



TRINITY INDUSTRIES

2022 CORPORATE SOCIAL RESPONSIBILITY REPORT





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Trinity Industries began providing industrial products and services to customers in 1933 and over time has evolved into a leading provider of railcar products and services.



MESSAGE FROM THE CEO



It is with great pleasure that we deliver Trinity’s corporate social responsibility report for 2022.

Since we began reporting in 2021, we have made progress in reducing our emission intensity, improving oversight of ESG issues, and creating an even more inclusive environment at Trinity. Our progress is exciting and, in 2022, we continued this progress while increasing revenues by 30% for a total of \$2 billion. Sustainable growth will remain our goal as we look forward.

Sustainability permeates how we do business. From our business strategy through our operations, our commitment to sustainability creates value for our stakeholders while ensuring people get the products they need.

Trinity plays a critical role in the North American supply chain. Our products and services keep the economy moving. Rail is one of the most energy-efficient ways to move goods today and will be an integral part of national transportation sustainability moving forward, as recognized in the [U.S. National Blueprint for Transportation Decarbonization](#).

To help further support that sustainable future, we are innovating our products and operations to reduce greenhouse gas (GHG) emissions. Our facilities’ environmental initiatives will contribute to a longer-term reduction of Scope 1 and 2 intensity emissions, which we have reduced annually since we began tracking in 2019. As a next step, we received our first limited assurance statement for our Scope 1 and Scope 2 emissions and completed a Scope 3 inventory screening. These projects will help us work towards setting longer-term GHG reduction targets. As always, we remain focused on our product lifecycle: our Sustainable Railcar Conversion program rebuilds and repurposes components and equipment, resulting in reduced waste and savings from creating new parts.

We strive every day to live up to our purpose: Delivering Goods for the Good of All. Our core values define our excellence and stem directly from our people. We value the diversity our team represents, and in 2022, Trinity added “Equity” to our existing Diversity and Inclusion strategic pillar. Our newly placed director of diversity, equity, and inclusion (DEI) will enhance our efforts. In 2022, we designed an Inclusive Culture Training on concepts such as DEI, microaggressions, and allyship. Our entire Executive Leadership Team and approximately 80% of our Senior Leadership Team participated in these sessions.

At Trinity, safety is a top priority. In 2022, we further embedded safety awareness as part of our everyday culture. In the U.S., we are piloting our Rally, Act, Innovate, Lead (R.A.I.L) UNITY program to continue to promote and elevate our safety culture. Our operations in Mexico launched the Safe Start program to further enhance safety at work, at home, and on the road or rails.

Our customer offerings extend our environmental and operational efficiency. The Trinsight® logistics platform is a perfect example of this, providing real-time data that includes GPS track-and-trace capabilities with weather overlay and geofencing, yard management, and custom alerts, designed to enable higher efficiency, less waste, optimized loads, and asset utilization to maximize yield per transit. In 2022, we acquired Quasar Platform, allowing us to push Trinsight® innovation further, offering new functionality and an enhanced customer experience.

Our progress was only possible with the valuable input from all our stakeholders and the hard work of the Trinity teams embracing changes that align with our core values and strategic objectives. We are well-positioned to achieve operational excellence while being part of the solution to a more sustainable world. I am proud of our people and culture and look forward to achieving more success in Delivering Goods for the Good of All.

E. JEAN SAVAGE
CHIEF EXECUTIVE OFFICER AND PRESIDENT



ABOUT TRINITY

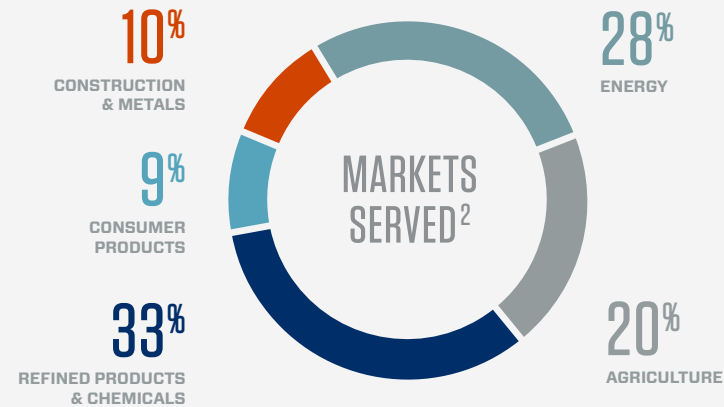
Trinity Industries, Inc. owns market-leading businesses that provide railcar products and services across North America under the trade name *TrinityRail*[®]. *TrinityRail*'s unique platform delivers an outstanding customer experience by providing high-quality, innovative products and designing solutions that enhance and optimize the ownership and usage of railcars by our customers and enhance the value proposition of the rail modal supply chain.

Our railcars play an important role throughout North America as they transport essential goods that keep the economy moving. 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 the communities we serve. Delivering Goods for the Good of All is why we proudly come to work each day.

9,215
employees with 2,215 in the United States and 7,000 in Mexico¹

141,000+
railcars managed, including those owned by third-party investors¹

\$2.0B
Revenue¹



16 manufacturing and maintenance facilities in the United States and Mexico

Business Segments

RAILCAR LEASING & MANAGEMENT SERVICES GROUP

Our Railcar Leasing and Management Services Group is a leading provider of comprehensive railcar industry services in North America. Through wholly-owned and partially-owned subsidiaries, we primarily offer operating leases, management, and administrative services for freight and tank railcars, as well as other railcar logistics products and services.

RAIL PRODUCTS GROUP

Through wholly-owned subsidiaries with facilities in the U.S. and Mexico, our Rail Products Group is a leading manufacturer of freight and tank railcars in North America used for transporting a wide variety of liquids, gases, and dry cargo.



1. As of 12/31/2022

2. Data presented in this chart reflects Company owned fleet assets as of December 31, 2022



Purpose and Values

At Trinity, we are committed to Delivering Goods for the Good of All. Trinity approaches our markets with the goal of leading the way, and it all starts with our Core Values, which are the bedrock of how we conduct our business.

INTEGRITY

We do the right thing

DIVERSITY, EQUITY, & INCLUSION

We pursue diverse talent and perspectives

COMMITMENT

We do what we say we are going to do

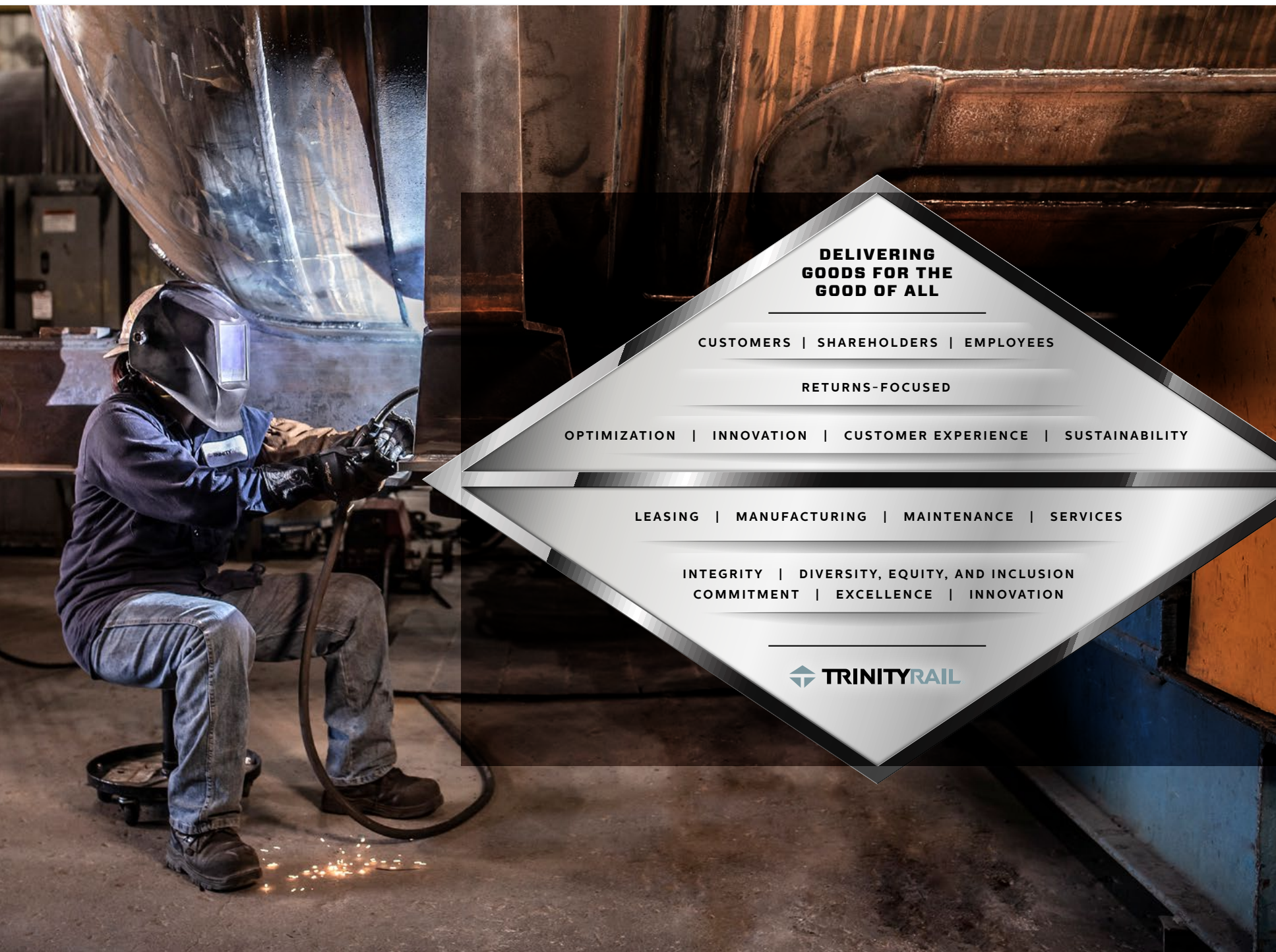
EXCELLENCE

We passionately do our best

INNOVATION

We boldly seek to improve

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 a cultural cornerstone and defines how we accomplish our purpose.



**DELIVERING
GOODS FOR THE
GOOD OF ALL**

CUSTOMERS | SHAREHOLDERS | EMPLOYEES

RETURNS-FOCUSED

OPTIMIZATION | INNOVATION | CUSTOMER EXPERIENCE | SUSTAINABILITY

LEASING | MANUFACTURING | MAINTENANCE | SERVICES

INTEGRITY | DIVERSITY, EQUITY, AND INCLUSION
COMMITMENT | EXCELLENCE | INNOVATION

 **TRINITYRAIL**

Our Core Values support our four key areas of business:



LEASING

We offer and maintain a fleet of railcars leased to customers



MANUFACTURING

We build freight and tank railcars



MAINTENANCE

We support railcars after production with maintenance programs and specialty parts



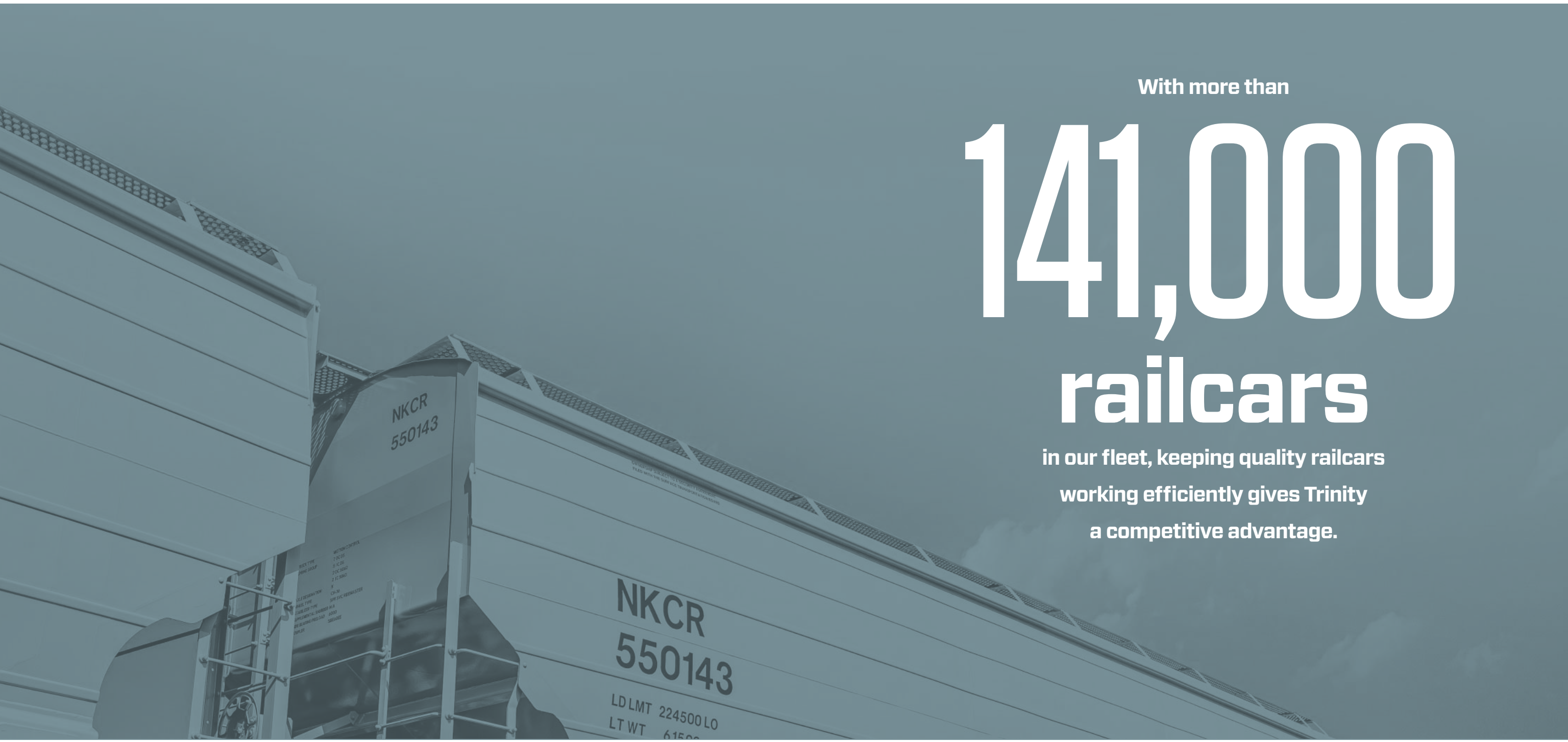
SERVICES

We provide railcar-based supply chain solutions like Trinsight® to better serve our customers and the rail industry

