0.158	0.118	0.078	0.096	0.090	0.082

⁽¹⁾ Adjusted 2022 usage for meter malfunction at a Specialty Products facility.
The above metrics are based on management's review of third-party invoices and internal consumption data.



 **76%**
of our manufacturing facilities

have zero industrial
wastewater discharges

 **zero**
of our industrial locations
in developing countries

have wastewater
discharges

 **100%**
of our manufacturing locations
that have industrial discharges

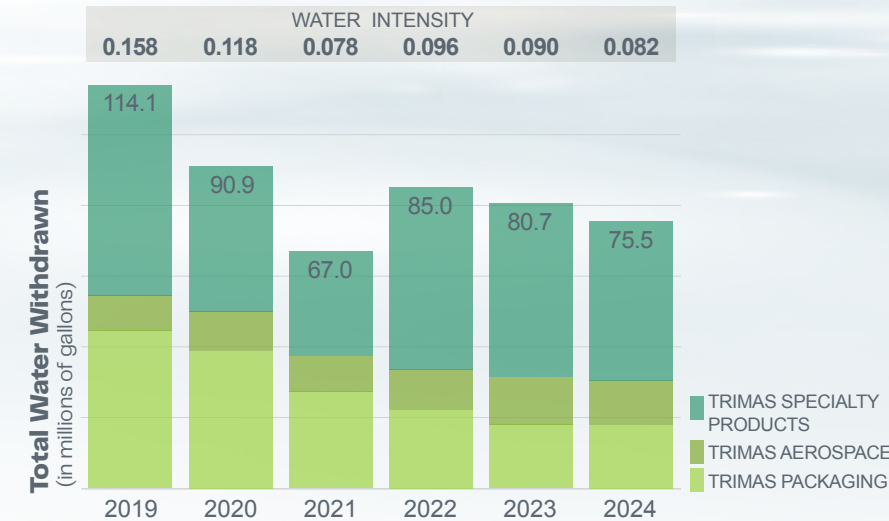
have pretreatment systems
to minimize pollutants

sent to publicly owned
treatment plants

Water

METRICS BY REGION							
All figures in millions, except intensity-based figures.	Units	2019	2020	2021	2022	2023	2024
TriMas Consolidated Net Sales	USD	\$723.5	\$770.0	\$857.1	\$883.8	\$893.6	\$925.0
Total Water Withdrawn	Gallons	114.1	90.9	67.0	85.0	80.7	75.5
North America ⁽¹⁾		94.2	70.5	51.3	72.0	70.2	65.8
Europe		1.4	1.1	1.8	2.0	2.6	3.7
Asia Pacific		18.6	19.4	14.0	11.0	7.9	6.0
Municipal Water		86.3%	87.2%	92.6%	95.4%	95.1%	94.8%
Groundwater		13.7%	12.8%	7.4%	4.6%	4.9%	5.2%
Total Water Intensity	Gallons/USD of Net Sales	0.158	0.118	0.078	0.096	0.090	0.082

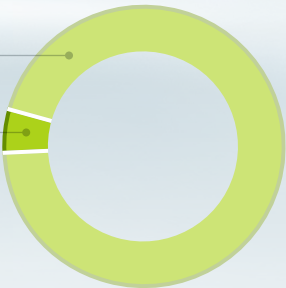
⁽¹⁾ Adjusted 2022 usage for meter malfunction at a Specialty Products facility.
The above metrics are based on management's review of third-party invoices and internal consumption data.



Water Source (2024)

Municipal Water
95%

Groundwater
5%



2024 Total Water Withdrawn (in gallons) by Water Stress Levels

Low - 37%

Low-Medium - 4%

Medium-High - 35%

High - 6%

Extremely High - 18%



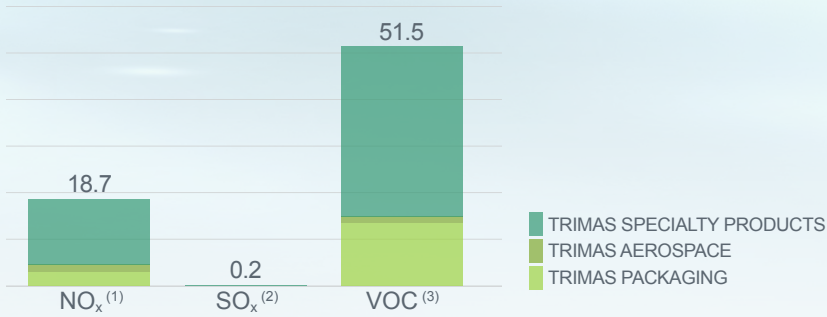
Air Emissions

METRICS BY SEGMENT							
	Units	2019	2020	2021	2022	2023	2024
Total NO_x Emissions⁽¹⁾	Tons	22.9	18.5	18.4	20.1	20.2	18.7
TriMas Packaging		5.9	4.3	4.2	4.4	3.0	3.0
TriMas Aerospace		1.5	1.3	1.2	1.4	1.8	1.6
TriMas Specialty Products		15.6	12.9	13.0	14.3	15.4	14.1
Total SO_x Emissions⁽²⁾	Tons	0.3	0.3	0.2	0.3	0.2	0.2
TriMas Packaging		0.2	0.2	0.1	0.1	0.0	0.0
TriMas Aerospace		0.0	0.0	0.0	0.0	0.0	0.0
TriMas Specialty Products		0.1	0.1	0.1	0.1	0.1	0.1
Total VOC Emissions⁽³⁾	Tons	74.1	73.1	72.0	69.4	66.9	51.5
TriMas Packaging		25.2	22.0	17.3	14.9	11.2	13.5
TriMas Aerospace		3.1	4.1	2.5	3.5	1.2	1.4
TriMas Specialty Products		45.8	47.0	52.3	51.1	54.5	36.6

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



2024 Air Emissions (in tons)



Air Emissions

METRICS BY REGION							
	Units	2019	2020	2021	2022	2023	2024
Total NO _x Emissions ⁽¹⁾	Tons	22.9	18.5	18.4	20.1	20.2	18.7
North America		19.5	16.0	16.2	18.3	19.7	17.8
Europe		0.8	0.6	0.6	0.3	0.4	0.4
Asia Pacific		2.6	1.9	1.6	1.5	0.2	0.5
Total SO _x Emissions ⁽²⁾	Tons	0.3	0.3	0.2	0.3	0.2	0.2
North America		0.1	0.1	0.1	0.2	0.2	0.1
Europe		0.0	0.0	0.0	0.0	0.0	0.0
Asia Pacific		0.2	0.1	0.1	0.1	0.0	0.0
Total VOC Emissions ⁽³⁾	Tons	74.1	73.1	72.0	69.4	66.9	51.5
North America		73.8	72.9	71.9	69.3	66.9	51.5
Europe		0.1	0.0	0.0	0.0	0.0	0.0
Asia Pacific		0.2	0.2	0.1	0.1	0.0	0.0

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



Air Emissions (Based on U.S. EPA Emission Factors)

