

2023 SUSTAINABILITY UPDATE

TriMas

TABLE OF CONTENTS

Message from our CEO 3

Sustainability Approach 4

Sustainability Targets & Goals 7

Environmental Metrics 8

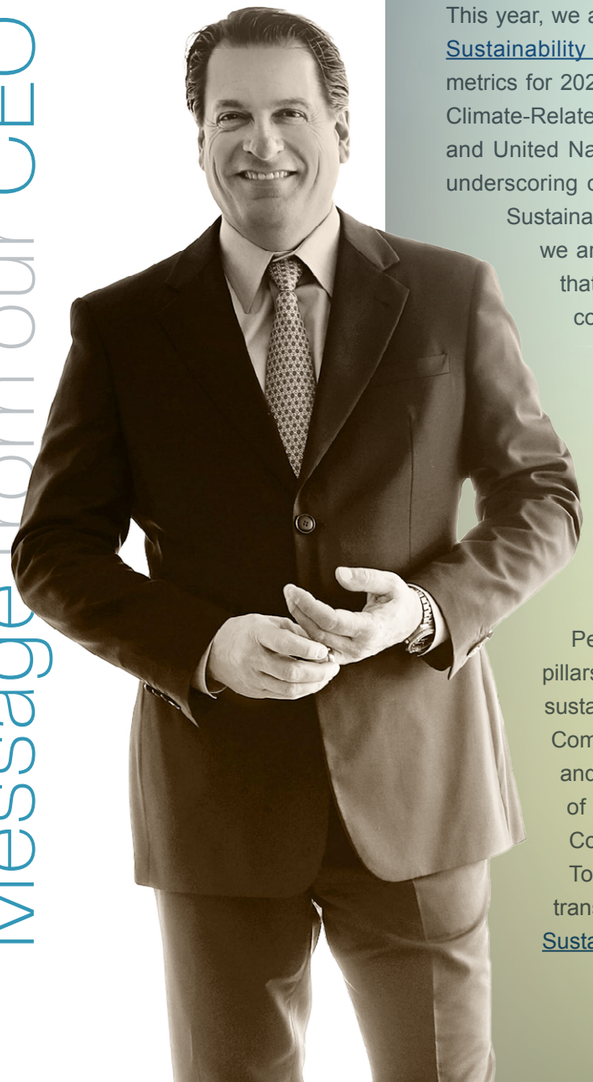
Workforce Metrics 19

Our Future 23

TCFD Index 25

TriMas

Message from our CEO



As we continue to navigate the complexities of today's business landscape, sustainability remains at the forefront of our strategic priorities. I am pleased to share our latest sustainability update, highlighting our unwavering commitment to environmental stewardship, social responsibility and economic resilience.

This year, we are building upon our comprehensive 2022 Sustainability Report to share with you our updated metrics for 2023, as well as our inaugural Task Force on Climate-Related Financial Disclosures (TCFD) response and United Nations Global Compact (UNGC) roadmap, underscoring our full alignment with the United Nations Sustainable Development Goals (SDGs). Together, we are building a more sustainable future—one that balances growth with the well-being of our communities and natural resources.

In 2023, we continued to gain traction in our sustainability efforts across multiple fronts. I am proud of the meaningful progress we have achieved and look forward to the next steps in our journey. Our sustainability initiatives continue to be organized around four key pillars: Governance & Ethics, People, Environment and Products. These pillars provide the framework for managing our sustainability priorities and enterprise initiatives. Company leaders, including our ESG Steering and Action Committees, and the TriMas Board of Directors' Governance and Nominating Committee, oversee key goals and metrics. To further our commitment and enhance transparency, we recently introduced our initial Sustainability Targets.

We are dedicated to being responsible stewards of the environment and have implemented several measures to reduce our carbon footprint and preserve natural resources. We continue to enhance our environmental data collection system, enabling us to monitor and disclose critical environmental metrics, including Scope 1 and Scope 2 emissions, energy usage, air emissions, water usage, and waste data, with detailed breakdowns by geographic region and business group. Looking ahead, we remain committed to refining our disclosures and improving our metrics to further improve our environmental performance. Additionally, we have released our inaugural CDP report, which includes our climate-related financial disclosures and risk assessments.

We are committed to fostering a culture of diversity, inclusion, respect and equal opportunity in the workplace, empowering our employees to reach their full potential regardless of their differences. We embrace new ideas to enhance our business and believe that inclusion, acceptance and continuous learning are values that unite and strengthen our team. Additionally, we continue to support the communities where our employees live and work through the efforts of our TriMas Foundation, our corporate charitable giving program, further reinforcing our commitment to social responsibility.

We are committed to relentlessly pursuing product and process innovations that reduce energy consumption, minimize waste, enhance recyclability and lower operational costs. We proudly celebrate the advancements we have made in developing more sustainable product solutions. Our team of global engineers and designers continually strives to create more sustainable products and processes for our customers. Supported by strong customer relationships, a global and flexible manufacturing footprint, leading technological innovations and socially responsible practices, we focus on helping customers find the most innovative solutions to achieve their business objectives sustainably.

While I am incredibly proud of the progress we have made, I am even more excited about the long-term impact of our initiatives. Looking ahead, I believe TriMas is better positioned than ever to create lasting value for our customers, employees and shareholders, while also benefiting the communities where we live and work. Thank you for your interest in TriMas, and a heartfelt thank you to our dedicated team who embody and uphold our values and culture every day.

