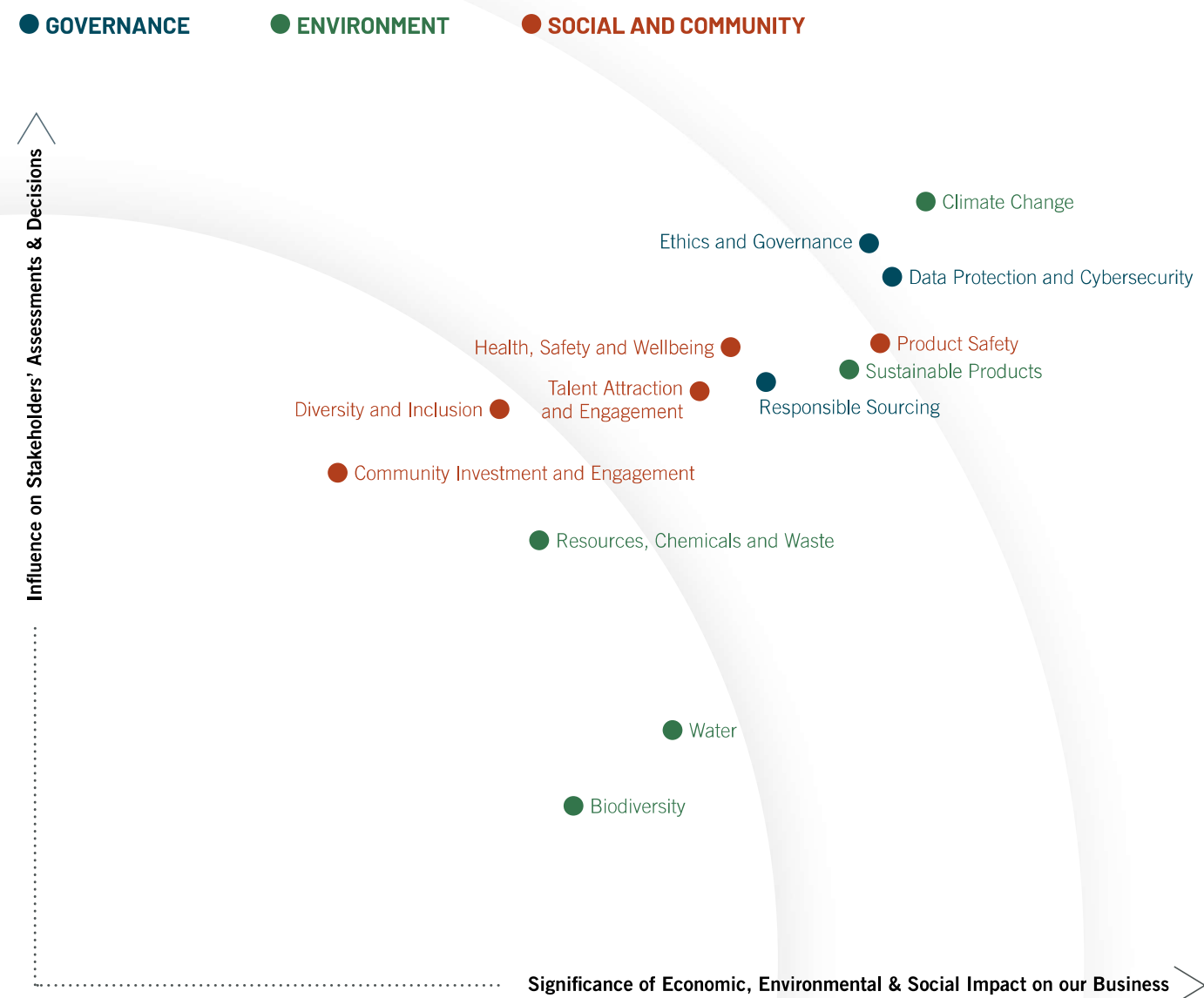


Materiality Assessment

A key focus is to align our strategy with our stakeholders' sustainability concerns and those most material to our business. The issues identified through the materiality assessment conducted in 2020 continue to define our priorities and inform our material topics. For each of these topics, we track our performance and identify risks and opportunities, which enables us to evaluate the impacts along our value chain.

This year we have chosen to re-evaluate how we group our material topics to enhance our reporting. As such, the previous 13 material topics are now combined and presented as eight topics. Data Protection and Privacy is covered under Ethics and Integrity; Chemicals and Waste, Water and Biodiversity are covered under Resources, Materials and Waste; Product Safety is covered under Safety, Health and Wellbeing; Diversity and Inclusion, Talent Attraction and Engagement and Human Trafficking and Modern Slavery are covered under Empowering People and Responsible Sourcing has been renamed Supply Chain Accountability. This re-alignment optimizes the communication of our approach to sustainability.



