

MATERIAL TOPIC

Community Investment & Engagement

We invest in our community development and the promotion of social equity to create shared prosperity, enhanced trust, and long-term success.



Contributing to economic wellbeing, education access, good health and greater equality, as well as safe and sustainable living conditions, in the communities where we operate.

Value Chain



GOALS

- Support community livelihoods through investment and engagement activities
- Establish strategic partnerships with industry partners and NGOs
- Enhance talent and customer attraction through community engagement

PROGRESS

- Increased the number of employees and hours spent volunteering
- Increased the number of community partnerships



US\$1.4 MILLION donation

How We Are Managing It

TTI's commitment to better the world goes beyond just developing environmentally friendly products through responsible manufacturing and fair labor practices. We also actively support and invest in our local communities to promote equality and growth. Our focus is on supporting important causes to us which include developing people, developing communities, and preserving the environment.

We have made several investments in community programs, including financial contributions, collaborating with NGOs, volunteering hours, in-kind donations, and employee engagement. Employees are continuously encouraged to volunteer using paid working hours to promote giving back. This year, we donated a total of US\$1.4 million in cash to various projects. Our ESG Working Committee and HR departments work closely together to review the progress of these efforts, ensuring that they are well-executed, align with our strategy, and meet our goals.

Developing People

Our investment in people is not just limited to our own team. We actively give back to the communities around us and around the world through charitable activities.

Developing Communities

Our goal is to use our global reach and ability to foster healthier and happier communities worldwide.

Preserving the Environment

TTI's resounding goal has always been to help preserve the environment in all aspects of our business.

RISK	OPPORTUNITIES	RESPONSE
<ul style="list-style-type: none"> • Reputation of not being engaged in industry initiatives or from not supporting local community needs 	<ul style="list-style-type: none"> • Make a positive impact on the community through volunteering and donations 	<ul style="list-style-type: none"> • Programs focused on pandemic and poverty relief, eradicating modern slavery, home-building and environmental/disaster relief
<ul style="list-style-type: none"> • Not meeting expectations of customers and employees 	<ul style="list-style-type: none"> • Support work of NGOs and establish partnerships 	<ul style="list-style-type: none"> • Partnerships with NGOs that benefit local communities (e.g., Habitat for Humanity)
<ul style="list-style-type: none"> • Underdevelopment and stagnation in communities impacting business continuity 	<ul style="list-style-type: none"> • Engage associates and customers across our global network in community building 	<ul style="list-style-type: none"> • Internship programs & educational initiatives • Community programs across markets



Partnered with Feed the Needy and fed 48,500+ people through our volunteer events

Partnered with Milwaukee Academy of Science (MAS) to mentor STEM students

KEY INITIATIVES AND PROGRESS

- Donated over US\$4,000 in tools to Prism Health West End Co-Op to help Prisma patients regain motor skills as they rehabilitate from strokes and other brain-related injuries.
- Partnered with Prism Health for Breast Cancer Awareness Month to raise over US\$2,400 to support their initiative in providing a comprehensive, multidisciplinary approach to breast health.
- Helped Hunger Task Force build stock boxes for local seniors in need which contained healthy food items such as rice, cereal, juice, stew, pasta, and vegetables to ensure seniors have access to shelf-stable foods. In total, we packaged over 1,700 food boxes.
- A week-long awareness event for March of Dimes was held by our team in efforts to raise awareness and raise funds. During the week-long event we hosted an information distribution event, change drive, supply drive, t-shirt sale, and a 5k walk.
- Participated in The Salvation Army of Greenville's Angel Tree Program to help sponsor 40 local families by donating toys and clothing to them.
- 70 outstanding female students from 12 partnering universities located in HCMC, Da Nang & Dong Nai AmCham were awarded the Women in Engineering Scholarship by us and our co-organizer AmCham Vietnam.
- Over 6,300 meals were packaged with Meals on Wheels.
- Over 800 lbs. of food were collected for a food drive with Harvest Hope.
- Participated in a Charity Bike Ride with the Alzheimer Association and our team raised over US\$61,000 through our own donations and by soliciting donations from others.
- Partnered with The Relatives to host a career fair to introduce individuals to business platforms, such as LinkedIn. Assisted in building resumes and gave individuals the opportunity to network with the community.
- 1,000 pairs of shoes were collected and donated to Soles4Souls to provide relief and fight poverty.
- Donated US\$4,500 to the Illinois Science and Technology Coalition.
- Partnered with Milwaukee Academy of Science (MAS) to mentor STEM students and help launch the development of a 2-semester trades curriculum for the MAS students.
- US\$20,000 was raised and donated to the nonprofit, 5th Squad during a Mississippi Braves jersey fundraiser.
- Raised US\$60,000 in donations running the 6th annual Ruck for Rugrats event.
- Partnered with Feed the Needy and packaged 3,800+ nonperishable food boxes, built food boxes with 242,000+ worth of food for local families and fed 48,500+ people through our volunteer events.
- Partnered with the Fort Lauderdale Museum of Discovery and Science to donate US\$9,000 worth of tools for families and students.