We align our business strategy with four broad initiatives:

- + OPTIMIZATION**
- + CUSTOMER EXPERIENCE**
- + INNOVATION**
- + SUSTAINABILITY**

All with the goal to deliver superior returns to our stakeholders and achieve our overarching purpose of Delivering Goods for the Good of All.



With more than

141,000 railcars

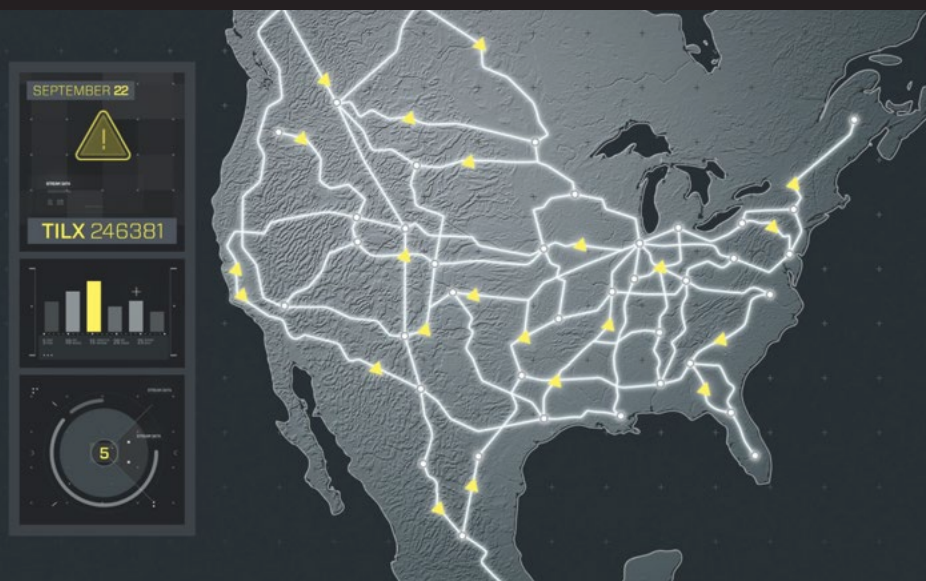
in our fleet, keeping quality railcars
working efficiently gives Trinity
a competitive advantage.



Products and Innovation

Trinity continually works to provide customer-focused solutions. As a leading manufacturer of railcars for over five decades, we have a steadfast commitment to quality and innovation. We strive to help our customers through:

- + keeping their railcars in service
- + providing lower cost of ownership
- + more efficient fleet sizing
- + consistent service
- + greater peace of mind



Product Quality

We measure against the expectations of our customers who want to see their railcars working for them. We track and report in-service time using 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 from 2017 through 2022 for the North American railcar fleet, for the population of railcars produced since January 1, 2010, the overall population of railcars produced by Trinity experienced UOSE rates 36.5% less frequently than the population of 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.



Our rail operations quality management systems, in compliance with the Association of American Railroads (AAR) Specification for Quality Assurance M1003, are rigorously designed to maintain the highest standards for product and process quality. We enable compliance with these standards and practices through a layered audit approach beginning with facility-owned assessments followed by independent on-site third-party audits. Field inspectors from the AAR also audit full compliance to the AAR standard M1003 on at least an annual basis.

Product Sustainability

Trinity focuses on delivering sustainable railcars to help our customers transport goods and keep the supply chain operating efficiently. Trinity is well positioned, as is the larger rail industry, in an economy that focuses more closely on transportation sustainability.

Our railcars generally have up to a 50-year service life and, at end-of-life, are up to 95% recyclable.



Please see the Product Stewardship section within our [Environmental Statement](#) or more information can be found in the [Environmental Sustainability](#) section of this report.



Innovative Products

The Trinsight® logistics platform gives customers real-time visibility and insights into their rail supply chain. Data analytics feed a user-friendly interface highlighting GPS track-and-trace capabilities with weather overlay, geofencing, and custom alerts. In 2022, Trinity announced the acquisition of the Quasar Platform.

Quasar is an end-to-end rail logistics software platform providing a real-time data universe to freight rail shippers and operators. Quasar enhances the Trinsight® logistics platform capabilities, including yard management, activity-based costing, and new data visualization tools offering a better customer experience. Through the expanded Trinsight® logistics platform, customers can access railcar location message data and cutting-edge sensor data, offering a new level of insight and efficiency control into transport management. This results in efficiency gains, less waste, optimized loads, and asset utilization that maximizes yield per transit.

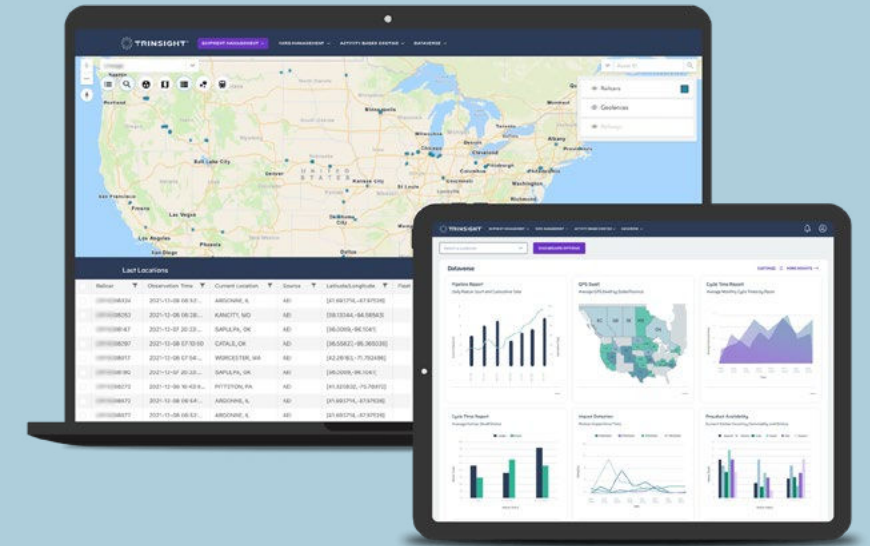


Trinity has also expanded its product line of corrugated horizontal side seam covered hoppers beyond the 5459 agricultural products car to include the 5649 covered hopper for grain mill products, 4359 covered hopper for fertilizer, and 5239 covered hopper for additional grain services. These new products improve the efficiency of commodity shipment by providing more carrying capacity per linear foot of railcar.

We are also continuing to expand upon our usage of lower carbon composite materials, such as expanding our refrigerated box car composite floor offerings to include a 68' insulated box car design, reducing weight and increasing useful life. Trinity believes in composite materials as a sustainable alternative for continued railroad growth, and we have partnered with outside experts to continue our expansion of this product line.

TRINSIGHT® IN ACTION

In 2022, a Trinsight® customer monitored the temperature and location of their railcars to ensure they were not allowed to drop below freezing, which would have rendered their products unusable. The customer received a Trinsight® GPS dwell alert of a shipment delay that left the railcars standing for an extended period of time with rapidly cooling temperatures. Supporting data from Trinsight® logistics platform allowed the customer to negotiate service with the railroad and get the car moving again.



The railcars reached their destination before the commodity reached a freezing temperature, saving approximately

\$800,000

per car in waste.



SUSTAINABILITY TRACK

Trinity is committed to supporting a more sustainable future and making meaningful contributions addressing our long-term impact. We continue to integrate the key principles of sustainability into our corporate strategy, including environmental stewardship; safety and quality assurance; governance; community impact; and diversity, equity, and inclusion, as we pursue improvements.

ESG Strategy

Rail service, in itself, is a sustainable transportation option. Trinity aims to build on this solid industry fundamental. We are further ingraining expanded customer interests in responsible, safe, and efficiently run transportation into our corporate strategy by providing products and services that can accommodate a sustainable supply management system.

We start with a strong governance structure to support our ESG intentions and efforts as well as our overall business. We receive engaging oversight and guidance from our Board of Directors. As outlined below, our stakeholders identified four priority areas, and in 2022, we reported on each:

Health & Safety

Diversity, Equity & Inclusion

Emissions Tracking and Reduction

Human Rights

We will continue to report transparently in alignment with the Task Force on Climate-Related Financial Disclosures (TCFD) and the Sustainability Accounting Standards Boards (SASB) frameworks. These disclosures, in addition to our submission to the CDP Climate Change and Supplier Engagement questionnaires, provide a transparent look at how we manage our environmental impact.



As we pursue improvements to our products and services, we keep in mind the environmental and societal impacts of our decisions and work to protect our communities and our natural resources for the benefit of future generations.



Regulators

The framework for domestic and international regulation is continually evolving based on the needs and safety of society. We strive to be prepared for this evolution, and, where appropriate, participate in the regulatory process to best ensure our industry expertise and thoughtful contributions to public debate are heard in developing policy areas.

Employees, Contractors, and Trade Unions

We seek to engage our employees to build a strong culture at Trinity. We are committed to listening to our employees' perspectives to get a holistic point of view on what is most important.

Existing and Potential Customers

Trinity is committed to building strong relationships with our customers to meet their needs and expectations. We engage with our customers to get a sense of their ESG priorities and how they align with Trinity's.

Capital Providers

Our business relies upon the liquidity financial institutions provide. How we mitigate sustainability risk is becoming an increasingly important aspect of any U.S. financial institution's investments.

Stakeholder Engagement

Trinity values stakeholder input for ESG prioritization and plans to expand our stakeholder groups in the future to continue building meaningful relationships consistent with our long-term ESG roadmap.

Communities

Trinity's products and services can have an impact on societies and community economic development. We connect producers, shippers, and end users of vital products in the North American supply chain. Communities across the continent must be assured that we operate as a responsible business partner and respect the rights and interests of their citizens.

Investors

We engage our investors on the topics of ESG to gauge their opinions and views of Trinity's ESG initiatives and progress.

Suppliers

Trinity is committed to partnering with our suppliers to meet our collective ESG goals.

NGOs

Non-Governmental Organizations play a critical role in encouraging social progress and environmental protection and holding companies to account. Beyond participating in certain industry specific NGOs, we aim to develop mutually respectful and beneficial relationships with the NGO community.

Board of Directors

Trinity values the direction and opinions of our Board. We look to their variety of expertise to inform our ESG strategy.




We listen to our stakeholders to find solutions to address the ESG topics that are most important to them.

MATERIALITY

In 2022, we continued to reference the results of our 2021 materiality study. We monitor and manage all of the issue areas identified in the materiality study. This stakeholder-determined result allows us to prioritize our resources.

Priority issue areas continue to align with our initiatives. Within this report, we highlight key milestones within each of these Priority issue areas. Additionally, we will report on recycling, the issue area of highest importance to our customers.

Looking forward, we intend to expand stakeholder participation, periodically revisit the process, and update the inputs regularly to ensure we are steering our efforts down the right track.

PRIORITY	
Priority areas provide a clear direction from our stakeholders as to where our ESG agenda should focus.	Employee Health & Safety
	Diversity, Equity & Inclusion
	Human Rights
	Energy/Greenhouse Gas Emissions
PARTICIPATE	
Participate issue areas will continue to require engagement and attention.	Recycling
	Raw Materials Sourcing
	Supplier Environmental Issues
	Water
TRACK	
Track issue areas will continue to be managed.	Materials, Chemicals and Waste
	Board Diversity

EXTERNAL TARGETS

In 2022, we held a series of discussions on external targets to hold ourselves accountable and drive for continuous improvement. This is a key next step on our ESG strategy's evolution. While we explore setting longer-term targets, we have set one-year goals and have put measures in place to hold ourselves accountable to meeting them.