 -30.5%

Decreased VOC emissions
since 2019

 zero

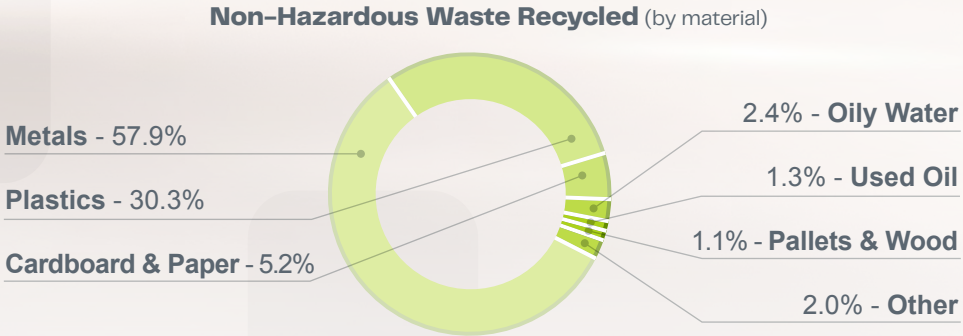
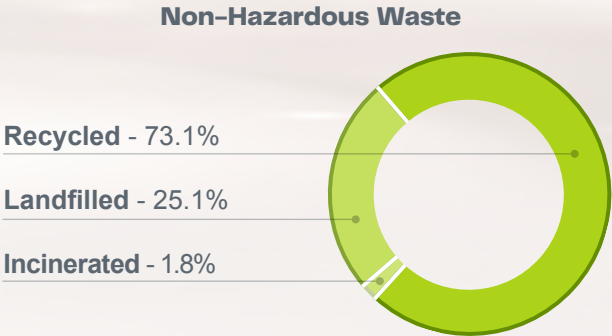
of our manufacturing locations
are considered a
major air emission source

 73%

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

Waste

2024 WASTE METRICS						
<i>All figures in Tons</i>	Total Waste	Total Hazardous Waste	Total Non-Hazardous Waste	Total Non-Hazardous Waste Recycled	Total Non-Hazardous Waste Landfilled	Total Non-Hazardous Waste Incinerated
Total TriMas 2024	12,985	789	12,196	8,915	3,061	220
Total TriMas 2023	13,723	641	13,082	9,855	2,957	270
2024 by Segment						
TriMas Packaging	6,516	155	6,361	4,502	1,741	117
TriMas Aerospace	1,896	631	1,266	546	720	0
TriMas Specialty Products	4,572	3	4,570	3,867	600	103
2024 by Region						
North America	10,640	655	9,986	6,875	3,007	103
Europe	1,954	133	1,821	1,689	54	78
Asia Pacific	391	1	389	350	0	40





Sustainability Around the World

Solar Panels & Renewable Energy

Installed in 2023, the solar panel system at our Neunkirchen, Germany, facility has become an integral part of the plant's energy strategy. With a capacity of 300 kW peak and spanning more than 1,400 square meters, the system is delivering measurable results, including more than 109 MWh of renewable energy generated so far in 2025 and over 33 MWh in May alone. That translates to approximately 50 tons of CO₂ reduced per year, reinforcing the real environmental impact of the installation.

Positioned at the facility entrance, a live control panel allows employees to view daily and monthly solar performance in real time, reinforcing the connection between energy awareness and everyday operations. Whether tracking kilowatt-hours produced yesterday or seeing real-time carbon savings, the system provides a clear picture of how small shifts in energy use can drive long-term value.



The following locations are also using solar energy to power a portion of their manufacturing processes: Baddi, India; Forlì, Italy; and Thủ Dầu Một, Vietnam.

Resin Re grind Reincorporation in the Injection Molding Process

At [TriMas Packaging](#), we specialize in manufacturing dispensing pumps and closures using advanced injection molding techniques. Throughout this process, multiple parts are efficiently produced in each cycle, connected by plastic remnants known as runners. To enhance sustainability, we've implemented a robust recovery system for these injection molding runners. They are carefully separated, ground and reintroduced into the production cycle as recycled resin. This initiative significantly reduces our reliance on virgin materials and minimizes overall waste.



In addition to recycling resin, our San Miguel de Allende, Mexico, manufacturing facility, among others, is committed to sustainable practices

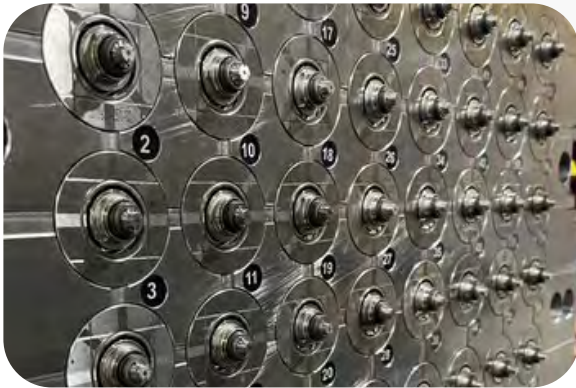
across various materials:

- Converting cardboard into new corrugated boxes
- Melting scrap steel and wire for metal production
- Rebuilding damaged wood pallets into sturdy new logistics pallets

These efforts underscore our dedication to environmental stewardship and resource efficiency in all aspects of our operations.

Mold Conversions Save Raw Materials and Reduce Waste

A "cold runner mold" typically uses a system where plastic material flows through channels (runners) that are later discarded as waste. In contrast, a "hot runner mold" involves a design where only



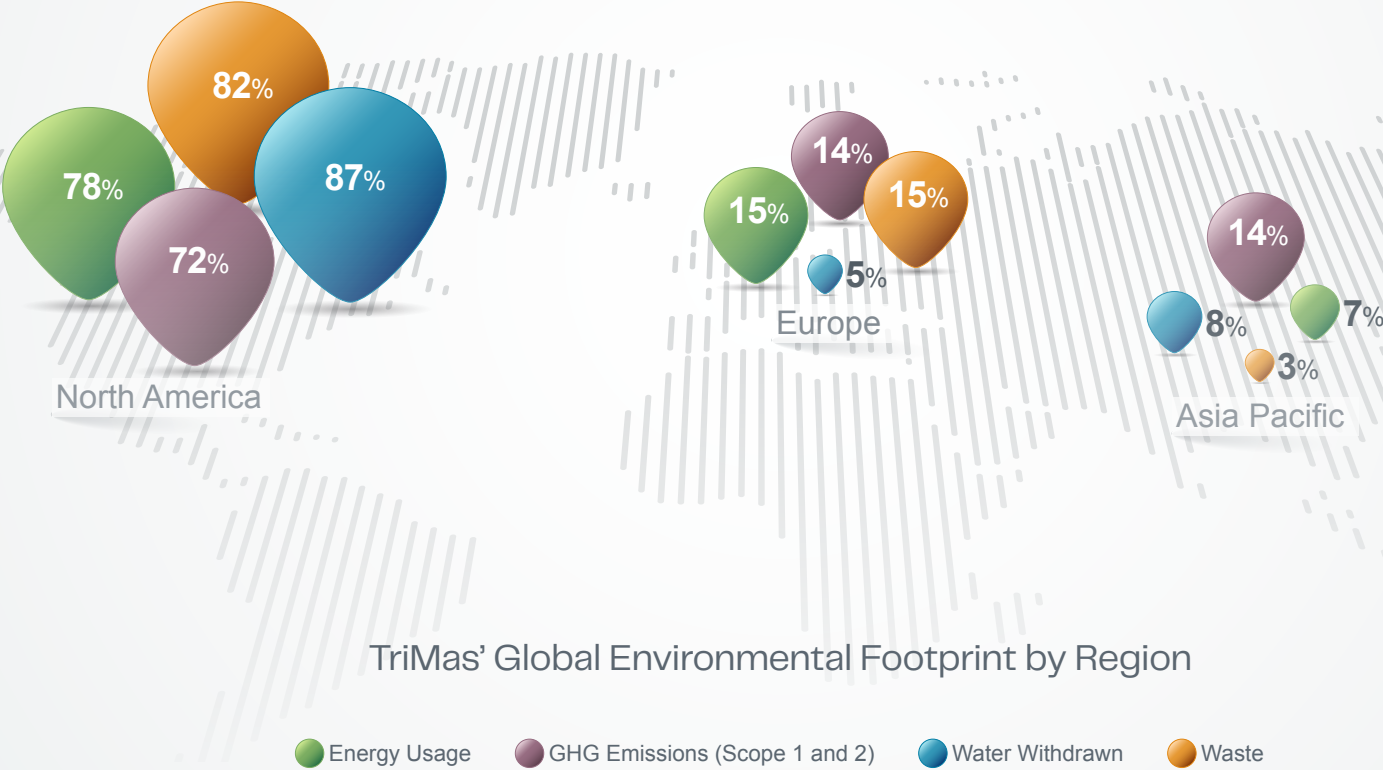
the sprue (the main channel delivering plastic to the mold cavity) is heated, reducing material waste significantly. By converting from a cold runner to a hot runner mold, there's a reduction in the amount of plastic used in the runners themselves. This change can lead to a 15-20% decrease in the weight of these runners, which translates to substantial savings in raw materials, reinforcing the following:

- Material Efficiency: Using less plastic reduces the overall environmental impact associated with material extraction, processing and disposal.
- Cost Savings: Less material usage not only benefits the environment but also improves economic efficiency by reducing raw material costs.
- Waste Reduction: Minimizing runner weight means less plastic waste is generated during production, aligning with goals to reduce landfill waste and enhance recycling efforts.

Overall, this conversion from cold runner to hot runner molds exemplifies how technological changes in manufacturing processes can contribute to both environmental sustainability and operational efficiency.

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.



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.





Our Products

Innovating Sustainable Products

At TriMas, sustainable product design is a core element of our innovation strategy.

We are committed to developing products that not only meet our customers' functional and performance needs, but also reduce the environmental impact across their lifecycle. Our teams actively apply principles of Design for Sustainability (DfS), focusing on material reduction, recyclability and the use of post-consumer recycled (PCR) content. Whether it's lightweighting components, designing closures that support refill and reuse systems, or creating packaging that enables curbside recyclability, we strive to deliver solutions that support a circular economy. By integrating sustainability into the early stages of product development, TriMas is helping customers meet their sustainability goals while driving long-term value across our markets.



Circular Economy

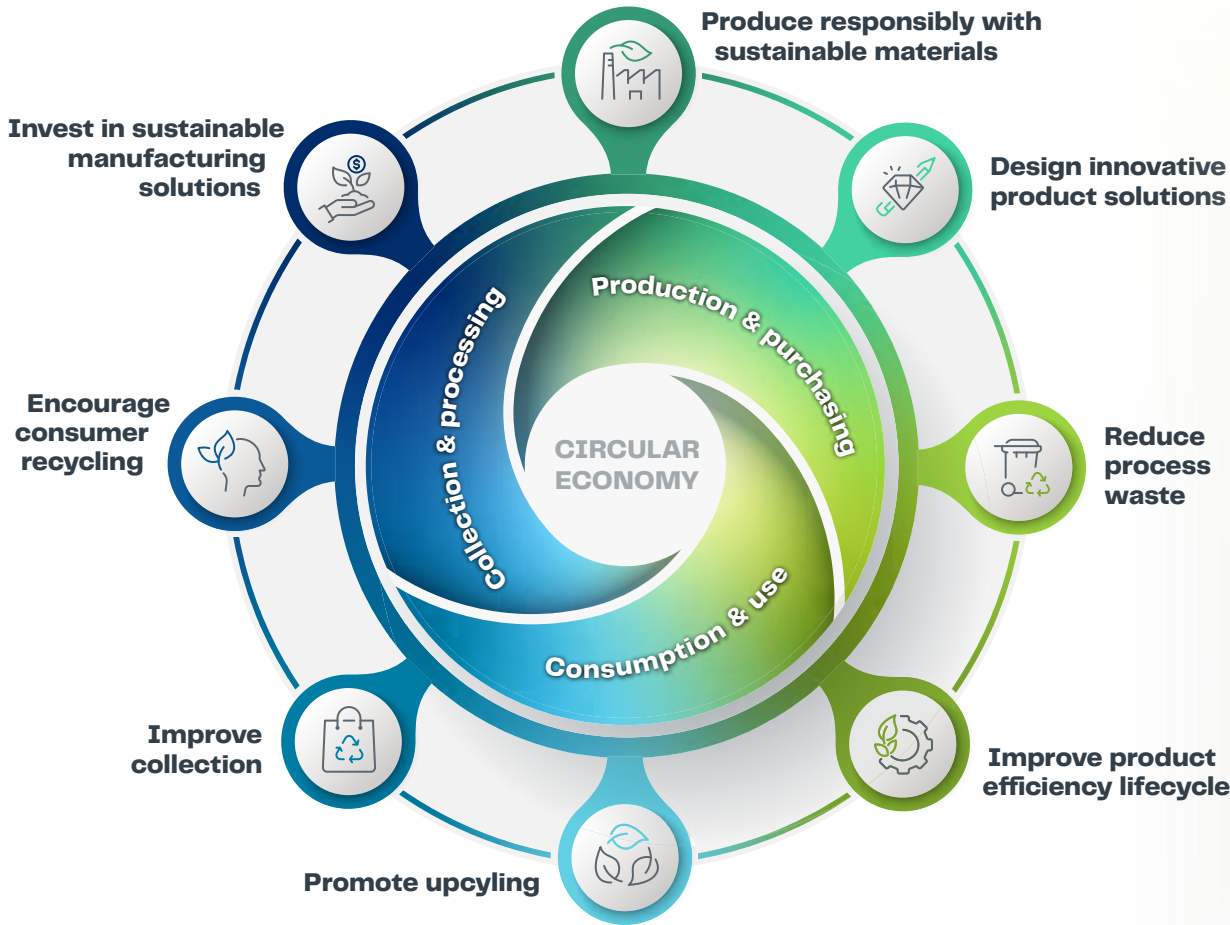
We are committed to advancing a circular economy by embedding product safety and sustainability throughout our operations. We focus on minimizing waste, addressing climate impacts and optimizing the full lifecycle of our products, from initial design and manufacturing to end-of-life recyclability. Our approach is rooted in designing with both people and the planet in mind, aiming to create long-term value while reducing environmental and social impacts. By prioritizing sustainability from the outset, we ensure our products meet high standards for performance, quality and safety,

while also using fewer raw materials and incorporating more sustainable alternatives. This includes increasing the use of post-consumer recycled (PCR) content where feasible. Across our [TriMas Packaging](#) businesses, we continue to make progress in expanding the use of PCR materials as part of our broader commitment to circular product innovation and environmental responsibility.

TriMas is advancing circular economy principles by taking practical steps across our operations:

- ⚙️ **Improving production efficiency** by reducing waste and increasing the use of renewable and recycled materials.
- 🌱 **Substituting raw materials** with more sustainable alternatives where feasible, and prioritizing reduce, reuse and recycle strategies.
- 🤝 **Collaborating with suppliers** to improve supply chain sustainability and material efficiency.
- ♻️ **Expanding the use of recycled content**, particularly post-consumer recycled (PCR) materials, in our products.
- 🔧 **Designing products to be more durable**, with easier disassembly and recyclability in mind.
- 💡 **Educating customers on the value of reuse and circularity** to extend product life and minimize environmental impact.
- 🔄 **Investing in innovation** enables end-of-life products to be recycled into new materials, supporting a closed-loop system.