Thomas Amato
TriMas President and CEO
TriMas Board Member

TriMas



Sustainability Approach

At TriMas, we view sustainability as both a core responsibility and a strategic priority, integral to every facet of our business.

We continue to advance our sustainability goals through robust governance practices, well-defined policies, dedicated people, efficient processes, innovative technology and our comprehensive TriMas Business Model.

OUR SUSTAINABILITY STRATEGY

We have structured our sustainability efforts around four key pillars: Governance & Ethics, People, Environment and Products. These pillars guide our sustainability priorities and enterprise initiatives, with key goals, metrics and risks overseen by company leaders, including our ESG Steering and Action Committees and our Board of Directors.

Our commitment is to embed our ESG strategy throughout the company, while steadfastly adhering to our core principles and values — including integrity and doing what is right in every aspect of our business. Over the past year, we have made significant strides in advancing our ESG strategy.



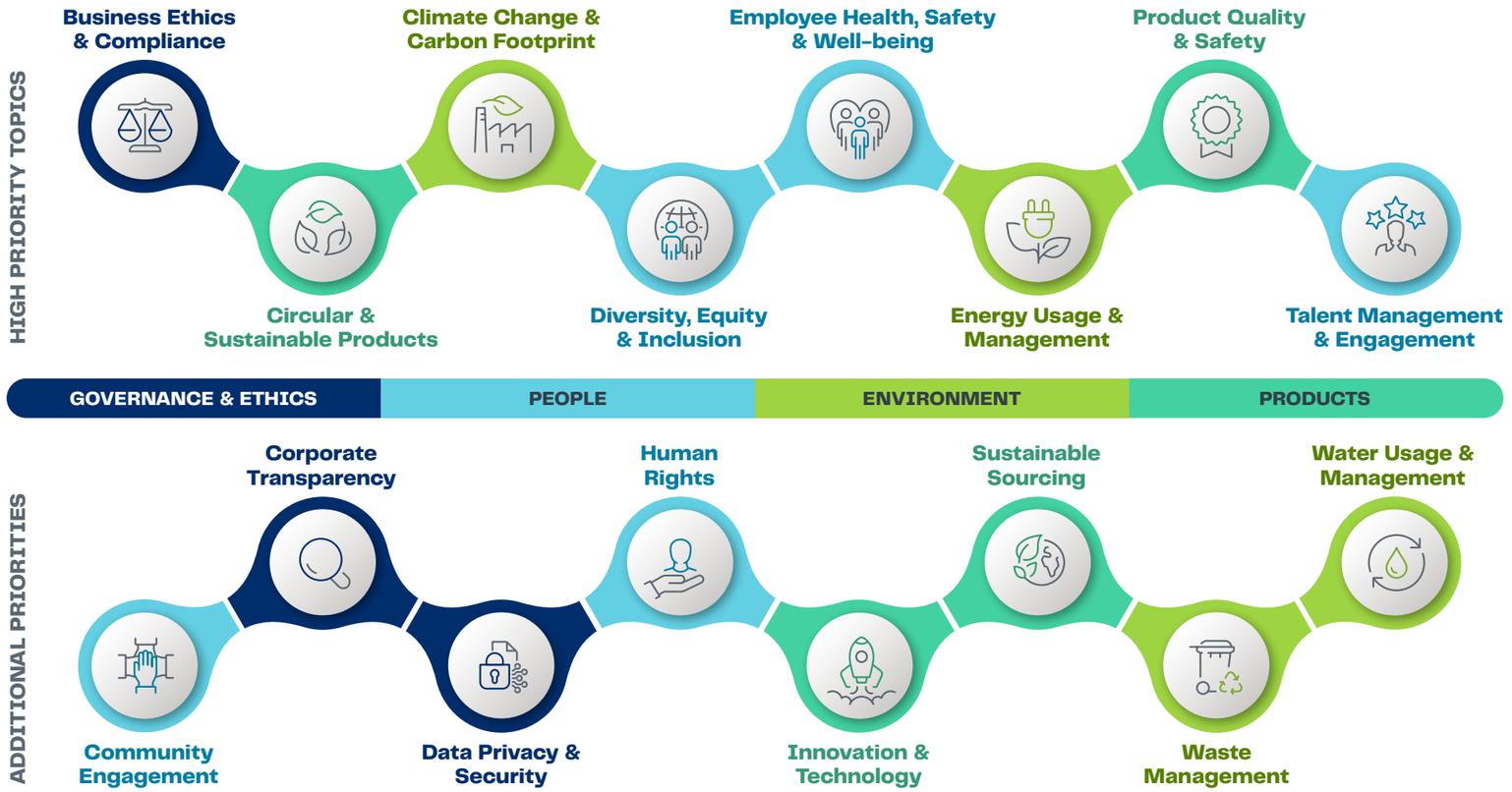




We remain committed to addressing the sustainability topics that hold the greatest relevance, importance and impact for our customers, our business, society and the environment.

While sustainability encompasses many aspects, the following graphic highlights TriMas' top priority areas within our four pillars: Governance & Ethics, People, Environment and Products.

SUSTAINABILITY PRIORITIES



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 reduce 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.