Stakeholder Engagement

We regularly interact with our key stakeholders*, comprising our employees, customers, end-users, suppliers, investors, shareholders, regulatory bodies, industry groups, non-governmental organizations (NGOs) and the broader community to understand their concerns.

The main issues of concern raised by our stakeholders, how we engage with them, and the frequency of interaction are summarized below. These priority concerns of our stakeholders help to inform our approach to sustainability and are reflected in the materials topics covered in this Report.

GOVERNANCE

- 1 Ethics and Integrity
- 2 Supply Chain Accountability

ENVIRONMENT

- 3 Climate Change
- 4 Resources, Materials and Waste
- 5 Sustainable Products

SOCIAL AND COMMUNITY

- 6 Empowering People
- 7 Health, Safety and Wellbeing
- 8 Community Investment and Engagement

Investors and Shareholders

RELATED MATERIAL TOPICS 1 2 3 5 6 7 8

ENGAGEMENT CHANNELS AND FREQUENCY†	KEY CONCERNS
<ul style="list-style-type: none"> • Dedicated meetings to discuss ESG expectations • Collection of feedback on TTI's 2020 ESG Report • Bi-annual roadshows • Annual General Meeting 	<ul style="list-style-type: none"> • Independence, diversity and engagement of Board members • Ethics and governance • Responsible sourcing with focus on sustainable supply chain, human rights, conflict minerals and cobalt • Environmental risk management • Forward-looking financial risk assessment linked to ESG (TCFD) • Climate change strategy, risk and opportunity mapping • Greenhouse gas (GHG) emission reduction, targets and milestones • Sustainable design, recyclability (batteries and tools), circular economy • Diversity and inclusion • Community engagement

* Our identification of key stakeholder groups is guided by the AA1000 Stakeholder Engagement Standard (2015).
 † Unless stated, engagement is ongoing or periodic.

Employees

RELATED MATERIAL TOPICS **3 6 7 8**

ENGAGEMENT CHANNELS AND FREQUENCY†	KEY CONCERNS
<ul style="list-style-type: none"> • Surveys • Diversity and Inclusion committees • ESG sub-committees • Roundtables • TTI Group Intranet • Training (online and face-to-face) • Performance reviews • Engagement with NGOs • Social media • Compliance hotline 	<ul style="list-style-type: none"> • Climate change actions • Working conditions and benefits • Training and development • Equal opportunities, diversity and inclusion • Health, safety and wellness • Community engagement

Customers and Product End-Users

RELATED MATERIAL TOPICS **1 2 3 4 5 7**

ENGAGEMENT CHANNELS AND FREQUENCY†	KEY CONCERNS
<ul style="list-style-type: none"> • Communication on policies and codes • Factory audits, Social Environmental Responsible (SER) audits and trainings • Communication on conflict minerals, due diligence and progress • Sustainability programs on decarbonization and GHG emission reduction • Focus groups on product development • Annual product presentation conferences • Ongoing conferences and meetings • Social media • Compliance hotline • Customer service communication channels 	<ul style="list-style-type: none"> • Data privacy protection • Conflict minerals • Climate change actions and risks • Packaging materials reduction • Chemical substances in products • Circular economy • Transport, storage, recycling, end-of-life of products and batteries • Quality of products, including safety and environmental impact • Social and environmental responsibility • Modern slavery (forced and child labor and vulnerable migrant workers)

Suppliers

RELATED MATERIAL TOPICS **1 2 3 4 5**

ENGAGEMENT CHANNELS AND FREQUENCY†	KEY CONCERNS
<ul style="list-style-type: none"> • Compliance hotline and online platform • Onsite interaction with employees in charge of quality control and SER • Regular audits and meetings • Training • Annual product presentation conferences • Supplier engagement conferences 	<ul style="list-style-type: none"> • Governance • Anti-corruption • Climate change and extreme weather events • Resource scarcity • Pollution and waste • Social and environmental responsibility

Communities

RELATED MATERIAL TOPICS **2 3 4 6 7 8**

ENGAGEMENT CHANNELS AND FREQUENCY†	KEY CONCERNS
<ul style="list-style-type: none"> • Local and international community engagement with NGOs • School fairs and programs with universities • Mentoring and internship programs • Partnerships and collaboration 	<ul style="list-style-type: none"> • Climate change actions • Water preservation • Biodiversity preservation • Training and development • Health and safety • Equal opportunities, inclusion and diversity • Safety of products • Poverty eradication • Social and environmental responsibility

* Our identification of key stakeholder groups is guided by the AA1000 Stakeholder Engagement Standard (2015).

† Unless stated, engagement is ongoing or periodic.