These efforts are part of our broader strategy to make products more sustainable, from design and sourcing through end-of-life.



TriMas Packaging New Product Development

Our [TriMas Packaging](#) group has a host of technical expertise that operates in a multi-layered collaborative approach for product and process innovation. Development starts among our subject matter experts in our dispensing systems, closures, flexibles and [life sciences](#) New Product Development teams. They are 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.

Our 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, serving as the centralized owner of project launches and enabling us to realize economies of scale from execution repetition. Within the PMO is a sub-team dedicated to supporting our global organization via the creation, updating and training of our digitalized project management system. The Process and Systems team is committed to delivering a streamlined, ease-of-use experience for our internal team members as the system is utilized to execute our global portfolio of projects. This ensures our program managers can focus on resource allocation, risk mitigation and implementation of activity while the documentation of the project is housed in a centralized location. Together, our teams are able to deliver innovative, safe, high-quality and timely products to the market.



a seamless connection among the New Product Development teams for data-driven development, clear communication and solution implementation.

While the PMO's primary focus is present-day project execution and the COE's focus is on product development and quality assurance support, the Long-Term Innovation (LTI) team has its eye on the future, driving innovation ideas worldwide. Innovation is curated within TriMas by driving a sustainable management process across three focus areas: product, process and social environments, resulting in a curiosity- and innovation-driven mindset throughout our global organization focused on the ideas of tomorrow. Our LTI team delivers an innovative lens to our products of the future by conducting extensive trend analysis, ensuring need-based solutions are incorporated in conceptual development. The LTI team also focuses on the processes in which we conduct business by driving the use of smart technology, leveraging tools that increase efficiencies via the collection and ease of data reporting.

Our COE is focused on delivering knowledgeable, data-driven designs and a systematic method of ensuring consistent, high-quality products through our various development cycles in partnership with New Product Development. The COE team uses simulation capability to conduct fast-turn design analysis to unlock rapid solutions. This enables

EcoVadis

EcoVadis is a global leader in business sustainability assessments, using international standards such as the UN Global Compact, International Labour Organization (ILO) conventions, Global Reporting Initiative (GRI) and ISO 26000. Its scorecard evaluates companies across 21 criteria in four areas: Environment, Labor & Human Rights, Ethics and Sustainable Procurement, offering evidence-based insights and a roadmap for continuous improvement.

In 2024, several of our businesses [achieved gold](#), silver or bronze EcoVadis ratings, showing our dedication and commitment to our environmental impact.



TriMas Packaging U.S.-based sites retained Gold level EcoVadis rating for 2024



Helping People Around the World

At TriMas, we believe everyone deserves the opportunity for a better life.

Through our end-use product applications, we aim to make a meaningful difference. Our portfolio supports a range of products designed to help improve lives and communities around the world. The following highlights a few examples of how our products contribute to a better society. Together, these applications illustrate how we make a meaningful impact every day, in every corner of the world.

Personal Care & Hygiene

Our wide range of dispensers and closures help deliver essential products like soaps, shampoos and hand sanitizers, promoting health, hygiene, and the reduction of germs and illness.



Life Sciences

We design innovative components used in medical, pharmaceutical and nutraceutical applications, from vascular and drug delivery devices to diagnostic tools and surgical instruments. Our solutions also ensure the secure sealing and dispensing of critical medicines, vitamins and dietary supplements.



Oxygen & Fire Suppression

We manufacture specialized cylinders used in emergency oxygen delivery, life-saving fire suppression systems and other safety-critical applications, helping protect lives in urgent situations.



Food & Beverage

Our closures, caps, dispensers and flexible packaging systems help protect and preserve food and beverages across complex global supply chains. These solutions extend shelf life, reduce waste and spoilage, and ensure essential nutrients reach the people who need them most.



Home Care & Sanitation

Our products are widely used on everyday household cleaners and disinfectants, as well as on commercial janitorial supplies, with options including child-resistant caps and closures for added safety.



Agriculture

Our dispensing and closure solutions support the safe and controlled use of agricultural and gardening products, helping enhance food production and sustainability around the globe.



Singolo™ Product Line



All-Plastic Dispensing Pumps

- Fully recyclable (95% polypropylene + elastomeric polyolefin spring; no metal)
- [Available in 2cc and 4cc doses](#)
- Compatible with a wide range of formulas and containers
- Customizable design with smooth, efficient actuation
- Features Water Shield Technology to preserve product integrity



All-Plastic Foaming Pump

- 100% plastic construction; metal-free for full recyclability
- APR-approved and PCR-ready
- High-performance [foam dispensing](#)
- Fully customizable (neck sizes, heads, colors)
- Supports sustainability and aesthetic branding
- Features Water Shield Technology to preserve product integrity



All-Plastic Airless Dispensing Systems

- Airless vacuum technology for product protection and shelf-life extension
- Precise, consistent dosing with minimal waste
- Made entirely from recyclable plastics
- Available in various sizes with personalization options
- Ideal for beauty and personal care markets



All-Plastic Treatment Pump

- Fully recyclable, mono-material polyethylene construction with proprietary bellow spring
- Metal-free, lightweight design
- Delivers precise dosing for a range of viscosities
- Premium, up-lock design with controlled dispensing
- Strong alignment with circular design principles



All-Plastic Pro-Line Dispensing Pump

- Designed for high-viscosity products
- Made from recyclable polyolefins with a hidden bellow spring
- 2cc dosage with stylish, ergonomic Perla actuator
- Combines premium look with eco-conscious design
- Features Water Shield Technology to preserve product integrity

PCR Products

Driven by our commitment to environmental responsibility, TriMas Packaging continues to expand the use of Post-Consumer Recycled (PCR) materials across a wide range of products. By incorporating PCR into our packaging solutions, we reduce reliance on virgin plastics and support the transition toward a more circular economy. Our teams are actively collaborating with customers

to identify PCR opportunities that align with brand goals, regulatory requirements and sustainability targets, while maintaining high performance standards. From closures and dispensers to jars and flexible packaging, our PCR-based offerings deliver the same level of quality, durability, performance and aesthetic appeal expected by consumers. This initiative is a key part of our ongoing efforts to design packaging that not only performs exceptionally but also contributes to a more sustainable future.

Our Sustainable Product Portfolio



100% Recyclable Jars

- Made entirely from polyethylene terephthalate or polypropylene – fully recyclable, mono-material
- Designed for hair care and beauty applications
- Durable, visually appealing and sustainable
- Customizable in size, color, finish and closure options
- Simplifies recycling without compromising aesthetics



Aseptic Tethered Caps

- Available in various formats: sport caps in push-pull and flip top options, as well as flat cap formats
- [Ideal for beverages](#) like juice, isotonic and energy drinks, water, and milk
- Functional and consumer-friendly tethered solutions, improving the recyclability
- Complies with the EU Single-Use Plastics Directive
- Supports circular economy and litter reduction



TaperStack™ Food Caps

- Patented interlocking, stackable design, 40% more caps per pallet
- 20% lighter than standard caps with airtight sealing
- Reduces packaging material, shipping costs and carbon footprint
- Now available with recyclable, paper-stream certified heat-seal liners



Tapered Wall Scoops

- Stackable, lightweight design maximizes shipment efficiency
- Reduces transportation emissions and cost
- Ideal for food and nutrition products
- Supports sustainable packaging goals



