



Diversity, Equity & Inclusion Statement

TriMas DE&I Statement

At TriMas, we are committed to achieving an environment of Diversity, Equity & Inclusion globally, throughout all levels of our organization. We believe we are at our best when we bring together unique perspectives, experiences and ideas, and actively build diverse teams and inclusive work environments across our global locations. Tapping into our employees' diverse backgrounds and experiences ensures we make better decisions and supports stronger performance.

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

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

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

TriMas DE&I Leadership Actions

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

- Finding, hiring and retaining talent that represents the diversity in the communities where our facilities are located
- Expanding our recruiting channels to increase exposure to minority and diverse candidates
- Broadening key manager performance goals and action plans to include engagement, diversity and inclusion initiatives
- Conducting training programs aimed at improving management skills and awareness, including topics such as discrimination, workplace harassment and employee engagement
- Enhancing our annual succession planning process to include initiatives to bring awareness to and improve upon the diversity of our Company, concluding in a review by the TriMas Board of Directors
- Continuing to invest capital in regions of the world that will benefit society globally, including regions located in Mexico, India, Vietnam, China and Slovakia

- Supporting the TriMas Giving Philosophy, as well as assisting organizations focused on underserved members of the communities where we live and work
- Offering a pay-based premium structure for healthcare benefits in the United States to aid in providing affordable health care to all our employees

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



Thomas A. Amato
TriMas President and Chief Executive Officer