



TRINITY INDUSTRIES



DELIVERING GOODS FOR THE GOOD OF ALL

2020 CORPORATE SOCIAL RESPONSIBILITY REPORT

CEO LETTER

DELIVERING GOODS FOR THE GOOD OF ALL

At Trinity, we remain proudly committed to rail solutions that deliver goods—safely, efficiently and sustainably—for the good of our customers, shareholders and employees in all the communities we serve.

At Trinity, our commitment to ethical business practices, sound governance, and resource stewardship is foundational to our core purpose of Delivering Goods for the Good of All. We recognize that further integrating the key principles of sustainability, including actions and transparency in environmental stewardship, safety and quality assurance, corporate social responsibility, governance, and diversity and inclusion, are critical to enhancing Trinity’s long-term value. Our work—the leasing and servicing, manufacturing, maintenance, and repair of railcars—is essential to support North America’s transportation system and the delivery of food, fuel, medicine, and other vital supplies that sustain our communities. Railcars are a sustainable mode of transportation and play an important role in the industrial supply chain by transporting our country’s most important products across the North American continent. I am proud of the role that our railcars play in reducing the overall environmental footprint of the transportation industry.

To be prudent stewards of our business for the long-term, we must recognize climate change as a challenge facing our business, industry, and communities today. We are committed to contributing to a more resource-efficient economy and embedding climate change mitigation into our business strategy to help confront challenges faced in the areas of en-

ergy management, fuel economy and efficiency, and materials sourcing. To that end, in 2020 we successfully advanced our sustainability disclosures and efforts and are now reporting in alignment with the Sustainability Accounting Standards Board (SASB) recommended disclosures on Green House Gases (GHG), Air Quality, Employee Health and Safety, Competitive Behavior, and Accident and Safety Management. Building upon these efforts moving forward, we expect to complete our first questionnaire as part of the [CDP global environmental disclosure system](#).

Our communities faced a particularly difficult challenge in 2020, the COVID-19 pandemic. As the global pandemic and the unprecedented responses unfolded, Trinity took vigilant action to support all of our stakeholders. Our top priority was always and remains the health and safety of our employees, as well as continuing to support our customers and operations. At Trinity, we all play an important part in supporting the continuity of our operations and in the global response to COVID-19. As part of their response to this pandemic, governments cited the continuing operations of the rail and highway industries as critical to response efforts, as our work is essential to supporting the railroads and road transportation systems, as they deliver food, fuel, medicine and other supplies that will sustain communities.

While we are proud to provide these important services, we remain committed to ensuring the health and safety of our employees and the residents of the communities in which we live and work. We follow guidance from the U.S. Centers for Disease Control (CDC) and other health organizations to slow the spread of the virus and have implemented safeguards to protect our team members. We implemented social distancing and mask wearing practices, increased the frequency of cleaning and disinfecting of facilities, staggered shifts and limited occupancies, and have instituted additional safety procedures that keep our employees safe and healthy. I am very pleased with how our cross-functional teams are collaborating and communicating regularly about recommended best practices, as well as instituting measures consistent with regulatory requirements and guidance from health authorities.

Recognizing that Trinity’s strong culture will help drive value over the long-term, we continuously strive to attract and retain highly skilled and diverse employees, while also providing and promoting opportunities for professional development. We are committed to continuing the creation of a diverse, equitable, and inclusive culture where all employees are respected, valued and engaged.



We are committed to employees’ health and safety. Environmental, health and safety initiatives are central to the operations of our business, and the entire Trinity team works to continually improve our safety performance. We employ a Safety and Environmental Certification Process aligned with ISO and Responsible Care® standards, which helps us identify and mitigate health and safety risks through operations management, health and safety training, emergency preparedness, performance auditing, program certification, and improvement targets.

We also strive to support the communities in which we live and work, leveraging our relationships and partnerships to amplify our impact. Philanthropy and community involvement are cornerstones of our culture, and Trinity’s U.S. and Mexico charitable campaigns are of local and national significance. Consistent with our corporate purpose, Trinity’s charitable contributions support physical health, community education, and disaster recovery, and are essential to building thriving communities.

Trinity’s Board of Directors and senior management teams oversee our sustainability and enterprise purpose actions and goals. Strong governance practices support and promote the long-term interests of our stakeholders while ensuring accountability and inspiring trust. An independent Chairman leads

Trinity’s Board of Directors, and all committees of the Board are led by independent directors. The directors are a strong team of financial and strategic professionals with proven, independent, and diverse executive talent. Importantly, 40 percent of our directors self-identify as gender or racially diverse.

We are pleased to publish this inaugural Corporate Social Responsibility report. Our purpose, Delivering Goods for the Good of All, is the foundation for everything we do at Trinity. This purpose guides our business culture as we endeavor to use company resources in ways that positively contribute to all stakeholders. On behalf of our entire team at Trinity, we are incredibly proud of our people and culture, our strong track record of operational excellence and risk management, and our collective role as stewards of the environment.

E. Jean Savage
Chief Executive Officer and President

OUR COMPANY

Trinity Industries, Inc. began providing industrial products and services to customers more than 85 years ago, and over time, has evolved into a premier provider of railcar products and services. We operate industry-leading railcar leasing, manufacturing, and services businesses, by operating as a single source for comprehensive rail transportation solutions and services for our customers. We deliver an outstanding customer experience by providing high quality, innovative products and designing solutions that enhance and optimize the ownership and usage of railcars by our customers and enhance the value-proposition of the rail modal supply chain. We report our financial results in three principal segments: the Railcar Leasing and Management Services Group, the Rail Products Group, and All Other (which includes our Highway Products business).

