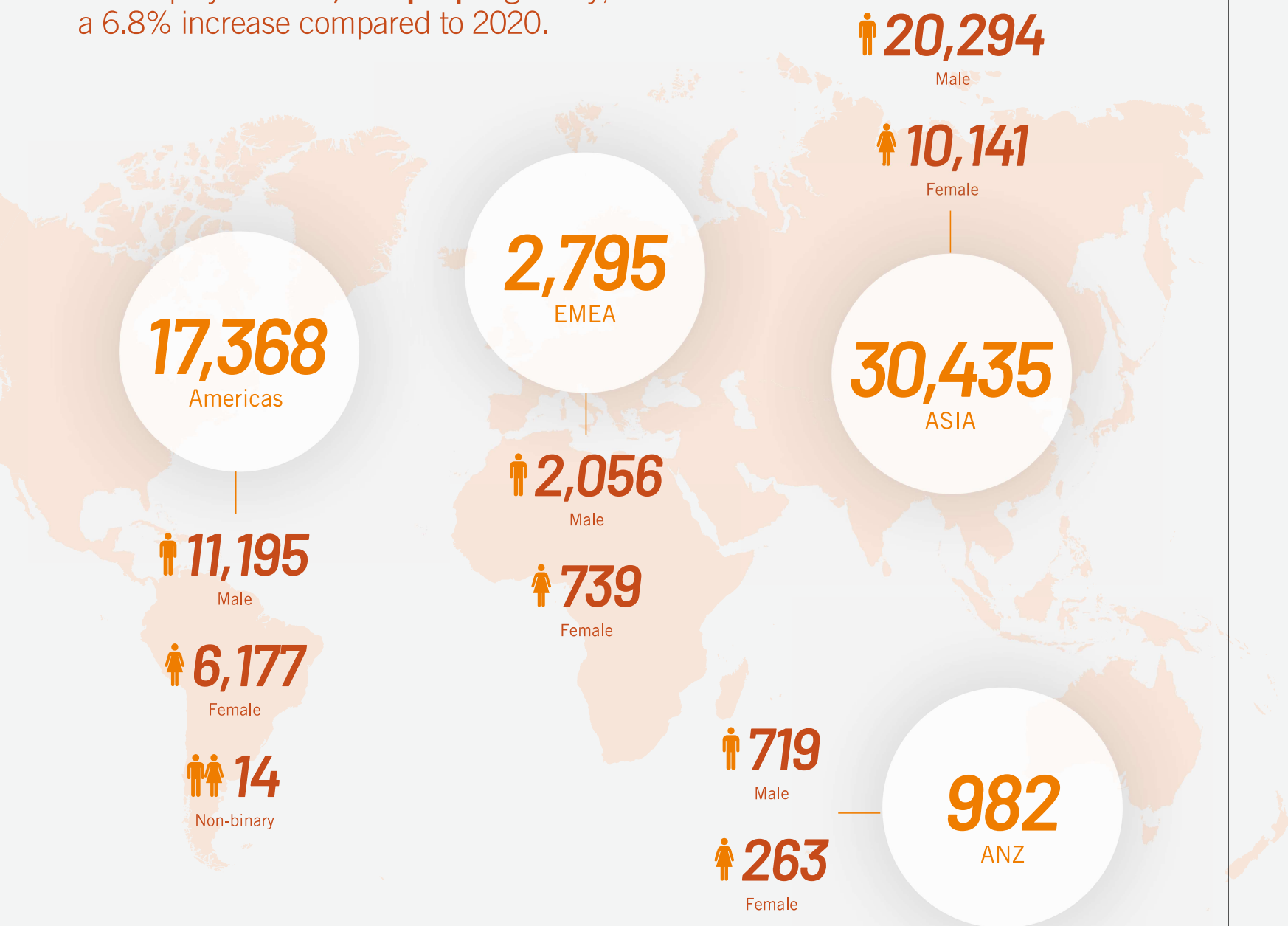


# Social and Community

## OUR PEOPLE

We employ over **51,598 people** globally, a 6.8% increase compared to 2020.



### MATERIAL TOPICS

**Empowering People** [P.80](#)

**Health, Safety and Wellbeing** [P.86](#)

**Community Investment and Engagement** [P.92](#)

**TTI has long valued the role of Exceptional People in our business and understands a fair, inclusive and safe environment is important for maintaining engaged and productive people and communities.**

A sound social strategy begins with treating everyone with dignity and respect. We consider respect for human rights as being not just an ESG factor, but a global standard of expected conduct. We are committed to a healthy working environment free from forced or child labor and eradicating the illegal movement of people for modern slavery. As a leader in our industry, we ensure that our employees, as well as the suppliers we engage, have zero tolerance for any such practice. This is fundamental to TTI's values.

We comply with all international, national, state and local employment laws and core labor standards, to ensure all our employees are treated fairly. This means oversight of working age, hours and working permits across our markets and supply chain. These measures are introduced to TTI's new hires and existing employees through targeted communication and training. Our Code of Conduct (CoC), Employee Handbook and extensive training materials are updated regularly to keep all employees current on these company guidelines. Our corporate policies are also under continuous review to align with local regulations, emphasizing safe employment procedures and social principles. As a result, we are able to actively minimize the risk of non-compliance with laws and/or regulations in social and economic areas. A complete list of legal and regulatory requirements related to labor and human rights,

as well as health and safety, which have the potential to have a significant impact on TTI's operations and performance, can be found in Appendix A of our HKEX ESG Reporting Guide Content Index on our website .

Beyond regulatory obligations, we understand that our long-term success is dependent on nurturing our people. At all levels of our business, we strive to support the needs of employees and attract diverse talent. This is achieved through a shared set of values and robust strategy, processes and communication in every market. Fostering connections between teams remains vital to our people as many continue to work from home.

In addition to taking care of employees, we are committed to actively pursuing inclusive prosperity for society as a whole. Our comprehensive approach to all social aspects of our business — human and labor rights, diversity and inclusion, talent management and engagement, health, safety and wellbeing, and community investment and engagement — is outlined below. Our ESG Executive Committee and ESG Working Committee assess our policies and initiatives in all these areas and oversee the effectiveness of our management approach, updating it as needed.