



2020 Sustainability Report

3

TriMas Overview

9

Our Governance & Ethics

14

Our People

20

Our Environment

24

Our Products

29

Our Future



TriMas Overview

About Us

TriMas is a diversified global manufacturer and provider of products for customers primarily in the consumer products, aerospace and industrial markets. Our family of businesses seeks to provide customers with innovative product solutions that reflect our commitment to market leadership, innovation and operational excellence. TriMas achieves this by leveraging our well-recognized brand names, long-term customer relationships, global capabilities and intellectual property. Headquartered in Bloomfield Hills, Michigan, TriMas shares are listed on NASDAQ under the ticker symbol TRS.

Sustainability at TriMas

At TriMas, we view Environmental, Social and Governance (ESG) practices as a core part of our culture. Sustainability is rooted in our core values and is a fundamental part of who we are as a company. Through the implementation of the TriMas Business Model (TBM), and supported by our continuous improvement culture, we diligently seek new ways to make progress in each of the four key areas of our sustainability strategy:

- Our Governance & Ethics
- Our People
- Our Environment
- Our Products

Led by TriMas' President and Chief Executive Officer, and with the support of our Board of Directors, TriMas will continue our track record of responsible and sustainable practices.

~\$753

MILLION LTM SALES

As of 9/30/20

38

LOCATIONS

11

COUNTRIES

5

ACQUISITIONS
SINCE 2019

OUR COMMITMENT TO SUSTAINABILITY

Increasing our positive impact on our employees, local communities and the environment is a focus and an ongoing evolution.





Message from our CEO

TriMas was founded more than three decades ago with several of our businesses' origins dating back even further. Throughout our history, we have recognized that our positive contributions in the communities where we operate around the world have contributed to our continued long-term success and benefit society as a whole. TriMas' commitment to high Environmental, Social and Governance (ESG) standards is a core part of how we do business globally, and is an integral part of our policies, practices and business processes.

With the implementation of the TriMas Business Model (TBM), we reinforced our commitment to employee safety and health, as well as environmentally-friendly practices. Our management reporting model leads with safety key performance indicators (KPIs), and we launched an annual recognition program to honor the best performing Environmental, Health and Safety (EHS) facilities globally. Moreover, we champion a philosophy of continuous improvement as part of the TBM, so by applying this culture and approach to EHS, we strive to make the communities where we operate a better place.

Additionally, all employees of TriMas and our family of businesses are required to adhere to our [Code of Conduct](#), which may be found on our website under the "Investors" section. Our Code governs how we operate our facilities, interact with each other and transact business globally. In addition to our commitment to EHS, operating our businesses with integrity is core to our success and continued longevity. We believe that a commitment to honesty, respect and ethics is a valuable asset that builds trust with all of our stakeholders.

We are also dedicated to fostering a culture based on dignity, respect and empowering employees to achieve their full potential in the workplace, regardless



TriMas Employees

and our family of businesses
adhere to our Code of Conduct

of any differences in gender, age, ethnic background, culture, religion, sexual orientation, physical ability and personal opinions. We embrace new ideas as ways to improve our business. Inclusion, respect, acceptance and learning are values that bring our team together and make us better.

In addition, our innovative teams around the world are always seeking ways to develop more sustainable products or process solutions for our customers. We have deep customer relationships, a global and flexible manufacturing footprint, leading technology innovations and socially responsible business practices. Our company's foundation has been built on our ability to collaborate with our customers and create innovative products that creatively solve their needs, while supporting their strategies and sustainability goals.

As I reflect on our past and look to our future, I believe TriMas is better positioned than ever to improve value for our employees and the communities where we live and operate, our customers and suppliers, and our shareholders. We will continue to strengthen our commitment to sustainability, making it an even more integral part of our operating culture. Thank you for your interest in TriMas, and thank you to TriMas' dedicated team who live and support our values and culture every day.



OPERATING WITH INTEGRITY

Our reputation as an ethical company and trustworthy business partner is one of our most valuable assets and vital to the success of our businesses.

Thomas Amato
TriMas President and CEO

Our Company

Percent of LTM Sales

As of 9/30/20

61%
PACKAGING

24%
AEROSPACE

15%
SPECIALTY
PRODUCTS

Balance Through Diversity

TriMas consists of three operating groups: Packaging, Aerospace and Specialty Products. Each of these groups serves a diverse set of end markets, which often balances our financial performance over time, and therefore, provides value to our shareholders, even during periods of significant market disruption. While our businesses serve a variety of different markets, we believe our businesses share important and distinguishing characteristics, including:

- Well-recognized and leading brand names in the focused markets we serve
- Innovative product and process technologies and features
- Customer-approved processes and qualified products
- Established distribution networks
- Relatively low ongoing capital investment requirements
- Strong cash flow conversion and long-term growth opportunities

The TriMas Business Model

At TriMas, we use a common operating model across our businesses. The TriMas Business Model is the framework that provides a platform of standards across TriMas, which allows the executive management team to communicate how we plan, budget, measure, review, incent and reward our people. It provides the foundation for determining our priorities, executing our growth and productivity initiatives, and allocating capital and resources.



Our Vision

To provide innovative products of exceptional performance and value through market-leading brands.

Our Values

At TriMas, we believe our core values are essential to doing business the right way and creating positive results for all of our stakeholders. These values reflect our culture, guide our actions and drive our performance.

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.

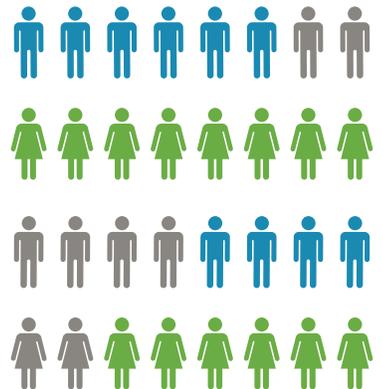
Results-Driven

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.