PURPOSE AND VALUES

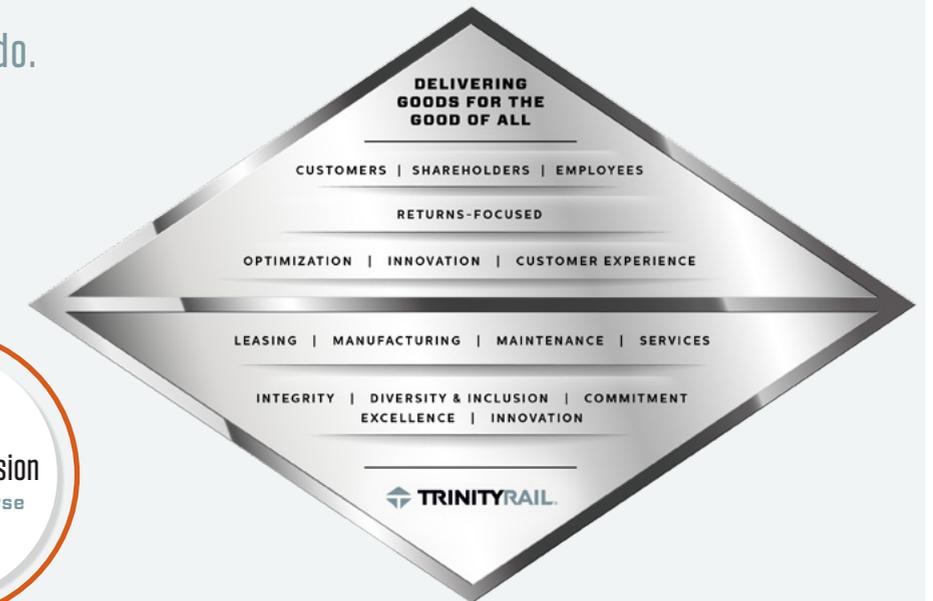
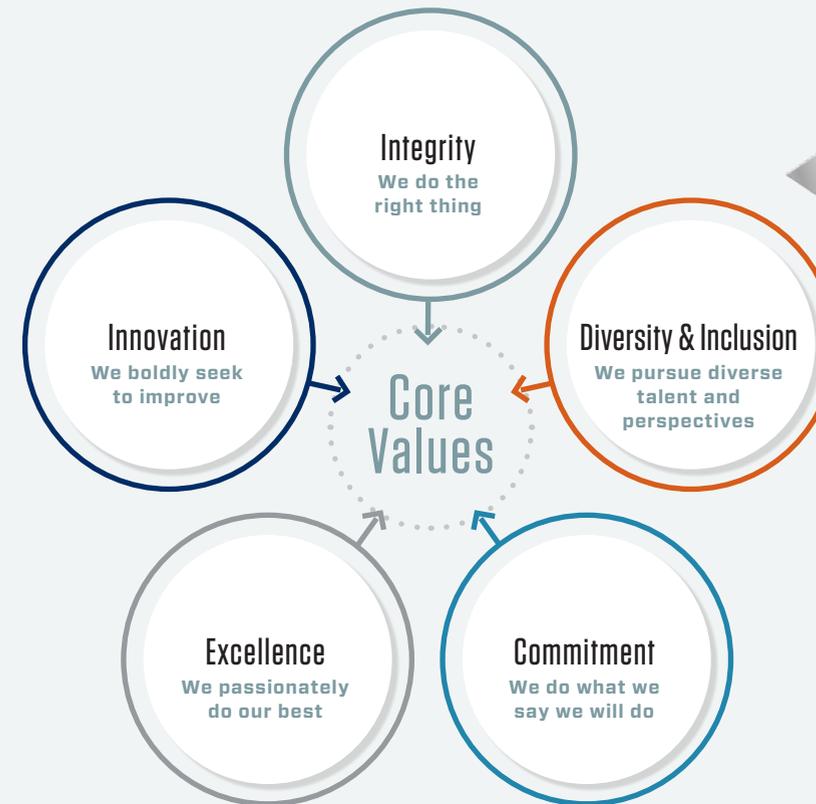
At Trinity, we are committed to Delivering Goods for the Good of All. Look around and you'll see us. Your home and workplace? Our railcars have likely carried the materials that built them. The food on your family's table? We may have delivered it from the farm to grocer. The car in your driveway? We likely transported it and fueled it. Sparkling clean drinking water? That's us too.

Our railcars play an important role in North America as they deliver essential goods that keep the economy moving and enrich the lives of people in communities across the continent. At Trinity, we remain committed to rail solutions that deliver goods—safely, efficiently and sustainably - for the good of our customers, shareholders and employees in all the communities we serve.

Delivering Goods for the Good of All is why we proudly come to work each day.



Trinity's five Core Values underlie everything we do.



Our Core Values are the foundational characteristics of our Company. We strive to live these Core Values throughout our daily work and interactions with each other, our customers, and our shareholders. Each serves as our cultural cornerstone and defines how we accomplish our purpose.

We align our business strategy with three broad initiatives: optimization, innovation, and customer experience - all with the goal to deliver superior returns to our stakeholders and achieve our overarching purpose of Delivering Goods for the Good of All.

AWARDS & RECOGNITION



SUSTAINALYTICS: Sustainalytics, a globally recognized expert in ESG research and ratings, has provided a second party opinion designating the Trinity Industries Leasing Company (TILC) Green Financing Framework as credible and impactful and in alignment with the four core components of the Green Bond Principles 2018 and Green Loan Principles 2020. Trinity developed the TILC Green Financing Framework to support green financing instruments, including green bonds and loans in which the proceeds will finance and/or refinance railcar assets which, in turn, support GHG emissions reduction and the modal shift from road to rail allowing for efficient and safe transportation of goods. Under the newly issued framework, currently eight of TILC’s outstanding debt financings, representing over \$4 billion of railcar-related debt, meet the criteria and qualify for the Green Financing designation.

Trinity is the first North American railcar leasing company to achieve the designation.

1. Source: Trinity Industries Leasing Company Green Financing Framework by Sustainalytics



CEMEFI ESR BADGE: Trinity’s Mexico facilities first received the “Empresa Socialmente Responsable” (ESR) badge in 2019 and maintained this distinction for 2020. The ESR badge is granted annually by the Mexican Center for Philanthropy (Cemefi) and AliaRSE to companies showing engagement and dedication in Mexico. Trinity’s Mexico CSR program is part of our broader environmental stewardship and social responsibility program, which addresses employees, suppliers, and customers, as well as the local community. Trinity’s Mexico team achieved success by focusing on four pillars: quality of life, our close relationship with the community, environment, and Company ethics. Notably, the team’s efforts helped 3 local elementary schools (Américas Unidas, Emiliano Zapata and Escuela Sabinas) by cleaning, waterproofing and painting classrooms, fixing overhead lighting and wiring, installing exterior lamps, and donating and installing playground equipment, as well as donating 350 trees, with thousands of employees dedicating over 13,000 hours to the program.



INTERNATIONAL WELL BUILDING INSTITUTE (IWBI) HEALTH-SAFETY CERTIFICATION: Both Trinity’s new corporate headquarters and our Highway business’s new headquarters are the first Dallas, Texas-based buildings to receive the WELL Health-Safety Rating. The WELL Health-Safety Rating for Facility Operations and Management is an evidence-based, third-party verified rating system focused on employee health and wellness. This rating system was created in response to COVID-19 and is focused on implementation of best practice health and wellness protocols in our building operations to help mitigate virus spread. Within the WELL Health-Safety Rating, a focus is placed on five specific areas of impact through the regulation of operational policies, maintenance protocols, and stakeholder engagement:

- 01 Cleaning and sanitization procedures
- 02 Emergency preparedness programs
- 03 Stakeholder engagement and communication
- 04 Health service resources
- 05 Air and water quality management

The WELL Health-Safety rating is one of the ways that TrinityHQ is committed to supporting the health and wellness of our employees. Additional information can be found at [WELL Certified | International WELL Building Institute | IWBI.](#)



RESPONSIBLE CARE® CERTIFICATIONS: Trinity continues to partner in the Responsible Care® program, the American Chemistry Council’s world-class environmental, health, safety, and security performance initiative. Responsible Care companies are industry leaders, playing a vital part to ensure that the business of chemistry is safe, secure, and sustainable. Trinity maintains Responsible Care® certifications, including performance measurement and preventive and corrective actions, which includes self-assessments and Responsible Care Management System maintenance procedures.