BOARD REVIEW OF RISK AREAS



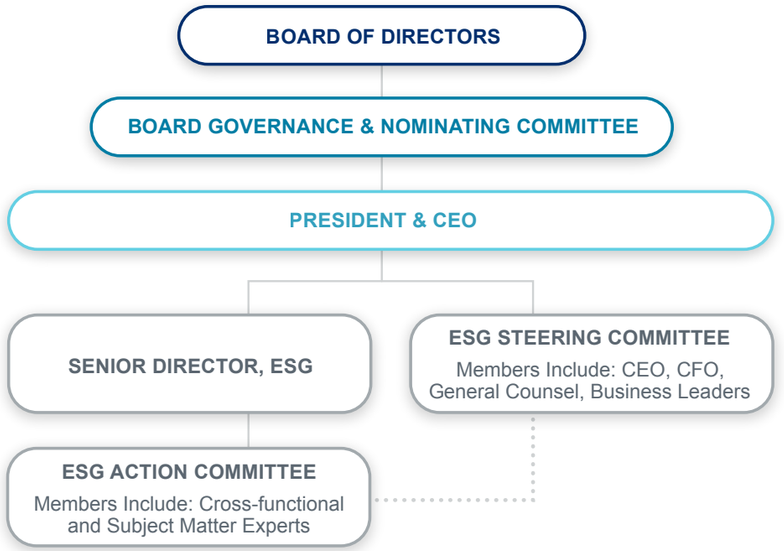
ENVIRONMENTAL, SOCIAL AND GOVERNANCE OVERSIGHT

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.

ESG REPORTING STRUCTURE



TriMas is committed to integrating sustainability into every aspect of our operations.

By focusing on innovation, efficiency and responsible practices, we aim to not only meet current environmental and social challenges but also to create lasting value for our stakeholders and communities. Our journey toward sustainability underscores our dedication to continuous improvement and responsible corporate citizenship.

TriMas



Sustainability Targets & Goals

To support our commitment to transparency, we are pleased to present our targets and goals. Building on our historical progress, we are excited to share 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

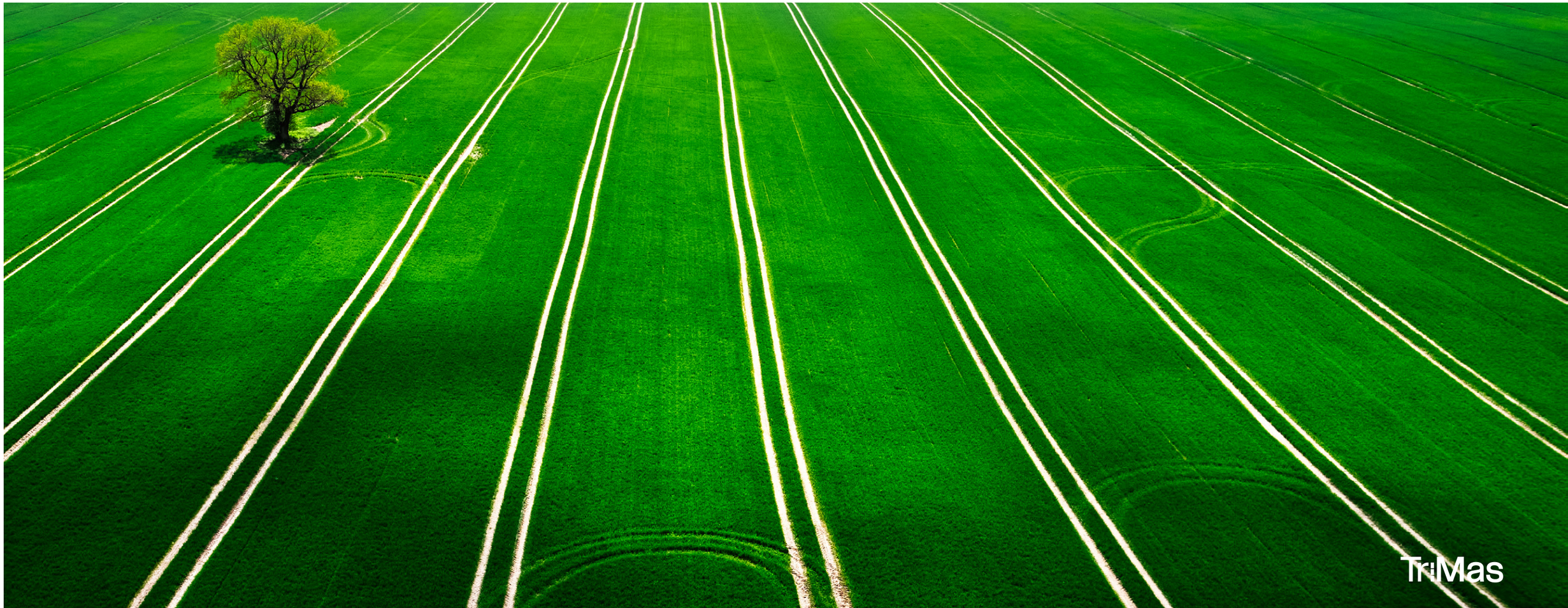
ETHICS & WORKFORCE

- 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

ENVIRONMENTAL METRICS



At TriMas, we are committed to responsible stewardship of natural resources and advancing sustainable practices to safeguard the environment.

We strive to minimize our operational footprint through efficient waste management, resource reuse and recycling initiatives. Our focus includes reducing emissions and waste, conserving energy and water, and continually enhancing our sustainability efforts across our businesses.

DATA COLLECTION PROCESSES

In 2023, we made significant progress in collecting and analyzing environmental metrics across TriMas. Building upon our first year of data aggregation and public disclosure in 2022, we have enhanced our data collection processes, incorporated additional metrics, and set targets and goals for the future. This increased visibility allows us to make more informed decisions and take further actions to reduce our environmental impact over time.