As part of that commitment to strengthen and evolve, Trinity will again tie its incentive program within executive compensation to our goals through ESG metrics. While these executive compensation management scorecard goals have previously included our safety record and diversity initiatives, in 2023 they will include a 5% year-over-year reduction target for energy¹ and water use intensity.²

In 2023, Trinity has set a target to reduce its total energy and water intensities (per labor hour)² by

5%

1. For 2022, Total Energy Consumed/labor hours was 0.074 GJ/labor hour

2. For 2022, direct water usage/labor hour was 3.46 gallons/labor hour



2022 Highlights

In 2022, Trinity made significant progress reducing our impact and focusing on our people. A few items to highlight include:

All railcar manufacturing and maintenance facilities and TrinityHQ achieved ISO 14001 (Environmental) and ISO 45001 (Safety) certification, the only railcar manufacturer in North America certified to both rigorous standards.

Reduced Nonfatal Occupational Injuries and Illnesses-Total Recordable Incident Rate (TRIR) by

5.4%

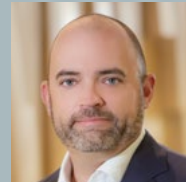
— a 27% reduction over the past 3 years

Adopted the equity value in our diversity, equity, and inclusion core value

Hired our first director of Diversity, Equity, and Inclusion

Promoted our first program manager of Philanthropy and Volunteerism

HEAD OF ESG VISION STATEMENT



Since taking the formal lead on our ESG strategy, I have conducted a comprehensive review of the good work to date. Trinity continues to make strides in our ESG reporting and transparency, which will help us further embed ESG principles into our thoughts and actions. Trinity is proud to have achieved:

- + Full alignment of our ESG efforts with those of our key stakeholders through our materiality assessment
- + Maturation of our ESG data tracking and reporting through alignment with SASB, TCFD, CDP Climate Change and Supplier Engagement Questionnaires, and receiving limited assurance on select 2022 environmental data
- + Elevation of ESG efforts into our strategic and everyday decision making through creation of the ESG Governance Committee, alternative energy working group, ISO 45001 and 14001 goal setting at each railcar production and maintenance facility as well as at Trinity’s HQ, and incorporation of Sustainability into our three-year strategic vision

The solid work completed so far sets the foundation for our next steps: external targets. The inclusion of tangible defined natural resource reduction targets in our 2023 incentive metrics serves as a milestone on Trinity’s ESG journey. What began three years ago as a significant resource investment in data analytics regarding our natural resource consumption and safety metrics has evolved. It is now an ISO 45001 and 14001 certified safety and environmental management system, complete with facility-by-facility goal setting and enterprise wide targets tied to our compensation. But that’s just one milestone. Thinking about the next, we are formulating longer term energy reduction targets and are working diligently to be sure those targets are designed properly.

Looking even further ahead, I see a more robust, formal, and informed incorporation of carbon and, more broadly, sustainability considerations into our decision making across Trinity’s enterprise. This will be informed and guided by our forthcoming enhanced climate change risk assessment, which will include quantitative and qualitative transition risk analysis as well as a broader physical risk assessment with scenario analysis for greater TCFD alignment.

R. MATTHEW PITTMAN, CHIEF COMPLIANCE OFFICER, HEAD OF ESG

We have formulated energy reduction targets and plan to utilize external target setting frameworks to be sure those targets are designed properly. Setting Scope 1 and 2 GHG emission targets has been identified as a near-term priority.





Awards and Recognition

+ **2022 Platinum Corporate Partner, League of Railway Women**

+ **CEMEFI ESR Badge**

Trinity's Mexico facilities first received the Empresa Socialmente Responsable (ESR) badge in 2019 and maintained this distinction through 2022. The ESR badge is granted annually by the Mexican Center for Philanthropy (CEMEFI) and AliaRSE to companies showing engagement and dedication in Mexico.

+ **Trinity Industries received the 2022 Facility Safety Award**

The American Chemistry Counsel (ACC) issued safety certificates to member and Partner company facilities that meet the requirements for a Certificate of Achievement, Honor or Excellence.

+ **The Responsible Care 2022 Product Safety Award was granted to the TrinityRail® Hourglass™**

This award recognizes ACC member and Responsible Care Partner companies that have excelled at driving continuous improvement in chemical product safety.

Trinity's Chief Executive Officer and President, Jean Savage, Named 2022 Railway Woman of the Year

Honored for establishing a strong vision and culture of continuous improvement and creativity, Jean was celebrated at the awards presentation during the 2023 NRC-REMSA Exhibition Conference. Jean was recognized for leading transformational changes at Trinity as well as being an exemplary figure as the first women CEO of a major railcar manufacturing and leasing company.

+ **Trinity Industries received the 2022 Responsible Care® Award for Waste Minimization, Reuse, and Recycling**

This award was presented to Trinity for their efforts in evaluating low-VOC coating options to reduce volatile organic compounds (VOC) emissions.

Certifications and Accreditations



Association of American Railroads (AAR) Specification for Quality Assurance, M1003



ISO 45001 (safety management) and ISO 14001 (environmental management) for all Trinity railcar and maintenance facilities, in addition to TrinityHQ



OEA (Operador Economico Autorizado) Certification issued by the Mexico customs authority that links management and protection of security in the supply chain against terrorist acts, arms trafficking, human trafficking and smuggling



SE IMMEX (Industria Manufacturera, Maquiladora y de Servicio de Exportacion) Allows foreign manufacturers to import raw materials and components into Mexico, to be manufactured, transformed or arranged



CTPAT a voluntary, public-private sector partnership program which recognizes that U.S. Customs and Border Protection can provide the highest level of cargo security only through close cooperation with the principal stakeholders of the international supply chain such as importers, carriers, consolidators, licensed customs brokers, and manufacturers



Industria Limpia Focuses on industries that aim to improve the efficiency of their processes within their organization and comply with national and international standards and good operating and engineering practices



UKAS (United Kingdom Accreditation Service) Trinity's Mexico railcar manufacturing facilities were audited by and achieved accreditation from the UKAS for their safety and environmental management systems



CNSNS (Comision Nacional de Seguridad Nuclear y Salvaguardas) Certification for Trinity's radiological safety management system



OUR PEOPLE AND COMMUNITIES

Trinity fosters a healthy, productive work environment through our health and safety programs, development and engagement offerings, wellness programs, and diversity, equity, 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 is undoubtedly a critical factor in Trinity's long-term success. Our priorities include fostering an inclusive and collaborative culture, promoting opportunities for professional development, and improving the well-being of our employees. We collectively 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.

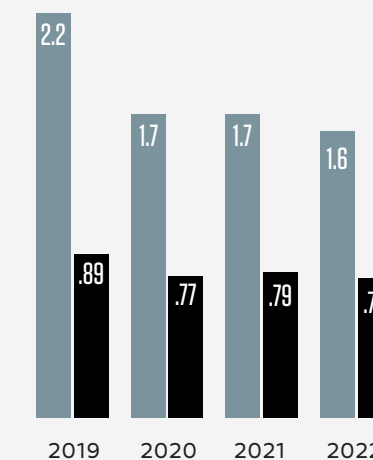


Employee Health and Safety

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.

HEALTH AND SAFETY METRICS				
	2019	2020	2021	2022
Number of employee fatalities	1	2	0	0
Near miss frequency rate	Not reported		1.38	1.86

NONFATAL OCCUPATIONAL INJURIES AND ILLNESSES



TRIR
Total Recordable Incident Rate

DART
Incident Rate and Days Away from Work, Job Transfer or Restriction

Environmental and Safety Management System

Trinity partners with the Responsible Care® program, the American Chemistry Council’s world-class environmental, health, safety, and security performance initiative. Trinity has been a certified Responsible Care® partner since 2010, which includes self-assessments and third party audits to confirm Trinity’s conformance to the Responsible Care® Management System (RC14001). In addition to RC14001, Trinity holds certificates of registration for the ISO 45001 and ISO 14001 Safety and Environmental standard for its railcar production and maintenance facilities in the

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. In addition to our internal cross-functional team audits, as part of our Certification to the ISO standards, we conduct an external surveillance audit for 1/3 of our operating sites each year and our HQ every year.

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. We maintain an annual calendar of safety training to support our systems and programs for employees.

U.S. and Mexico, as well as our corporate headquarters, as confirmed by an independent auditor. Trinity is the first railcar manufacturer in North America to be certified to the ISO 14001 and ISO 45001 standards. Additionally, our certified EHS Management System provides Trinity with the structure and discipline to advance our EHS performance, and our key safety indicators are seeing improvements.

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

IN 2022

Trinity’s railcar production and maintenance facilities in the U.S. and Mexico, as well as TrinityHQ, are certified to the

ISO 45001 (Safety) & ISO 14001 (Environmental) standards

We are committed to continuously improving in the three pillars of our safety culture:

- 1. Leadership Commitment**
- 2. Employee Engagement**
- 3. Risk Reduction**



OUR EHS MANAGEMENT SYSTEM 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



We value the safety of our people above all else.

We want everyone working with Trinity to return home safely every day and strive to achieve a goal of zero workplace injuries.



A CULTURE OF SAFETY AWARENESS

To reinforce our systems, we initiated a pilot program in 2022 called Rally, Act, Innovate, Lead (R.A.I.L.) UNITY. The pilot is designed based on the Caterpillar Zero Incident Performance (ZIP) Employee Led Safety program aimed at building a culture of safety awareness. In 2021, Trinity began the pilot program by conducting an employee safety perception survey at two of our operating facilities and the establishment of an employee led Safety Steering Team. In 2022, a continual improvement project was undertaken by employees to enhance toolbox safety talks by encouraging all employees to participate. A second continual improvement project is scheduled for 2023 to enhance the employee mentorship program.

Trinity facilities maintain emergency preparedness plans and conduct evacuation and emergency response drills according to local laws and regulations.

In 2022, our operations in Mexico engaged in SafeStart, an employee engagement and personal awareness program. SafeStart paves the way for enhanced employee engagement, quality, and operational efficiency with the goal of keeping everyone—employees and their families—safe at work, at home, and on the road. As part of the program, Trinity employees in Mexico attended town halls on safety, helped create safety newsletters, and began training on SafeStart concepts such as risk behaviors, feedback assessments, and continuous improvement.

Trinity has developed an extensive contractor management process for contractors that work on our sites. A pre-approval process that factors in experience modification rates (EMR), Total Recordable Incident Rate (TRIR) and insurance requirements is performed before a contractor is allowed to work on-site. Each contractor participates in a site-specific safety orientation annually. For long-term projects, our EHS personnel have an internal observation monitoring system for contractors.



2022 Safety Highlights

All Trinity railcar and maintenance facilities, as well as our corporate headquarters achieved ISO 45001 (Safety) and ISO 14001 (Environmental) Certification.

Trinity Industries is an American Chemistry Council Responsible Care® Facility Safety Award Winner. This is an honor presented to companies with significant achievements in employee health and safety performance.

Jonesboro facility celebrated “Million Work Hours Safety Award” from the State of Arkansas recognizing time without a lost time injury.

TrinityRail’s facilities in Mexico received the Clean Industry Certification issued by PROFEPA (Procuraduría Federal de Protección al Ambiente), which is Mexico’s federal environmental protection agency.



Please see our [Statement on Occupational Health & Safety](#) for more information.



We believe a diverse, equitable, and inclusive workplace is a 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.

Diversity, Equity, and Inclusion (DEI) updates are reported to Executive Management regularly and to the Board of Directors quarterly. Both recognize the important role that DEI plays in Trinity’s ongoing success by:

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



Diversity, Equity, and Inclusion

In 2022, Trinity updated our Diversity and Inclusion core value to now include Equity and hired a Director of DEI to continue to cultivate a diverse team of extraordinary employees. With this team, Trinity made significant progress on our three strategic objectives developed in 2020:

INCREASE THE REPRESENTATION OF FEMALES AND PERSONS OF COLOR ACROSS THE COMPANY

- + In Mexico, our efforts to improve gender diversity resulted in approximately 500 women being hired in our plants, more than doubling our female workforce in Mexico since 2021. To achieve this, Trinity offered transportation to/from work, released a variety of advertisement materials on our open positions to spread awareness about Trinity, and hosted an on-site job fair in one of our Mexico plants.
- + In the U.S., we encourage best DEI practices throughout the hiring process for each role by leveraging a diverse hiring panel, considering a diverse slate of candidates, and providing new interview guides modeling good practice for hiring managers to highlight equity within the interview process for all candidates.

INCREASE THE REPRESENTATION OF FEMALES AND PERSONS OF COLOR IN LEADERSHIP ROLES

- + The talent acquisition team partnered closely with the Head of Organizational Development, Head of DEI, and Human Resources Business Partners on succession planning, talent reviews, leadership training, a mentoring program, and development plans for employees.