~3,500
EMPLOYEES





Our Growth Strategy

Guided by our experienced management team and our commitment to the TriMas Business Model (TBM), we are focused on the following components that form our core growth strategy:

Leverage Our TBM to Drive Performance

A key tenet of the TBM is our commitment to operational excellence and continuous improvement. We adopted the use of Kaizen methodology, which is predicated on engaging our employees to improve all aspects of our businesses. In addition to continuous improvement, the TBM is also focused on environmental, health and safety, annual goal setting and measurement, flawless launches and talent development.

Accelerate Organic Growth Through Innovation

We will continue to invest in our most compelling market segments with the highest return potential. We intend to leverage our brands and introduce innovative products to meet our customers' needs and help solve their challenges. We believe our disciplined approach will allow us to defend and expand our product offerings, and grow our business over the longer term. In addition, we also value process innovation and believe we can solidify our customer relationships as new processes and manufacturing "know-how" improve our quality, speed to market and overall competitiveness, increasing customer satisfaction, as well as our performance.

Expand Our Core Platforms Through Strategic Acquisitions

We believe TriMas has opportunities to grow through bolt-on acquisitions that enhance the strengths of our core businesses. Our primary focus is to build out our Packaging and Aerospace platforms, as we believe the markets they serve offer the highest growth and performance profile long term. We typically seek to acquire adjacent product lines that expand our existing product offerings, gain access to new customers and end markets, expand our geographic footprint and/or capitalize on scale and cost efficiencies.

Drive Enhanced Cash Conversion

We use the TBM to drive management's decision-making processes to achieve our targets, as well as market-leading returns and cash flow conversion. We believe having well-defined strategies in place, executing against annual goals and long-range targets, operating in a data-driven environment and awarding our team on annual cash flow achievement will allow us to grow our cash flow. We plan to use this cash for reinvestment in our businesses, strategic acquisitions and other capital allocation actions consistent with our long-term financial goals.



Our Growth Strategy

The TBM provides the foundation to grow consistently and sustainably

Our Governance & Ethics

TriMas believes that doing what is right is vital to our continued success. Therefore, sustainability is a priority throughout the entire organization, starting with our Board. We have laid the foundation for a sustainable future through compliance and risk management oversight, sound corporate governance and policies, and our employee Code of Conduct and training.

Board and Management Oversight

Supported by our engaged Board of Directors and management oversight, we operate TriMas with a demonstrated commitment to the highest level of ethical conduct. This commitment is reinforced by strong policies and practices related to fair and ethical business dealings, robust governance, compliance with applicable laws and respect for international human rights principles at TriMas and by our suppliers and business partners.

The Board has an active role in TriMas' overall strategies. The Board also conducts an annual review of the Company's corporate governance practices and reviews our sustainability strategy. In addition, the Board reviews TriMas' enterprise risk management 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.

CORPORATE GOVERNANCE HIGHLIGHTS

- We have independent, experienced committee chairpersons.
- Our Board includes two female directors and one African-American director.
- The Board undertakes an annual self-evaluation process.
- Our stock ownership guidelines align the interests of our executives and Board with those of our shareholders and each NEO has exceeded this ownership requirement.



TriMas Management

sets the standard for conduct for all our employees to follow

CORPORATE GOVERNANCE HIGHLIGHTS

- We tie pay to performance and the majority of executive officer pay is conditioned on the achievement of predetermined financial goals related to corporate performance.
- Executive compensation is benchmarked annually by a third party and is designed to not promote excessive risk-taking.
- Our Compensation Committee benefits from its use of an independent consulting firm which provides no other services to the Company.

Board Composition

Our Board is comprised of eight directors: our Chief Executive Officer and seven independent directors. Our Board believes it should collectively embody a diverse set of skills, knowledge, backgrounds and perspectives appropriate to TriMas' needs, and takes into consideration the diversity of the Board, with respect to race, gender and national origin, when considering director nominees. Of the eight directors, two are female and one is an African-American male. The Board believes that its structure and composition of highly experienced and engaged independent directors provide effective oversight of the Company's management.

Using our Board skills matrix as a guide, as well as the results of our annual Board and committee self-assessment process, the Nominating and Governance Committee evaluates Board composition at least annually and identifies for Board consideration areas of expertise that would complement and enhance our current Board.

Additional details on the Board, its committees and their functions can be found on our website under the [Corporate Governance](#) section.



Risk Management Oversight

One of the primary roles of TriMas' executive leadership team and the Board is to assess and mitigate the various risks associated with our businesses. Under our annual Enterprise Risk Management (ERM) process, TriMas leaders across our business units and geographies identify and assess leading risks facing TriMas and work collaboratively to implement plans to mitigate these risks. On a regular basis, the Board reviews the ERM process, including the design of the program, evaluating the key risks reported, and the actions identified to manage and reduce those risks. Typical focus areas of risk include:

- Operational
- Strategic
- Financial and Accounting
- Compliance
- Information Technology and Security

TriMas leadership employs the information gathered in the ERM process to support effective business decision-making and assess risk-reward tradeoffs. Aided by this insight into key risks and countermeasures, TriMas is able to build better, more resilient businesses supported by a risk-based approach.

Ethics and Compliance Program

Employee Code of Conduct

We expect our employees to conduct business using the highest standards of ethics and integrity. Our [Code of Conduct](#) serves as a guide in meeting these expectations and is accessible to all employees in the primary languages used where we conduct business. New employees are introduced to the program during the onboarding process, and our employees participate in online Code of Conduct training and certification regularly. Our Code provides business conduct principles for our employees, officers and directors to achieve our ethical standards and commitment to integrity.