DIVERSITY RESEARCH INSTITUTE: Trinity was selected as a “Top 25” Most Diverse Fortune 1000 Company of Texas by the Diversity Research Institute (DRI). DRI assessed racial and ethnic diversity derived from available biographical information for companies based on the race of board members and executive leaders. Further, DRI compared companies’ racial and gender diversity to county and state population demographics for Harris and Dallas counties. Since this selection in September of 2020, Trinity’s Board of Directors’ racial and gender diversity ratio has increased to 40 percent.



LEAGUE OF RAILWAY WOMEN: Trinity has been named a 2021 Platinum Corporate Partner by the League of Railway Women (LRW), an organization committed to connecting and cultivating women in the rail industry through industry knowledge sharing and scholarships. There are currently two Trinity leaders at the LRW Board level, and our Chief Executive Officer and President, Jean Savage, was the keynote speaker at the LRW annual conference in 2020.



LATINOS ON BOARDS DESIGNATION: Trinity’s John Diez, an independent director on the Company’s Board, was named to the Latino Leaders Magazine’s 2020 list.



WOMEN INC.: Women Inc. acknowledged Trinity CEO Jean Savage and Board Member Dunia Shive as “Most Influential Corporate Directors” in 2019.



AMERICAN HEART ASSOCIATION WORKPLACE HEALTH ACHIEVEMENT: Trinity achieved Bronze Recognition as a part of the Workplace Health Achievement program established by the American Heart Association (AHA). AHA’s Workplace Health Achievement Index is a comprehensive organizational self-assessment that measures both the health of our workplace and the health of our workforce. The results are calculated by gauging the quality of workplace health programs and culture of health best practices, as defined by AHA.

This was Trinity’s first time taking part in the assessment.



ABOUT THIS REPORT

Trinity is proud to present our first Corporate Social Responsibility Report. This Report covers the 2020 calendar year (also Trinity's fiscal year), but also includes relevant data from 2018 and 2019, and has been prepared in alignment with the SASB Rail Transportation standard. We began preparing for the Report by evaluating material topics identified by the organizations noted below, as well as ongoing discussions with our Executive Leadership Team and insight and review from our Board of Directors. Trinity expects to enhance its materiality assessment in 2021 by further formalizing the assessment and expanding its scope to include surveys and discussions across a broader sample of stakeholders.

This Report captures our sustainability strategy and future goals. As we continue to integrate and advance sustainability throughout our Company, we have identified next steps in our strategy, including a more formalized assessment, enhanced reporting and visualization capabilities for our environmental efforts, completing our first questionnaire as part of the CDP global environmental disclosure system, and further development of and reporting on our Diversity and Inclusion Initiative.



ENVIRONMENTAL SUSTAINABILITY

We recognize climate change is a challenge facing our business, industry, and communities today. We are committed to contributing to a more resource-efficient economy and embedding climate change mitigation into our business strategy to help confront environmental challenges, including managing energy efficiently, increasing fuel economy and sourcing materials ethically. We strive to be a leader in the rail industry, which continues to provide a sustainable way to fuel the operating supply chain. Notably, U.S. freight railroads produce far fewer greenhouse gas emissions than other modes of land-based commercial transportation, such as trucks. Railcars also have long lifecycles at 40 plus years and are nearly fully recyclable through scrap and salvage at the end of their useful lives.

RAIL INDUSTRY SUSTAINABILITY

The Railroad industry has been integral to the growth of the United States' economy since its inception and is a cornerstone of infrastructure across North America and the rest of the globe. With a range of transportation applications spanning from freight to passengers, rail transportation offers an economically sound, fuel-efficient, and sustainability-oriented alternative for shippers and consumers alike.

Greenhouse gas (GHG) emissions in the rail industry are far fewer than in other forms of freight transportation by land. As seen in the accompanying graphic, according to the Environmental Protection Agency (EPA), freight railroads contribute only 0.6 percent of the United States' total GHG emissions and 2.1 percent of the total transportation GHG emissions.¹ Similarly, the International Energy

Agency notes that while railways transport 7 percent of the world's freight and 8 percent of global passengers, the industry only represents 2 percent of total global transportation energy demand.² Rail emissions, moreover, continue to improve: the American Association of Railroads reports that freight railways in the U.S. consumed 656 million fewer gallons of fuel and lowered emissions by 7.3 million tons of carbon dioxide in 2019 when compared to 2000 consumption levels.³

We believe the industry can serve a vital role in ensuring a sustainable global infrastructure for years to come. Trinity's goal is to continue as a sustainability leader in the railcar industry by enhancing the value proposition of the rail supply chain to move more freight by rail.

1. Data sourced from American Association of Railroads' "Freight Rail & Preserving the Environment" Factsheet: <https://www.aar.org/wp-content/uploads/2020/06/AAR-Sustainability-Fact-Sheet.pdf>
 2. Data sourced from International Energy Agency "Future of Rail" Report: <https://www.iea.org/reports/the-future-of-rail>
 3. Data sourced from American Association of Railroads' "Freight Rail & Preserving the Environment" Factsheet: (See above)

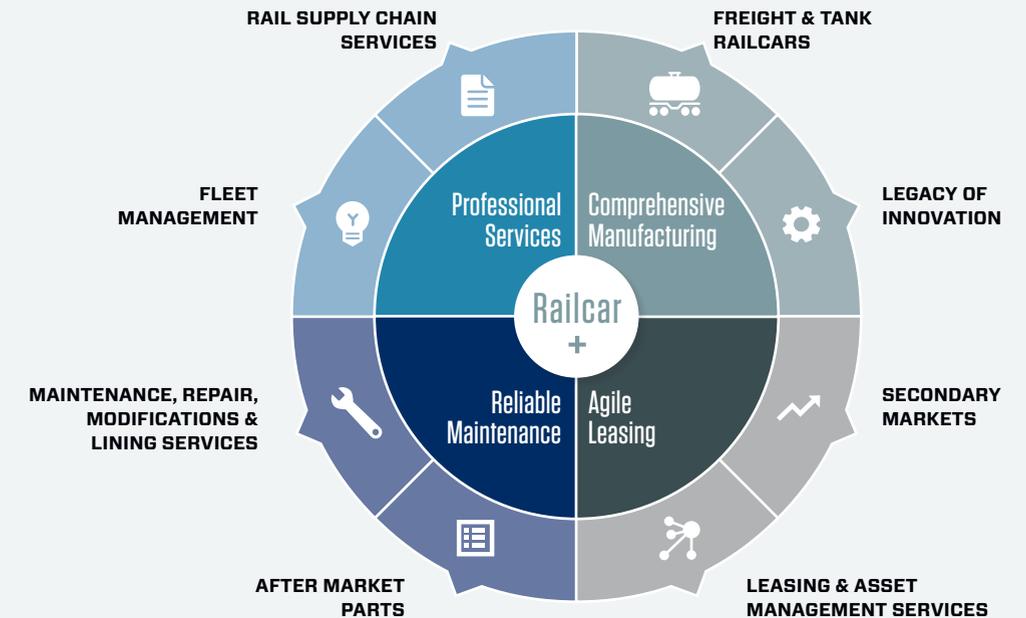


RAILCAR LIFECYCLE AND QUALITY

Railcars have an expected lifecycle of over 40 years and are highly recyclable. Trinity plays a key role in each phase of that lifecycle, including the design, repair, maintenance, and recycling of rolling stock, promoting Trinity railcars as highly sustainable capital equipment. Trinity, for instance:

- improved the design of several of our most popular products to reduce the weight of the railcar and increase carrying capacity to create more efficient trains;
- utilized programs to rebuild and repurpose existing running gear, such as brake equipment, draft components, truck components, and service equipment, allowing us to reduce waste and minimize the need for raw material, energy and water to produce new parts;
- re-galvanized and repainted components to extend their useful life, and utilized programs to convert configurations of certain railcars as industry demand patterns change to give railcar owners flexibility to use existing railcars rather than acquiring new equipment;
- utilized in-house valve inspection, rebuild and testing capabilities, which allows us to recertify and reuse the existing valves on a railcar, rather than using new parts; and
- used rebuilt and recertified brake valves in our maintenance operations.

POSITIONED FOR PERFORMANCE



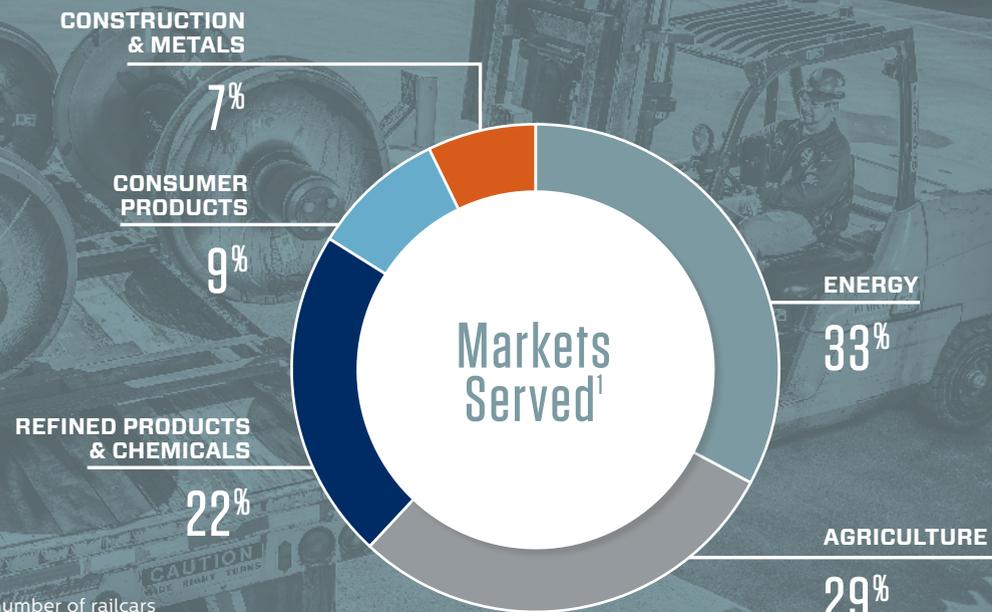
The quality and safety of our products and services are a high priority. We aim to design and develop products that can be manufactured, transported, and used safely. To manage the safety and quality of our products, Trinity is certified to the Association of American Railroads (AAR) specification for Quality Assurance M-1003 for its rail operations, and our highway operations are certified to ISO 9000.

PRODUCT QUALITY METRICS

Trinity's rail platform works to continually provide customer-focused solutions. As a leading manufacturer of railcars for over five decades, we have a steadfast commitment to quality. We strive to help our customers keep their railcars in-service providing lower cost of ownership, more efficient fleet sizing, consistent service, and greater peace of mind. A key measurement that impacts in-service time is Unexpected Out of Service Event rate ("UOSE Rate"), or the rate of an identifiable mechanical event that removes a railcar from service. Based on rail industry data on UOSE rates for the North American railcar fleet, from 2016 through 2020 for the population of railcars produced since January 1, 2010, the overall population of railcars produced by Trinity experienced UOSE rates 42% less frequently than the population of all other railcars produced during the same timeframe. We are proud of our quality programs and continuously strive to provide quality products and innovative solutions to our customers.

To learn more about Trinity's commitments to product quality and efficiency, please see our Statement on Product Stewardship in our ESG Statements.

We deliver the following essential goods throughout the North American marketplace:



(1) Data presented in this chart reflects the number of railcars in our wholly-owned and partially-owned lease fleet, which totaled 107,045 railcars as of December 31, 2020.

ENVIRONMENTAL SUSTAINABILITY

ENVIRONMENTAL STEWARDSHIP

Preserving the natural environment and taking steps to mitigate the effects of climate change is a responsibility that Trinity takes seriously. Trinity strives to be a leader in the clean rail transportation industry and has incorporated climate change mitigation into our business strategy. We are working to reduce energy use and GHG emissions in our business operations, as these issues are of high importance to our customers, employees, and company leadership. To that end, in 2021 we are committed to setting targets for energy consumption and GHG emissions, as well as water consumption and waste in our operations.

Currently, the majority of Trinity’s Scope 1 and 2 carbon emissions come from the electricity and gas required to operate our production facilities. Scope 1 GHG emissions come directly from sources/operations in our facilities, such as the combustion of natural gas in boilers and furnaces, while Scope 2 GHG emissions come from sources which are purchased and used by Trinity, such as electric utility power. Conversely, Scope 3 GHG emissions are those generated by sources indirectly associated with Trinity, including those owned by other companies.¹ In 2020, our total natural gas emissions were 24.0 metric tons of GHG Equivalencies per million dollars of revenue, and our total Scope 1 and Scope 2 GHG Equivalency emissions were 88.5 metric tons per million dollars of revenue. We are proud of the progress we have made, but we have goals to continue to reduce our emissions. The Company did not measure Scope 3 emissions in 2020.

1. Data sourced from World Resources Institute “Operational Boundaries of GHG Emissions”: <https://www.wri.org/resources/charts-graphs/operational-boundaries-ghg-emissions>



In 2020, we made strides to lower our environmental impact through:

- **Reducing Air Emissions:** Trinity recognizes the importance of mitigating the environmental impact associated with rail transportation operations by evaluating and reducing manufacturing emissions and by promoting clean fuels and cost-effective technologies. To further reduce solvent air emissions in our coating operations, Trinity increased its use of regenerative thermal oxidizer technology and continued to work with paint manufacturers to develop and test low solvent coatings. We plan to increase the use of thermal oxidizer technology at our facilities in 2021. We have also made improvements to reduce particulate matter in our coating process through high-efficiency filter control technology in our facilities.
- **Launching a Green Financing Framework:*** Trinity Industries Leasing Company (“TILC”) became the first railcar lessor in North America to publish a Green Financing Framework, supported by a second party opinion from Sustainalytics. This framework will enable TILC to issue green financing instruments, including green non-recourse ABS bonds and green loans, supported by green eligible assets. In 2020, eight of TILC’s outstanding debt financings, representing over \$4 billion of railcar-related debt, were identified as meeting the criteria and qualify for the Green Financing designation.
- **Minimizing Impact:** Our environmental management system helped to minimize the environmental impact of our operations, with six of our U.S. facilities now operating under EPA defined Minor Source emission level. We are committed to continuing to reduce additional facilities to the same level. Going forward, we will also continue to actively explore ways to purchase an increasingly higher percentage of renewable energy from our energy providers to reduce our environmental impact even further.

