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**Partnered with or supported over 50 programs run by charities and NGOs**

**Sponsored the Knowledge of Design Week and Business of Design Week in Hong Kong**

## Investing in our Communities

We understand that a healthy business and healthy community go hand in hand. TTI has a longstanding commitment to support the communities in which we live and work by providing resources, time and money to those charities where our efforts are best focused. Some of our business units have in place a formal committee, which is tasked with the selection of organizations that will allow employees to give back to their communities and beyond. Other business units sponsor the same charities year-after-year while still evaluating new sponsorship opportunities as they arise.

At the corporate level, we have updated our strategic plan for community engagement to focus on key areas most relevant to our company and those that will create the biggest impact to our business and the communities in which we serve. The focus areas include women's rights and education, modern slavery, poverty, clean tech and raw material responsibility. In the future, we will seek opportunities to expand our involvement in these important focus areas to effect change.

In 2018, we continued our engagement with local communities across different business units by donating tools, providing financial support and encouraging our employees to volunteer their time and energy. Some of our business units allocate a specific number of working hours or days for employees to volunteer for their favorite charity. Our employees can choose a variety of areas to support, ranging from education, home building and child wellness to sports.

In 2018, approximately US\$1,290,000 in-kind donations of tools and other items and close to 12,000 hours of volunteer time were donated by TTI and its employees globally. We also partnered with or supported over 50 programs run by charities and NGOs.

Here are a few of our many engagement activities for each of our four focus areas in 2018:



## Our key goals include:

1. Establish strategic partnerships with NGOs
2. Develop impact metrics to track our community investment and engagement activities

## Community Engagement

### Disaster Relief and Rebuilding

Extreme weather struck many parts of the world in 2018. Hong Kong was hit by the worst typhoon in history in October 2018, and many villages were severely damaged. TTI teamed up with Habitat for Humanity on the island of Kat O to assist in the cleanup and to rebuild houses destroyed by the typhoon. TTI was also involved in over 60 other post-disaster relief and clean-up activities, contributing over 2,000 volunteer hours and donating TTI tools worth US\$150,000.



### Engagement with Habitat for Humanity

TTI believes everyone deserves a decent place to live. Habitat for Humanity invites enterprises to step outside their offices to help raise the walls of new homes for many low-income households. In 2018, Milwaukee Tool alone donated more than US\$275,000 in products, helping Habitat affiliates build homes, communities and hope for various locations in the US. TTI employees volunteered more than 250 hours in the Habitat Executive Build program, which is a great way to show their support to the local communities where TTI sponsored house building for underprivileged families. Our

Canada office engaged with Habitat for Humanity as part of their national volunteer event in Alberta and British Columbia. More than 40 employees across Canada participated in four builds, raising a total of US\$11,000 in monetary donations and the same amount worth of tool donations.



### Acts of Kindness

Our Canadian floor care division started a HOOVER Fresh Start Campaign. The initiative went into the community and made a difference by performing simple acts of kindness. This social media campaign encouraged HOOVER fans to participate in and share their good deeds. A total of 1,100 acts of kindness were recorded by our HOOVER fans. This initiative was also supported by Scott McGillivray, HGTV Home Builder Host.

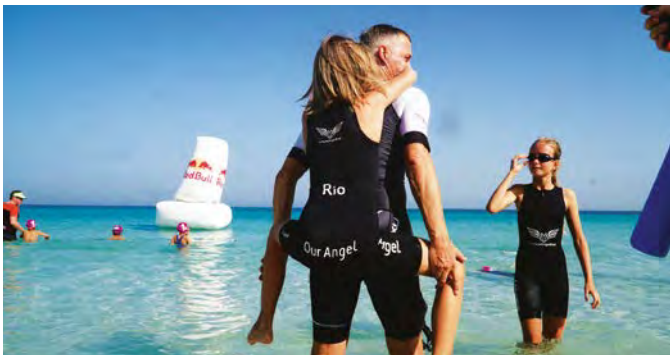
### Supporting Veterans

This year we supported the Veterans Outreach of Wisconsin (VOW) whose mission is to assist homeless and at-risk veterans gain normalcy in life by providing food, clothing, shelter and other basic human needs. They provide food on a weekly basis as part of a homelessness recovery program. TTI supported the VOW by providing a monetary donation to the organization.

## Community Engagement (continued)

### Team Angel Wolf

In Europe, TTI is a partner of Team Angel Wolf, which helps promote the inclusion of disabled persons in sport activities and enables disabled and paralyzed children to access the sea. TTI supported Team Angel Wolf by purchasing two specialized floating wheelchairs.