Reporting Ethics Concerns

Our management team is responsible for assuring compliance with the Code, along with all internal policies and procedures. All TriMas businesses operate in accordance with applicable laws and regulations and support TriMas' commitment to ethical conduct. We encourage all our employees to promptly raise concerns





TriMas Encourages

employees and business partners to speak up

about possible legal or ethical issues. Concerns can be raised through numerous channels, including managers, human resources or legal department representatives, or the [TriMas Ethics Hotline](#). At the option of the reporting individual, any concern can be raised anonymously. All reported concerns are promptly and thoroughly investigated with a focus on issue resolution and the opportunity for continuous improvement.

Ethics and Compliance Training

Primary elements of our ethics and compliance process are communications and training, which support our employees' understanding of TriMas' expectations and policies related to the Code, cybersecurity and other compliance areas. To augment these efforts, we offer web-based training courses to educate the workforce on the ever-changing methods, standards and regulations that govern our industries. As part of our performance management system, salaried employees are required annually to complete ethics and compliance training on a rotating number of topics, including harassment avoidance, data privacy, cybersecurity, anti-bribery and anti-corruption. In addition, with respect to cybersecurity training, we perform random sample testing to measure the efficacy of our training regarding the prevention of phishing attacks.

Supplier Compliance

We value our business relationships and are committed to doing what's right for our customers, suppliers and other partners. Our business relationships are based on lawful, ethical and fair practices. We interact honestly and with integrity in the marketplace and expect our partners to do the same. We also expect our suppliers to obey the law, including laws that require them to treat workers fairly, provide a safe and healthy work environment, and protect environmental quality, as well as laws prohibiting trafficking in persons and forced, compulsory and child labor. Our [Social Compliance Policy](#) contains a supplier agreement requirement.

TRIMAS ETHICS HOTLINE

- Call toll-free from the U.S.: 1-800-971-4338 or visit <https://trimascorp.ethicspoint.com> to find a toll-free number for other countries outside of the United States.
- Report electronically at <https://trimascorp.ethicspoint.com>.

Our Policies

We regularly review and update, as appropriate, our policies governing ethical conduct and responsible behavior in order to support our sustainable and continued success.

Corporate Governance Guidelines ensures TriMas is governed in a manner that serves the interests of our shareholders, employees and other stakeholders.

Code of Conduct outlines TriMas' business philosophy, values and principles regarding fair, ethical and honest business dealings. TriMas is committed to operating ethically and honestly, and to leading with integrity in all business activities around the world.

Global Anti-Corruption Policy emphasizes the importance of complying with anti-corruption laws of all countries in which TriMas and anyone working on TriMas' behalf operate.

Global Competition Laws Policy states our commitment to complying with competition laws, designed to ensure open competition in the marketplace, in all countries where we conduct business. These laws protect TriMas, our customers and the public against unfair business practices that can restrict trade and reduce competition.

Global Conflicts of Interest Policy applies to all TriMas employees, directors, officers, board members, and those acting on behalf of TriMas, and ensures sound judgement is used to recognize and avoid any situation that may involve a personal conflict of interest and the best interest of TriMas.

Global Electronic Communications Policy functions as a guideline for TriMas employees, instructing them on how to appropriately use the company's electronic communications systems, and specifying how TriMas will handle inappropriate use.

Global Human Rights Policy reinforces our commitment to demonstrating respect for human rights at TriMas and throughout our supply chain. It applies to all TriMas employees and locations worldwide and to others who may act on TriMas' behalf.

Global Whistleblower Policy encourages employees to properly report, based on good faith information, instances of illegal practices or violations of corporate policy. It also states our commitment to protecting from retaliation individuals who initiate such reports and identifies how and to whom such concerns can be reported.

Responsible Sourcing and Conflict Minerals Policy seeks to assure that TriMas partners with suppliers who share our commitment to responsible sourcing and our values around human rights, ethics and environmental responsibility.

Safety Policy stipulates that we strive every day to foster a proactive safety culture throughout TriMas.

Social Compliance Policy seeks to protect the health, safety and rights of our employees, the community and environment in which we operate, and the lives and communities of workers in their supply and distribution chains.



Employee Training

Employees complete web-based ethics and compliance training annually



Our People

Our Health and Safety goals are as follows:

- Managing risk and minimizing hazards with the goal of zero lost time incidents
- Providing a healthy work environment
- Complying with health and safety regulations
- Protecting TriMas property from accidental loss
- Promoting the safe use of TriMas products



All Lost Time Accidents

are escalated to our senior EHS executive and TriMas' CEO

At TriMas, we strive to be a great employer through our commitment to safety, employee engagement, diversity and inclusion, talent development and community involvement. People are at the center of everything we do, from our employees to our customers and suppliers, to those who live in our communities. We believe we can all play a role in creating a more sustainable future.

Employee Health & Safety

Our first responsibility every day, in all of our locations, is the health and safety of our employees and anyone who conducts business on our behalf. The commitment to safety starts at the top levels of our organization. In fact, we commence every internal operating review and board meeting with a safety update.

We believe a safe and secure workplace is a fundamental right and important to our success. TriMas is committed to providing a safe and healthy workplace, and complying with applicable safety and health laws, regulations and internal requirements. We are also committed to engaging our employees to continually improve health and safety by acting upon opportunities to reduce risk and improve our safety and health performance.