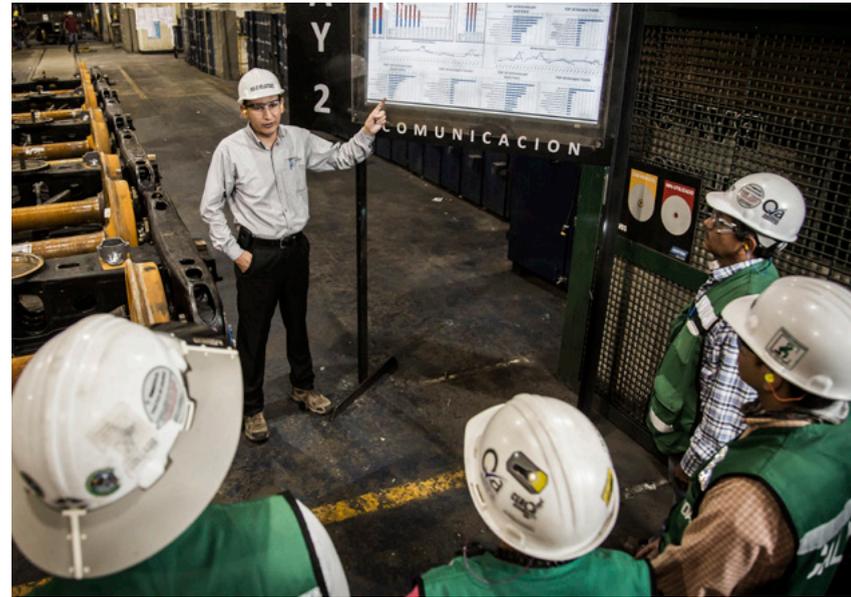
*Source: Trinity Industries Leasing Company Green Financing Framework by Sustainalytics

ENVIRONMENTAL SUSTAINABILITY IN 2021 AND BEYOND

Moving forward in 2021 we plan to create enterprise level environmental targets to help drive an increased focus on sustainability throughout the organization. The Company plans to enhance the visual tools from business analytics to analyze month-to-month fluctuations in GHG emissions, energy use, water use, and toxic waste to better equip our business to further our environmental sustainability efforts.



We also continue to invest in technologies that further our sustainability goals. In 2021, TrinityRail Maintenance Services acquired Bay Worx Rail, which brings advanced robotic technology that uses a closed-loop water recycling system to the railcar cleaning process to increase safety, efficiency, and sustainability. We expect to scale these services at additional maintenance facilities over the next few years to service our own fleet of leased railcars as well as other strategic customers.



For the Good of All: our employees make the wheels turn. Trinity fosters a healthy, productive work environment through our health and safety programs, development and engagement offerings, wellness programs, and diversity and inclusion initiatives.

The health and safety of our employees is our top priority. We continually seek to improve processes and performance as we operate our businesses with a goal of zero injuries and incidents. We strive to attract and retain a diverse and empowered workforce, which we believe is a critical factor in Trinity's long-term value. Our priorities include fostering an inclusive and collaborative workplace, promoting opportunities for professional development, and improving the well-being of our employees. Finally, we strive to add value to the communities in which we live and work, strengthening our community relationships and leveraging our business partnerships to amplify our impact.

EMPLOYEE HEALTH AND SAFETY

The safety of our employees is our top priority. We are committed to providing a safe and healthy work environment for our employees and seek to protect their well-being through comprehensive health and safety policies and procedures that include the identification and elimination of health and safety risks, operations management, health and safety training, emergency preparedness, performance auditing, program certification, and improvement targets. This includes setting, maintaining, and training on robust protocols and procedures for the safety of our employees, customers, visitors and the communities where we operate. We and our program partners strive to ensure our facilities remain in good condition and are well-maintained as we strive for world class operations.

EHS CERTIFICATIONS

Trinity continues to partner in the Responsible Care® program, the American Chemistry Council's world-class environmental, health, safety, and security performance initiative. Trinity maintains Responsible Care® certifications, including performance measurement and preventive and corrective actions, which includes self-assessments and Responsible Care® Management System ("RCMS") maintenance procedures. In addition to RCMS, Trinity has also developed a Safety and Environmental Excellence at Trinity (SET) program, which further commits to environmental and safety risk reduction and parallels several ISO 45001 standards. Trinity is committed to achieving conformance with the ISO 45001 and 14001 standards, with certification targeted for 2021. Our SET program was audited by an independent auditor and conforms with the RCMS.

We are committed to continuously improving in the three pillars of our safety culture: (1) leadership commitment, (2) employee engagement, and (3) risk reduction. The SET program includes the following elements:

- Management Commitment
- Management Accountability
- Disciplinary Program
- Tracking Injury Rates
- Employee Participation
- Self-Inspections
- Employee Hazard Reporting System
- Accident/Incident Investigations
- Job Safety Analysis and Hazard Review Process
- Safety, Health and Environmental Training
- Solid and Hazardous Waste Minimization/Recycling
- Preventative Maintenance
- Emergency Response Programs/Drills
- Health Program
- Personal Protective Equipment
- EHS Change Management
- Contractor Safety
- Medical Programs
- Commitment of Resources
- Program Evaluation and Certification by Third Party

Our safety management system is designed to identify, assess, prioritize and reduce or eliminate risk to protect our employees and others from workplace injuries and harmful exposure to materials handled and managed at our facilities.

OUR PEOPLE AND OUR COMMUNITIES

TRINITY'S COVID-19 RESPONSE

As Trinity has responded to COVID-19, the health and safety of our employees, customers, and communities remains our top priority. We understand the important role that we play in providing essential products and services to our customers as they deliver food, fuel, medicine, and other products across the globe that have sustained our communities during this pandemic.

To protect the health and well-being of our employees, business partners, and communities, and to ensure that we continue to meet our customers' needs, we have:

- Implemented health and safety measures in our facilities following direction from the CDC, the World Health Organization, as well as state and local authorities, on best practices to reduce the risk of COVID-19 spread and exposure;
- Instituted a work from home policy for employees, and for those employees deemed essential to be at their work site, we have implemented social distancing, staggered shifts and breaks, visual controls, physical barriers, the use of facial coverings and other safety protocols;
- Implemented a robust cleaning and sanitizing program for our work and common areas, as well as improvements in air filtration;
- Implemented health and safety procedures in our facilities requiring contact tracing, self-isolation or quarantine per CDC guidance of employees who may have been exposed to or infected with COVID-19, and deep cleaning and disinfection of areas that may be contaminated;
- Provided employees with access to a dedicated, cross-functional COVID-19 team to seek assistance with situations associated with COVID-19;
- Implemented employee communication mechanisms to share best practices on COVID-19 prevention with our employees; and
- Partnered with the United Way Coronavirus Response and Recovery Fund, the North Texas Food Bank and other food banks across the United States, and the National System for Integral Family Development to donate money and goods to families in the United States and the State of Coahuila, Mexico who have been impacted by the COVID-19 pandemic.