Data collection begins at the local level, utilizing third-party utility invoices, purchasing records, and internal consumption data. This information is captured monthly using a standardized set of TriMas definitions and units of measure, based on 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 will continue to refine our data collection and review processes, while continuing to supplement our initial environmental metrics with additional relevant data sets.



2023 RESULTS

At TriMas, we design, develop and manufacture a broad range of products primarily for the consumer products, aerospace and industrial markets through our TriMas Packaging, TriMas Aerospace and TriMas Specialty Products groups. Our operations span diverse industries, employing a variety of production processes and materials to serve our customers globally. This diversity influences TriMas' environmental metrics, which can vary annually due to production and volume changes across our businesses.

In 2023, we saw a modest increase in total TriMas sales, with significant growth in TriMas Aerospace and TriMas Specialty Products, and a decline in TriMas Packaging. We also integrated three acquisitions into our portfolio, further diversifying our business. Despite these fluctuations, our commitment remains steadfast: preserving the environment and advancing sustainability initiatives, regardless of our sales distribution.

Reflecting on our growth and advancements in 2023, we are particularly proud to highlight the following accomplishments:

- **Reduced Water Withdrawn Intensity 43%** from the 2019 baseline to 2023
- **Decreased Scope 1 and Scope 2 GHG Emissions Intensity 20%** from the 2019 baseline to 2023
- **Reduced VOC Emissions by 10%** since 2019 with none of our manufacturing locations considered a major air emission source
- **Disclosed metrics for both Hazardous and Non-hazardous Waste** for the first time
- **Committed to annual reporting to CDP**, including our inaugural submission
- **Enhanced our climate-related risk and opportunity assessment**, including the completion of the Task Force on Climate-Related Financial Disclosures (TCFD) framework
- TriMas Packaging's U.S. locations were **awarded the EcoVadis Gold Medal**

Energy

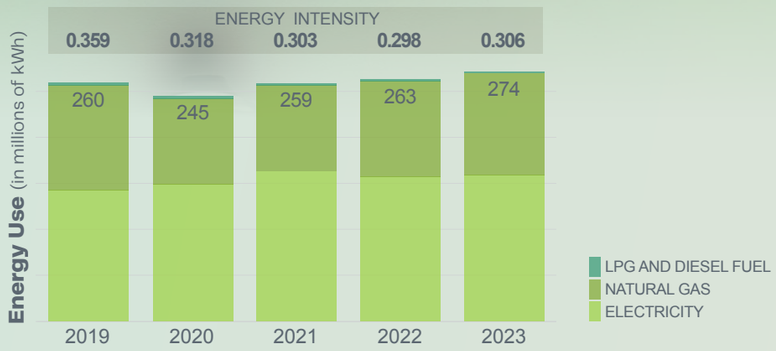
METRICS BY SEGMENT						
All figures in millions, except intensity-based figures.	**Units**	**2019**	**2020**	**2021**	**2022**	**2023**
TriMas Consolidated Net Sales	USD	$723.5	$770.0	$857.1	$883.8	$893.6
Electricity	Kilowatt Hours	142.7	149.0	163.0	157.0	159.0
TriMas Packaging		83.3	91.7	103.4	98.3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

[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.

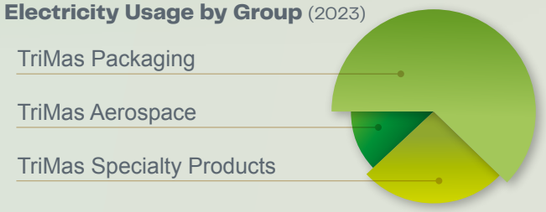


METRICS BY REGION						
All figures in millions, except intensity-based figures.	**Units**	**2019**	**2020**	**2021**	**2022**	**2023**
TriMas Consolidated Net Sales	USD	$723.5	$770.0	$857.1	$883.8	$893.6
Electricity	Kilowatt Hours	142.7	149.0	163.0	157.0	159.0
North America		95.0	96.1	102.7	109.2	108.1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

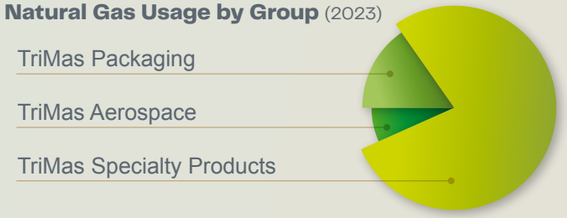
[1] *Other consists of LPG and diesel fuel.*
The above metrics are based on management's review of third-party invoices and internal consumption data.



Electricity Usage by Group (2023)



Natural Gas Usage by Group (2023)



Carbon Footprint



METRICS BY SEGMENT						
	Units	**2019**	**2020**	**2021**	**2022**	**2023**
TriMas Consolidated Net Sales	USD (*in millions*)	$723.5	$770.0	$857.1	$883.8	$893.6
Total Scope 1 GHG Emissions[1]	Metric Tons CO_2e	21,345	17,472	17,414	19,593	20,559
TriMas Packaging		3,281	2,521	2,703	3,490	3,279
TriMas Aerospace		1,279	1,153	1,135	1,337	1,438
TriMas Specialty Products		16,785	13,798	13,576	14,765	15,842
Total Scope 2 GHG Emissions	Metric Tons CO_2e	65,192	67,808	65,528	62,894	65,028
TriMas Packaging		38,308	41,926	42,331	40,856	40,727
TriMas Aerospace		4,681	4,775	4,537	4,739	5,325
TriMas Specialty Products		22,202	21,107	18,661	17,299	18,976
Total Scope 1 and 2 GHG Emissions	Metric Tons CO_2e	86,537	85,280	82,943	82,487	85,587
TriMas Packaging		41,589	44,447	45,033	44,346	44,006
TriMas Aerospace		5,960	5,928	5,672	6,076	6,763
TriMas Specialty Products		38,987	34,905	32,238	32,064	34,818
Scope 1 & 2 GHG Emissions Intensity	Metric Tons CO_2e/USD of Net Sales 000's	0.120	0.111	0.097	0.093	0.096

