

## Statement on Business Ethics

At Trinity, our Core Values guide our individual behavior and are vitally important to our business success. Our [Code of Business Conduct and Ethics](#) (the Code) is how we turn those values into action. The daily ethical decisions and behaviors of our people are how Trinity acts with integrity, how we consider diverse perspectives, how we strive for improvement, how we honor our commitments to ourselves and to our communities, and how we ultimately achieve excellence. While the Code and our collective corporate policies help instill and bolster Trinity's ethical culture, two specific areas that help support these values are our Anti-corruption Policy and our Ethics HelpLine and HelpSite.

Part of Trinity's commitment requires avoiding corrupt business practices, including bribery. We strive to win business based on our integrity, ability to deal fairly, and the merits of our products and people. Many of the countries in which we do business have anti-corruption or anti-bribery laws, such as the Foreign Corrupt Practices Act (FCPA) in the U.S., Mexico's General Law of the National Anti-corruption System, and the United Kingdom's Bribery Act 2010, to name a few. We are committed to compliance with regulatory requirements, and we expect that contractors or other third parties with whom we work comply with all anti-corruption laws. Employees undergo regular training on bribery and corruption and annually affirm our anti-corruption policy.

Trinity works to ensure that employees have the tools and resources they need to maintain the highest standards of ethics and compliance. We conduct an annual compliance and ethics campaign to provide training and promote awareness and engagement. It is also Trinity's policy to incentivize, recognize, and, where appropriate, reward compliance behavior. Trinity encourages all personnel to look for opportunities for improvement and submit suggestions to leads, supervisors, managers, or directly to the Compliance Department.

We have an Ethics HelpLine and HelpSite website in both English and Spanish available at any time, which allows for confidential and anonymous reporting. We investigate reports of conduct that may be inconsistent with our policies and strictly prohibit any form of retaliation against stakeholders who report a concern.

Trinity encourages any stakeholder aware of a violation of its Code of Business Conduct and Ethics or its anti-corruption policy to speak up. We maintain a Whistleblower policy to foster compliance.



Potential concerns can be reported to Trinity’s Integrity HelpSite at [www.trinityintegrity.com](http://www.trinityintegrity.com), or the Trinity Integrity HelpLine (U.S. 1-877-TRN-LINE; MX 800-681- 9289).

Further, we prohibit unauthorized employees the direct or indirect use of any Company funds, property, or other assets for charitable or political contributions in any form. Employees are prohibited from making or requesting charitable or political contributions as a condition of or to influence a business decision.

### History and Revision Log

Version	Author	Published Date	Summary of Changes
1.1.0	M. Pittman	2025-05-12	Updated for publication
1.0.0	M. Pittman	2020-03-01	Initial release