EMPLOYEE COMMITMENT TO SAFETY

As included in our Occupational Safety and Health Policy Statement, employees demonstrate their commitment to maintaining a safe working environment by:

- Using proper housekeeping practices
- Following all safety rules and procedures
- Using prescribed personal protective equipment, practicing good personal hygiene by washing hands frequently and social distancing
- Avoiding unsafe acts
- Reporting injury, illness or near miss incidents
- Reporting and correcting unsafe conditions

We strive to provide the appropriate education, training and management support to ensure safety competencies.

TriMas Safety Statistics



DART - Days Away, Restricted or Transferred
 LTA - Lost Time Accident
 BLS - Bureau of Labor Statistics



19

Locations

have gone at least 1 year without a lost time incident



9

Locations

have gone at least 5 years without a lost time incident



2

Additional Locations

have gone greater than 12 months and 1 million hours worked without a lost time incident

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 routinely publish communications on safety values and behaviors. To reinforce those messages, a wide variety of employee training programs have been implemented.

Each location develops an injury and illness prevention plan based on site hazard assessments. Training requirements are based on local risks, local regulatory requirements and corporate standards. Training is provided in the local language. Typical programs offered include:

- Emergency Preparedness and Evacuation
- Personal Protective Equipment (PPE)
- Chemical Hazards
- Fire Prevention
- Powered Industrial Vehicles
- Lock Out and Tag Out
- Ergonomics and Safe Lifting
- Fall Prevention

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, specialized courses, hands-on activities and drills, and professional development conferences for employees responsible for guiding EHS programs at the individual sites.



Diversity & Inclusion

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 operating performance. This environment reinforces our core values, as we respect people for who they are and what they bring to our workplace. We foster working environments that are fair and safe, where rights are respected and everyone can achieve their full potential.

Our policies and practices strive to assure equal employment and advancement opportunities for all qualified people. We maintain appropriate standards of conduct in the workplace and are always sensitive to the concerns of our diverse group of employees.

We work to maintain workplaces that are free from discrimination or harassment on the basis of race, religion, color, national origin, sex, age, genetic information, sexual orientation, gender identity, protected veteran status, disability or any other characteristic protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at TriMas is qualifications, performance, skills and experience.

We recognize that even where anti-discrimination laws exist, the gender wage gap and underrepresentation of women and minority groups in the workforce, particularly at senior management levels, have proven to be persistent social problems. We continue to review these matters within TriMas globally and have begun to more formally assess pay equity and implement hiring programs aimed at increasing diversity.



Human Rights Policy

We believe everyone should be treated with dignity, fairness and respect

SUPPORTING HUMAN RIGHTS

Respect for human rights is foundational to our business and ingrained in our culture. Our [Human Rights Policy](#) guides our interactions with employees, customers, suppliers, consumers and the communities we serve.

Talent Recruiting and Development

Developing top talent starts with recruiting the best, diverse people into TriMas. We believe that a talented, engaged and dynamic workforce is vital to our success. We seek to hire, develop and retain individuals who embrace and thrive in our culture. Our culture is grounded in our values: Integrity, Customer-focused, Teamwork, Results-driven and Continuous Improvement.

Our businesses strive to build robust talent pipelines through targeted recruitment initiatives across our global footprint. Our programs ensure seamless onboarding for our new employees. We identify and nurture talent through a culture that enables employees to succeed and grow into leadership positions. Our diverse businesses and structure provide many opportunities for employees to follow their own path and advance their careers.

We help our people achieve their full potential by supporting a culture of continuous development. We provide all employees with the opportunity to receive frequent performance feedback. On a regular basis throughout the year, employees have goal alignment, performance and career development discussions with their managers (via annual goal setting, mid-year and year-end performance and talent reviews). At these times, employees receive candid feedback on their performance against set objectives. These reviews evaluate each employee's strengths, skills and areas for opportunity, which are important for career development.

Internship Program

At TriMas, we believe in developing people and high performance teams. As part of this strategy, we offer various internship programs across our global operations. We leverage our internship programs as tools to expose students and recent graduates to real-world experiences and opportunities. Our interns are challenged with comprehensive projects and assignments in their field of study that lay a foundation in developing the skills and knowledge needed for future roles within their careers.





Graduate Rotation Program

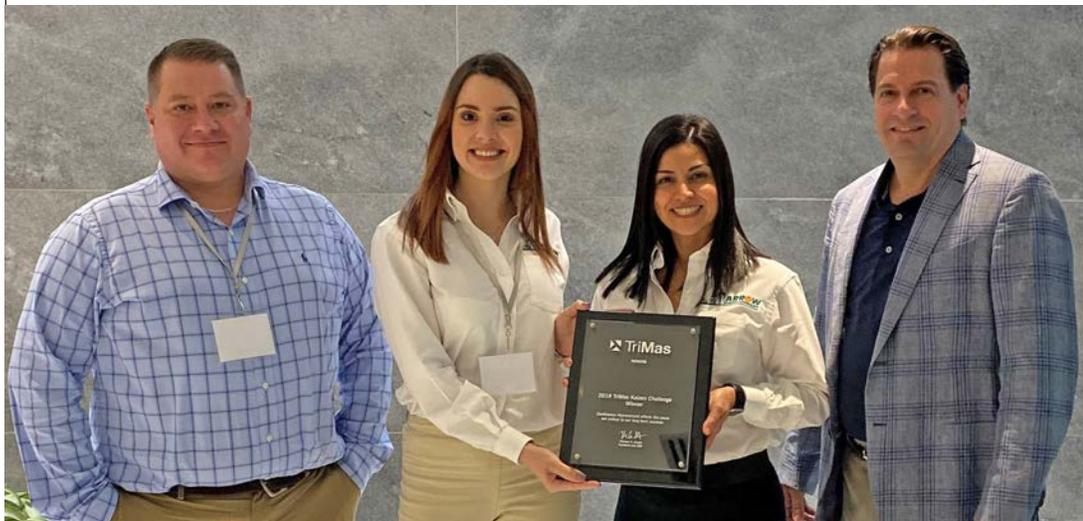
In 2015, one of TriMas' Packaging businesses, Rieke, launched its International Graduate Rotational Program. The program is made up of recent college graduates that rotate through a number of Rieke's global locations over a three-year period. During this time, they work on a variety of different projects for several departments, aiming to provide them insight into working within a large business with a global reach. The rotation program helps develop core business skills by successfully working with our global teams in numerous roles. As well as increasing knowledge and experience in their degree disciplines, the graduates also acquire key skills, competencies and behaviors, and an understanding of different cultures that will help them prepare for future leadership opportunities. Several graduates who have completed the program have been successfully integrated within Rieke, and have achieved important roles within the business.