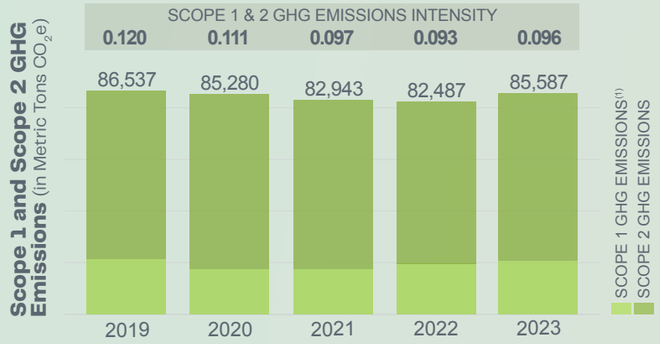
[1] *Includes Refrigerants, which are less than 1.3% of Scope 1 GHG Emissions.*
The above metrics are based on management's review of third-party invoices and internal consumption data.

TriMas



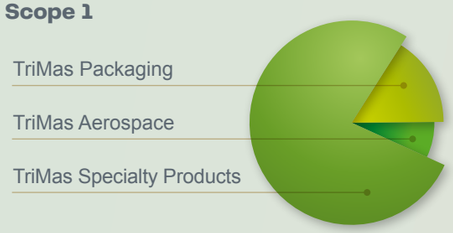
METRICS BY REGION						
	Units	2019	2020	2021	2022	2023
TriMas Consolidated Net Sales	USD (*in millions*)	$723.5	$770.0	$857.1	$883.8	$893.6
Total Scope 1 GHG Emissions[1]	Metric Tons CO_2e	21,345	17,472	17,414	19,593	20,559
North America		20,730	16,952	16,863	18,981	19,994
Europe		480	374	452	477	394
Asia Pacific		136	146	99	135	172
Total Scope 2 GHG Emissions	Metric Tons CO_2e	65,192	67,808	65,528	62,894	65,028
North America		43,169	43,240	40,653	43,777	45,876
Europe		7,752	7,906	10,223	8,842	9,423
Asia Pacific		14,271	16,662	14,652	10,275	9,728
Total Scope 1 and 2 GHG Emissions	Metric Tons CO_2e	86,537	85,280	82,943	82,487	85,587
North America		63,899	60,192	57,516	62,758	65,870
Europe		8,232	8,279	10,676	9,319	9,817
Asia Pacific		14,406	16,808	14,751	10,410	9,900
Scope 1 & 2 GHG Emissions Intensity	Metric Tons CO_2e/USD of Net Sales 000's	0.120	0.111	0.097	0.093	0.096

[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.

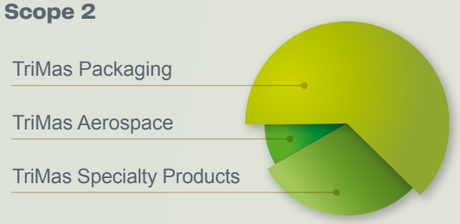


2023 GHG Emissions by Group

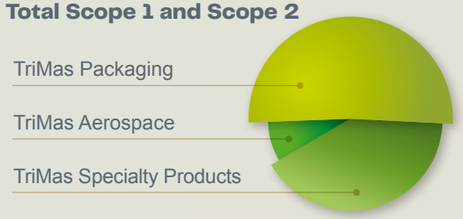
Scope 1



Scope 2



Total Scope 1 and Scope 2



Water

74%
of our manufacturing facilities have
zero industrial wastewater discharges

zero
of our industrial locations in developing countries
have wastewater discharges

100%
of locations that have industrial discharges have
pretreatment systems to minimize pollutants
sent to publicly owned treatment plants

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

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

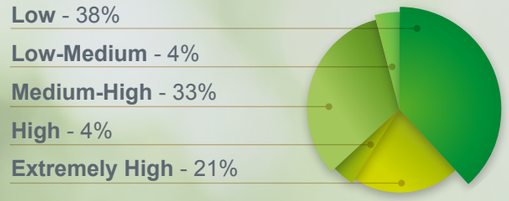


METRICS BY REGION

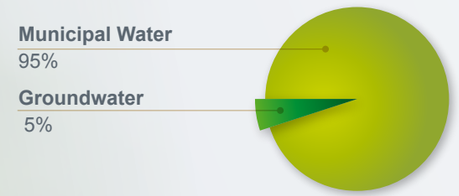
All figures in millions, except intensity-based figures.	Units	2019	2020	2021	2022	2023
TriMas Consolidated Net Sales	USD	$723.5	$770.0	$857.1	$883.8	$893.6
Total Water Withdrawn	Gallons	114.1	90.9	67.0	85.0	80.7
North America		94.2	70.5	51.3	72,0	70.2
Europe		1.4	1.1	1.8	2.0	2.6
Asia Pacific		18.6	19.4	14.0	11.0	7.9
Municipal Water		86.3%	87.2%	92.6%	95.4%	95.1%
Groundwater		13.7%	12.8%	7.4%	4.6%	4.9%
Total Water Intensity	Gallons/USD of Net Sales	0.158	0.118	0.078	0.096	0.090