BUILD A MORE INCLUSIVE CULTURE

- + In 2022, we continued the development of our Employee Resource Groups (ERGs). We officially launched eight ERGs and two new Employee Networks (EN) to help foster an inclusive culture.
- + We held DEI employee engagement events at our plants and TrinityHQ to help celebrate and recognize our people. We received positive feedback from employees about a greater sense of belonging. Our Employee Engagement Survey scores measuring acceptance by coworkers and individual perspectives being valued increased by 30% during 2022.
- + Held sessions of our “Let’s Talk Series.”
- + Launched our monthly “DEI Digest” Newsletter.
- + Held DEI Focus Sessions with employees in the U.S. and Mexico to listen to their points of view and identify opportunities for improvement.
- + ERGs hosted month-long cultural celebrations to help drive cultural awareness.

Looking forward, Trinity fully adopted the Equity value and developed a new three-year DEI strategy that will be shared and implemented in 2023. Trinity will continue in 2023 to measure the number of requisitions that include diverse candidates as a key driver of ensuring equity in our hiring process.



MCKINSEY LEADERSHIP ACADEMY AND KELLOGG FOUNDATION/MCKINSEY EXPANDING EQUITY COHORT

Trinity continues to develop leaders in our inclusive culture. In 2022, we continued to participate in the McKinsey Leadership Academy and Kellogg Foundation/McKinsey Expanding Equity Cohort, with a

focus on encouraging diverse talent participation. We had 46 participants in 2022, all of which were identified during our talent review process and nominated by their managers. Participants were able to expand their professional networks and complete capstone projects in partnership with participants from other companies.

INCLUSIVE CULTURE TRAINING

In 2022, we designed an Inclusive Culture Training in which employees are provided with foundational training on concepts such as DEI, microaggressions, and allyship. **Our entire Executive Leadership Team and approximately 80% of our Senior Leadership Team participated in the Inclusive Culture Workshop.**

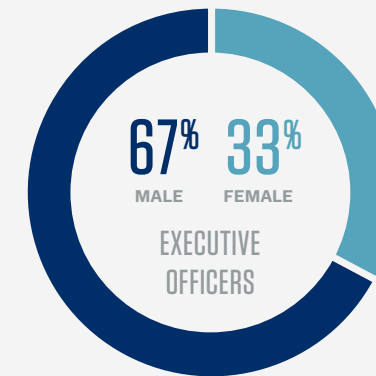
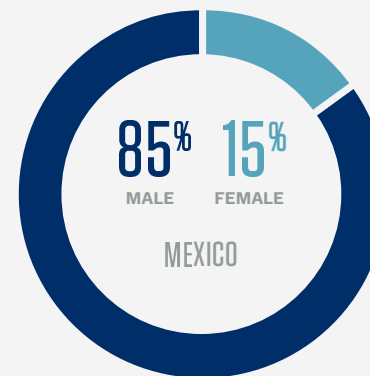
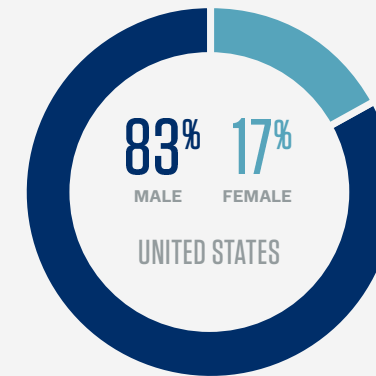
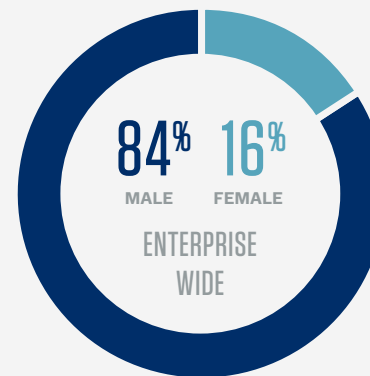
The leaders were encouraged to share individual DEI commitments that they will own to help drive and accelerate DEI at Trinity.

The workshop provided many useful tools, including a DEI “Do’s and Don’ts” list to help cultivate an inclusive culture.

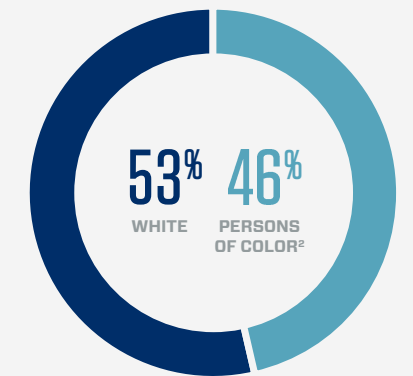
In 2023, we will expand our Inclusive Culture Training to include our Mexico operations.

DEMOGRAPHIC DATA ¹

Gender Diversity



Ethnic Diversity in U.S.



Employee Resource Group participation/ membership:

908 ERG members

1. As of December 31, 2022

2. Non-white ethnicities

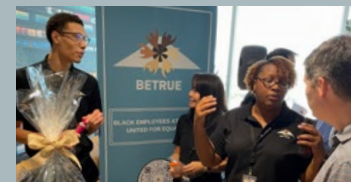


Employee Resource Groups

Trinity supports and promotes employee resource groups (ERGs) and employee networks (ENs) to drive engagement, relationship building, and development. ERGs strategically help to advance Trinity’s vision of creating a diverse, equitable, and inclusive workplace for all employees. Our ENs help to bring employees together by hosting informational sessions and sharing resources to drive awareness to important topics that are top of mind for their members. In 2022, we launched two new ENs, Bridge the Generations and Caregivers. Our ERGs and ENs hosted over 50 events including professional development sessions, networking opportunities, donation drives, and panel discussions. Our ERGs partnered with external organizations to help work towards our mission of building a diverse and inclusive workplace and driving awareness of cultural diversity. Some of our external partners include Paul Quinn College, The Family Place, Dallas Pride parade, and Toys for Tots.

Women of Trinity (WoT) FOUNDED 2019

Launched a new chapter in Mexico, Mujeres de Trinity, to promote engagement from our teams in Mexico.



BETRUE (African American/ Black segment) FOUNDED 2022

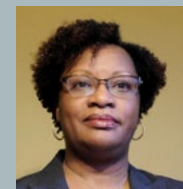
Hosted a Juneteenth Celebration with an external speaker from

Paul Quinn College. As a result, Trinity hired a student intern from Paul Quinn College as part of their work study program. Held BETRUE talks contributing to Trinity’s professional development series.



Asian American and Pacific Islander FOUNDED 2022

Hosted a Diwali celebration to spread awareness of AAPI culture.



“Being a part of BETRUE at Trinity has helped to bring balance to my work life. In the past, I have been completely consumed by work, and I have come to realize that is not how I want to live life. BETRUE has afforded me the opportunity to use my talents to help and educate others. Our BETRUE executive board is a joy to work with, and I have developed new friendships. From a professional standpoint, I am meeting a lot of new people and developing a network of peers in other departments. This will only strengthen our quest to being One Trinity.” **Pedra Flournoy, Sr. Quality Engineer, BETRUE Officer**



Trinity Veterans Network FOUNDED 2022

Collected and donated over \$3,000 worth of toys to Toys for Tots.



PaReNT (parent segment) FOUNDED 2022

+ Hosted our first ever Bring Your Child to Work Day at Trinity’s headquarters with approximately 90 employees registered to bring their child(ren) to work.

+ Held an event in support of Autism Awareness

SOMOS (Hispanic/Latino segment) FOUNDED 2022

Hosted a bilingual book drive where we collected and donated ~40 books to Pleasant Grove Elementary school in Dallas, TX.



Trinity Young Professionals FOUNDED 2022

Hosted several social engagement events for their ERG members to create connections.

Trinity+ (LGBTQ+ segment) FOUNDED 2022

+ Collected and donated approximately 400 books, journals and board games to CityHouse, an organization that provides emergency shelter, transitional residential living and street outreach programs and services to at-risk children, youth and young adults who are in need due to abuse, neglect or homelessness, with a special focus on supporting the unique experiences of LGBTQ young people.

+ Participated in Dallas Pride Parade and hosted Transgender Day of Remembrance.

+ Hosted our first “Safe Space” call to provide an opportunity to speak with our employees and provide support regarding the Colorado shooting at Club Q.





Engagement and Talent Development

ENGAGEMENT

At Trinity, we believe that our success depends upon attracting, developing, and retaining high performing talent across our organization. One way we foster this success is by actively seeking employee input, understanding our employees' diverse needs, and tailoring our work environment and programs accordingly. In 2022, we conducted our second Employee Experience Survey, receiving an 88% response rate. The results of the survey identified Total Rewards, Job Demands/Work-Life Balance, and Career Development as areas of opportunity. Through this feedback mechanism, we look for areas of improvement and implement initiatives to continue to improve employee engagement and organizational performance. Specific action plans from this year's survey are currently being developed to address the common themes.

Trinity is dedicated to providing a wide range of learning and development opportunities and is continuously working to add new, exciting programs.

do their jobs today while preparing for tomorrow's responsibilities. All Trinity people managers are provided with the necessary tools to help their employees create individual development plans (IDPs) to work towards their career goals, and performance reviews are conducted on an annual basis for all our permanent employees. To further encourage development at Trinity, in 2022, we launched a mentorship program in which emerging talent was paired with mentors across the organization. We had 16 pairs in 2022 and are excited to continue to grow this program in 2023.

TALENT DEVELOPMENT

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



WOMEN OF TRINITY (WOT) ERG

The goal of WoT is to develop and grow women leaders at Trinity through knowledge transfer, mentorship, and relationship building.

OBJECTIVES

- + promote professional development via developmental relationships
- + transfer Trinity's institutional knowledge among program members
- + build connections among mentors and mentees, both formally and informally
- + strengthen organizational networks



TRAINING

Ongoing learning and training are critical to ensuring our teams continue building their skills and we continue developing our people. At our facilities, focused training is offered for safety, first-time managers, and situational leadership.

In 2022, we had a total of 1,191 hours of non-mandatory training delivered to 249 employees, conducted in our Learning Management System, alongside tens of thousands of hours of mandatory compliance and job training.

Additionally, we offer employees further educational opportunities through continuing education and industry conferences, as well as tuition reimbursement.

YELLOW BELT PROGRAM

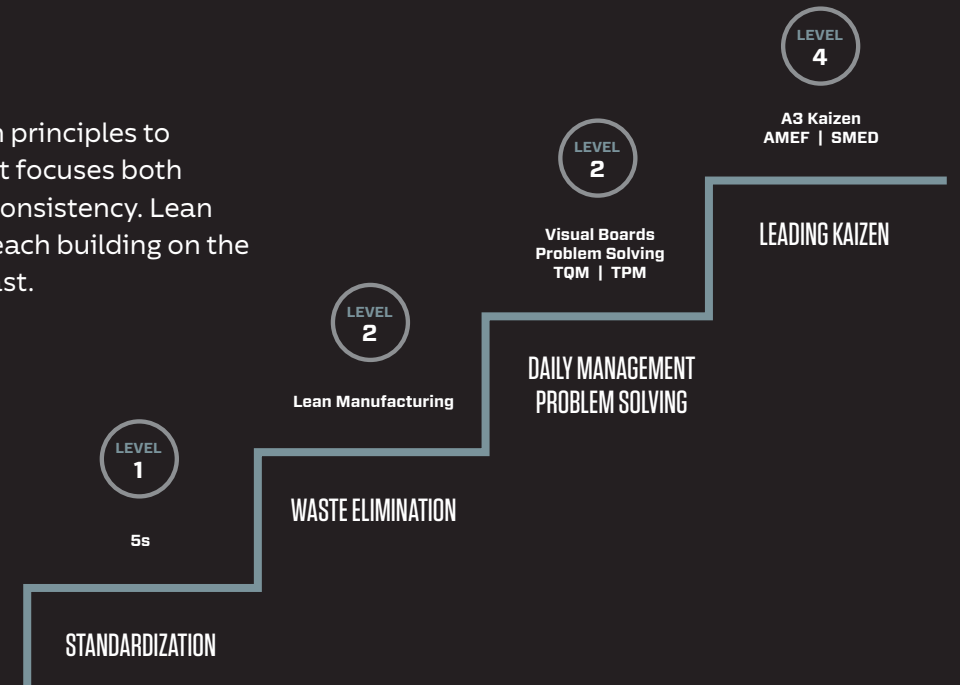
In addition to the Lean Leaders program, eight employees completed our lean six-sigma yellow belt training in 2022. This program consists of a six-week training on the topics of lean and six-sigma principles, totaling 18 hours of classroom instruction. The content focuses on a wide range of topics, including the DMAIC process (define, measure, analyze, improve, and control), root cause analysis, and statistical tools. At the end of training, participants are expected to register for an exam to become certified through a reputable and globally recognized third party, the American Society for Quality (ASQ).