Developing People

Our investment in people is not just limited to our own team. We actively give back to the communities around us and around the world through charitable activities such as donating to local food shelters, packaging meals, participating in blood drives, and supporting numerous fundraising efforts for different causes.

Some of the organizations we partner up with this year to help develop people include organizations like Prism Health, Hunger Task force, March of Dimes and many more organizations that align with our passion to help develop the education, health, wellness, safety, and overall human rights of people.



Developing Communities

Our BUs around the globe engaged in multiple initiatives to alleviate poverty in their communities. Our goal is to use our global reach and ability to foster healthier and happier communities worldwide. Many of our volunteering efforts were made possible by working with partners such as Habitat for Humanity. Habitat for Humanity is a nonprofit organization that helps people in surrounding communities and around the world build or improve a place they can call home. With a key focus on addressing poverty housing issues, the organization partners with volunteers and families in need to build and renovate homes and provides support for home ownership through nonprofit, no-interest loans. Since 2003, partnering with Habitat for Humanity has provided us with numerous opportunities to volunteer in local communities across our global presence.

US\$100,000

Donated to the Australian Red Cross to assist flood relief with dollar-for-dollar matching commitment



KEY INITIATIVES AND PROGRESS

- Donated over US\$6,000 and 12,300 face masks to Habitat for Humanity Hong Kong for their Emergency Appeal. The donation helped support vulnerable members of the community during a 5th wave of COVID-19 in Hong Kong.
- Over 200 volunteers participated in home-building projects with Habitat for Humanity helping to build countless homes.
- A donation of US\$100,000 was made to the Australian Red Cross to assist flood relief efforts and help our communities to re-establish their lives. We also committed to match dollar-for-dollar any monetary contribution that our employees made towards the flood relief efforts during 2022.
- Partnered with Rebuild Upstate by volunteering for 2 days to build and repair new windows and siding for those in need.
- After Hurricane Ian hit Florida, our team partnered with local communities and affected families to distribute essential supplies, assist with housing repairs, and assist with debris clean up. Approximately US\$8,000 worth of tools were donated to Hope Worldwide to assist with disaster relief.
- After the city of Jackson, Mississippi experienced extreme flooding which led to the city's main water pumps shutting down, our team's local leadership provided 30 pallets of water and over US\$6,000 worth of various supplies to help with the disaster relief efforts.
- Approximately US\$10 million in medical supplies were assembled and sent to Ukraine. Nearly 200 MILWAUKEE PACKOUT First Aid Kits were donated to the Ukraine Forward initiative supporting the Ukrainian people.

~US\$13,000

Donated to 2041 Hong Kong to sponsor a carbon-negative climate expedition to Antarctica

Preserving the Environment

TTI's resounding goal has always been to help preserve the environment in all aspects of our business. From creating innovative battery-powered tools, to adding green factories to our manufacturing sites, we always take into consideration the impact our business has on the environment. This includes ensuring our business takes part in giving back to the environment as well. Some examples of this would be arranging park cleanups, organizing recycling efforts, and planting various plants and trees.



Expedition to Antarctica with 2041 Foundation and Climate Force

KEY INITIATIVES AND PROGRESS

- As part of our Month of Giving program in 2022, nearly 130 employees volunteered 260 hours to collect 173 bags of trash, 1,055 pounds of recycling, and prep 25,000 square feet of land for garden planting with Carolina Farm Trust.
- As a proud silver sponsor of the International Coastal Cleanup Hong Kong 2022, our staff and other volunteers collected a total of 48 pounds of trash at Sha Ha Beach. The data collected was sent to Green Council and Ocean Conservancy as a global record and to continue the education on marine debris issues.
- Volunteered at Birch State Park in Florida to remove invasive plants that disrupt native resources, threaten the park's biodiversity and alter the soil and habitat in our local ecosystem.
- Nearly US\$13,000 was donated to 2041 Hong Kong to sponsor a carbon-negative expedition to Antarctica with 2041 Foundation and Climate Force. 2041 Hong Kong is a youth-led community organization seeking to inspire, advocate and catalyze change for sustainability and climate action and was co-founded by one of our very own associates. The 2041 ClimateForce Antarctic Expedition helped remove 513 metric tons of carbon by funding various reforestation and carbon reduction projects.
- Increased awareness of cardboard recycling options and relocated bins for convenience. The initiative helped increase the recycling of cardboard by 40% in 2022 over the prior year.
- Partnered with NC Wildlife Fed to remove and recycle 1,055 pounds of trash that were bound to be washed into the waterways.
- Partnered with Catawba Riverkeepers in North Carolina to remove trash from the banks of the Catawba River to protect its natural habitat and water source. 173 bags of trash were collected.