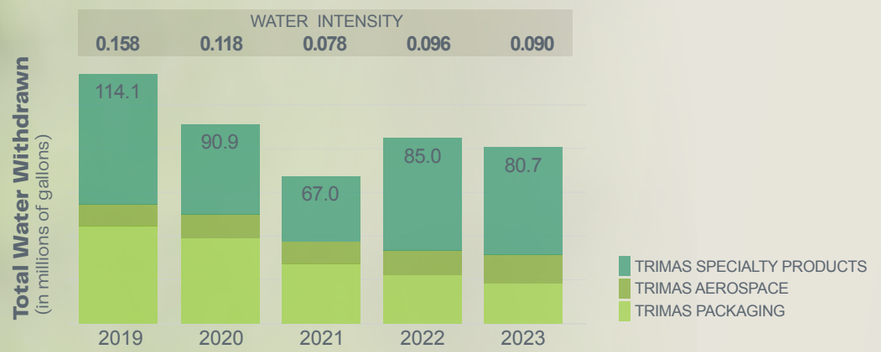
The above metrics are based on management's review of third-party invoices and internal consumption data.

2023 Total Water Withdrawn (in gallons)
by Water Stress Levels



Water Source (2023)





Waste

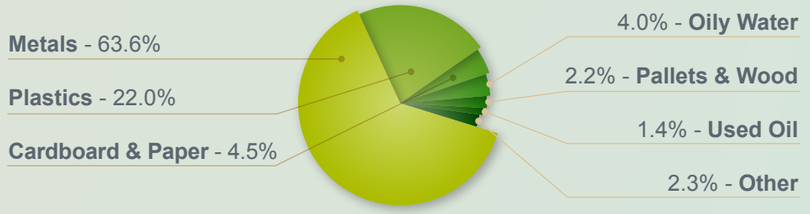
2023 WASTE METRICS						
All figures in Tons	**Total Waste**	**Total Hazardous Waste**	**Total Non-Hazardous Waste**	**Total Non-Hazardous Waste Recycled**	**Total Non-Hazardous Waste Landfilled**	**Total Non-Hazardous Waste Incinerated**
Total TriMas	13,723	641	13,082	9,855	2,957	270
				75.3%	22.6%	2.1%
By Segment						
TriMas Packaging	5,836	152	5,685	4,124	1,443	118
TriMas Aerospace	1,676	439	1,237	532	706	0
TriMas Specialty Products	6,211	50	6,161	5,200	808	153
By Region						
North America	11,841	512	11,329	8,315	2,862	153
Europe	1,624	127	1,497	1,326	95	76
Asia Pacific	259	2	257	215	0	42



2023

Non-Hazardous Waste

Recycled Wastes (by material)



Air Emissions

METRICS BY SEGMENT						
	Units	**2019**	**2020**	**2021**	**2022**	**2023**
Total NO_x Emissions[1]	Tons	22.9	18.5	18.4	20.1	20.2
TriMas Packaging		5.9	4.3	4.2	4.4	3.0
TriMas Aerospace		1.5	1.3	1.2	1.4	1.8
TriMas Specialty Products		15.6	12.9	13.0	14.3	15.4
Total SO_x Emissions[2]	Tons	0.3	0.3	0.2	0.3	0.2
TriMas Packaging		0.2	0.2	0.1	0.1	0.0
TriMas Aerospace		0.0	0.0	0.0	0.0	0.0
TriMas Specialty Products		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
TriMas Packaging		25.2	22.0	17.3	14.9	11.2
TriMas Aerospace		3.1	4.1	2.5	3.5	1.2
TriMas Specialty Products		45.8	47.0	52.3	51.1	54.5

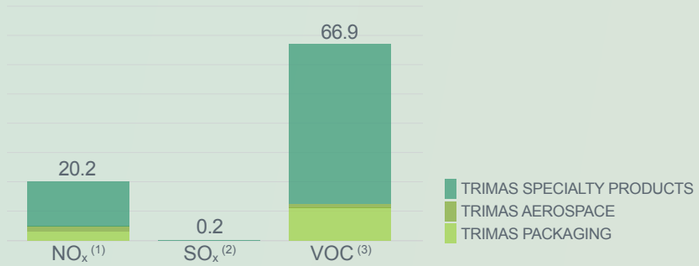
[1] NO_x emissions from combustion of fuels.
[2] SO_x emissions from combustion of fuels.
[3] VOC emissions from coating operations and combustion of fuels.
The above metrics are based on management's review of third-party invoices and internal consumption data.

TriMas

METRICS BY REGION						
	Units	**2019**	**2020**	**2021**	**2022**	**2023**
Total NO_x Emissions[1]	Tons	22.9	18.5	18.4	20.1	20.2
North America		19.5	16.0	16.2	18.3	19.7
Europe		0.8	0.6	0.6	0.3	0.4
Asia Pacific		2.6	1.9	1.6	1.5	0.2
Total SO_x Emissions[2]	Tons	0.3	0.3	0.2	0.3	0.2
North America		0.1	0.1	0.1	0.2	0.2
Europe		0.0	0.0	0.0	0.0	0.0
Asia Pacific		0.2	0.1	0.1	0.1	0.0
Total VOC Emissions[3]	Tons	74.1	73.1	72.0	69.4	66.9
North America		73.8	72.9	71.9	69.3	66.9
Europe		0.1	0.0	0.0	0.0	0.0
Asia Pacific		0.2	0.2	0.1	0.1	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.

