



**Brian Sondey**  
**CEO, Triton International**

Triton International Limited  
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## **EQUAL OPPORTUNITY POLICY**

It is the policy of Triton International Limited not to discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, protected veteran status, or any other protected class. The Company also takes affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to any of the protected classes.

To ensure equal opportunity in employment, the Company has developed Affirmative Action Programs ("Programs"), pursuant to Executive Order 11246, Section 503 of the Rehabilitation Act, covering individuals with disabilities, and the Vietnam Era Veterans' Readjustment Assistance Act, covering protected veterans. Brian Sondey, Chief Executive Officer, fully supports these Programs. The Company will recruit, hire, train and promote persons in all job titles and ensure that all other personnel actions are administered without regard to the protected classes listed above. It will also ensure that all employment decisions are based only on valid job requirements. No employee or applicant will be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of Executive Order 11246 and the laws set forth above, or any other Federal, state, or local law requiring equal opportunity in employment; (3) opposing any act or practice made unlawful by Executive Order 11246 and the laws set forth above or their implementing regulations, or any other Federal, state, or local law requiring equal opportunity in employment; or (4) exercising any other right protected by Executive Order 11246 and the laws set forth above or their implementing regulations.

The Company has designed and implemented an audit and reporting system that: (1) measures the effectiveness of the Company's Programs; (2) indicates any need for remedial action; (3) determines the degree to which objectives have been attained; (4) determines whether protected individuals have had the opportunity to participate in all company-sponsored activities; (5) measures compliance with the Programs' specific obligations; and (6) documents the actions taken. If any Program is found to be deficient, the Company will undertake necessary action to bring the Program into compliance.

Merin Kovoor, Director, Human Resources is the Company's Affirmative Action Administrator and has overall responsibility for the implementation of the Company's Program. The Program is available to employees and applicants for employment, upon request, during regularly scheduled business hours. Any employee or applicant with a disability that needs this Policy Statement in a different format to ensure accessibility and understanding should contact the Affirmative Action Administrator by calling 914-251-9000 or by sending an email to [careers@trtn.com](mailto:careers@trtn.com).

If you do not feel comfortable speaking to management or HR, you may call our Ethics Hotline @ 855-657-8028. This is a toll-free line provided to allow reporting of workplace issues. Callers may give their names or remain anonymous, and all contacts will be followed up promptly with an appropriate response. A trained counselor will report the incident to the Company contact who will coordinate an investigation. Your call and concern will be handled as confidentially as possible. The hotline is available 24 hours a day, 365 days a year.

As CEO, Triton International, I hereby reaffirm our commitment to advance the concepts of equal opportunity. To ensure that this policy is adhered to, in the day-to-day activities of our management, all personnel actions will be monitored, analyzed, and reported on periodically throughout each year.

Brian Sondey  
CEO