

MATERIAL TOPIC

Empowering People

To support and empower our people, it is important we promote fair treatment, just labor practices and equal opportunity in our operations and across our value chain.



Motivating and engaging our people, while strengthening gender equality and promoting inclusion for all.

Value Chain



RISK	OPPORTUNITIES	RESPONSE
<ul style="list-style-type: none"> Human and labor rights violations and non-compliance with international and local labor laws 	<ul style="list-style-type: none"> Maintain exceptional workplaces for people to thrive 	<ul style="list-style-type: none"> Compliance hotline Human rights policies and training on modern slavery and human trafficking Engagement in initiatives to promote human rights
<ul style="list-style-type: none"> Not having sufficient skilled and experienced human capital to support current business growth 	<ul style="list-style-type: none"> Retain the best talent 	<ul style="list-style-type: none"> Professional development opportunities and competitive compensation and benefits packages Leadership Development Programs
<ul style="list-style-type: none"> Reputational damage for not being a diverse and inclusive employer, impacting productivity and business success 	<ul style="list-style-type: none"> Benefit from diverse thinking, methods, values, and perspectives 	<ul style="list-style-type: none"> Diversity & Inclusion (D&I) and equal opportunity training D&I committees to champion initiatives

GOALS

- Safeguard human and labor rights
- Attract and retain the best talent
- Promote respect, diversity, and inclusion in the workplace, and surrounding communities

PROGRESS

- Human rights/modern slavery training for employees
- Zero cases of human rights violations
- Increasing the percentage of employees going through training and development programs
- Increasing the number of D&I initiatives

How We Are Managing It

What truly sets TTI apart is our focus on empowering our people to achieve success. Our core values include respect, integrity, innovation, teamwork, and empowerment. By providing our associates with a supportive work environment, ongoing training and development opportunities, and a clear path for career advancement, we have created a culture of empowerment that enables its people to achieve their full potential. As a result, we have been able to attract and retain some of the industry's top talent and continue to innovate and grow as a company.

Human and Labor Rights

Upholding a high standard of fair labor practices regarding how we treat our people is a fundamental part of how we do business. Part of how we are able to accomplish this is by following the International Labour Organization's core labor standards and related international norms. This includes exceeding all statutory minimum wage laws in each of the countries we operate in. Our remuneration levels and packages are also in line with market conditions at a minimum, which includes a variable performance-based component to pay. We ensure that freedom of association and collective bargaining is also respected in accordance with local regulations within our operations and supply chain.

Modern Slavery

Our Policy Against Modern Slavery and Human Trafficking outlines our guiding principles for safeguarding human and labor rights within our operations and across our supply chain. All our associates and suppliers are responsible for confirming compliance with this policy, as well as our CoC and the TTI Business Partner Code of Conduct (BPCoC). In these policies, associates, suppliers, and business partners will find our prohibition of human trafficking and forced or unlawful child labor. Managers are responsible for ensuring that colleagues are complying and completing any necessary training. Furthermore, suppliers are required to confirm that they comply with applicable laws. These policies also stipulate our commitment to avoiding, detecting, and eradicating human trafficking and modern slavery by listing potential red flags concerning work and living conditions, poor health, or abnormal work behavior. These indicators are designed to assist associates and suppliers to recognize potential issues.

Reporting concerns and violations are not only encouraged but also taken very seriously. We take steps to continuously verify, evaluate and address concerns, by auditing reported violations. Workers across the value chain can express concerns through trade unions and our channels, as stated in the complaint resolution policy. Details on our grievance mechanisms can be found in the Ethics and Integrity



KEY INITIATIVES AND PROGRESS

- We ensure that freedom of association and collective bargaining is also respected in accordance with local regulations within our operations and supply chain.
- All relevant associates in sourcing and purchasing departments were trained on human trafficking and modern slavery.
 - » 69% of our associates were trained on this issue.
- There were no strikes or lockouts and no reports of human or labor rights violations internally or in our supply chain.
- Enforcements to uphold high standards include checking identification cards and drivers' licenses to confirm the age of workers. Doing so ensures young individuals above the legal working age have limited working hours, receive adequate training and are not exposed to harmful or hazardous working conditions.

section of this report on p.102. Our efforts to safeguard human rights are further enhanced through partnerships with global industry organizations. More information on this can be found in the Supply Chain Accountability section on p.108.



2022 Women At Milwaukee (W@M) speaker event hosted by our global D&I committee



2022 Assessment Day of the Leadership Development Program in Vietnam

Diversity and Inclusion

We believe that ensuring diversity and inclusion is not only fundamental to our future growth and progress but also an integral part of all our business activities worldwide. As a global company with operations in 40 jurisdictions, we are committed to treating associates as human beings; fairly and equally and without regard to factors such as race, ethnicity, sex, gender identity, sexual orientation, color, religion, age, disability, marital status, genetic characteristics, physical or mental disability, national origin, status as a protected veteran, or any other status protected by local, state or federal law. Together, we will achieve our vision through an ongoing, diverse set of initiatives and strategies to support our people and their communities:

- Create a culture of candid openness, where all experiences and opinions are welcomed.
- Focus on creating and maintaining a balanced and diverse workforce through evolving recruitment and retention strategies.
- On-going education of all associates on diversity and inclusion, fostering an environment of continuous improvement.
- Assist in bettering the lives of our people and their communities through community-impact initiatives.

Our in-person and online training workshops on this subject include examples of real-life scenarios of discrimination and harassment, enabling associates to identify potential issues and report them immediately. Our [CoC](#) clearly outlines our zero-tolerance policy on harassment, discrimination, and retaliation. Details about reporting complaints and remedial measures can be found in the Ethics and Integrity section of this Report.