2023 Air Emissions (in tons)



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

-10%
Decreased VOC emissions
since 2019

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

74%
of our manufacturing locations
are exempt from permitting due
to the low volume of emissions

W O R K F O R C E M E T R I C S



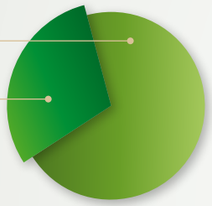
TRIMAS WORKFORCE

~3,300
Total number of Employees
as of 12/31/2023

GENDER: ALL EMPLOYEES

Male - 70%

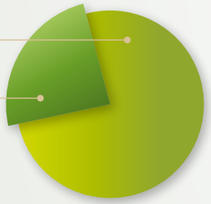
Female - 30%



GENDER: MANAGERS & ABOVE

Male - 76%

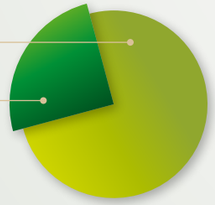
Female - 24%



HOURLY vs. SALARY

Hourly - 75%

Salary - 25%



PERCENTAGE OF TOTAL WORKFORCE BY GEOGRAPHY



Note: Brazil and Australia all have <5 employees.

TriMas

TRIMAS WORKFORCE as of 12/31/2023

U.S. REPRESENTATION OF ETHNIC DIVERSITY

White/Non Hispanic Origin	46%
Hispanic/Latino	35%
Black/Non Hispanic Origin	9%
Asian	6%
Two or More Races	2%
American Indian/Alaskan Native	<1%
Native Hawaiian or Pacific Islander	<1%
Not Specified	1%

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

OUR TEAM BY AGE

< 30 - 15%

30-50 - 50%

> 50 - 35%



2023 NEW HIRES

2023 Total Company New Hires by Country	
United States	79%
India	6%
China	5%
Germany	2%
United Kingdom	2%
Netherlands	2%
Brazil	1%
Mexico	1%
Italy	1%
Canada	<1%
Slovakia	<1%
Vietnam	<1%

Total Company New Hires: 581

22% Female

United States New Hires: 460

59% Ethnically diverse

ETHICS HOTLINE DATA

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

EMPLOYEE TURNOVER

Total Company Employee Turnover

Involuntary - 14%
- Salaried - 8%
- Hourly - 16%

Voluntary - 18%
- Salaried - 14%
- Hourly - 19%



ALLEGED INCIDENT CATEGORIES

Human Resources - 80%

Business Integrity - 8%

Health & Safety - 12%



UNION OR COLLECTIVE BARGAINING AGREEMENT

1 Facility

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

4 Facilities

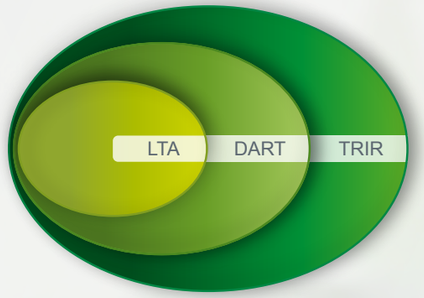
outside of the United States, which represent approximately 20% of our non-U.S. employees, are affiliated with work councils

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) data[1] as the benchmark for industry average performance in three critical metrics:

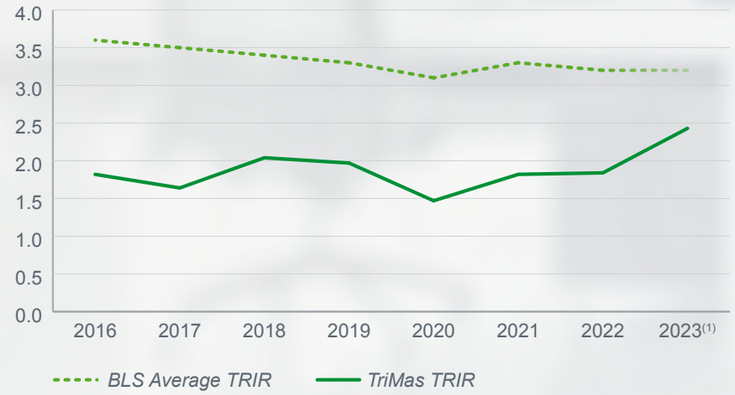
- **TRIR** (Total Recordable Incident Rate): all incidents requiring more than first aid intervention
- **DART** (Days Away, Restricted or Transferred) Rate: the subset of TRIR incidents resulting in time off from work or imposition of work restrictions
- **LTA** (Lost Time Accident) Rate: the subset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

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

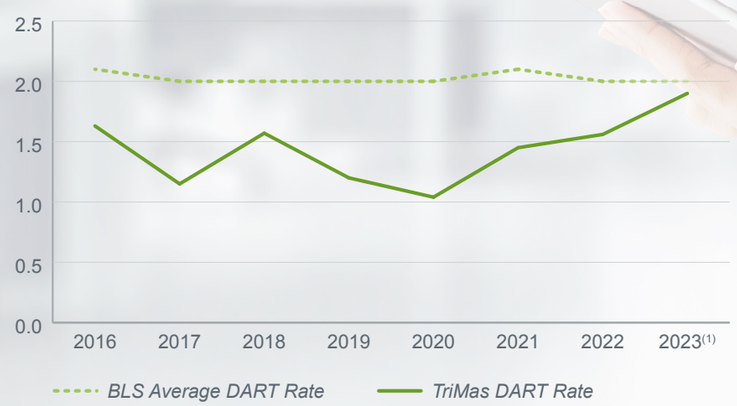


	2016	2017	2018	2019	2020	2021	2022	2023
TriMas TRIR	1.82	1.64	2.04	1.97	1.47	1.82	1.84	2.43
TriMas DART Rate	1.63	1.15	1.57	1.20	1.04	1.45	1.56	1.90
TriMas LTA Rate	0.73	0.47	0.79	0.31	0.38	0.61	0.44	0.74

