



## Environment, Health and Safety Policy

TriMas' commitment to Environment, Health and Safety (EHS) is a core element of the TriMas Business Model, and embedded in our culture is a drive for perfect safety, continuous improvement, efficiency and waste reduction. Nothing is more important to TriMas than the health, safety and well-being of our employees. Our management team, employees, contractors and suppliers are all responsible for safety and compliance with all applicable regulations and standards. TriMas considers government regulations to be a minimum requirement, and we strive to continuously improve our workplace, the communities in which we live and work, and our impact on the environment.

### EHS Guiding Principles

We believe that our commitment to investing in and managing our operations in a safe and environmentally responsible manner will maximize value for our employees, our customers, our shareholders and the community. To achieve this objective, TriMas believes in the following guiding principles, applicable at all TriMas and subsidiary locations, as well as suppliers, vendors and other business partners:

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

As we continue the journey toward a more sustainable future, TriMas respects our role as good stewards of the environment for future generations and recognizes our responsibility to all of our stakeholders.

### Health & Safety

Our first responsibility every day is the safety and health of our employees. TriMas' leadership teams proactively assess risks to health and safety through facility audits, risk mitigation processes, communication, training and teamwork. We are committed to engaging our employees to continually improve safety and health by acting upon opportunities to reduce risk and improve our safety and health performance. Safety Committees at TriMas locations are comprised of both salaried and hourly employees, which is key to maintaining open communication, identification of risks and the sharing of ideas. TriMas' Health & Safety goals include managing risk and minimizing hazards with the goal of zero lost time incidents, providing a healthy work environment, complying with health and safety regulations, protecting TriMas property from accidental loss and promoting the safe use of TriMas products.

Safety performance data is a key metric used for identifying initiatives to strengthen our safety culture and ensure a safe workplace for our employees, contractors and visitors. Each lost time incident is investigated and immediately escalated to TriMas' senior management across our Company to ensure lessons learned are shared, and future preventive countermeasures are implemented. Safety performance data, including injuries and accidents for all TriMas employees, are compiled into a monthly report which is reviewed by the leadership team and then communicated to the TriMas Board of Directors on a quarterly basis.

TriMas is committed to the health and safety of its customers. We follow industry best practices and regulatory guidelines to ensure our products are safe for their intended use. Our quality control processes include rigorous testing and inspections to identify and mitigate potential hazards. We collaborate with our partners on design, installation, and use of our products to ensure our customers and downstream users are informed on proper usage and any associated risks as applicable. Customer feedback is closely monitored, and any safety concerns are promptly addressed. TriMas' goal is to deliver products that meet the highest standards of safety and quality, ensuring our customers can use them with confidence.

## Environment & Climate Change

Across all TriMas businesses, we strive for responsible use of natural resources and sustainable practices to preserve our environment. We are committed to taking appropriate measures to minimize the environmental impact of our operations and help ensure our manufacturing, transportation and waste disposal activities are consistent with the protection of the environment. The reuse and recycling of all resources, effective waste management, reduction of emissions, and the conservation of energy and water are the foundation of our environmental programs, and we will continually work to enhance all of our metrics in these areas as we move forward.

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 2 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. TriMas management is incorporating the identification, assessment and management of climate-related risks into our global enterprise risk management process, which is annually reviewed by the Board of Directors.

TriMas leadership has invested in applications and processes to capture and measure the variables that lead to greenhouse gas emissions, waste and energy consumption, in order to best manage our continuous improvement goals and evaluate investments to facilitate reductions in these areas. The majority of our annual capital investments have some form of energy improvement component, whether through process design, energy consumption or logistics savings. Our key environmental metrics are presented annually to the Board of Directors.

TriMas is committed to responsible water stewardship, placing particular emphasis on our operations located in high water stress areas. We do this by minimizing water use in our facilities, collaborating for industry-wide solutions, and continuously improving our water footprint. Progress is reviewed annually as part of our environmental management system overseen by the Board.

TriMas recognizes that protecting natural habitats and preserving endangered species are key elements in conserving biodiversity. TriMas demonstrates its commitment to supporting biodiversity by ensuring that it is considered in the management of our existing business locations and in acquisition or construction of new business locations.