Diversity and Inclusion Initiative

Our Global D&I Committee started in 2019 as an employee-driven initiative to promote diversity within the company. This Human Resources (HR) supported committee meets quarterly and is composed of members from all of our BUs to discuss current initiatives, improvement opportunities, collaborations, partnerships, and measuring success. Initiated by our MILWAUKEE BU in North America, other BUs in the region have quickly been inspired to follow. The committee frequently collaborates on ideas, conducts surveys, host workshops, and organizes cultural events to raise awareness. With the Global D&I Committee established, and a regular cycle of sharing implemented, we will continue to promote global programs across BUs to celebrate diversity throughout the company.

Recruiting for Diversity

Across all our BUs we are dedicated to fostering a diverse and inclusive workplace. To achieve this, we actively recruit candidates with varied abilities, races, genders, and ethnicities. Our manufacturing site in Dongguan is collaborating with the Dongguan Disabled Persons' Federation to hire individuals with different abilities. In North America, the MILWAUKEE BU partners with organizations such as the National Society of Black Engineers, the Society of Women Engineers, and the Society of Hispanic Engineers to reach students of different backgrounds. Additionally, all our US sites have visa programs available for our associates.

KEY INITIATIVES AND PROGRESS

- Some of our BUs across the globe participated in D&I quarterly meetings and are working to enhance training and education through webinars, recruitment campaigns, special needs arrangements, and awareness initiatives.
- In the USA, our HR teams partner once a month to discuss ideas for improving employee engagement and celebrating cultures and diversity.
- Our teams hosted a National Women's Forum Program for women to provide feedback and understanding on 'Being a woman in a male-dominated workforce'.
- Our Global D&I Committee hosted a Women At MILWAUKEE (W@M) speaker event in early 2022. W@M's goal is to encourage the strengthening of roles through connection and collaboration and to provide the tools and resources to overcome obstacles for further personal and professional growth.

Talent Attraction and Engagement

Our ability to attract and retain top talent is a key strategic driver to our success. We provide equal access to professional development opportunities while offering competitive compensation and outstanding employee benefits.

Employee Benefits

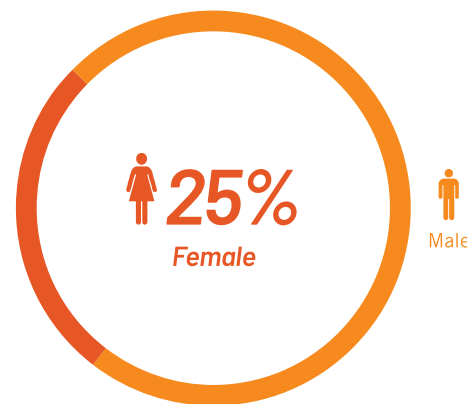
The well-being of our associates is important and reflected in our practice ensuring they receive benefits above and beyond what is legally mandated. Each of our BUs puts special emphasis on providing incentives that are relevant to their local employees. Work From Home (WFH) measures and extended flexibility are made available to employees, depending on their job function. Other benefits available depending on the market, include parental leave beyond mandatory requirements, access to housing finance, fitness and wellness programs, medical insurance, dental insurance, vision insurance, life insurance, disability coverage, savings plans for retirement, as well as flexible spending accounts and long-service awards.

Professional Development

Providing comprehensive professional development opportunities is an important part of our engagement with permanent and temporary employees, as well as contractors. Upon starting, proper and adequate training is provided to all associates in the necessary skills and functions needed to succeed in their roles. As employees grow throughout their roles, training needs and targets are determined during performance reviews conducted by managers. With overall performance being reviewed annually, at a minimum, managers provide feedback on strengths and areas of improvement throughout the year. Our contractors and temporary employees also receive proper training on our practices and requirements related to the work scope or services provided. We also sponsor our associates furthering their education through our tuition reimbursement program. Qualified associates who are seeking their Continuing Professional Education (CPE) credits are permitted to maintain professional certifications via third-party training events.



Women in Management



Our training covers various topics from compliance, ethics, leadership, and technical skills, to marketing, customer service, wellbeing, health, and safety. Several of our programs use LearnTTI, our internal training program, as a tool for training. More information on LearnTTI can be found on p.103. These platforms include content on mandatory courses as well as job-specific training. In addition to LearnTTI, we provide development opportunities through Lunch-n-Learn sessions conducted by employees or outside speakers. Through our Education Sponsorship Program, we offer financial support for employees to participate in a variety of learning opportunities, including coaching, mentorship, seminars, conferences, and continuing education. This program helps to promote the professional development and growth of our employees. Access is provided for part-time workers and contractors for training on relevant subjects.

For details on training hours, please see p.124 in our Performance Metrics.

541,815

Total training hours in 2022

+32%

Increase of average hours of training per employee

KEY INITIATIVES AND PROGRESS

- 25% of our employees in the role of assistant manager or above were female during the reporting period.
- In 2022, our average hours of training per employee was 12.1. This represents an increase of 32% or 3 hours per employee.
- Lactation rooms are made available in all necessary facilities for female staff.
- Internships are available for employees' children and scholarships for those furthering their education.
- Operations in Hong Kong were awarded the Good MPF Employer Award by the Mandatory Provident Fund Schemes Authority to recognize our efforts in enhancing the retirement protection of employees.
- Throughout the year, full-time and part-time employees engaged in 2,409 unique courses, logging a total of 541,815 training hours.
- Programs, varying by BU, are available to employees, such as our Family Assistance program, Not Myself Today program, Mental Health Practitioner program and our Employee Assistance Program (EAP).