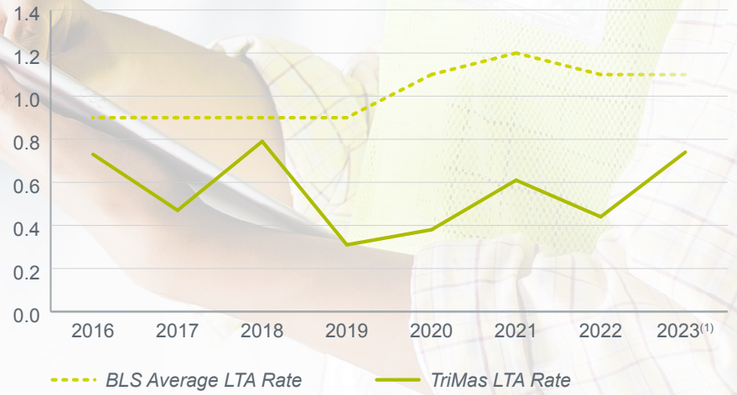
TRIMAS TRIR COMPARED TO BLS AVERAGE



TRIMAS DART RATE COMPARED TO BLS AVERAGE



TRIMAS LTA RATE COMPARED TO BLS AVERAGE



[1] Bureau of Labor Statistics incidence rates of nonfatal occupational injuries and illnesses by industry and case types for Manufacturing, NAICS Codes 31 - 33. The most recent data available is for calendar year 2022.
Note: TriMas safety statistics include all permanent full-time and part-time employees, and all contract workers supervised by TriMas employees.

O U R F U T U R E





Our Future

As we progress toward a more sustainable future, TriMas acknowledges our responsibility to our employees, customers, shareholders and the communities in which we live and operate, ensuring a better planet for future generations.

We are dedicated to acting as a responsible corporate partner and utilizing our ESG metrics to ensure our sustainability performance aligns with or surpasses the expectations of our stakeholders. These metrics will guide our evaluation of our external environmental, social and governance performance, enabling us to enhance our value and maintain a strong position in a dynamic environment.

By establishing baseline ESG metrics and setting long-term targets, we can objectively assess our progress and take action for improvement. As we move forward, we will diligently enhance our metrics and transparently report our progress.

We remain committed to continuous improvement, embracing the Kaizen philosophy, and actively sharing best practices across all locations. We are proud to be a participant in the United Nations Global Compact and are dedicated to upholding its values, principles and standards of responsible corporate behavior.

We look forward to sharing our ongoing progress on our sustainability journey and invite our stakeholders to join us, believing that together, we can make a meaningful impact. Thank you for your continued interest in TriMas, and a special thanks to our dedicated employees worldwide who support these shared objectives. Any additional questions or comments about this report can be directed to: sustainability@trimas.com.



T C F D I N D E X



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 goals, 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; 2022 TriMas Sustainability Report, pp. 12-15; 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 Senior Director, ESG, 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; 2022 TriMas Sustainability Report, pp. 14-15*

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 2023 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; 2023 10-K Risk Factors, pp. 16-24; 2022 TriMas Sustainability Report: Our Products, pp. 49-62*

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; 2023 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 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.

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; 2022 TriMas Sustainability Report, pp. 14-15*

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; 2022 TriMas Sustainability Report, pp. 14-15*

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; 2022 TriMas Sustainability Report, pp. 14-15*

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: *2023 Sustainability Update, pp. 10-18, for updated 2023 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_2e)*	**2023**	**2022**	**2021**	**2020**	**2019**
Total Scope 1	20,559	19,593	17,414	17,472	21,345
Total Scope 2	65,028	62,894	65,528	67,808	65,192
Combined Scope 1 and 2	85,587	82,487	82,942	85,280	86,537
Total Scope 3	Evaluation in progress	Not disclosed	Not disclosed	Not disclosed	Not disclosed
TriMas Consolidated Net Sales *(in millions)*	$893.6	$883.8	$857.1	$770.0	$723.5
Scope 1 and Scope 2 Intensity *(in metric tons CO2e/USD of Net Sales in 000's)*	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: *2023 Sustainability Update, pp. 12-13, for updated 2023 metrics by segment and region; 2022 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 19.9%, reducing absolute emissions slightly despite sales growth of 23.5%.

Additional goals may be found in the 2023 Sustainability Update.

Disclosure Location: *2023 Sustainability Update, p. 7*

TRIMAS' CLIMATE-RELATED RISKS & OPPORTUNITIES

Category	Description	Time Frame
Physical Risks		
Acute & Chronic	Increased operating costs and/or reducted 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.

© 2024 by TriMas Corporation. All rights reserved.

TriMas

38505 Woodward Avenue, Suite 200
Bloomfield Hills, MI 48304
Phone: 248-631-5450
E-mail: sustainability@trimas.com
Website: trimas.com