LEAN LEADERS PROGRAM

Trinity’s Lean Leaders program leverages lean principles to create a continuous improvement system that focuses both on the elimination of waste and operational consistency. Lean leader certification is achieved in four levels, each building on the knowledge and experience gained from the last.

In 2022:

- + **Twelve employees graduated from Lean Leaders level one (covering 5S-sort, set in order, shine, standardize, and sustain)**
- + **Ten from level two (lean concepts and waste elimination)**
- + **Five from level 4 (kaizen leadership)**



EMPLOYEE IDEAS PROGRAM

At the heart of Continuous Improvement is employee engagement. Our employee ideas program seeks to create a collaborative environment that encourages employees to express their ideas, solve problems, and contribute to overall employee development and operational efficiencies. Employees across the organization share their ideas to improve various aspects of their work – whether impacting safety, quality, delivery, or cost.

In 2022, the employee ideas program resulted in more than

250

IMPLEMENTED IMPROVEMENTS



BE WELL

HEALTH
WEALTH
LIFE

Trinity Industries is proud to offer a variety of benefit options and resources that are best suited to our employee's needs

Employee Wellness and Benefits

Trinity is committed to supporting the health and wellbeing 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 welfare 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 are provided with Life & Major Medical Expense Insurance.

In 2022, Trinity conducted an evaluation to offer a medical plan that was more accommodating to the realities of our staffing challenges at production facilities. Based on changes made following this evaluation, Trinity reduced the medical premiums for plant employees on the basic high-deductible health plan by 25%. Additionally, there was no rate increase on the medical plans for corporate employees.



Free annual physical, flu shots, and tobacco cessation program



Medical, dental, and vision insurance plans



Health Savings Account (HSA) with an automatic Trinity contribution and a Trinity match



Free preventive generic drugs



Fertility, adoption, and surrogacy benefits



Life and AD&D, critical illness, accident insurance, hospital indemnity, identity theft and fraud protection, legal insurance, and pet insurance



Employee Assistance Program and caregiver assistance



401(k) plan, health care flexible spending account, and dependent care flexible spending account



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 the countries in which they originate. To maintain our standards, we have 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). This policy 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. Our Vice President, Chief Human Resources Officer is responsible for oversight of the policy. 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.

We are committed to regularly reviewing human rights issues and conducting training if gaps are found and promoting a workplace free of unlawful harassment and retaliation.

We are committed to regularly reviewing human rights issues and conducting training if gaps are found and promoting a workplace free of unlawful harassment and retaliation. In late 2022, we further focused our forced labor assessment to include third-party sub-component manufacturers who undergo audits from our global

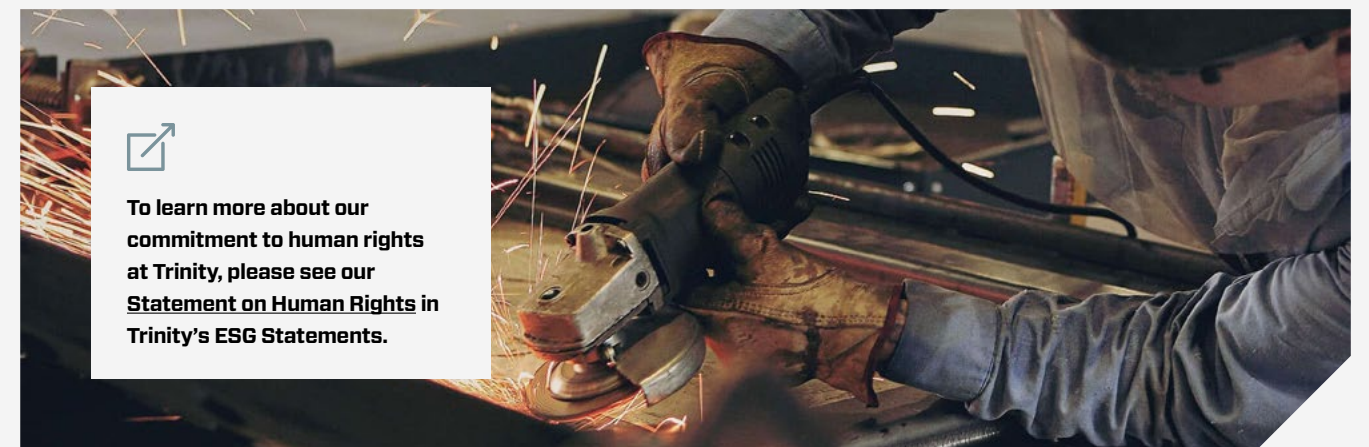
trade compliance and security teams. These audits will lay the groundwork for broader commitments across our supply chain to ensure an absence of forced labor.

We investigate conduct that may be inconsistent with our policies and strictly prohibit retaliation. Trinity has an Ethics HelpLine and [HelpSite](#) website, which allows confidential and anonymous reporting anytime, in both English and Spanish, for any party who has a concern.

Conflict Minerals

Trinity is committed to the sourcing of conflict minerals from conflict-free smelters or refiners, as outlined in our [Conflict Minerals Policy](#). Our efforts related to conflict minerals are aligned to the work of the Conflict-Free Sourcing Initiative (CFSI), an initiative of the Electronic Industry Citizenship Coalition and the Global e-Sustainability Initiative. 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. Our program has oversight from Trinity's Conflict Minerals Steering Committee that is made up of a cross-functional leadership team from our supply chain, engineering, legal, compliance and accounting departments.

Suppliers must report once a year or upon request to 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. Trinity is committed to addressing supplier non-compliance and implementing corrective action.



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



Giving Back

Giving back is an essential part of Trinity’s culture. We believe the vitality of the communities in which we live and work is a key factor to our success, and we are proud to partner with these communities. In 2022, Trinity committed to supporting our communities in education, specifically focused on workforce development. We also engaged with our ERGs and individual facilities to support a variety of organizations.



**In 2022
Trinity
donated**

OVER \$730,000

Along with specific fundraisers, Trinity Facilities were also granted a budget for charitable giving, which allowed them to donate to the United Way and an organization of their choice. Employee teams worked together to identify the organization they wanted to fund. 80% of their total budget went to the identified agency, and the remaining 20% could fund other programs as desired.

GivingTrack

In 2022, we implemented Trinity’s GivingTrack platform. GivingTrack allows employees to donate to organizations, find or create volunteer opportunities, and submit match requests for qualified organizations. GivingTrack also allows us to track total employee donations and volunteer time completed by our employees. This tool will allow us to increase our impact by tracking multiple factors of charitable giving. We are excited to share the extent of our collective efforts in the future.

ERGs Give Back

Trinity’s ERGs make it a priority to give back to organizations that support their values. Trinity supported this effort by providing all eight ERGs with \$1,000 to donate to the charity of their choice. The organizations chosen spanned from educational and leadership development programs to mental health and wellbeing programs. The ERGs also held multiple donation drives throughout the year, and more information on these efforts can be found in our [ERG section](#).



TEAM@WORK

Trinity Employee Activities Mission @ Work (TEAM@WORK) is an employee-driven program involving Trinity employees that combines team building with community giving and outreach. TEAM@WORK members host quarterly team-building events focused on giving back to the community while building lasting peer relationships with their colleagues at the same time. In 2022, TEAM@WORK led events benefited United Way and local educational organizations.

Examples of giving back at our facilities include:



Back-to-School efforts across facilities included:

- + employees at our plants in Three Rivers, TX, Saginaw, TX, Jonesboro, AR, and TrinityHQ collected and donated school supplies to local elementary schools;
- + 50 children of our employees in Sabinas and Monclova, Mexico received supply packages containing back-to-school essentials;
- + and more than 50 students received scholarships from *TrinityRail*® to reward their academic efforts.



Trinity employees and their families gathered at TrinityHQ in December 2022 with a mission to fulfill holiday wishes. Over the span of four hours, volunteers assembled 100 bikes to be donated to the Boys & Girls Club of Greater Dallas, just in time for Christmas.



TrinityRail® employees in Jonesboro, Arkansas joined forces with more than 550 volunteers to help complete 50 projects across the community, serving 32 local nonprofits and organizations. The group split into multiple teams to tackle several areas of need. The Trinity team helped clean, paint, re-mulch, and plant trees at an area playground.



“Philanthropy and volunteerism are so important to me personally and bring value to Trinity. I am grateful to have had the opportunity to step out of my day-to-day responsibilities to make a difference in our communities. Trinity encourages volunteerism through donating dollars, time, or skills we may have to offer to better our communities. Our collective efforts create opportunities for our teams to engage outside of the office and make a real impact on the communities where we live and work.”

Kaitlyn Frederick, Philanthropy & Community Engagement Program Manager, Co-Chair Trinity+ ERG

United Way Partnership

The Trinity leadership team sets the tone for giving back. In 2022, Trinity’s CEO, Jean Savage, was named the 2022-2023 United Way of Metropolitan Dallas Campaign Chair. Through Jean’s appointment, Trinity has the unique opportunity to improve the health, education, and economic mobility of people in our local communities. Trinity committed to raising \$1 Million for United Way by the end of the campaign in May of 2023.



Mexican Center for Philanthropy (CEMEFI) and Aliarse ESR Badge

Trinity’s facilities in Mexico first received the “Empresa Socialmente Responsable” (ESR) badge in 2019 from the Mexican Center for Philanthropy (Cemefi) and Aliarse and maintained this distinction through 2022. Trinity’s team in Mexico achieved success by focusing on four pillars: quality of life, close relationships with the community, environment, and Company ethics.

For example, one focus area was to improve and uplift the physical environment for local elementary schools in Monclova and Sabinas by donating school supplies; cleaning, waterproofing, and painting classrooms; fixing overhead lighting; installing exterior lamps; and donating and planting new trees on the properties. Over 130 employees dedicated more than 900 hours to the program in 2022.





ENVIRONMENTAL SUSTAINABILITY

Trinity takes our commitment to reducing its own environmental impact seriously, as it recognizes climate change is a challenge facing its business, industry, and communities today. At Trinity, 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 supply chain. Notably, U.S. freight railroads produce far fewer greenhouse gas emissions than other modes of land-based commercial transportation, such as trucks.¹ Railcars also have long lifecycles at up to 50 years and are up to 95% recyclable through scrap and salvage at the end of their useful lives.

Our Sustainability Review Team, with sponsorship from the Executive Leadership Team, focused on four primary topics in 2022:

- 1. led efforts to explore alternative energy solutions;**
- 2. examined energy efficiency gains from certain facilities to implement across the organization;**
- 3. supported Trinity’s Scope 1 and Scope 2 GHG limited assurance efforts; and**
- 4. led Trinity’s Scope 3 GHG inventory project.**



In 2023, Trinity has set a target to reduce its total energy and water intensities (per labor hour)² by

↓ 15%

1. [Fast Facts on Transportation Greenhouse Gas Emissions | US EPA](#)

2. This target aligns to facility-level targets as a function of our ISO 14001 certification and results will be tied to executive compensation



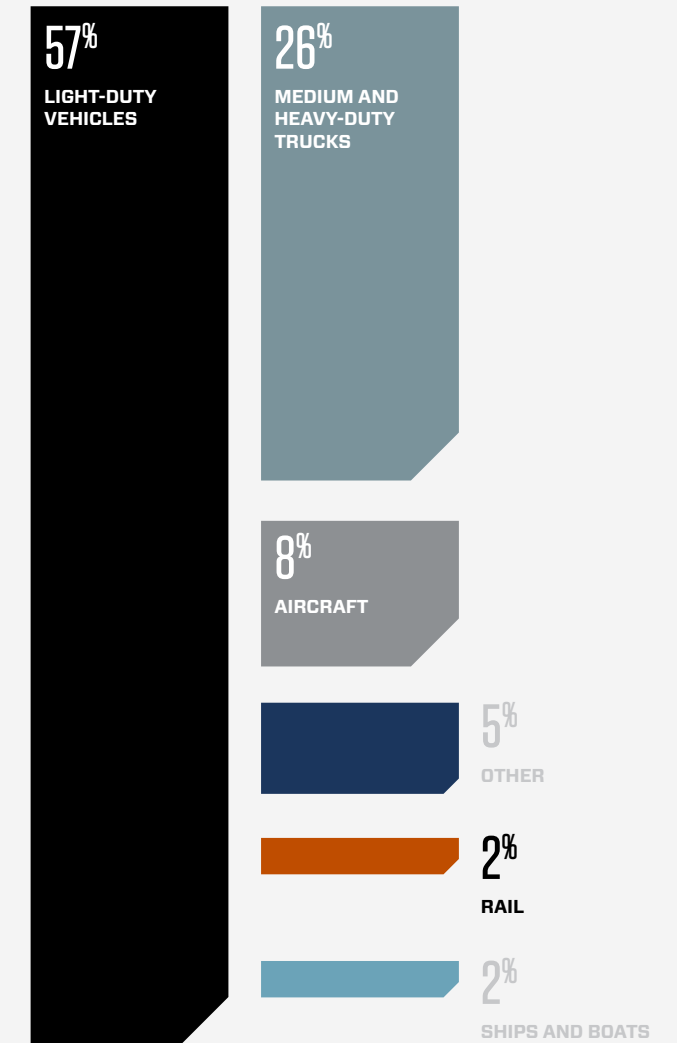
Industry and Railcar Sustainability

RAIL INDUSTRY SUSTAINABILITY

The Railroad industry has been integral to the growth of the U.S. 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. GHG emissions in the rail industry are far fewer than in other forms of freight transportation by land. According to Environmental Protection Agency (EPA) data, freight railroads contribute only 0.5 percent of the United States' total GHG emissions and 1.9 percent of the total transportation GHG emissions.¹ The carbon footprint of rail shipments is 75% lower than truck shipments, and rail emissions continue to improve: the American Association of Railroads reports that freight railways in the United States consumed 790 million fewer gallons of fuel and emitted nine million fewer tons of carbon dioxide than they would have if their fuel efficiency had remained constant since 2000.¹ We believe the industry will 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 by moving more freight by rail.