Employee Engagement and Kaizen

At TriMas, a commitment to continuous improvement is one of our core values and imperative to our long-term success. We embrace the tools of Kaizen and foster a culture of employee engagement to drive performance improvements and operational excellence. To encourage these efforts, TriMas engages all employees in our annual TriMas Kaizen Challenge. The Kaizen Challenge is a company-wide friendly competition of continuous improvement projects conducted within a year, encouraging best practice sharing across the organization.

The objectives of the Kaizen Challenge are to energize all employees to be more actively engaged in continuous improvement, increase management recognition of employee performance and drive improvements using teamwork. Finding ways to change our company for the better is one of the everyday activities each of us is responsible for at TriMas.

KAI ZEN
改善
Change for Good



Community Involvement

Recognizing the importance of our responsibility beyond our business operations, we encourage and support our employees globally in their efforts to make positive contributions to the local communities where they work and live. Along with operating as a responsible partner, we encourage our employees to be active within their community, donating time and resources to make a difference.

Care for Education. TriMas' Rieke facility in Baddi, India, has adopted a primary education school. The school is approximately 300 square meters, equipped with two classrooms and three teachers, and holds a capacity of 120 students ranging from first to fifth grade. The Rieke team established a five-year build out plan that prioritizes the needs of the school as follows:

- Safety fencing, compound walls, playground and facility improvement
- Other infrastructure including a water cooler, water purifier, white boards and educational kits
- Study materials such as books and science experiment kits
- Computers, projectors, ink cartridges and IT assistance

During 2020, the Rieke team was also able to make a charitable donation to the school to help offset some of the effects of COVID-19.

Providing Shelter in Local Communities. The TriMas Aerospace team supports and participates in the local Habitat for Humanity chapter located in Orange County, California. The team has partnered with Habitat for Humanity to build strength, stability and self-reliance through shelter. The team donates their time and skills to build homes within their local communities for families in need.

Supporting Local Sports. TriMas' Taplast facility in Italy provides support for local youth sports teams. The purpose of the program is to offer an educational experience, as well as provide a safe environment for the kids backed by the community.

Donating to Communities in Need. Employees of TriMas' Arrow Engine business held a drive in support of Soy Venezuela. The employees gathered food, diapers, baby formula and over the counter medications. All the supplies were boxed and shipped to Venezuela in efforts to support these communities in need.

Support for Non-Profits. Throughout the year, our employees also supported various community and non-profit organizations. During the holiday season, several locations contributed to a toy drive for Toys-for-Tots. Other locations also regularly support local food banks, contribute blood to the American Red Cross, and have raised money and awareness in support of the Breast Cancer Foundation.





Our Environment

Across all our businesses, we strive to be good stewards of our environment through the responsible use of natural resources and sustainable practices. We are committed to taking appropriate measures to minimize the environmental impact of our operations and help ensure that our actions are consistent with the preservation of the environment.

Environmental Principles

Across TriMas, we use a variety of tools and processes to appropriately manage geographic and business specific regulations that may impact our organization in a variety of different ways. As part of the TriMas Business Model, we utilize a standard environmental approach at all locations aligning with the common goals of the organization to protect our environment. Our common goals are reflected in our environmental principles that provide guidance to TriMas employees worldwide in the conduct of daily business practices.

- We will comply with all applicable environmental laws and regulations
- We are committed to actions that minimize our impact on the environment through sound product life cycle analysis and operating practices
- We are committed to environmentally responsible business practices, including waste reduction, recycling and using the most environmentally-friendly materials practical
- We will strive for continuous improvement of our operations and products, and their impact on the communities in which we live and operate
- We will seek to manufacture and deliver value-added products that minimize environmental impact and that are safe when properly used and maintained



100%

of our manufacturing facilities operate to ISO 14001 standards

SUPPORTING TRIMAS' EHS FOCUS

TriMas' Environmental, Health and Safety (EHS) team defines a set of standards and key performance indicators (KPIs) for all of our locations which we track quarterly. The TriMas EHS team also provides our businesses with the additional guidelines, tools and support needed to be good stewards of the environment.

EHS Facility Systems and Compliance Reviews

TriMas' annual environmental, health and safety 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 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 ISO 14001 standards and have second party reviews of their systems. In addition, approximately 30% of our manufacturing sites are certified to the ISO 14001 Environmental Management Standard by third party registrars.

TriMas' EHS Award Program

Environmental, health and safety is a critical component of the TriMas Business Model. In 2018, we launched the TriMas Environmental, Health and Safety Award Program which has continued to gain traction over the past three years.