Bag-in-Box Flexible Packaging

- Lightweight, space-saving alternative to rigid containers and glass bottles
- Reduces packaging waste, transportation emissions and costs
- Outer cartons are made from 100% recyclable cardboard
- Easier to transport, store and dispose of



Child Resistant Caps

- Two-piece push-and-turn design for child safety and ease of use
- Reduced-plastic outer cap lowers carbon footprint
- Made entirely of polypropylene with a PCR option in the inner cap
- Patent-pending interlocking mechanism ensures secure sealing



IMF-5 In-Mold FLEXSPOUT®

- Closure is injection-molded into the pail lid and features a tamper-evident pull-ring
- Provides high security against counterfeiting and leaks
- Low-profile design enhances stackability and shipping efficiency



FS-38 Pull-Out Spout Closure

- Industrial-grade closure with three tamper-evident features: anti-back off, breakable bails and tamper-evident pull ring
- Made of durable polyethylene for secure transport
- Balances product security with environmental responsibility

Composi-Lok®4 Aerospace Fastener

TriMas Aerospace's latest advancement in the [Composi-Lok](#) threaded blind bolt Appendix series delivers:

- An enhanced flush-break design
- Installed weight savings of 12% to 15%
- Reduced overall aircraft weight
- Improved fuel efficiency



E-Commerce Friendly Packaging Solutions

As e-commerce continues to grow, fueled by consumers' demand for speed and convenience, packaging must be engineered to withstand the challenges of longer, more complex supply chains. With increased handling and multiple touchpoints, products require durable, leak-resistant packaging to ensure they arrive intact and undamaged. Traditionally, e-commerce fulfillment has relied on excessive secondary packaging, often adding up to five extra components per item, to safeguard goods, leading to increased material usage, waste and costs.



To address these challenges, TriMas Packaging, with support from Amazon, established in-house ISTA 6 test laboratories to evaluate and optimize packaging for e-commerce distribution. Our solutions comply with Amazon's stringent 'Frustration-Free Packaging' guidelines, ensuring both performance and sustainability. Our e-commerce-ready dispensing pumps and foamers, including those in the Singolo™ line, are specifically designed to protect product integrity throughout the shipping process, reducing or eliminating the need for secondary packaging. These solutions help reduce environmental impact, optimize supply chains and lower total costs for our customers.

Commitment to Quality, Innovation & Sustainability

At TriMas, we are dedicated to delivering excellence in product design, quality and execution, anchored by ethical business practices and a culture of continuous improvement.

Our focus on quality, innovation and sustainability drives long-term value and a competitive edge.



Quality & Operational Excellence

- Deliver products that meet or exceed customer requirements and expectations.
- Empower every employee to take ownership of product integrity and documentation accuracy.
- Conduct product testing, where applicable, to ensure compliance with safety and quality standards.
- Maintain a robust Quality Management System with clear policies, procedures and training.
- Promote shared responsibility and understanding of quality standards across all work areas.



Culture of Innovation

- Invest in, develop and acquire differentiated technologies to solve customer challenges.
- Collaborate closely with customers to design and deliver tailored technical solutions.
- Emphasize product and process innovation to enhance performance and efficiency.



Sustainability Integration

- Incorporate eco-friendly practices into procurement, design, testing and manufacturing.
- Develop lighter-weight, safer and more transport-efficient products that help reduce environmental impact.
- Align innovation efforts with circular economy principles to support long-term sustainability goals.

Through our commitment to quality, innovation and sustainability, TriMas continues to deliver value to our customers and uphold our responsibility to people and the planet.

Facility Certification Highlights



ISO 9001
ISO 45001
ISO 14001
ISO 50001



13485:2016



ISCC
International Sustainability
& Carbon Certification



BRCS
Packaging Materials



FDA
REGISTERED



FSSC 22000



CERTIFIED
CLASS 100,000
ISO 8
CLEANROOM



SQF



MedAccred
Administered by PRI



Accredited
Nadcap



ABS



AS9100D
CERTIFIED
ISO 9001

Product Safety and 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 way 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 utilizes a number of monitoring procedures to manage risks associated with the use of hazardous chemicals. Employees are trained on the hazards associated with each chemical prior to performing the job function and are provided periodic

refresher training thereafter. Training also includes proper use of Personal Protective Equipment (PPE) and proper handling and storage of hazardous chemicals. Supervisors ensure that equipment containing hazardous chemicals and associated ventilation systems are properly operated and maintained. Inventories of hazardous chemicals and wastes are tracked and maintained at the minimum levels necessary for manufacturing operations.

Periodic industrial hygiene monitoring is performed to ensure that employee exposure risk is below the most stringent levels set by occupational health and safety organizations, including the U.S. Occupational Health and Safety Administration (OSHA) and the National Institute for Occupational Safety and Health (NIOSH).



Partnering with Customers & Suppliers

At TriMas, we do more than deliver products and services; we focus on building lasting, meaningful partnerships with our customers, rooted in trust, collaboration and a shared vision 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.



Supply Chain

At TriMas, we partner with suppliers, vendors, contractors, consultants and other stakeholders who share our values and adhere to the principles outlined in our enhanced [Supplier Code of Conduct](#). This Code defines the behaviors, standards and practices we expect across our global supply chain.

Key areas covered in the Supplier Code of Conduct include:

- Legal and regulatory compliance
- Ethical business practices
- Employment and labor standards
- Health and safety
- Environmental protection and responsible sourcing
- Material compliance and conflict minerals



The Code promotes integrity and accountability, reinforcing the importance of corporate social responsibility in all supply chain activities. All suppliers are required to review and sign the Supplier Code of Conduct, acknowledging their commitment to ethical conduct, environmental stewardship and full compliance with applicable laws and regulations.

TriMas' global reach is supported by a flexible and responsible supply chain. We actively engage with our suppliers to ensure our sustainability efforts extend beyond our own operations, minimizing environmental and social risks while identifying opportunities for smarter material use and innovative, responsible 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 to amplify our presence through improved commercial strategies and partnerships to expand local access to our products that serve the packaging, aerospace and industrial markets.



Our Future

Our Future

At TriMas, we believe sustainability is not just a goal, it's a shared responsibility.

As we look ahead, we remain deeply committed to advancing meaningful environmental and social progress across every part of our business. This commitment is rooted in our responsibility to our people, customers, investors and the communities we serve, today and for generations to come.



We are taking a deliberate, metrics-driven approach to improve our environmental, social and governance (ESG) performance. With clear baselines in place and long-term targets established, we can measure what matters, act with purpose and hold ourselves accountable. As our journey continues, we will expand and refine these metrics to stay aligned with stakeholder expectations and the evolving global landscape.

Continuous improvement is part of our DNA. Guided by the Kaizen mindset, we're fostering a culture of learning, collaboration and best-practice sharing across all our locations. We are excited about the path forward and the opportunities ahead. We welcome our stakeholders to walk this journey with us, believing that partnership, transparency and dedication will lead to a real and lasting impact.

Thank you for your continued interest in TriMas. For questions or feedback regarding this report, please reach out to us at: sustainability@trimas.com.



TCFD Index

TriMas Task Force on Climate-Related Financial Disclosures (TCFD) Index

Governance

Organization’s governance around climate-related risks and opportunities.

a) Describe the Board’s oversight of climate-related risks and opportunities.