We are proudly committed to rail solutions that deliver goods—safely, efficiently and sustainably, and we are committed to being there when our customers and communities need us most.

To learn more about Trinity's COVID-19 response, please see our COVID-19 Response page.



HEALTH AND SAFETY (H&S) METRICS

	2019	2020
Nonfatal Occupational Injuries and Illnesses Total Recordable Incident Rate (TRIR)	2.2	1.65
Nonfatal Occupational Injuries and Illnesses Incident Rate and Days Away from Work, Job Transfer, or Restriction (DART)	0.89	0.77
Number of Employee Fatalities	1	2

In 2021, we launched a target to reduce our incident rate by 25 percent from 2020 year-end through 2021. Trinity continues to improve our safety performance by learning and adopting new strategies and looking for new ways to strengthen our safety approach, including enhanced communications and employee feedback to improve employee engagement and further drive our safety culture; collaborative teams to identify and implement new safety technologies and best practices; and digital collection and dashboarding of EHS metrics for informed decision making.

Nothing is more important than the safety of our employees. We want everyone working with Trinity to return home safely every day.

We are deeply saddened to report that two of our employees suffered fatal workplace injuries in one of our facilities in 2020. We remain steadfastly committed to the health and safety of our Trinity team and to achieving a goal of zero workplace injuries.



WOMEN OF TRINITY (WoT)
To develop potential women leaders at Trinity through knowledge transfer, mentorship, and relationship building.

OBJECTIVES:

- Promote professional development via developmental relationships,
- Build connections among mentors and mentees, both formally and informally,
- Strengthen organizational networks, and
- Transfer Trinity’s institutional knowledge among program members.



DEVELOPMENT AND ENGAGEMENT

At Trinity, we believe that our success depends upon attracting, developing, and retaining high performing talent across our organization. One way we foster that success is by actively seeking employee input, understanding our employees’ diverse needs, and tailoring our work environment and programs accordingly. In our inaugural Employee Experience Survey in 2019, Trinity employees rated Safety, Pride in Work, and Ethics & Integrity among our areas of strength. Through this feedback mechanism, we look for areas of improvement, and implemented several initiatives to continue to improve employee engagement and organizational performance, including:

- Employee Communications Mobile App
- Enhanced Communication Channels
- Digital Suggestion Box
- Capital Improvements

Trinity is dedicated to providing a wide range of learning opportunities and is continuously working to add new, exciting programs. Formal development activities, such as classroom instruction, on-demand e-learning, and both high-level and detailed content in subjects such as Core Values, business and interpersonal skills, and leadership development, allow employees to successfully do their jobs today and prepare for tomorrow’s responsibilities.

Ongoing learning and training are critical to ensuring our teams continue building their skills and we continue developing our people. These include safety trainings at our facilities, first-time manager trainings, and situational leadership trainings. Additionally, we offer employees further educational opportunities through continuing education and industry conferences, as well as tuition reimbursement. We began logging employee training hours in late 2020 and intend to report on average quarterly and annual training moving forward.

A key example of Trinity’s commitment to employee development is our Lean Leaders Program.

Beginning in 2009, Trinity’s Lean Leaders Program seeks to create a collaborative environment that engages our people to solve problems, bring their ideas to life, and continuously improve both employee development and operational efficiencies. Employees across our Rail Manufacturing and Maintenance sites, from Jonesboro, Arkansas to Longview and Saginaw, Texas and to Monclova, Mexico, are leading critical operational improvements.

In 2020, our team in Monclova, Mexico took this program to the next level by formalizing its goals and actions to develop, engage and challenge our employees to make continuous improvements in our operations. Other sites throughout Trinity have also benchmarked to follow suit in 2021.

As a result of this program, there are now 18 new Lean Leaders in our Monclova facilities, and their efforts have resulted in more than 100 operational, quality, and safety improvements combined.

OUR PEOPLE AND OUR COMMUNITIES

WELLNESS



BENEFITS

Trinity's greatest asset is our employees, and we are committed to helping our employees lead a happy and healthy life. To improve employee well-being and health, Trinity offers the BE WELL program to support employees' physical, emotional and financial wellness. We offer a comprehensive suite of health and welfare benefits, such as company paid disability programs (short-term and long-term), as well as retirement plans for employees in the U.S. and Mexico, including a 401(k) plan for U.S. employees that includes a company match. Trinity's well-being program - Be Well - promotes employee health and wellness, financial education, retirement planning and work/life balance, including employee counselling through our Employee Assistance Program, Caregiver support services, wellness half-days, a smoking cessation program, and paid time off for parental leave. Additionally, our Mexico-based employees are provided with Life & Major Medical Expense Insurance and educational reimbursement programs.



HUMAN RIGHTS

Trinity is committed to respecting human rights throughout our operations, and aims to provide respect, dignity, and all basic needs to employees and contractors. We are committed to promoting human rights and strive to ensure that the products and services provided by Trinity and our third-party business partners are ethically sourced and are aligned with human rights laws in countries in which they originate. To maintain our standards, we have put in place a Labor and Human Rights Policy, which is informed by the United Nations Guiding Principles (UNGP) on Business and Human Rights and Universal Declaration of Human Rights (UDHR), and sets limitations, with minor business-critical exceptions, on the number of hours employees can be scheduled to work as well as the number of consecutive days without a rest day. We prohibit human trafficking, slavery, and any form of forced or involuntary labor as defined in Article 2 in the Forced Labour Convention 29 of the International Labour Organization. We also respect the rights of employees to associate freely and to openly communicate and share ideas and concerns with management regarding working conditions and practices.

To learn more about our commitment to human rights at Trinity, please see our Statement on Human Rights in Trinity's ESG Statements.



SUPPLIER SOCIAL POLICY OVERSIGHT

Trinity expects our commitments, including those to protect human rights and provide quality working conditions around the world, to be followed by our suppliers as well. Our suppliers are expected to annually attest that their policies are aligned with Trinity, and we expect suppliers to regularly self-assess for risks and impacts and to continuously practice good judgment. We have dedicated a confidential and anonymous means for any party to report situations that they believe are inconsistent with the principles set out in our policies, and we are committed to taking appropriate corrective action as needed. As mentioned in our Statement on Supplier Management, Trinity's expectations for suppliers are included in our Supplier Handbook and our Code of Business Conduct and Ethics, which require suppliers to uphold human rights and identify conflict minerals in their operations and supply chains. Trinity is committed to the sourcing of conflict minerals from conflict-free smelters or refiners, as outlined in our Conflict Minerals Policy. Upon request of Trinity, suppliers determine whether any products provided by suppliers contain tin, tantalum, tungsten, gold or any other material that is designated under applicable rules of the Securities and Exchange Commission as a "conflict mineral." We have established a process that identifies areas of risk relating to conflict minerals on an ongoing basis and corrective action plans to mitigate or remediate such risks.