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
- Regulatory Compliance
- Air and Emissions
- Water Discharge
- Waste Program
- Emergency Preparedness



~30%

of our manufacturing sites are independently certified to the ISO 14001 Environmental Management Standard



Energy Management Systems

Our Neunkirchen, Germany, facility received the new ISO 50001 accreditation for energy management systems

TRIMAS' EHS AWARD PROGRAM LEVELS

The program has three levels of attainment, including:

- Level 1 – Core Practices – Award for those that meet or exceed corporate requirements.
- Level 2 – Exceptional Practices – Award for those that demonstrate exceptional practices and reflect significant efforts put into risk prevention and control.
- Level 3 – Best Practices – Award for those that consistently show superior methods or techniques that can be used as a benchmark for others in the industry.



12 YEARS

our Longview, Texas, facility has received the Pretreatment Water Excellence Award from the City of Longview



17%

of our locations have active rain water harvesting systems in operation

In 2019, we doubled the number of award recipients overall with four locations receiving the Exceptional Practices award for the first time. We expect these numbers to grow in 2020, as we are working on finalizing many plant audits, some of which have been required to be conducted virtually as a result of the COVID-19 pandemic. In 2020, we expect that 69% of the manufacturing locations will receive recognition, which is up from 62% in 2019.

Preserving Our Environment

TriMas has enjoyed a long history of responsible and sustainable practices. Embedded in our culture is a drive for continuous improvement, efficiency and waste reduction. We continue to actively reduce resource consumption through energy, water and waste management initiatives. Following are a few examples of ways in which we are conserving natural resources and reducing the environmental impact on our local and global communities.

Energy and Water

Our teams across TriMas are focused on conserving energy and water throughout all of their activities. Below are some of the initiatives taking place across TriMas:

- Retrofitting existing facilities with low-energy LED lighting and incorporating the latest energy efficiency standards into new facilities to improve light intensity and reduce energy consumption
- Incorporating motion sensors and other management tools to save energy and reinforce our saving-energy culture
- Using visualization and monitoring tools to better understand and control electricity usage
- Optimizing start-up and shut-down processes for various machinery in a manner that reduces energy consumption
- Utilizing solar energy where appropriate to reduce greenhouse gases and CO₂ emissions
- Recovering grey water and harvesting rain water to maintain green spaces and using rain water to recharge groundwater aquifers

SPOTLIGHT

- Our Rohnert Park, California, facility uses solar arrays to supply its electrical needs and is located in SOMO Village which is a leading example of a sustainable community.
- The Forli, Italy, facility uses solar panels that produce approximately 383K kW/h per year, as well as inverters for reducing energy consumption. In addition to the on-site photovoltaic system, this facility also utilizes a high energy saving chiller, a free cooling system, floor heating and LED lighting systems.
- Our Longview, Texas, team completed a compressed air loss reduction project with the objective of decreasing air loss in the plant system, as well as reducing electricity use and expense. The team repaired approximately 300 leaks within the plant and, as a result, recorded an approximate 32% reduction in kW/h.
- Our newer San Miguel de Allende, Mexico, plant was designed to let natural light in to reduce overall energy consumption, especially on sunny days.
- The Baddi, India, team has planted trees around the facility to add to the environment and improve air quality, while recycling water to use for gardening.

Recycling Programs and Waste Reduction

All of our manufacturing facilities have active recycling programs. From the material we use in manufacturing to the ancillary products and packaging we use in our facilities, we have a strong focus on reducing, reusing and recycling materials at our facilities. Below are just a few examples:

- Paper, plastic and cardboard recycling
- Migrating administrative processes from paper-based to paperless
- Revising supplier and customer packaging procedures to reduce plastic usage
- Reducing scrap and rework

Waste Water Statistics

- 79% of our manufacturing facilities have zero industrial waste water discharges
- None of our industrial locations in developing countries have waste water discharges
- 100% of locations, that have industrial discharges, have pretreatment systems to minimize pollutants sent to publically owned treatment plants

Hazardous Waste Statistics (based on U.S. Environmental Protection Agency [EPA] guidelines)

- 90% of our manufacturing locations are either very small or small quantity generators of hazardous waste
 - 76% of our manufacturing facilities would be classified as very small generators of hazardous waste (less than 100 kg per month)
 - 14% of industrial facilities would be classified as as small quantity generators of hazardous waste (less than 1000 kg per month)

Air Emissions Statistics (based on U.S. EPA guidelines)

- None of our manufacturing facilities are considered a major air emission source
- 72% of our manufacturing locations are exempt from permitting due to the low volume of emissions

The reuse and recycling of all resources, effective waste management and the conservation of energy and water are the foundation of our environmental programs. With a culture based on continuous improvement, we will work to enhance all of our metrics in this area as we move forward.



100%

of our manufacturing locations engage in recycling programs

SPOTLIGHT

- During 2020, the Neunkirchen, Germany, plant team increased their focus on material waste management. They focused on reducing scrap rates by increasing laboratory testing and measurements, added a master mold setter to ensure the equipment is appropriately set, and optimized planning to reduce start-up scrap. They also increased the resin rate that goes back into the injection molding process or is sold as second-hand resin.
- Our City of Industry, California, team implemented an automated cleaning system for aluminum rivets that uses environmental-friendly cleaning fluid that is nontoxic and approved by California's stringent standards. Since installation, the new system has enabled them to extend the bath life by 50% and eliminated the need to add water daily to the overflow system.
- Our Huntsville, Alabama, team has increased their recycling efforts, recycling nearly 160 tons of burnable trash and cardboard.
- Our Commerce, California, location has reduced hazardous waste generated by 30% through the optimization of chemical and waste treatment processes. Reductions were achieved by maximizing the useful life of process chemicals, repurposing spent process chemicals as waste treatment chemicals and optimizing the waste treatment chemistry to reduce chemical consumption and improve treatment efficiency.



