TRIMAS CORPORATION

GOVERNANCE AND NOMINATING COMMITTEE OF THE BOARD OF DIRECTORS

CHARTER

I. Purpose

The Governance and Nominating Committee (the "Committee") shall provide assistance to the Board of Directors (the "Board") of TriMas Corporation (the "Corporation") in fulfilling the Board's responsibility by:

A. Identifying individuals qualified to become directors and recommending candidates to the Board (i) for directorships to be filled by the Board or (ii) to be nominated for all directorships to be filled by the stockholders;

B. Developing and recommending to the Board a set of corporate governance principles applicable to the Corporation; and

C. Evaluating, monitoring and making recommendations to the Board with respect to the corporate governance policies and procedures of the Corporation.

II. Structure and Operations

Composition and Qualifications

The Committee shall be comprised of three or more members of the Board. Each member of the Committee shall satisfy any then applicable independence and other requirements, standards and qualifications as may from time to time be required by the Securities and Exchange Commission, the NASDAQ Listing Rules and Regulatory Requirements (the "NASDAQ Rules") and any other applicable regulatory bodies.

Appointment and Removal

The members of the Committee shall be appointed by the Board, to serve at the pleasure of the Board and until their successors shall be duly appointed and qualified, or until their earlier death, resignation, retirement, disqualification or removal from office. The members of the Committee may be removed, with or without cause, by a majority vote of the Board.

Chairperson

The members of the Committee shall, by majority vote, recommend to the Board a Chairperson of the Committee. The Chairperson shall be a voting member of the Committee. The Chairperson will chair all meetings and set the agendas for Committee meetings in consultation with the other members of the Committee, the Board and management. The members of the Committee shall, by majority vote, recommend to the Board a Chairperson for each of the Board committees.

Delegation to Subcommittees

In fulfilling its responsibilities, the Committee shall be entitled to delegate any or all of its responsibilities to one or more subcommittees, each composed of one or more members of the Committee, except as otherwise provided by the Board or by applicable law, rule or regulation.

III. Meetings

The Committee shall hold regularly scheduled meetings each year with such frequency as the Committee determines necessary or appropriate. The Chairperson of the Board or any member of the Committee may request a meeting of the Committee. Meetings may be held in person or by any means of remote communication through which all participants can hear each other, and the Committee may act by unanimous consent in writing or by electronic transmission, in each case as permitted by the bylaws of the Corporation and applicable law. A majority of the members of the Committee shall constitute a quorum and a majority of the members in attendance when a quorum is present shall decide any matter properly brought before the Committee. The agenda and information concerning the business to be conducted at each Committee meeting shall, to the extent practical, be communicated to the members of the Committee in advance of each meeting to permit meaningful review.

The Committee may invite to its meetings such other persons as it deems appropriate in order to carry out its responsibilities and duties. The Committee may also exclude from its meetings such persons as it deems appropriate in order to carry out its responsibilities and duties.

IV. Responsibilities and Duties

The following functions shall be the common recurring activities of the Committee in carrying out its purposes outlined in Section I of this Charter. These functions should serve as a guide with the understanding that the Committee may carry out additional functions and adopt additional policies and procedures as may be appropriate in light of changing business, legislative, regulatory, legal or other conditions. The Committee shall also carry out any other responsibilities and duties delegated to it by the Board from time to time related to the purposes of the Committee outlined in Section I of this Charter.

The Committee shall have the resources and authority appropriate to discharge its oversight role, including the authority to retain independent outside advisors at the Corporation's expense. The Committee shall have the sole authority to retain and terminate a consultant or search firm to be used to identify director candidates, including sole authority to approve the search firm's or consultant's fees and other terms of retention.

Board Selection, Composition and Evaluation

1. Review and recommend to the Board any changes in qualifications for new directors to serve on the Board, as set forth in the Corporation's corporate governance guidelines.

2. Identify individuals believed to be qualified to become directors and recommend candidates to the Board (i) for directorships to be filled by the Board, or (ii) to be nominated for all directorships to be filled by the stockholders at an annual or special meeting.

3. Review and make recommendations to the Board about whether members of the Board should stand for reelection and consider matters related to the retirement of Board members.