Trinity's goal is to continue as a sustainability leader in the railcar industry by enhancing the value proposition of the rail supply chain by moving more freight by rail.

Greenhouse Gas Emissions from U.S. Transportation Sector Sources²



1. [AAR-Sustainability-Fact-Sheet.pdf](#)

2. [Fast Facts on Transportation Greenhouse Gas Emissions, Updated July 14, 2022](#)



Railcar Life and Quality

At Trinity, we focus on the railcar. Railcars have an expected service life of up to 50 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 changed to give railcar owners flexibility to use existing railcars rather than acquiring new equipment;

- + utilized in-house valve inspection, and 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.

Trinity railcars are up to 95% recyclable at the end of their up to 50-year service life.

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 and ISO 14001:2015 environmental management standards at our railcar manufacturing and maintenance facilities. As a part of our ISO certifications, regular internal and external audits are performed at our sites to ensure compliance. We also offer site-specific trainings for our employees on environmental topics such as Spill Prevention, Control, and Countermeasure (SPCC) and stormwater usage.

Positioned for Performance





Minimizing Impact

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. In 2022, we made strides to lower our environmental impact by:

- + improving our EHS Dashboard’s capabilities by automating the collection process, which leverages a third-party to track utility data. Our digital dashboard allowed us to visualize utility (electricity, natural gas, and water) trends;
- + working towards 100% LED lighting in our plants by replacing spent lightbulbs with LEDs. Our plant in Cartersville, Georgia has installed 100% LED lighting in manufacturing areas with plans to transition the full plant in 2023;
- + installation of TERSUS, a robotic cleaning process with a water recycling system that allows the reuse of wash water in the railcar cleaning process. Implementation began in 2022 and will continue into 2023;
- + evaluating alternative disposal options for waste currently being sent to landfill. For example, we recycle crude oil removed from railcars, sending oil to a refinery for reuse rather than disposing as waste; and
- + continuing to evaluate low-VOC coating options in plants to reduce volatile organic compounds (VOC) emissions. In 2022, Trinity applied 215,938 gallons of low-VOC coating which saved 395,167 lbs of VOC from being released into the environment.



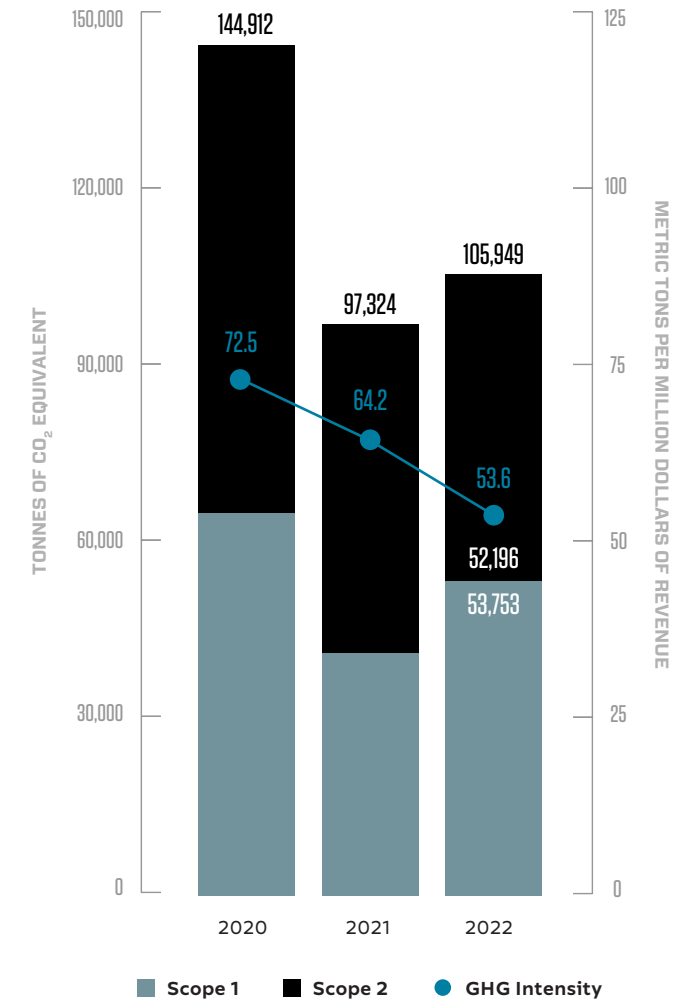
In 2021, we built a new platform utilizing business analytics to provide real-time, in-depth visibility to GHG emissions, energy use, water use, and hazardous waste, among other key metrics at Trinity facilities across the enterprise. In 2022, we saw increased awareness, ownership, and problem-solving concerning Trinity’s sustainability efforts with this enhanced data visualization and transparency.

Emissions

Trinity currently reports Scope 1 and 2 emissions, which were identified as top priorities by our stakeholders. These metrics are tracked and analyzed in real-time through dashboards, allowing our facility teams, Sustainability Review Team, and Executive Leadership Team to make strategic decisions aimed at advancing our environmental efforts. Currently, the majority of Trinity’s Scope 1 and 2 carbon emissions come from the electricity and gas required to operate our production facilities.

Trinity is currently conducting a screening of upstream and downstream activities across its supply chain to identify material Scope 3 emission sources and potential GHG reduction opportunities. This approach is in accordance with the GHG Protocol’s Technical Guidance for calculating Scope 3 and will identify high priority activities within each of the 15 Scope 3 categories to prioritize higher-quality data collection. Once the initial screening has been completed, Trinity will work to provide an accurate overview of its Scope 3 emissions that will contribute towards emission reduction targets.

EMISSIONS



Assurance Statement for 2022
Scope 1 and 2 data



Energy

Trinity is tracking and improving energy consumption across the enterprise. We work to meet or exceed local, state, and federal environmental regulatory standards. Our continual assessment of operations, business processes, and our commitment to increasing energy purchases from renewable sources are all aimed at reducing our environmental impact.

The Sustainability Review Team continued to explore viable options for alternative energy solutions as well as energy-efficient options at our facilities. In 2022, we began to transition our plants to use 100% LED lighting.

ENERGY CONSUMPTION		
2020		1.59 M GJ
2021		1.26 M GJ
2022		1.30 M GJ

Assurance Statement for 2022 data

HAZARDOUS WASTE per million dollars of revenue		
2020		1.97 T
2021		2.33 T
2022		0.51 T ¹

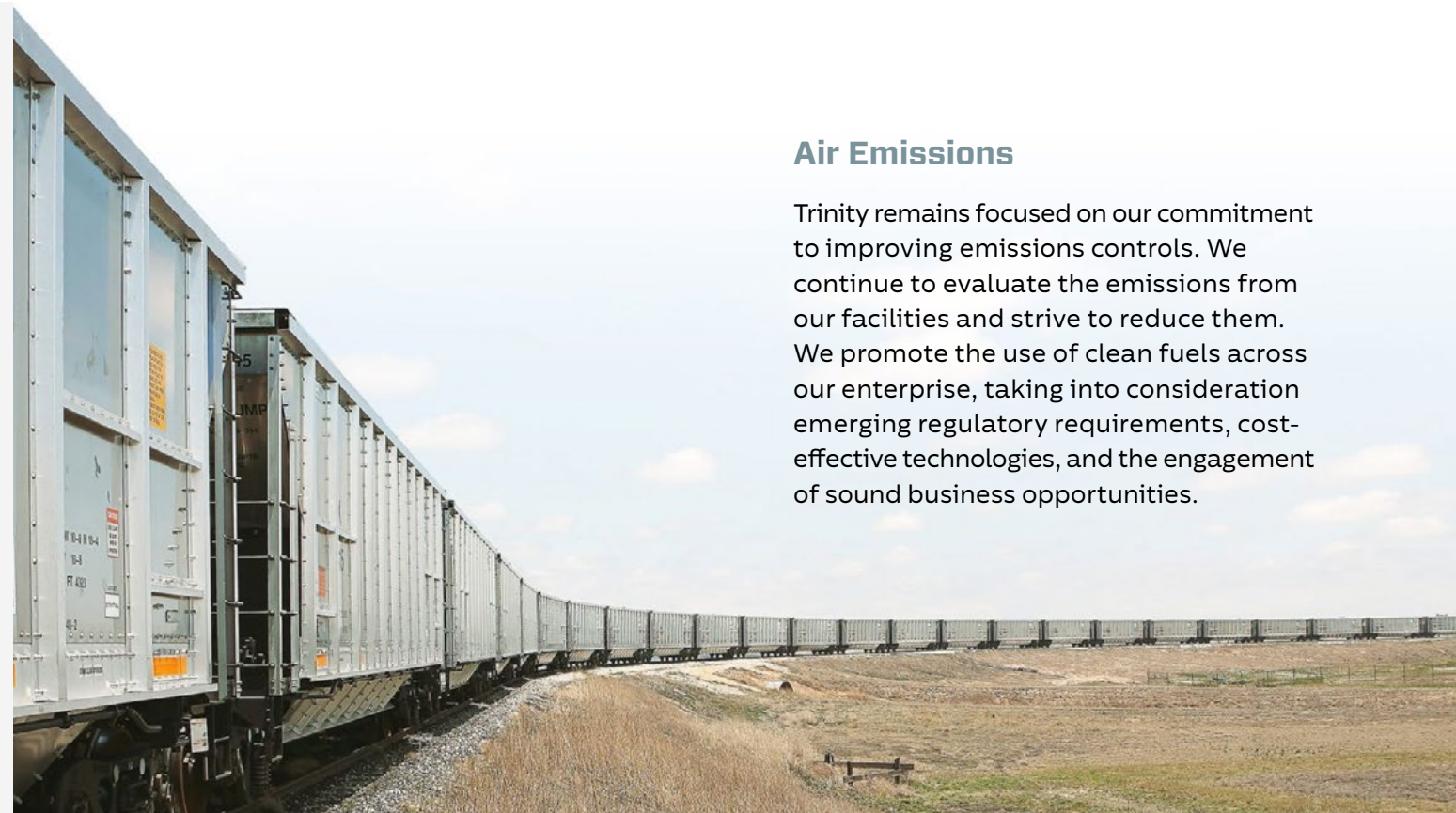
Waste

Waste reduction is an opportunity to reduce our environmental impact and was identified as a high priority area by our employees. Trinity has therefore set internal goals for waste to landfill reduction. In addition, our existing environmental management systems address both the plan for reduction and the handling and disposal of hazardous waste.

Water

Trinity recognizes that clean fresh water is a shared resource and is at risk. Trinity aims to be a water steward through tracking and addressing water use, consumption, and wastewater management. Trinity maintains water recycling and reuse tanks used for pressure and volume testing at our tank car manufacturing facilities. In addition, we have created a systems approach designed to monitor and improve the efficiency of our water use.

WATER per million dollars of revenue		
2020		29,678 gal
2021		32,971 gal
2022		30,623 gal



Air Emissions

Trinity remains focused on our commitment to improving emissions controls. We continue to evaluate the emissions from our facilities and strive to reduce them. We promote the use of clean fuels across our enterprise, taking into consideration emerging regulatory requirements, cost-effective technologies, and the engagement of sound business opportunities.

TRINITYRAIL® FACILITIES RECEIVED ENVIRONMENTAL ACHIEVEMENT AWARDS



In 2022, our Jonesboro, AR facility received an award from City Water & Light (CWL) for receiving zero violations on our Industrial Wastes Discharge Permits in 2022. We are proud of our partnership with CWL to protect water quality and the environment.



Our Shell Rock, IA site treated more than one million gallons of wastewater with zero violations. The facility was recognized internally for hitting this significant milestone.

1. This decrease is related to a divestiture. Please see page 68 of our 10-K for more information



Recycling

Recycling is of key importance to our customers and to Trinity. While Trinity considers a wide range of recycling, our most impactful is that of our railcars.