Our Products

Across our family of businesses, we are committed to seeking additional opportunities for more sustainable materials, the recyclability of products and the development of products that help people around the world. We are addressing customer, as well as regulatory, expectations for sustainable product offerings, while we work collaboratively on initiatives such as sustainable resins, 100% recyclability and multi-use products.

Innovating Sustainable Products

To make significant steps toward a sustainable future, we believe that great product design is key. By effectively optimizing a product's design, we can significantly reduce demand on raw materials and resources. At the end of life, good design allows the product to be easily reused, recycled or composted. Moving away from a linear model of consumption and toward a circular economy is not only good for the environment, but it also makes great business sense.

As a manufacturer, raw materials are a core part of what we do. Where possible, we are substituting non-renewable and less favorable raw materials with renewable alternatives, and we are increasing the number of products we offer that contain post-consumer recycled (PCR) materials. We are also committed to getting our products to the consumer as intended, minimizing unnecessary waste and damage.

Following are just a few examples of our efforts to enhance the sustainability impacts of our product solutions:

Mono™-2e Single Material Dispensing Pump

TriMas' Rieke business was recently recognized as a 2020 Finalist of the Sustainability Packaging Coalition Innovator Awards for this revolutionary single-polymer Mono-2e pump. The patented Mono-2e features six parts, all made from one material, unlike conventional pumps which include many parts made from different materials. It is 100% recyclable and designed to reduce its carbon footprint by more than 60%. In addition, the Mono-2e is E-commerce ready, eliminating the risk of leaking during transit and is Amazon approved.

Mono-2e



- ✓ 1 material, 6 components
- ✓ 100% recyclable
- ✓ Reduces carbon footprint by up to 60%
- ✓ E-commerce ready

Composi-Lok® 4 Aerospace Fastener

TriMas Aerospace's newest innovation in the Composi-Lok threaded blind bolt series, the Composi-Lok4, is in the final stages of its industry introduction and acceptance. It is designed to afford improvements over existing flush-break designs, including installed weight savings of 12% to 15%, contributing towards overall aircraft weight reduction and increased fuel efficiencies.

AllPlastic™ Bellows Pump

Rieke's Taplast AllPlastic pump, which contains 100% polyolefin materials, has a bellows technology that replaces the metal spring delivering an eco-friendly solution to our customers and consumers. The innovative look is designed to reflect sustainability and to be 100% recyclable with the lowest carbon footprint, without sacrificing performance. This makes it simple for consumers to do the right thing for the environment in recycling the full packaging.

Hydrogen Cylinders for Fuel Cell Power

TriMas' Norris Cylinder serves the fuel cell market, primarily in the material handling industry. Norris manufactures hydrogen cylinders which are incorporated into fuel cell power systems that are alternatives to fossil fuel and battery-powered Class I, II and III fork lift trucks. By utilizing hydrogen as a power source instead of fossil fuels, we help promote a cleaner environment. Fuel cells use the chemical energy of hydrogen to cleanly and efficiently produce electricity with zero pollution.

Linfa Dispensing Pump

With sustainable goals in mind, Rieke and Taplast have been working on increasing the use of PCR in products. Made from up to 50% PCR, the Linfa pump significantly reduces its carbon footprint, while maintaining its optimum performance and keeping the product's integrity with its no metal contact design. This product is in line with our focus on significantly reducing virgin plastic introduced in the environment by 2025.

Rapak® Bag-in-Box Product Offering

TriMas' Rapak business offers a more sustainable alternative to other forms of packaging, enabling carbon reductions, cost savings and efficiencies in customers' supply chains. Bag-in-Box technology has positive environmental credentials as it is easier and lighter to transfer, store and dispose of in regular waste collections. Bag-in-Box solutions are 40% lighter and half the carbon footprint of traditional glass bottles. Rapak's use of specialized film properties also offers longer shelf-life to opened products than traditional containers.

Lightweight ISO Steel Cylinders

Our Norris Cylinder team has developed and manufactured some of the lightest weight ISO cylinders in the world, without compromising performance and strength. These cylinders are made from less steel, making them more efficient to produce and transport. We are motivated to continually optimize our product designs to reduce material usage, thereby reducing natural resource consumption and minimizing overall lifecycle impacts.



100%

RECYCLABLE

Rieke's AllPlastic
Bellows Pump





Products to Help Keep People Safe

In addition to our efforts to improve the environmental impact of our products, we also develop products that help keep people safe. Below are just a few examples of how our products positively impact the lives of people on a daily basis.

The Fight Against the Global Pandemic

TriMas' Rieke business develops and manufactures a variety of dispensers and closures that are used in applications that help fight the spread of germs, improve personal hygiene, support home and janitorial cleaning, and are in medical-related environments. During these challenging times of the pandemic, we have worked closely with our customers serving these markets to supply products that are essential to minimize the transmission of the COVID-19 virus. In addition, our Norris Cylinder business has produced more than 10,000 cylinders to supply oxygen to hospitals for those in need.

Keeping People Safe

At TriMas, we understand the importance of safeguarding children from hazardous products, while protecting the integrity of our customers. Our Rieke child-resistant closures securely seal the container, minimizing the risk of misuse by children, but at the same time making it easy for adults to use. These closures also reduce unwanted spillage and waste. Our child-resistant closures meet all legislative requirements and are certified according to ISO 8317 or certified by the Code of Federal Regulations Title 16, and the Consumer Product Safety Commission (CPSC).

Rieke also has a range of innovative closures that increase security against product counterfeiting, manipulation and tampering, helping keep consumers safe and supporting our customers' brand reputations. In addition, Norris Cylinder also manufactures a complete line of fire suppression cylinders used in commercial and industrial systems designed to extinguish or prevent the spread of fires.

