

TRUMETER CORPORATE SOCIAL RESPONSIBILITY POLICY

Trumeter is deeply committed to Corporate Social Responsibility (CSR). For many years, the Company has taken meaningful steps to support the communities where it operates, champion environmental sustainability, and foster a positive, inclusive workplace culture.

This policy establishes a formal framework to guide our CSR efforts, providing employees with the structure and direction needed to identify, prioritize, and pursue impactful initiatives.

Trumeter's 5 Pillars of CSR:

1. Fostering a Diverse and Inclusive Company Culture

Trumeter is committed to creating a workplace that is inclusive and equitable for all.

- The Company is blind to race, religion, gender, and all other protected characteristics.
- We openly discuss the value of diversity and believe that a broad range of perspectives leads to better decision-making and long-term success.

2. Empowering Employee Growth and Well-Being

We strive to provide a fair and progressive environment where every employee can thrive. This includes:

- Programs that support well-being, flexibility, and work-life balance
- A culture that encourages employees to continually learn, develop and reach their full potential

3. Upholding the Highest Ethical Standards

Trumeter operates with integrity and expects the same from its partners. Our ethical focus includes:

- Responsible sourcing and supply chain practices that respect human rights and labor standards
- Protecting confidential information, intellectual property and data privacy

4. Engaging with and Supporting Local Communities

We believe in giving back to the communities where we live and work. Our community engagement includes:

- Building partnerships with local schools, colleges and community / non-profit organizations
- Supporting structured employee volunteer programs

5. Minimizing Our Environmental Impact

Trumeter is committed to reducing its carbon footprint through proactive and sustainable practices, including:

- Investing in energy-efficient systems and smart building technologies while promoting recycling and reducing waste across all our facilities
- Designing products with sustainability and longevity in mind

Trumeter dedicates time and resources to CSR by appointing ambassadors, integrating CSR policies into senior leadership priorities, embedding CSR within the HR framework, and actively encouraging employee involvement and participation. Team members are given paid time off both inside and outside the office to work on CSR initiatives.

Beyond our internal efforts, Trumeter collaborates with customers, suppliers, and other stakeholders to support their CSR goals. The company allocates and invests earnings to fund initiatives that align with this CSR framework.

Trumeter views CSR as a long-term journey without a fixed destination. Our goal is simple but powerful: to foster a great place to work and to make a lasting, positive impact on the communities we serve and the world around us.



John Smith, Chairman