4. Recommend to the full Board, member(s) of the Board to serve as Chairperson of the Board.

5. Develop a policy with regard to the consideration of any director candidates recommended by stockholders, including any minimum requirements.

6. Conduct all inquiries into the backgrounds and qualifications of possible candidates as the Committee determines to be necessary and appropriate.

7. Annually evaluate the independence of members of the Board according to the NASDAQ Rules, applicable law and the Corporation's corporate governance guidelines, and present its evaluations to the Board.

8. Oversee the orientation process for new Board members.

9. Annually consider and recommend to the full Board the appropriate Board size and composition.

Committee Selection and Composition

10. Recommend to the full Board (i) members of the Board to serve on Board committees and (ii) changes to committee membership. In making recommendations, consider the criteria for committee service as set forth in the applicable committee charter and other factors the Committee deems relevant.

11. Recommend to the full Board members of the Board to serve as Chairpersons of the Board committees.

Corporate Governance

12. Review and recommend to the Board any changes in the Corporation's corporate governance guidelines and monitor developments with regard to corporate governance to enable the Committee to make recommendations to the Board on matters of corporate governance and on any action to be taken in light of such developments.

13. Periodically review the charter and composition of each committee of the Board and make recommendations to the Board for the adoption of or revisions to the committee charters, the creation of additional committees or the elimination of Board committees.

14. Consider and recommend to the Board policies and procedures related to meetings of the Board, such as may relate to agendas, preparation and delivery of meeting materials, meeting schedules and locations.

15. Review any director resignation tendered in accordance with the Corporation's corporate governance guidelines or because a director's circumstances changed in a manner that results in a significant negative impact to his or her qualifications as they existed at the time of election, evaluate the circumstances and recommend to the Board what action, if any, should be taken.

16. Upon notice to the Chairperson of the Board and Chairperson of the Committee (collectively, the "Subcommittee Reviewing New Board Memberships") from a director that the director intends to accept an invitation to serve on the board of another for-profit corporation, the Subcommittee Reviewing New Board Memberships shall

evaluate the appropriateness of continued Board membership under the new circumstances and decide what action, if any, is to be taken with respect to continued Board membership.

17. Review compensation-related proposals, whether required or otherwise, made for consideration at a stockholders' meeting and make recommendations to the Board as appropriate. If a compensation-related proposal is made by a stockholder, such review will only be conducted if such proposal was made in accordance with the Corporation's certificate of incorporation and bylaws and applicable law.

18. Review any actual or potential director conflict of interest, and, in consultation with the Chief Executive Officer, make recommendations to the Board regarding the resolution of any such conflict of interest.

Sustainability and ESG

19. Review and discuss periodically with management and the Environmental, Social and Governance Committee the Corporation's sustainability efforts as well as programs and initiatives related to environmental, social, governance and other public policy matters.

20. Review a report by management, to be prepared at least annually, that summarizes management's sustainability and ESG activities and initiatives.

21. Oversee the Corporation's engagement efforts regarding environmental, social and governance matters with stockholders and other key stakeholders, including non-governmental organizations and key ESG ratings agencies.

Reports

22. Report to the Board at the Board's next regularly scheduled meeting, or as soon thereafter as reasonably practicable following meetings of the Committee, and recommend action by the Board as appropriate. The report to the Board may be an oral report by the Chairperson or any other Committee member.

23. Maintain minutes or other records of meetings and activities of the Committee as appropriate under Delaware law, and make the minutes available to all members of the Board.

V. Annual Performance Evaluation

The Committee shall conduct and present to the Board an annual performance evaluation of the Committee. The Committee shall review at least annually the adequacy of this Charter and recommend any proposed changes to the Board for approval. The Committee shall develop and oversee an annual self-evaluation process for the full Board and each Board committee. The Committee shall administer the self-evaluation process for the full Board and deliver to the Board a summary of the results of the Board's self-evaluation, assessing the Board's compliance with the Corporation's corporate governance guidelines and identifying areas in which the Board could improve its operations.

Approved by the TriMas Board of Directors effective November 11, 2026