To learn more about supplier oversight at Trinity, please see our Statement on Supplier Management in Trinity's ESG Statements.

OUR PEOPLE AND OUR COMMUNITIES

DIVERSITY AND INCLUSION

We believe a diverse, equitable, and inclusive workplace is key to maximizing business performance and our purpose of Delivering Goods for the Good of ALL. Trinity is committed to a culture where ALL employees are respected, valued and engaged.

Our Board of Directors and Executive Leadership Team recognize the important role that Diversity and Inclusion play in the Company’s ongoing success in the following ways:

- Improving our business performance and decision-making by capitalizing on diverse perspectives, experiences, and backgrounds,
- Enhancing our ability to attract and retain the best talent by ensuring the most qualified candidates are considered, hired, and promoted, and
- Increasing employee engagement, satisfaction, and retention by establishing a working environment where everyone feels a sense of belonging and are valued for their unique characteristics and contributions.

Our team is committed to continuing to cultivate a diverse team made up of our extraordinary employees. Under new CEO leadership in 2020, Trinity chose Diversity & Inclusion as one of our five core Company values and began a strategic review of diversity, equity, and inclusion and how to improve at Trinity. From these efforts, in addition to the vision articulated above, we have developed three strategic objectives upon which we will execute moving forward. They are: 1) to increase the representation of female and minority employees across the Company; 2) to increase the representation of female and minority employees in leadership roles; and 3) to build a more inclusive culture. Our future efforts will include internal and external reporting on key metrics tied to each of these three strategic objectives. Initiatives tied to achieving our strategic objectives include a refreshed recruiting strategy to attract diverse talent and develop partnerships with external vendor resources for diverse talent; increased diversity in all interview slates, interview panels, and succession slates; enhanced onboarding process for external hires; and a more robust feedback process for employees to share perspectives on diversity, equity, and inclusion issues.

Trinity also supports and promotes employee resource groups to encourage engagement and development. Trinity’s Diversity and Inclusion committee, for instance, organizes month-long celebrations for national cultural awareness campaigns. Additionally, our Women’s Initiative for Success and Empowerment (WISE) was established in 2016 as an employee resource and networking group for the professional development of female leaders in the organization. Each year, more than 40 women participated in the organization and curriculum, which focused on advanced business and communication skills and continued mentorship between senior executives and emerging leaders at the Company. As a result of this group’s success, the Company’s women leaders established the Women of Trinity (WoT) in 2019 to broaden the impact of developing potential women leaders across the enterprise through knowledge transfer, mentorship, and relationship building.

Trinity supports and commits to further development of employee resource groups to support a diverse and inclusive culture and continually develop our employees. Supplemented by our robust resources, the success of our Company is bolstered by employee training, an inclusive culture, and a diverse workforce.



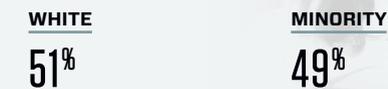
DIVERSITY STATISTICS

The below charts reflect our gender and ethnic diversity, as of January 1, 2021.

Gender Diversity—Female



Ethnic Diversity in U.S.



To learn more about our Diversity and Inclusion efforts, please see our Social Responsibility statement in Trinity’s ESG Statements.



OUR PEOPLE AND OUR COMMUNITIES

GIVING BACK

Trinity supports the communities in which we work, as the vitality of the places we are located is a key to success. During the COVID-19 pandemic, we hosted charitable giving and local food bank campaigns in our communities in the U.S. and Mexico. Our employees donated time and money to give back to and care for the members of our communities during this difficult time. As part of our Core Values and Purpose, Trinity is committed to being a good neighbor now and in the future. Additional examples of Trinity’s recent community support follow.

AMERICAN HEART ASSOCIATION SANDI HADDOCK COMMUNITY IMPACT HONOR

In 2020, Tim Wallace, Trinity’s former Chief Executive Officer, and the Women of Trinity were collectively recognized as an honoree for the American Heart Association (AHA) Sandi Haddock Community Impact. For more than 11 years, Trinity was recognized as having improved the health of the women in the community, by donating nearly \$7.5 million to heart health. In 2019 alone, Trinity broke records by raising over \$1 million with their annual Cotes de Coeur business partner campaign and achieved Circle of Excellence status by raising over \$100,000 through the Dallas Heart Walk.

MEXICAN CENTER FOR PHILANTHROPY (CEMEFI) AND ALIARSE ESR BADGE

As noted on Page 3, our Mexico facilities first received the “Empresa Socialmente Responsable” (ESR) badge in 2019 from the Mexican Center for Philanthropy (Cemefi) and AliaRSE and maintained this distinction for 2020. Trinity’s Mexico team achieved success by focusing on four pillars: quality of life, our close relationship with the community, environment, and Company ethics. Notably, the team’s efforts helped 3 local elementary schools (Américas Unidas, Emiliano Zapata and Escuela Sabinas) by cleaning, waterproofing and painting classrooms, fixing overhead lighting, installing exterior lamps, and donating and installing playground equipment, as well as donating 350 trees, with thousands of employees dedicating over 13,000 hours to the program.



TEAM@WORK

Trinity Employees Activities Mission @ Work, TEAM@WORK, is an employee-driven program involving Trinity employees that combines team-building and community giving and outreach. TEAM@WORK members host quarterly team-building events focused on giving back to the community while building lasting peer relationships at the same time. In 2020, TEAM@WORK led events benefiting the American Diabetes Association, United Way and the American Heart Association.

Examples of giving back at our facilities include:

- **TrinityRail’s Shell Rock facility** participated in the Butler County Vision for Well Being’s “Christmas Cheer Program,” which is a county-wide initiative focused on providing financial support for utilities, goods, and other services around the holidays for 264 adults and 200 children in the surrounding area.
- **TrinityRail’s Cartersville facility** participated in a team-building event: the Backpack Buddies Program (Cartersville City & Bartow Co Schools). The event provides children from food-insecure homes that attend school at Cartersville City or Bartow County schools with weekend meals during the school year and serves 312 at-risk identified students in the four city schools and 800 at-risk identified students in the county schools.

GOVERNANCE AND ETHICS

Our goal is to promote the long-term interests of stakeholders, strengthen accountability, and inspire trust. Trinity’s governance practices promote best-in-class leadership, diversity, independence, and shareholder-aligned incentive practices at the most senior levels. Our Board of Directors includes an independent Chairman and diverse and independent Board members who help ensure that our business strategies and programs are aligned with stakeholder interests. Our Board of Directors is also committed to the Company’s continued respect for human rights throughout all our operations.