SUSTAINABLE RAILCAR CONVERSIONS

A changing rail transportation market created the need for *TrinityRail*[®] to re-engineer idled railcars. By repurposing and reusing the steel and other parts in the idle railcars, Trinity developed an innovative process it calls the Sustainable Railcar Conversion[™] Program. The program not only brings renewed life to aging assets, but also enhances safety and conserves resources. *TrinityRail*[®] delivered 1,572 Sustainable Conversion Railcars to customers in 2022, and our backlog for additional conversions grew to 1,967 entering 2023.



**25,000
POUNDS**

of components per railcar reused, equal to between 14-40% by weight depending on railcar type (most of the reused weight comes from repurposed castings, thereby avoiding the necessary high-energy production practices for new components)

**54M+
POUNDS**

of material have been reused since the program began in 2022



Disassembled steel components are recycled with minimal freight footprint. Remaining components, such as brakes, trucks, and wheels, can be reconditioned and reused.



SUPPLIER MANAGEMENT

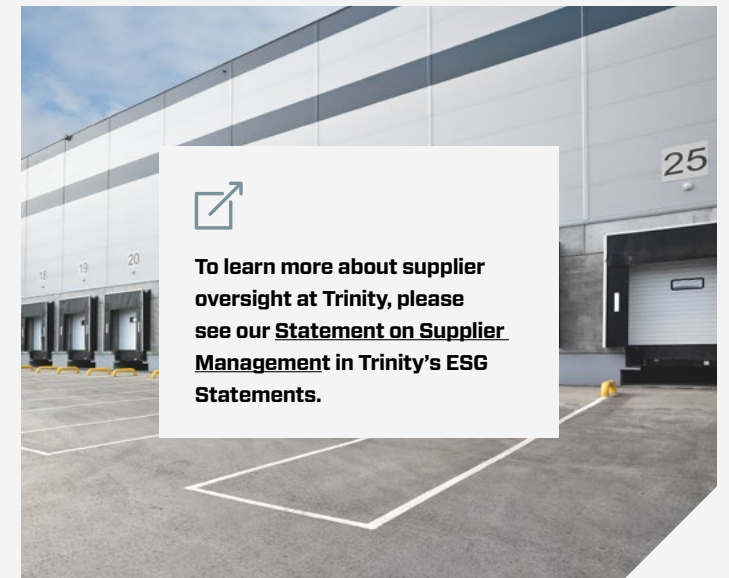
Trinity recognizes the importance of maintaining a flexible and cost effective supply chain. We implement collaborative processes to ensure our suppliers are aligned with Trinity business practices, policies, and procedures. Trinity considers communication from our suppliers an extremely important part of the framework for working together. For this reason, we earnestly solicit dialogue when supplier solutions are not compatible with our requirements.

In addition, Trinity expects all suppliers to provide products or services that meet or exceed governmental or contractual standards of safety and quality. Suppliers must immediately report deficiencies in their product safety and quality to our Supply Chain Management executive leadership.



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, including working hours, living conditions and wages, 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.



To learn more about supplier oversight at Trinity, please see our [Statement on Supplier Management](#) in Trinity’s ESG Statements.



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 of our organization. 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 our stakeholder interests. Our Board of Directors is also committed to the Company’s continued respect for human rights throughout our operations.

Board of Directors Data Dashboard¹

BOARD INFORMATION	
Size of Board	9
Number of Independent Directors	8
Separate Chairman and CEO	Yes
Independent Chairman	Yes
Average Age of Directors	59
Average Director Tenure (in years)	5

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



ESG 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 into 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. The Corporate Governance and Directors Nominating Committee reviews and oversees the Corporate Social Responsibility Report and the actions and steps taken towards the Company’s environmental, social, and governance goals. The Audit Committee holds specific oversight for cybersecurity within its overall risk management charge.



1. As of 12/31/2022
2. Self-identified



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 foster compliance and ensures that any party, including employees, has 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.



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

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 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 of 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, as well as identified third-parties 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.

Policies

CODE OF BUSINESS CONDUCT & ETHICS

Our [Code of Conduct](#) outlines our expectations for employees, suppliers, and customers to respect and follow the principles set within the policy.

A few highlights of what is covered in the Code:

- + laws and regulations in dealing with stakeholders;
- + anti-corruption;
- + labor and human rights¹;
- + Company property and information;
- + conflicts of interest;
- + equal employment, discrimination, and harassment;
- + health and safety¹; and
- + speaking up – reporting and non-retaliation.

WHISTLEBLOWER POLICY & PROCEDURES

Our [Whistleblower policy](#) outlines information, procedures, and non-retaliation in reporting suspected violations of codes, policies, or procedures for the Company. We have a confidential helpline.

STATEMENT ON BUSINESS ETHICS

Our [Statement on Business Ethics](#) outlines our commitments to making ethical business decisions, as well as the corrupt business practices we avoid. The statement also includes information on how to report any violations of the Code.

STATEMENT ON HUMAN RIGHTS

Our [Statement on Human Rights](#) describes Trinity’s commitment to respecting human rights throughout our operations.

STATEMENT ON SOCIAL RESPONSIBILITY

Trinity’s [Statement on Social Responsibility](#) outlines our commitment to conducting our business in a socially responsible manner by adding value to the communities in which we live and work, strengthening our relationships and leveraging our partnerships to amplify our impact. The statement also outlines our social responsibility priorities.



1. Added or updated in December 2022



Board Outreach

In 2022, Trinity engaged stakeholders in a new way by conducting our first ESG Roadshow. Several investor groups participated, and the question and answer sessions were productive and insightful.

Cybersecurity and Data Privacy

At Trinity, we remain focused on mitigating cybersecurity risks. Our Chief Information Security Officer (CISO) and Chief Legal Officer (CLO) oversee all cybersecurity and lead our Information Risk Management (IRM) organization. The CISO reports to the Board three times a year on risks, activities, policies, and procedures. In 2022, our CISO conducted a focused session on IRM and cybersecurity during the December Board meeting. The Board also received cybersecurity training from Cyber Defense Labs in 2022.

Trinity's IRM is aligned to the National Institute of Science and Technology (NIST) Cybersecurity Framework (CSF) and conducts maturity assessments against the NIST CSF on a quarterly basis. Our IRM encompasses the full lifecycle of information risk, from creation through disposition and is guided by policies, processes, standards, and procedures in vulnerability management, incident response, information governance, risk management, security awareness, and forensics support. Additionally, Trinity exercises a variety

of testing approaches to assess the state of systems and personnel, including weekly automated simulated breaches, annual penetration testing by independent third parties, ad hoc penetration testing by internal personnel, and tabletop exercises for information technology, IRM and legal employees.

Our IRM professionals are continually building their professional knowledge through local information systems communities and an available set of educational materials. As cybersecurity touches all employees, we include formal training on cybersecurity in the annually required Code of Business Conduct training. The training focuses on awareness of cybersecurity, risks, and requirements. For targeted groups, there are phishing email response checks.

Our IRM encompasses the full lifecycle of information risk, from creation through disposition, guided by policies, processes, standards, vulnerability management procedures, incident response, information governance, risk management, security awareness, and forensics support.

In the first quarter of 2023, Trinity will implement an updated set of substantive policies that will draw in additional industry and NIST best practices, as well as a modernized vulnerability management capability to assess and drive responses to operating risks.



IN 2022, TRINITY IMPLEMENTED:



Multi-factor authentication for users



A 20+ character password requirement



Updated efficiency in response to reported phishing attacks



ADDITIONAL INFORMATION

This Report covers the 2022 calendar year (also Trinity’s fiscal year) and has been prepared in alignment with the SASB Standards Industrial Machinery & Goods and the Task Force on Climate-Related Financial Disclosures (TCFD). We began preparing for the Report by having ongoing discussions with our Executive Leadership Team and gaining insight and review from our Board of Directors. This Report captures our sustainability strategy and future goals.

With this report, we are releasing our [Basis for Reporting](#). This policy can be found within the Policy Reference. Additionally, results of this report will capture differences due to divestiture.

ERM Certification and Verification Services, Inc. assured the 2022 data for several indicators, including GHG emissions and select environmental indicators. Please see the independent [Assurance Statement](#) for full details of the assurance scope, standards, and conclusions. Items receiving limited assurance are noted throughout the report.

We welcome feedback from our stakeholders. If you have any questions or comments on this report, please reach to Matt Pittman at matt.pittman@trin.net.

Policy Reference

- + [Code of Business Conduct and Ethics \(English\)](#)
- + [Code of Business Conduct and Ethics \(Spanish\)](#)
- + [Whistleblower Policy and Procedures](#)
- + [Environmental Statement](#)
- + [Statement on Human Rights](#)
- + [Statement on Occupational Health and Safety](#)
- + [Statement on Social Responsibility](#)
- + [Statement on Business Ethics](#)
- + [Statement on Supplier Management](#)
- + [Conflict Minerals Policy](#)
- + [Basis for Reporting](#)



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. 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.



Independent Limited Assurance Statement to Trinity Industries Inc.

ERM Certification & Verification Services Incorporated (“ERM CVS”) was engaged by Trinity Industries Inc. (“Trinity”) to provide limited assurance in relation to the selected 2022 disclosures set out below and presented in the Trinity 2022 Corporate Social Responsibility Report (the “Report”).

Engagement summary											
Scope of our assurance engagement	<p>Whether the 2022 data for the following selected disclosures, as indicated on pages 31, 32, and 41 are fairly presented in the Report, in all material respects, in accordance with the reporting criteria.</p> <table border="1"> <thead> <tr> <th>Disclosure Unit</th> <th>Unit</th> </tr> </thead> <tbody> <tr> <td>Total Energy Consumed</td> <td>Gigajoules (GJ)</td> </tr> <tr> <td>Total Scope 1 GHG emissions</td> <td>metric tons of CO₂e</td> </tr> <tr> <td>Total Scope 2 GHG emissions (location based)</td> <td>metric tons of CO₂e</td> </tr> <tr> <td>Total Scope 2 GHG emissions (market based)</td> <td>metric tons of CO₂e</td> </tr> </tbody> </table> <p>Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report</p>	Disclosure Unit	Unit	Total Energy Consumed	Gigajoules (GJ)	Total Scope 1 GHG emissions	metric tons of CO ₂ e	Total Scope 2 GHG emissions (location based)	metric tons of CO ₂ e	Total Scope 2 GHG emissions (market based)	metric tons of CO ₂ e
Disclosure Unit	Unit										
Total Energy Consumed	Gigajoules (GJ)										
Total Scope 1 GHG emissions	metric tons of CO ₂ e										
Total Scope 2 GHG emissions (location based)	metric tons of CO ₂ e										
Total Scope 2 GHG emissions (market based)	metric tons of CO ₂ e										
Reporting period	1 January 2022 - 31 December 2022										
Reporting criteria	<ul style="list-style-type: none"> • Trinity’s Basis of Reporting • SASB Industrial Machinery & Goods Sustainability Accounting Standard, Version 2018-10 • WBCSD/WRI GHG Protocol (2004, as updated January 2015) for the Scope 1 and 2 GHG emissions. 										
Assurance standard and level of assurance	<p>We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) ‘Assurance Engagements other than Audits or Reviews of Historical Financial Information’ issued by the International Auditing and Standards Board.</p> <p>The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.</p>										
Respective responsibilities	<p>Trinity is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing, and maintaining of internal controls relevant to the preparation and presentation of the Report.</p> <p>ERM CVS’ responsibility is to provide conclusions to Trinity on the agreed scope based on our engagement terms with Trinity, the assurance activities performed and exercising our professional judgement. We accept no responsibility, and deny any liability, to any party other than Trinity for the conclusions we have reached.</p>										



Our conclusion

Based on our activities, as described below, nothing has come to our attention to indicate that the 2022 data and information for the disclosures listed under ‘Scope’ above are not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

Our assurance activities

Considering the level of assurance and our assessment of the risk of material misstatement of the Selected Information a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Assessing the appropriateness of the reporting criteria for the selected disclosures.
- Interviews with management representatives responsible for managing the selected disclosures.
- Interviews with relevant staff to understand and evaluate the relevant management systems and processes (including internal review and control processes) used for collecting and reporting the selected disclosures.
- A review at corporate level of a sample of qualitative and quantitative evidence supporting the reported information.
- An analytical review of the year-end data submitted by all locations included in the consolidated 2022 group data for the selected disclosures which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary.
- 4 in-person site visits to Trinity facilities in the U.S. (1) and Mexico (3) to review source data and local reporting systems and controls.
- Confirming conversion and emission factors and assumptions used.
- Reviewing the presentation of information relevant to the scope of our work in the Report to ensure consistency with our findings.

The limitations of our engagement

The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating, or estimating the underlying information. It is important to understand our assurance conclusions in this context.

Our independence, integrity, and quality control

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence, and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of Parts A & B of the IESBA Code relating to assurance engagements.

The team that has undertaken this assurance engagement has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Trinity in any respect.

Beth Wyke
Head of Corporate Assurance Services
Malvern, PA

April 28, 2023

ERM Certification & Verification Services Incorporated
www.ermcvs.com | post@ermcvs.com





Frameworks and Indices

SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB) TABLE

Trinity reports in alignment with the SASB Industrial Machinery & Goods standard.