The [TriMas Board of Directors](#) has an active role in TriMas’ overall strategy and risk management activities, including reviewing at least annually, the Company’s corporate governance practices and sustainability strategy. In addition, the Board regularly reviews TriMas’ [Enterprise Risk Management \(ERM\) process](#) and results, which includes certain environmental, social, supply chain and governance matters. As part of the Company’s formal ERM process, the Board evaluates and discusses climate-related risks and their likelihood/impact, as well as mitigation plans, as needed. The Board also considers climate-related issues when reviewing and guiding strategy and major initiatives.

Concerning ESG matters, the Board exercises governance through its three key standing committees. The Governance and Nominating Committee (GNC) of the Board (as noted in its charter) most directly oversees sustainability reporting and receives a quarterly update presentation on sustainability from members of TriMas’ ESG Steering and Action Committees, including on matters related to climate change, long-term emissions and water intensity reduction targets, and key organizational opportunities and risks. The GNC is comprised of four independent members of the TriMas Board and supports the Board in its oversight responsibility for greenhouse gas reductions, energy optimization, waste minimization, enhanced product sustainability, and other matters related to sustainable operations.

The Audit Committee (as noted in its charter) reviews and discusses with management the adequacy and effectiveness of controls for related disclosures, as well as financial and accounting, compliance, information technology and security risks and mitigation efforts.

The Compensation Committee (as noted in its charter) oversees the Company’s efforts to ensure TriMas is seeking, developing, rewarding and retaining human capital appropriate to support the ongoing growth of the Company, drive business performance, foster diversity, equity, and inclusion across the organization, and support the successful execution of the Company’s strategy.

Disclosure Location: CDP Response C1.1; 2024 TriMas Sustainability Report, [pp. 14-17](#); TriMas ESG Committee Charter; GNC Committee Charter; Audit Committee Charter; Compensation Committee Charter

b) Describe management’s role in assessing and managing climate-related risks and opportunities.

TriMas’ Chief Executive Officer is the Chair of the [Environmental Social and Governance Steering Committee](#), which provides policy direction for the Company’s ongoing commitment to environmental stewardship, health and safety, social responsibility, corporate governance and sustainability. The ESG Steering Committee, consisting of the CEO, Chief Financial Officer, General Counsel, Group Presidents and other business leaders, meets quarterly to define ESG priorities, objectives, strategy and climate-related risks with the goal of further integrating sustainability into the Company’s strategy and operations. The Vice President of Sustainability, is the Chair of the Environmental, Social and Governance Action Committee, which implements the ESG directives set forth by the ESG Steering Committee through the establishment of policies, procedures and tracking mechanisms. The ESG Action Committee, consisting of cross-functional executives representing TriMas’ finance, human resource, investor relations, operational, continuous improvement, EHS, and legal functions, meets every month to monitor progress on ESG objectives, provide guidance at the operational level and develop action plans to manage risks and opportunities.

In addition, the TriMas management team, including team members at each TriMas business location, completes an Enterprise Risk Management Survey on an annual basis. The ERM Survey identifies more than 100 unique risks under a broad range of major categories, including External, Financial, Operational and Strategic Risks. Each unique risk is rated for both Impact and Likelihood. This survey includes many risk topics including climate-related, natural disasters, regulatory constraints, environmental issues and laws, social responsibility, sustainability expectations, workplace health and safety, and changing customer and consumer trends. The ERM Survey results are presented to the TriMas Board, along with risk mitigation strategies, as needed.

Disclosure Location: CDP Responses C1.2, C2.2; 2024 TriMas Sustainability Report, [p. 16](#)

Strategy

Actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material.

a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

TriMas’ ERM process ensures sound policies and practices are in place for the enterprise-wide management of the Company’s significant risks over the short, medium and long term. The time horizons detailed below capture TriMas’ experience and perspective associated with climate-related risks and opportunities:

- Short-term: 0-3 years
- Medium-term: 3-10 years
- Long-term: Greater than 10 years

Growth opportunities are identified in our strategic planning process, which includes new product and process developments. Our new product development process focuses on developing innovative products and solutions to help solve our customers’ most complex challenges, including reducing carbon emissions and addressing the impacts of climate change. Our product portfolio encompasses products with a short-, medium- or long-term life cycle, including products addressing the impacts of climate change, as highlighted in the [Our Products section of our 2024 Sustainability Report](#). We ensure our product and process development focuses on sustainable materials, sustainable sourcing, circular and sustainable products, products that encourage consumer recycling and lower carbon emissions, and reductions in process waste.

Per TCFD guidelines, climate-related risks and opportunities are categorized as transitional and physical. Transitional risks are associated with the global transition to a lower-carbon economy and may entail extensive policy, legal, technology and market changes to address mitigation and adaptation requirements related to climate change. Physical risks resulting from climate change can be categorized into acute and chronic. Acute physical risks refer to those that are event-driven, including extreme weather events. Chronic physical risks refer to longer-term shifts to climate patterns including changing weather patterns and rising mean temperatures and sea levels.

For a list of our identified climate-related risks and opportunities, including their relevant time horizons, refer to TriMas’ [Climate-Related Risks & Opportunities](#) at the end of this document.

To determine which risks and opportunities could have a material financial impact on our business, TriMas defines substantive financial or strategic impacts as those which materially and adversely affect our business, financial condition, results of operations or cash flows. At this point in time, we do not believe that climate-related risks are material to our operations, given our distributed business model, the location and diversity of our global manufacturing facilities, and our risk mitigation efforts.

Disclosure Location: CDP Responses C2.1 - C2.4; 2024 10-K Risk Factors, pp. 16-24; 2024 TriMas Sustainability Report: Our Products, [pp. 50-59](#)

b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.

Climate-related risks and opportunities influence our business and strategy across a multitude of facets. We believe sustainability includes innovating to provide more sustainable products and processes. Our strategic and operational decision-making is influenced by our commitment to reducing the environmental impact of our operations, including the reduction of our carbon footprint, air emissions, waste and water usage. We drive innovation toward increased lightweighting of products, material recycling and reuse, and sustainable solutions to accelerate decarbonization. TriMas is committed to environmental stewardship, ensuring that the Company operates our sites with a continued focus on minimizing impact in the communities where we do business through the reduction of greenhouse gas and other airborne emissions, increased renewable energy usage, reduction of waste through efficiency projects and increased recycling through the lifecycle of materials. Additionally, we are committed to holding our suppliers accountable to compliance with laws, ethical business practices and sustainability initiatives.

Our strategic planning process, which includes robust financial planning, is implemented within each TriMas business. This comprehensive process evaluates market attractiveness and our competitive positioning across our niche markets. Climate-related risks and opportunities are addressed through this strategy planning process and are integrated into our acquisition candidate process, as well. As an example, through our product engineering efforts, along with thoughtful acquisitions, we are growing our portfolio of differentiated products and solutions to support the transition to a low-carbon future. Additionally, our ERM process provides oversight of climate-related risk and is integrated with our strategic planning process.