### A Spirit of Giving

TTI has joined forces with The Home Depot Foundation in several fundraising events and completed a variety of community service projects throughout the year. TTI also participated in fundraising activities in support of cancer research and caregiving, Alzheimer's research and the local blood bank, among others.

In Canada, TTI made monetary donations of US\$95,000 and employees contributed 1,120 volunteer hours to a wide variety of causes and charities across the country, supporting everything from children's sport activities to food banks and the Canadian Cancer Society.



## Nurturing the Next Generation

### STEM Education

Science, Technology, Engineering and Mathematics (STEM) Education provides students with a cross disciplinary and applied approach to acquire knowledge. TTI understands the future is in creative and innovative education so, in 2018, we supported several STEM programs, FIRST Robotics and Kids Building Wisconsin events for middle school students, STEM Forward and the Society of Women Engineers. We also worked with Elmbrook Highschool on the LAUNCH Innovation Challenge program, providing a US\$8,000 donation and engaging in a mentorship program for students.



### Development for secondary school students

To inspire and encourage the next generation in design learning, TTI collaborated with the English School Foundation – West Island School in Hong Kong to provide practical design technology workshops to the BTEC Engineering secondary students. Our staff demonstrated the use of creative software and tools such as WACOM drawing devices and Photoshop visualization, allowing the participants to get a taste of rendering digital 3D designs in class. In Germany, TTI donated US\$8,600 to various secondary schools in Altshausen and their associated research centers, community clubs and sports events to support youth development.



### Social Mobility for Underprivileged Students

We donated over US\$10,000 to the Future Stars – Upwardly Mobility Scholarship in Hong Kong, which helps children from less privileged backgrounds gain social mobility. The program selects children from more than 400 schools across Hong Kong, rewarding those who show positivity and resilience in the face of adversity.



### Internships

Internship programs not only bridge the gap between academic education and the industry, they also improve the career-readiness of students and enable TTI to identify and attract top talent from schools around the world. TTI offers internships to graduates and students from Canada, the EU, Hong Kong, Southeast Asia, the UK and the US. In particular, we have a well-established, one-year design internship program that attracts graduates from schools such as the Hong Kong Polytechnic University, SCAD and the University of Washington. Interns are given hands-on, in-market design training and international postings during the program, enabling them to explore the industrial design sector while developing their skills. In 2018, TTI engaged with the Asian University for Women, a NGO promoting education for women in Asia, to participate in an internship program in 2019.

### Tertiary and Vocational Institutions

TTI actively supported the Hong Kong University of Science and Technology, the Technological and Higher Education Institute of Hong Kong (THEi) and the Hong Kong Design Institute (HKDI) in creating higher-quality product design and engineering programs. Through tool donation, co-organizing innovation lab projects, and offering industry guidance and input to both student projects and the modernization of design standards and coursework assessments, TTI is helping to improve tertiary design education in Hong Kong.

TTI also sponsored the Queensland University of Technology in its Year 2 design project for manufacturing and design workshop competitions and offered overseas study tour opportunities and a lecture series for students in both Queensland University of Technology and the University of Auburn.



### Girls Can Too

This was our third year of participating in the Girls Can Too program, which introduces construction skills to female high school students from low-income families in Toronto. It is operated by the Toronto Region Conservation Authority with the assistance and support of key members of the design, construction and related industries, including Milwaukee Tool.

## Industry Engagement

TTI not only 'invents' new products for our own business growth, but we also bear in mind that we 'co-create' our products with end-users with the aim of improving the quality of lives globally. TTI engaged in various industrial design forums and participated in a number of trade associations around the world to enhance knowledge sharing with the industry and the general public.

We continued to sponsor the Knowledge of Design Week and Business of Design Week in Hong Kong, which provide unique platforms for designers and intellectuals to exchange ideas, innovative design and the latest technology. We were invited to participate in and facilitate the industry forum, From Mass Production to Scale Customization, hosted by the Design Council of Hong Kong. We also joined the Industrial Designers Society of America's national conference and the Red Dot Museum exhibition to share our innovation and design ideas internationally.

## Environmental Initiatives

In TTI HK, Green Fairs were held twice in the Hong Kong office to support local organic farmers and fair-trade merchants. Proceeds from the fairs were donated to the New Life Psychiatric Rehabilitation Association to provide guidance to individuals with mental health issues on how to maintain a healthy lifestyle. TTI HK, along with family members and their children, participated in a Go Green Organic Farm Visit where employees enjoyed a family day out and learnt about the rich biodiversity of Hong Kong.