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	9,215
Energy Management	(1) Total Energy Consumed	Gigajoules (GJ)	1,589,931 GJ (FY 2020); 1,259,007 GJ (FY 2021); 1,298,453 GJ (FY 2022) ¹
	(2) Percentage grid electricity	Percent	38% (FY 2020); 38% (FY 2021); 35% (FY 2022)
	(3) Percentage renewable	Percent	This data is not currently tracked separately. Trinity has formed a renewable energy working group that explores viable alternative energy options for the Company.
Employee Health and Safety	(1) Total recordable incident rate (TRIR)	Rate	2.2 (FY 2019); 1.65 (FY 2020); 1.65 (2021); 1.56 (2022)
	(2) Fatality rate	Number	0
	(3) Near miss frequency rate (NMFR)	Rate	1.38 (2021); 1.86 (2022)
Fuel Economy and 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. Given the diversity of our products and applications in which our products are used, as well as the lack of industry standards to estimate on a per unit of work basis, 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 our Statement on Supplier Management .
Remanufacturing Design and Services	Revenue from remanufactured products and remanufacturing services	Reporting currency	Maintenance Services (FY 2022): \$ 208.3 million; Sustainable Railcar Conversion (FY 2022): \$163.7 million; Please see page 6 of Trinity's 2020 CSR for more information on Trinity's maintenance and remanufacturing efforts and page 9 of the 2021 Interim CSR for more information on our Sustainable Railcar Conversions.

1. 2022 data has received limited assurance



TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

Governance	
Recommendation	Disclosure
Describe the Board’s oversight of climate-related risks and opportunities.	<p>The Trinity Executive Leadership Team (ELT) and Board of Directors lead the Company’s governance practices and understand the business opportunities and challenges to support business decisions affecting the Company’s long-term growth and success.</p> <p>The Audit Committee has the responsibility to oversee the Company’s policies and procedures relating to risk assessment, management, and mitigation. The Finance and Risk Committee has the responsibility to review and assess risk exposure related to the Company’s operations, including safety, environmental, financial, contingent liabilities, and other risks that may be material to the Company, as well as the processes used by management to monitor and mitigate such exposure. Additionally, the Corporate Governance and Directors Nominating Committee oversees the preparation of the Company’s Corporate Social Responsibility Report as well as the actions and steps taken towards the Company’s environmental, social, and governance goals.</p>
Describe management’s role in assessing and managing climate-related risks and opportunities.	<p>Part of Trinity’s corporate strategy is to enhance rail network efficiency, which we believe will ultimately grow the modal advantage of the railcar industry. Innovations such as Trinsight® and the refrigerated boxcar composite floor described above on page 9 bolster the already sustainably advantageous position in which rail transportation sits as the most fuel-efficient form of land-based transportation.</p> <p>This strategy flows from Trinity’s ELT, which assesses and manages climate-related risks and opportunities, providing direction and making decisions informed by the Company’s Enterprise Risk Management (ERM) program, as well as its environmental and commercial teams. Trinity’s ERM program engages key business leaders as risk owners who identify and assess risks, including climate-related risks and opportunities. The ELT then incorporates these risks and opportunities into long- and medium-term strategy, as well as short-term operational strategy, which includes tracking climate-related initiatives and metrics through operational scorecards. An example of risks and opportunities driving action was materialized through Trinity’s Sustainable Railcar Conversion Program, which is described above on page 33. Another key piece to this strategy comes from Trinity’s environmental team, which is led by the Vice President of Environmental Affairs and reports into the Executive Vice President, Production Operations and Support Services. The environmental team supports and tracks business operations with influence on sustainability impacts, including energy and water use tracking, waste tracking, GHG Emissions reporting, and other items.</p>



Strategy	
Recommendation	Disclosure
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<p>The Company’s climate-related risks and certain opportunities are generally described in the Risk Factors section in our 2022 Form 10-K at p. 18. Examples of risks and opportunities, broken out in short, medium, and long term are:</p> <p>Short-term risks/opportunities: Increased operating costs from either a reduced availability of energy supply or an increase in energy costs. Extreme weather conditions and natural occurrences such as hurricanes, tornadoes, and floods, or a pandemic, could result in varying states of disaster and a real or perceived shortage of petroleum and/or natural gas, including rationing thereof, and potentially resulting in an increase in natural gas prices or general energy costs. Short-term opportunities may result from increased revenues through access to new and emerging markets. Specifically, the Green Financing Framework enables Trinity Industries Leasing Company (TILC) to issue green financing instruments, including bonds and loans, supported by eligible green assets.</p> <p>Medium-term risks/opportunities: Extensive damage to our facilities, as might occur as a result of natural disasters, could lead to production, delivery, or service curtailments or shutdowns, loss of revenue, or higher expenses. Additionally, heat stress caused by rising temperatures can also lead to the buckling of railways and restricted speeds on railroads, which may impact the costs associated with our leased assets as well as demand for new products. Climate and/or policy changes could affect the demand (positively or negatively) for certain types of railcars, as well as a broader modal shift toward rail as a sustainable transportation solution. Carbon pricing mechanisms would also result in increased operational costs for Trinity due to price increases of carbon-intensive input materials such as steel. Medium-term opportunities may result from access to new and emerging downstream markets, as the rail industry may experience an increase in business due to the lower carbon footprint compared to other forms of commercial transport.</p> <p>Long term risks/opportunities: Climate change and business, regulatory, and legal developments. Adverse consequences of climate change could include increased frequency, intensity, and duration of severe weather events that could affect operations at our manufacturing facilities, the price of insuring company assets, or other unforeseen disruptions to our operations, systems, property, or equipment. Climate change may affect (positively or negatively) the demand for our products or the ability of our critical suppliers to meet our needs. A decline or disruption in general domestic and global economic conditions that affect demand for the commodities and products Trinity’s railcars transport, including import and export volume, could reduce revenues or have other adverse effects on the company’s cost structure and profitability. If the company experiences significant declines in demand with respect to one or more commodities and products, the company may experience reduced revenue and increased operating costs, be forced to make workforce adjustments, and face pressure on other related activities.</p>



Strategy	
Recommendation	Disclosure
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	<p>Part of Trinity's corporate strategy is to enhance rail network efficiency, which we believe will ultimately grow the modal advantage of the railcar industry. Innovations such as Trinsight® and the refrigerated boxcar composite floor described above on page 9 bolster the already sustainably advantageous position in which rail transportation sits as the most fuel-efficient form of land-based transportation. This strategy flows from Trinity's ELT, which assesses and manages climate-related risks and opportunities, providing direction and making decisions informed by the Company's ERM program, as well as its environmental and commercial teams.</p> <p>Trinity applies an internal methodology to evaluate potential scenarios where climate change and other types of disruption may impact operations and safety, as well as to visualize and track Trinity's environmental impact at a micro and macro level through our data tracking initiative, which is detailed on page 31 above. This information is used to plan for business continuity, operational planning, and goal setting through operational scorecards.</p>
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<p>Part of Trinity's corporate strategy is to enhance rail network efficiency, which we believe will ultimately grow the modal advantage of the railcar industry. Innovations such as Trinsight® and the refrigerated boxcar composite floor described above on page 9 bolster the already sustainably advantageous position in which rail transportation sits as the most fuel-efficient form of land-based transportation. This strategy flows from Trinity's ELT, which assesses and manages climate-related risks and opportunities, providing direction and making decisions informed by the Company's ERM program, as well as its environmental and commercial teams.</p> <p>Trinity's ERM program engages key business leaders as risk owners who identify and assess risks, including climate-related risks and opportunities. The Company does not currently use a formal climate-related scenario analysis to complete these evaluations but does measure and identify the risks from highest to lowest by accounting for financial impact, intensity, and likelihood. Identified risks are then elevated to the appropriate management level for consideration based on the Company's overall strategy, appropriate risk outcome, and mitigation technique.</p> <p>Trinity's Supply Chain team manages a supplier assessment program, requires suppliers to acknowledge our Supplier Handbook, and conducts a full life cycle analysis on purchased products. This in-depth analysis includes a review of safety and quality standards, conflict-free sourcing, manufacturing locations, parts availability, and other items. Availability can be affected by emergency events, such as weather-related events dependent on location. A location evaluation determines supplier strength of resiliency.</p>



Risk Management	
Recommendation	Disclosure
Describe the organization’s processes for identifying and assessing climate related risks.	<p>Trinity’s ERM program is a proactive, structured process for identifying and mitigating market, operational, financial, strategic, infrastructural, and reputational risks. Trinity’s ERM program was derived in part from the Protiviti and Deloitte Risk Models, which are structured after the Committee of Sponsoring Organizations of the Treadway Commission (COSO) ERM framework.</p> <p>At Trinity, the process used to determine which risks and opportunities have a substantial or strategic impact involves determining those risks, including potential climate-related risks, that could have a material adverse effect on the Company’s financial condition, results of operations or liquidity, and could cause those results to differ materially from those expressed or implied in the Company’s forward-looking statements, resulting in the potential for customer or shareholder concern.</p> <p>Trinity’s ELT and key business leaders identify and assess risks, and communicate various types of risk to the Company’s internal Compliance and Risk Committee and the Company’s Board of Directors. These risk factors and opportunities influence Trinity’s strategic planning process.</p> <p>Trinity this year plans to conduct a climate risk assessment, which will identify specific climate-related risks, including physical and transition risks, that are salient to Trinity’s business and the procedures in place to manage these risks.</p>
Describe the organization’s processes for managing climate-related risks.	<p>Part of Trinity’s corporate strategy is enhancing rail network efficiency, which we believe will ultimately grow the modal advantage of the railcar industry. Innovations such as Trinsight® and the refrigerated boxcar composite floor described above on page 9 bolster the already sustainably advantageous position in which rail transportation sits as the most fuel-efficient form of land-based transportation. Trinity’s ELT, which assesses and manages climate-related risks and opportunities, provides direction and makes strategic decisions for mitigating those risks.</p> <p>One key process for mitigating identified climate-related risks comes from our Business Continuity Team, which is committed to Trinity’s success by managing the components of Emergency and Crisis Management during a business interrupting event. The team collects, processes, and categorizes critical business functions and processes and the systems they rely on. The Business Continuity Plan was developed to deploy products and services and track events before, during, and after an emergency. This may include, among other events, natural disasters and pandemics. Such events can be disruptive to our business. Due to this, strategic plans have been prepared and implemented to reduce the amount of disruption. An example event would be flooding. Because this event can be tracked, procedures are implemented to protect our assets, which may include relocation away from harm or to higher ground before a storm hits. Additionally, through Trinity’s Emergency Response Trailer, Trinity has immediate on-site capabilities to assist with safety, remediation, and rebuild efforts.</p> <p>Trinity’s investments in R&D are also strategically designed in part to mitigate climate-related risks to the global supply chain and have resulted in several product improvements, such as more efficient railcars, a reduction of waste, minimization of the need for raw materials, energy, and water for new parts, and an increase in our ability to reuse existing railcars rather than using new parts. Trinity will continue to invest in R&D as part of our effort to manage climate-related risks as well as opportunities.</p>



Risk Management	
Recommendation	Disclosure
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	<p>Trinity's ERM program engages key business leaders as risk owners who identify and assess risks, including climate-related risks and opportunities. Trinity's ERM program is a proactive, structured process for identifying and mitigating market, operational, financial, strategic, infrastructural, and reputational risks.</p> <p>At Trinity, the process used to determine which risks and opportunities have a substantial or strategic impact involves determining those risks, including potential climate-related risks, that could have a material adverse effect on the Company's financial condition, results of operations or liquidity, and could cause those results to differ materially from those expressed or implied in the Company's forward-looking statements, resulting in the potential for customer or shareholder concern.</p> <p>Trinity's ELT and key business leaders identify and assess risks and communicate various types of risk to the Company's internal Compliance and Risk Committee and the Company's Board of Directors. These risk factors and opportunities influence Trinity's strategic planning process.</p> <p>Climate-related events have the potential to negatively impact Trinity's reputation with shareholders, customers, the public, regulatory agencies, and employees. Trinity engages stakeholders in a materiality assessment to better understand stakeholder priorities and customer preferences. The potential impact of climate-related events is also monitored, included in the risk assessment process, and noted in our Annual Report.</p> <p>Finally, Trinity recognizes the importance of mitigating the environmental impact associated with rail transportation operations by evaluating and reducing manufacturing emissions and by utilizing cleaner fuel sources and more cost-effective technologies.</p>
Metrics and Targets	
Recommendation	Disclosure
Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process.	Trinity's ERM assesses climate-related risks and potential opportunities on a relative scale based upon impact, likelihood, and velocity. Internal metrics used to assess those risks and opportunities include energy consumption, water usage, hazardous waste generation, and air emissions. Further information on each metric can be found on page 32 herein, as well as in the ESG Statements on Trinity's website.
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Please see page 31 of this Report.
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Please see External Targets on page 12 of this Report.



TRINITY INDUSTRIES