TriMas proactively manages air emissions across our value chain with the objective of annual reductions through capital investments in abatement technologies, cleaner energy sources and efficient logistics. Identification, mitigation and reporting of air pollution risks are integrated into our global environmental programs and reviewed by executive leadership.

TriMas is dedicated to increasing our annual use of sustainably-sourced, recycled and non-toxic materials and chemicals. All new materials undergo comprehensive environmental, health and safety screening against our restricted substances criteria to ensure use of the least hazardous alternatives that meet product performance requirements. Adopting green technologies through research, innovation and supplier partnerships allows us to continuously improve the environmental profile of our material inputs as overseen by cross-functional product stewardship teams.

TriMas is implementing waste management practices at each location aimed at annually increasing waste diversion from landfills through source reduction, reuse, recycling and proper disposal. Audits and shared best practices identify recycling opportunities with the goal of minimizing environmental impacts from hazardous and non-hazardous waste streams.

Additionally, TriMas recognizes the importance of responsible product end-of-life management and takes proactive measures to reduce environmental impacts. We design our products with recyclability and disassembly in mind, facilitating the recovery and reuse of valuable materials. TriMas works closely with our industrial partners as well as recycling and waste management subject matter experts to ensure proper handling and processing of our products at the end of their useful life. Through these actions, TriMas promotes a circular economy approach. Furthermore, TriMas actively participates in industry-wide initiatives and collaborates with relevant stakeholders to develop and implement best practices for product end-of-life management, contributing to the overall reduction of waste and environmental impact.

## Audits

TriMas' annual EHS audits help ensure that our facilities meet all 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 review by a non-location member of the EHS group. To promote continuous improvement, best practices are identified and shared across the organization. We also recognize facilities and their employees through the TriMas Environment, Health and Safety Award Program. In addition to health and safety, social responsibility and continuous improvement measures, the locations are evaluated on a consistent set of environmental practices related to environmental management systems, water discharge, waste programs, air and emissions, regulatory compliance and emergency preparedness.

In order to provide a consistent global framework, and as part of TriMas' ongoing drive for overall operational excellence, the International Organization for Standardization (ISO) 14001 Environmental Management System (EMS) is used as the base of the TriMas EMS system. As a result, 100% of our locations operate to the ISO 14001 Environmental Management System standard and have second party reviews of their systems. In addition, many of our manufacturing sites are certified to the ISO 14001 standard by third party registrars. TriMas also promotes the use of the ISO 45001 Occupational Health and Safety Management Systems standard, and is seeking to operate to the ISO 50001 Energy Management System standard in our locations over time.

## **Training**

Each manufacturing location trains employees on various environment, health and safety topics that are relevant to the location's operations. Such training may include emergency preparedness and response, personal protective equipment, fire prevention, ergonomics and safe lifting, fall prevention, machine safety (lock out and tag out), chemical safety, hazardous waste management, material handling, minimizing waste and environmental responsibility. EHS training begins as part of new hire orientation. It continues throughout the employee's career using a wide variety of methods, including safety talks, presentations, on-line and specialized courses, hands-on activities and drills, and professional development conferences for employees responsible for guiding EHS programs at the individual sites.

## **Responsibilities & Oversight**

Oversight of our EHS initiatives, as well as TriMas' Environmental Management System (EMS), are managed by TriMas' Senior Director, ESG, who reports directly to our Chief Executive Officer. In addition to overseeing our global EHS programs and environmental management system, and working closely with our business and facility leaders, this function is also responsible for leading the efforts related to establishing, measuring and improving key environmental and safety metrics. TriMas has also established a formal Environmental, Social & Governance Committee made up of cross-function executives, and consisting of a Working Committee and Steering Committee. TriMas' ESG Committee assists the Governance and Nominating Committee of TriMas' Board of Directors in fulfilling oversight responsibilities with respect to TriMas' ESG efforts. As the ESG Steering Committee Chairperson, TriMas' President and CEO, as well as other Committee members, provide quarterly updates related to governance, social, and environmental and climate-related initiatives, risks and opportunities to the Board Governance & Nominating Committee.

At TriMas, we believe that everyone shares the responsibility to ensure the protection of our environment and the safety of our employees. Communicated directly by our CEO and leadership team, improvements in EHS and Sustainability are identified as two of TriMas' Annual Goals which are displayed on posters at each facility, and the TriMas executive leadership team has Sustainability progress as one of its identified performance goals.