BOARD INFORMATION

Size of Board	10
Number of Independent Directors	9
Separate Chairman and CEO	Yes
Independent Chairman	Yes
Average Age of Directors	61
Average Director Tenure (in years)	5.6

BOARD POLICIES AND GUIDELINES

Majority Vote for Election of Directors	Yes
Annual Election of all Directors	Yes
Annual Review of Independence of Board	Yes
Annual Board and Committee Self-Evaluations	Yes
Board Orientation/Education Program	Yes
Management Succession Policy	Yes
Charter Poison Pill	No
Diverse Board	40 percent

COMMITTEE CHARTERS

Audit Committee Charter	Yes
Corporate Governance & Directors Nominating Committee Charter	Yes
Financial and Risk Committee Charter	Yes
Human Resources Committee Charter	Yes

BOARD OVERSIGHT

Trinity’s Board of Directors and Executive Leadership Team have oversight of the Company’s Environmental, Social and Governance initiatives. These initiatives have been integrated in the Company’s long-term planning and are aligned with executive compensation.

The Board and its committees oversee Environmental, Health and Safety (EHS) initiatives and risk exposure related to the Company’s operations, including safety, environmental, financial, contingent liabilities, and other risks material to the Company.

BUSINESS ETHICS

At Trinity, we are committed to acting ethically and in compliance with laws as we make decisions and interact amongst ourselves, our customers, our suppliers and our communities. Trinity’s business ethics program is clearly defined for employees, suppliers, and customers in our [Code of Business Ethics and Conduct](#). 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. Our Whistleblower Policy helps to foster compliance and ensures any party, including employees, have an outlet to report activities not aligned with our collective corporate policies. 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 in response to a stakeholder reporting a concern.

Beyond our Code of Business Ethics and Conduct, Trinity has more detailed policies for certain risk areas, including Trinity’s Anti-Bribery and Corruption Policy. Many of the countries in which we do business have anti-corruption or antibribery 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. We are committed to compliance with regulatory requirements, and we require 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.

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

Learn more about our governance framework, including corporate governance initiatives and Board composition in our most recent Proxy Statement on Trinity’s [Website](#).



CONCLUSION

We know that making sustainable initiatives central to our Corporate Purpose will help us lead environmental and social change at our Company and in our industry and community, while also enhancing long-term stakeholder value. Our Board and management team remain vigilantly focused on the areas of greatest importance to our business and industry – Environmental Sustainability, Our People and Communities, and Governance and Ethics. And our Executive Leadership Team and all Trinity employees will continue to strive to employ Company resources in ways that make positive contributions to our stakeholders, pursue improvements to our products and services that are mindful of the environmental and societal impacts of our decisions, and work to protect natural resources and the environment for the benefit of current and future generations.

We are incredibly proud to publish the first Corporate Sustainability Report in the Company’s 85-year history. We are proud of the progress we have made thus far, and we are even more excited as we continue on our path toward long-term integration of ESG principals across our business. We look forward to providing regular updates as part of our Corporate Social Responsibility report.

Additional information can be found in [Trinity’s ESG Statements](#).

APPENDIX

DISCLOSURE	ACCOUNTING METRIC	UNIT OF MEASURE	TRINITY'S RESPONSE
Activity Metrics	Number of units produced by product category	Number	Sales data is provided in Trinity's annual report to shareholders on Form 10-K.
	Number of employees	Number	6,375*
Energy Management	(1) Total Energy Consumed	Gigajoules (GJ)	1,541,236 GJ
	(2) Percentage grid electricity	Percent	38%
	(3) Percentage renewable	Percent	This data is not tracked separately. Trinity plans to develop a standard methodology for tracking this activity and explore purchasing higher portions of renewable energy from providers.
Employee Health & Safety	(1) Total recordable incident rate (TRIR)	Rate	2.2 (FY 2019); 1.65 (FY 2020)
	(2) Fatality rate	Number	1 employee; 0 contractors (FY 2019) 2 employees; 0 contractors (FY 2020)
	(3) Near miss frequency rate (NMFR)	Rate	Trinity recognizes the importance of reviewing all work-related environmental, health and safety incidents, including near misses. Near misses are communicated and managed at the facility level. We plan to report related 2021 numbers in the future.
Fuel Economy & Emissions in Use-phase	Sales-weighted fleet fuel efficiency for medium and heavy-duty vehicles	Gallons per 1,000 ton-miles	Trinity does not make equipment with engines for transportation purposes and the fuel efficiency does not apply, and Trinity does not calculate sales-weighted fuel efficiency or emissions in this manner. We continue to invest in research and development aimed at products that generate fewer emissions.
	Sales-weighted fuel efficiency for non-road equipment	Gallons per hour	
	Sales-weighted fuel efficiency for stationary generators	Watts per hour	
	Sales-weighted emissions of: nitrogen oxides (NO ₂) and particulate matter for: marine diesel engines, locomotive diesel engines, on-road medium- and heavy-duty engines, and other non-road diesel engines	Grams per kilowatt-hour	
Materials Sourcing	Description of the management of risks associated with the use of critical materials	N/a	Trinity responsibly sources the raw materials used to build our products. Please see page 11 for more information.
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	Reporting currency	Trinity does not separately report revenue from our Parts, Components, and Maintenance operations. Please see page 6 for more information on Trinity's remanufacturing efforts.



TRINITY INDUSTRIES

**14221 NORTH DALLAS PARKWAY, SUITE 1100,
DALLAS, TEXAS 75254**

WWW.TRIN.NET

WWW.TRINITYRAIL.COM

FORWARD-LOOKING STATEMENTS

Some statements in this report, which are not historical facts, are “forward-looking statements” as defined by the Private Securities Litigation Reform Act of 1995. Forward-looking statements include statements about Trinity’s estimates, expectations, beliefs, intentions or strategies for the future, and the assumptions underlying these forward-looking statements, including, but not limited to, future financial and operating performance, future opportunities and any other statements regarding events or developments that Trinity believes or anticipates will or may occur in the future, including the potential financial and operational impacts of the COVID-19 pandemic. Trinity uses the words “anticipates,” “assumes,” “believes,” “estimates,” “expects,” “intends,” “forecasts,” “may,” “will,” “should,” “guidance,” “projected,” “outlook,” and similar expressions to identify these forward-looking statements. Forward-looking statements speak only as of the date of this report, and Trinity expressly disclaims any obligation or undertaking to disseminate any updates or revisions to any forward-looking statement contained herein to reflect any change in Trinity’s expectations with regard thereto or any change in events, conditions or circumstances on which any such statement is based, except as required by federal securities laws. Forward-looking statements involve risks and uncertainties that could cause actual results to differ materially from historical experience or our present expectations, including but not limited to risks and uncertainties regarding economic, competitive, governmental, and technological factors affecting Trinity’s operations, markets, products, services and prices, and such forward-looking statements are not guarantees of future performance. For a discussion of such risks and uncertainties, which could cause actual results to differ from those contained in the forward-looking statements, see “Risk Factors” and “Forward-Looking Statements” in Trinity’s Annual Report on Form 10-K for the most recent fiscal year, as may be revised and updated by Trinity’s Quarterly Reports on Form 10-Q, and Trinity’s Current Reports on Form 8-K.