Climate-related issues serve as an input to our financial planning and strategic processes in a number of ways, including:

- TriMas is constantly monitoring for climate-related opportunities (development of new products through research, engineering, customer feedback and innovation) which may result in increased revenues due to increased demand for products and services
- We continually evaluate emerging regulation and carbon pricing mechanisms and plan for potential increased direct and indirect costs, as well as monitor the potential impact of additional climate-related laws or regulations that could require new or additional environmental compliance expenditures, including increased energy and raw materials costs
- We evaluate the potential impact of climate-related issues on our supply availability, and frequently work to obtain commitments from multiple suppliers of key raw materials to ensure resilience against supplier or supply interruption
- We make capital investments and other expenditures to comply with laws and regulations related to pollution and protection of the environment, health and safety, as well as investments to help us advance our goals for emissions, waste and water usage
- We understand that transitioning to lower emissions technology could increase costs and lead to decreased asset values or useful life
- We continue to evaluate potential costs as the ongoing operation of our manufacturing plants is exposed to environmental risks and extreme weather events which may incur costs or liabilities in the future that could adversely affect us
- We consider that our access to capital may be impacted by sustainability/ESG reporting requirements, and increasing focus from investors, customers, employees and other stakeholders to disclose sustainability/ESG policies, practices and metrics

Disclosure Location: CDP Responses C2.3a., C2.4, C3.3, C3.4; 2024 10-K Risk Factors, pp. 16-24.

c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

As discussed in our [Environmental, Health & Safety Policy](#), the TriMas management team, and Board of Directors, are fully committed to improving our impact on the environment and reducing our greenhouse gas (GHG) emissions over time. We believe that TriMas and each of our global operations should continue to do our part to help limit global warming to less than 1.5 degrees Celsius in order to reduce the negative impacts on our ecosystems and human health. TriMas is committed to assessing its climate-related risks and opportunities with the goal of annually reducing our carbon emissions by continuously improving our manufacturing, procurement and product development processes.

Further, we maintain a robust process for assessing and responding to climate-related risks and opportunities, which are included in our [Enterprise Risk Management Process](#) (ERM) and shape our business and strategy. TriMas qualitatively evaluates climate-related scenarios when evaluating strategy and resiliency. We plan to perform an enhanced qualitative and quantitative climate-related scenario analysis in a future reporting period.

As such, we qualitatively assess the differing impacts of scenarios, however, given that our time horizon for planning only spans ten years, physical risks from climate change are largely determined as the amount of future global warming due to past emissions should not vary significantly over this time frame. As such, the change in the impact of the scenarios on our identified climate risks and opportunities is not expected to be significant. In terms of transition risks, under a low-carbon economy scenario, the stricter regulations on greenhouse gas emissions and energy management over the next decade should drive TriMas to increase investment in research and development on low-carbon energy-related opportunities, look for additional efficiency upgrades to our facilities and further diversify our energy mix beyond what would be expected under a business-as-usual scenario. As part of our ERM process, we continually evaluate changing regulations and policies in the jurisdictions in which we operate and can adjust our climate strategy as needed. We plan to engage in a more detailed, quantitative scenario analysis in the future to gain a better understanding of the impact on our identified climate-related risks and opportunities.

Disclosure Location: TriMas Environmental, Health & Safety Policy; CDP Response C3.2

Risk Management

How the organization identifies, assesses, and manages climate-related risks.

a) Describe the organization's processes for identifying and assessing climate-related risks.

Our climate-related risks and opportunities are grounded in the TCFD framework to ensure we holistically identify potential risks and opportunities. We evaluate expert opinions and review leading industry practices to ensure our perspective is broad enough to capture risks and opportunities which may be relevant for further assessment. As part of this process, TriMas reviews data analysis from internal and external sources, stakeholder feedback, and industry benchmarks and standards. We continually evaluate our risk and opportunity identification and refinement process to ensure it is up to date with the latest scientific, regulatory and market developments.

TriMas uses our formal, annual ERM survey process to identify and assess enterprise risks, including climate-related risks. Process participants include senior executives, including the Chief Executive Officer, Chief Financial Officer, General Counsel, Chief Human Resources Officer and Group Presidents, among others. Using this comprehensive approach to anticipate, identify, prioritize and manage climate-related risks to our organization, climate-related risks are evaluated on whether they could impact the achievement of our business objectives, including strategic, operational, financial, human capital and compliance. TriMas’ Board of Directors reviews the results of this annual ERM process, and the Board’s GNC receives quarterly updates on environmental and climate-related risks for the Company.

Disclosure Location: CDP Response C2.2; 2024 TriMas Sustainability Report, [p. 16](#)

b) Describe the organization's processes for managing climate-related risks.

TriMas’ management of identified climate-related risks is incorporated into our ERM framework, which is an integrated, multi-disciplinary company-wide risk management process. We consider potential current and future risks under identified time horizons for action. We prioritize the management of the most material risks based on their potential financial or strategic implications, their likelihood to occur, and how relevant they are to our stakeholders both internally and externally. TriMas’ management team then works to manage and mitigate potential risks that may impact the business. TriMas’ ESG Action and Steering Committees, informed by location-based Environmental, Health and Safety (EHS) teams, monitor and manage enterprise-wide environmental compliance, including climate-related processes, through policies, procedures and reports as needed, while communicating with the executive team and Board of Directors. Additionally, due to TriMas’ distributed operating structure, business leaders are responsible for measuring, managing and working to reduce the environmental impact of their operations in support of [TriMas’ environmental targets](#). This structure allows each business to drive initiatives that support its most important business strategies. Each business works to reduce energy usage, water usage and waste generated, while improving overall operational efficiency. Each business regularly tracks and measures the progress of these initiatives, which is reported to leadership.

Disclosure Location: CDP Response C2.2; 2024 TriMas Sustainability Report, [p. 16](#)

c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.

TriMas implements appropriate measures to manage climate-related risks within our ERM process, which is prepared by our General Counsel and overseen by our Chief Executive Officer, and is reported to the Board of Directors. Each risk is evaluated and a determination is made as to whether it is possible to avoid, reduce, transfer, or accept and manage the risk. We assign roles and responsibilities for risk management across all levels of the organization and these processes are overseen and supported by operational leadership throughout TriMas. We report on our climate-related risks and risk management activities to our Board and management team. We monitor and review the effectiveness of our risk management actions through our metrics, targets, business leadership input and strategy, and adjust the risk treatment, as necessary.

In addition, our EHS Management programs align with many of the ISO 14001 and 45001 principles and reflect our commitment to conducting business in a safe and environmentally responsible and sustainable manner. These programs meet or exceed compliance with applicable laws and regulations to promote continuous improvement in our operations. All facilities worldwide work towards consistent goals, applying the same metrics and identifying and sharing best practices. Key performance indicators are reported to our management team and senior business leaders on a regular basis.

Disclosure Location: CDP Response C2.2; 2024 TriMas Sustainability Report, [p. 16](#)

Metrics and Targets

Metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process

TriMas uses a set of metrics and targets to measure and manage our climate-related risks and opportunities. Our metrics and targets are aligned with our climate strategy and risk management process. TriMas tracks the following metrics relevant to climate-related risks and opportunities: GHG emissions (Scope 1 and Scope 2), Energy Consumption, Electricity, Water Withdrawn, Air Emissions and Waste. By tracking our performance across these metrics and working toward our targets, we believe we can achieve our sustainability vision and mitigate our environmental impact and climate change risk.

Annual reviews regarding contributions to climate-related improvement projects and processes may also form part of the annual performance review process, depending on an individual’s role in the organization. Management is focused on continually improving performance including commercial, quality, EHS, worker safety, climate and other sustainability metrics.

We also work hand in hand with our top customers to support climate action and reduce GHG emissions. These partnerships and commitments are directly linked to our overall sales and performance, which is further tied to incentives for executive leadership, business groups and individual contributors. Sustainability and climate-related matters form part of the corporate EHS and operations strategy and performance, as well as location-based profitability, through TriMas’ ability to meet customer sustainability expectations. Similarly, our product development teams and operational leadership are recognized for developing new, innovative products and improving manufacturing processes that reduce our climate impact.