Reducing Packaging Waste and Leakage

Rieke has developed the LDS™-2e, a first of its kind lotion pump, designed to meet the challenging requirements of E-commerce fulfillment. The pump was designed to enhance customer satisfaction and frustration-free packaging, in addition to reducing the risk of leakage, while eliminating unnecessary packaging components and cost. The LDS-2e is a product that has been designed from the ground up to meet Amazon's ISTA-6 standards and is "Frustration-Free Packaging" certified.



Several Rieke Products

meet Amazon's ISTA-6 standards for E-commerce



Commitment to Quality and Innovation

TriMas is committed to outstanding product design, quality and flawless execution. We know these efforts, together with our firm commitment to business integrity, allow our customers to have great confidence in our capabilities, and will strengthen a sustainable competitive advantage for our businesses. At TriMas:

- We are committed to providing our customers with quality products that meet or exceed their needs and expectations.
- Every employee is responsible for ensuring the integrity of the products under his/her control and the accuracy of the documentation he/she provides supporting product integrity.
- As applicable, products will be tested to assure quality and safety standards are met.
- We maintain a quality system which contains policies and procedures to help ensure that we comply with the quality requirements of TriMas and our customers.
- We work to ensure that everyone in a work area understands TriMas' quality requirements, certifications and standards.

TriMas fosters a culture of continuous improvement and employee engagement to drive improvements in our Quality Management System, products and processes as we continue to strive for operational excellence. We integrate sound sustainability initiatives into our business practices including procurement, product design, testing, manufacturing and support.

We are also focused on product and process innovation. At TriMas, we invest in, develop and acquire differentiated technologies and enjoy a reputation of collaborating closely with our customers to provide technical solutions for their design challenges. Our approach to innovation enables TriMas to advance sustainable products and circular economy principles. As we continue to innovate, we seek to reduce our footprint and support our customers' desire for safer, lighter-weight products and reduced transportation costs. This strategy is not only the right thing to do, but also provides us with a competitive advantage.



Rieke Global Innovation Centers
located in the United States, the
United Kingdom and India

TRIMAS' QUALITY CERTIFICATION EXAMPLES

- ISO 9001 defines a quality management system focused on meeting customer expectations and delivering customer satisfaction.
- The National Aerospace and Defense Contractors Accreditation Program (NADCAP) is a global cooperative accreditation program for aerospace engineering, defense and related industries providing a consensus approach to special processes and products and continual improvement.
- British Retail Consortium Global Standards (BRCGS) certification is an international food safety management systems standard.
- Safe Quality Food (SQF) Program is a rigorous and credible food safety and quality program that is recognized by retailers, brand owners and food service providers worldwide.
- Others include the U.S. Department of Transportation/Transport Canada Certifications, the American Society of Mechanical Engineers (ASME) Certification and the American Bureau of Shipping Cylinder Certification.



Partnering with Customers and Suppliers

Our solutions include more than just our products and services. We focus on building lasting, sustainable customer relationships based on trust, collaboration and long-term commitment. We support our customers through a global manufacturing footprint, including facilities in the United States, Mexico, United Kingdom, Italy, Germany, Slovakia, India, Vietnam and China. These facilities are built on socially responsible business practices and meet stringent environmental and safety standards, while supporting the needs of our customers.



Partnering With Our Suppliers

Our Arizona manufacturing facility has implemented a cooperative recycling program with our supplier of 3.2.5 titanium bar stock wherein bar remnants are collected, segregated and routinely returned to the supplier to be re-melted into new materials.

TriMas' Rieke Business

is a proud member of the Sustainable Packaging Coalition and Association of Plastic Recyclers



Supply Chain

Our global reach is further supported by a flexible supply chain. TriMas engages suppliers to ensure our commitment to sustainability encompasses more than just our own operations. We expect our suppliers to uphold the same levels of integrity, responsibility and commitment to sustainability that we do. By partnering with our suppliers, we minimize potential environmental and social risks, while creating opportunities to efficiently use materials and implement solutions that positively impact our customers.

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 [Social Compliance Policy](#), as well as support of the goals and objectives of the Dodd-Frank Wall Street Reform and Consumer Protection Act, Section 1502, and related regulations, which aims to prevent the use of conflict minerals that directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo or an adjoining country defined in the Act and related regulations. See our [Responsible Sourcing and Conflict Minerals Policy](#) for more information.

Products for Developing Markets

Our strategy for growth seeks to deliver innovations that serve a wide range of markets around the world, while developing markets continue to offer significant opportunity for TriMas and our customers. We have dedicated resources to better understand the needs of customers in these markets, collaboratively working with them to develop products that address local requirements and improve our commercial strategies and partnerships to expand local access to our products that serve the packaging, aerospace and industrial markets.

Our Commitment to a Better Future

As we continue our journey toward a more sustainable future, TriMas is well positioned to create value for our employees, customers, shareholders and the communities where we live and operate.

We are committed to:

- Improving our ESG strategy, including key performance metrics
- Embracing the use of Kaizen and actively sharing best practices across all locations
- Evaluating external sustainability scores and reporting frameworks to determine how best to drive long-term stakeholder value
- Reporting our progress

We will continue to strengthen our commitment to sustainability, making it an even more integral part of our operating culture for years to come.

Thank you for your continued interest in TriMas, and thank you to TriMas' dedicated employees around the world who support our shared sustainability journey.

We welcome feedback from our stakeholders regarding our sustainability initiatives.

Any additional questions or comments about this report can be directed to: sustainability@trimascorp.com.



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FORWARD-LOOKING STATEMENTS

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.