

Statement on Social Responsibility

We are committed to conducting our business in a socially responsible manner. We seek to add value to the communities in which we live and work, strengthening our relationships and leveraging our partnerships to amplify our impact. Our priorities for social responsibility include:

- Fostering a workplace that is inclusive, respectful, collaborative, and free from harassment and retaliation;
- Hiring, engaging, and retaining the best talent and promoting opportunities for professional and personal development;
- Improving the wellbeing of our employees and other stakeholders by striving to provide competitive wages and benefits, supporting career development and goals, as well as promoting employees' physical, emotional and financial wellbeing;
- Contributing to the communities in which we operate through service and charitable investment.

We demonstrate commitment to these priorities in a number of ways, including our:

- Code of Business Conduct and Ethics - setting professional and ethical standards and expectations for our businesses.
- Equal Employment Opportunity, Civil Treatment, and Anti-Harassment Policies - establishing equal employment opportunities, requiring civil treatment, and prohibiting any form of discrimination.
- Setting Expectations for Supplier Standards - providing written business conduct expectations through our Supplier Handbook.

Employee Experience

We are committed to attracting and retaining highly skilled and diverse employees and are proud that our workforce is made up of fantastic people from all walks of life. This commitment to inclusivity is one that we strive to uphold throughout the company, including through all stages of our HR process, from recruitment and hiring to talent retention.

- We work to continue enhancing our programs and are focused on establishing a high-performing, inclusive team through: Inclusivity training and awareness that values cultural differences in the workplace;
- A recruiting process created to build a high-quality slate of candidates with diverse experiences across the enterprise;
- Structured interviews for objective selection and continuous improvement measurement;



- New hire onboarding objectives designed to enhance the engagement of all new employees;
- Employee Resource Group (ERG) structure and governance to encourage inclusion, appreciation and involvement; and
- Robust internal and external metrics for motivation of performance for the Inclusion Initiative.

We encourage and support employee resource and networking groups, such as Women of Trinity (WoT), our diversity and inclusion committee, and other employee groups, which offer educational, professional development, and community service opportunities. We also provide focused training, mentoring, and employee development for specialized positions, such as plant managers, engineers, accountants, and more.

Three pillars support our employee experience strategy:

- Employee Engagement and Retention
- Talent Attraction and Employee Development
- Inclusive Culture

We also believe in empowering our teammates and helping them achieve their full potential through providing the resources necessary to succeed. We are committed to professional development across the entire organization through opportunities such as:

- **First-Time Manager:** A course for employees who are promoted into their first manager role. We promote the mindset, skills, and tools that will enable them to lead their teams successfully.
- **Leadership Training:** Trinity strives to have 100% of our people managers participate in our new leadership training program, which includes five instructor-led sessions and four eLearning sessions with varied content each year.
- **Plant Manager Development Program (PMDP):** Trinity brings Plant Managers together several times a year to develop their leadership and business skills which helps them build healthy plant cultures while also increasing plant productivity.
- **Formal Development Activities:** Classroom instruction, on-demand e-learning, and both high-level and detailed content in subjects such as our Core Values, business and interpersonal skills, and leadership development enable employees to successfully do their jobs today while preparing for tomorrow's responsibilities.
- **Individual Development Plans (IDPs):** All Trinity people managers have access to the necessary tools to help their employees create individual development plans (IDPs) to work towards their career goals. Annual performance reviews for all permanent employees help track progress.



Through strategies such as our Employee Experience Survey, our Employee Recognition Program, and a comprehensive commitment to our Core Values, Trinity is dedicated to building a healthy, engaging workplace where employees can thrive and do their best work. We pride ourselves on maintaining an active dialogue with our employees. In our U.S. facilities, for example, the Company benchmarks overall employee engagement with an annual cross-organization survey targeting metrics such as safety, job satisfaction and more.

Trinity is committed to supporting the health and well-being of our employees and their families through our BE WELL Program. BE WELL promotes employee physical and mental health, financial education, retirement planning, and work/life balance through a variety of programs and services. We are proud to offer a comprehensive suite of benefits, such as employee counseling through our Employee Assistance Program, caregiver support services, wellness half-days, a smoking cessation program, and paid time off for parental leave. Trinity also offers benefit plans for employees in the U.S. and Mexico, including a 401(k) plan for U.S. employees that includes a Company match. Additionally, our Mexico-based employees receive life and major medical expense insurance.

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