Disclosure Location: 2024 Sustainability Report, [pp. 36-46](#), for updated 2024 metrics

b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks

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. TriMas operates diverse businesses that employ a variety of different production processes and raw materials, serving a broad set of end markets globally. TriMas’ manufacturing facilities use energy, including electricity and natural gas. As these facilities emit greenhouse gases, the resultant emissions may be subject to carbon pricing or regulation. In addition, we may be exposed to increased energy, transportation and raw material costs requiring us to expend more on additional investments in assets to enable organizational growth. TriMas evaluates and manages the risks associated with emitting greenhouse gas emissions through tracking and working to reduce our emissions, where possible.

TriMas has disclosed the following GHG emissions starting with 2019:

GHG Emissions	(in metric tons CO ₂ e)	2024	2023	2022	2021	2020	2019
Total Scope 1		19,188	20,559	19,593	17,414	17,472	21,345
Total Scope 2		66,543	65,028	62,894	65,528	67,808	65,192
Combined Scope 1 and 2		85,732	85,587	82,487	82,942	85,280	86,537
Total Scope 3		Evaluation in progress	Not disclosed	Not disclosed	Not disclosed	Not disclosed	Not disclosed
TriMas Consolidated Net Sales	(in millions)	\$925.0	\$893.6	\$883.8	\$857.1	\$770.0	\$723.5
Scope 1 and Scope 2 Intensity	(in metric tons CO ₂ e/USD of Net Sales in 000's)	0.093	0.096	0.093	0.097	0.111	0.120

Intensity figures are calculated as the global combined Scope 1 and 2 metric tons CO₂e emissions per unit of total sales in thousands.

We do not currently report on Scope 3. However, we plan to undertake a Scope 3 assessment of our value chain to confirm the most relevant and material categories.

Disclosure Location: 2024 Sustainability Report, [pp. 40-41](#), for updated 2024 metrics by segment and region; CDP Responses C2.2a, C6.1, C6.3, C6.5 and C6.10

c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

TriMas manages climate-related risks and opportunities, and assesses the Company's performance, by tracking progress against environmental targets for 2030, using intensity-based metrics (normalized for sales) and a baseline year of 2019:

- 30% reduction in Scope 1 and Scope 2 GHG emissions intensity
- 45% reduction in water withdrawn intensity

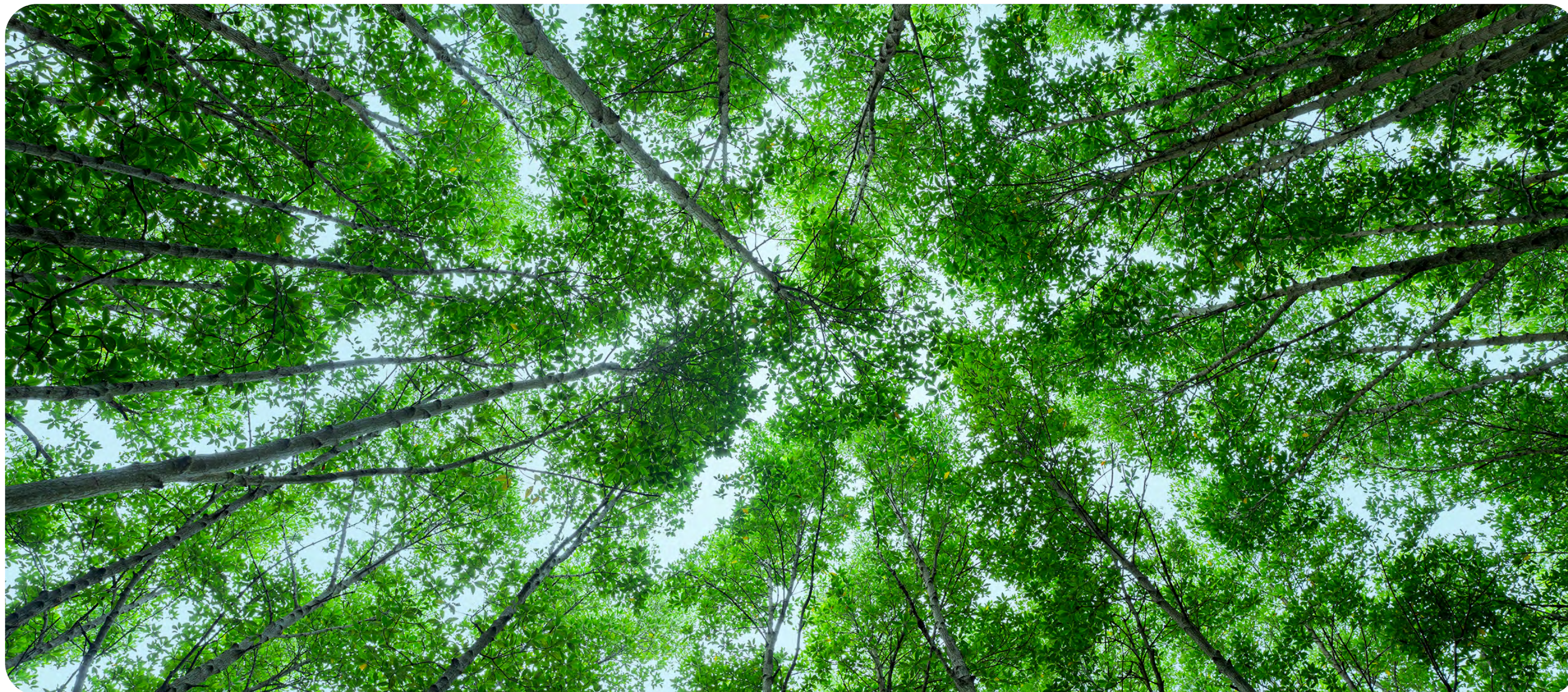
Since 2019, we have reduced our Scope 1 and 2 GHG emissions intensity by 22.5%, reducing absolute emissions slightly despite sales growth of 27.9%.

[Additional goals](#) may be found in the 2024 Sustainability Report.

Disclosure Location: 2024 Sustainability Report, [p. 11](#)

TriMas’ Climate-Related Risks & Opportunities

Category	Description	Time Frame
Physical Risks		
Acute & Chronic	Increased operating costs and/or reduced revenues due to supply chain disruptions from extreme weather events	Short-term
Acute	Reduced revenues and/or increased operational costs due to facility and operational business disruptions from acute hazards with limited resiliency options	Medium-term
Acute	Increased capital costs due to asset damage from acute climate-driven events	Medium-term
Transition Risks		
Policy & Legal	Increased direct and indirect costs due to carbon pricing mechanisms	Short-term
Policy & Legal	Increased costs, including capital and operational expenditures, related to compliance with current and emerging climate-related regulations, GHG reporting requirements and mandates on products	Medium-term
Technology	Increased capital and operational costs to develop new technology and processes or incorporate new types of materials or market offerings	Medium-term
Reputation	Reduced investment and/or market valuation due to loss in reputation from inadequacy of climate action to reduce the carbon intensity of business or inability to bring solutions for greater climate change	Medium-term
Market	Impact of changing customer or consumer behavior	Medium-term
Opportunities		
Resource Efficiency	Use of more efficient production and distribution processes	Short-term
Resource Efficiency	Reduced operating costs from more efficient use of resources (energy sources, raw materials)	Medium-term
Products & Services	Increased revenues and investment due to demand for lower emissions products	Medium-term
Resilience	Enhanced reputational benefits from new products that enhance sustainability	Medium-term



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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