

MATERIAL TOPIC

Health, Safety & Wellbeing

Promoting health, safety and wellbeing in our workplace is imperative for employee retention.



Maintaining fair and safe working environments for our associates globally that promotes welfare.

Value Chain



RISK	OPPORTUNITIES	RESPONSE
<ul style="list-style-type: none"> Safety hazards for employees at manufacturing sites resulting in injury or fatality 	<ul style="list-style-type: none"> Further develop fair, safe and healthy workplace practices at TTI and along the supply chain 	<ul style="list-style-type: none"> Occupational health and safety (OHS) training Monitoring of OHS programs by Health & Safety (H&S) committees
<ul style="list-style-type: none"> Physical and mental health issues for employees and the community 	<ul style="list-style-type: none"> Enhance and support physical and mental wellness of employees 	<ul style="list-style-type: none"> Expansion of wellness programs including mental health initiatives

GOALS

- Maintain healthy and safe workplaces
- Promote a positive and healthy lifestyle among employees

PROGRESS

- Zero fatal accidents in our workplaces
- Reduced recordable injuries
- Increased the number of physical and mental wellness programs for employees

How We Are Managing It

At TTI, we place great importance on promoting the physical and mental well-being of our employees while ensuring a safe and healthy work environment. We recognize the significance of mental health and well-being and provide support for our employees in these areas. Our commitment to health, safety, and wellness also extends beyond our employees to the communities in which we operate. We are dedicated to minimizing the environmental impact of our operations and ensuring that our products are safe for consumers. Our focus on health, safety, and wellness reflects our commitment to sustainability and responsibility as a business. We place a high value on the well-being of our employees and the communities in which we operate.

Occupational Health and Safety

We are devoted to ensuring our associates' well-being at work through comprehensive Occupational Health and Safety (OHS) management systems. Our comprehensive Environmental Health & Safety (EHS) and Occupational Hazard Management Policies are aligned with all relevant legal requirements. These policies outline our dedication and obligation to identifying risks and hazards and setting out procedures to minimize any potential harm to workers. These in-depth policies also cover monitoring protocols and procedures for investigating health and safety violations and implementing corrective action.

Our Health & Safety (H&S) Committees oversee our safety protocols. The regularly held meetings encompass our dedicated representatives addressing concerns and carrying out measures to improve conditions for workers. As part of this effort, OHS training is provided to employees in all markets. This is to ensure workers are well versed in safety awareness and procedures, including the handling of hazardous materials along with first aid, cardiopulmonary resuscitation (CPR) and fire-fighting training where relevant. We are also guided in this area by a number of SOPs such as the Work-Related Injury Handling Instruction which standardizes work-related injury management with normative procedures, providing necessary medical assistance for injured employees. Risk assessments and inspections by third-party experts are consistently scheduled so any corrective and prevention measures can be implemented in a timely manner.

Keeping our associates safe and maintaining zero work-related fatalities year after year continues to be one of our main priorities within occupational health and safety. In 2021, we initially reported one work-related fatality. This unfortunate event was a commuting incident, falling outside the category of work-related injury according to GRI Standards. We have reflected this change in our 2021 data.

KEY INITIATIVES AND PROGRESS

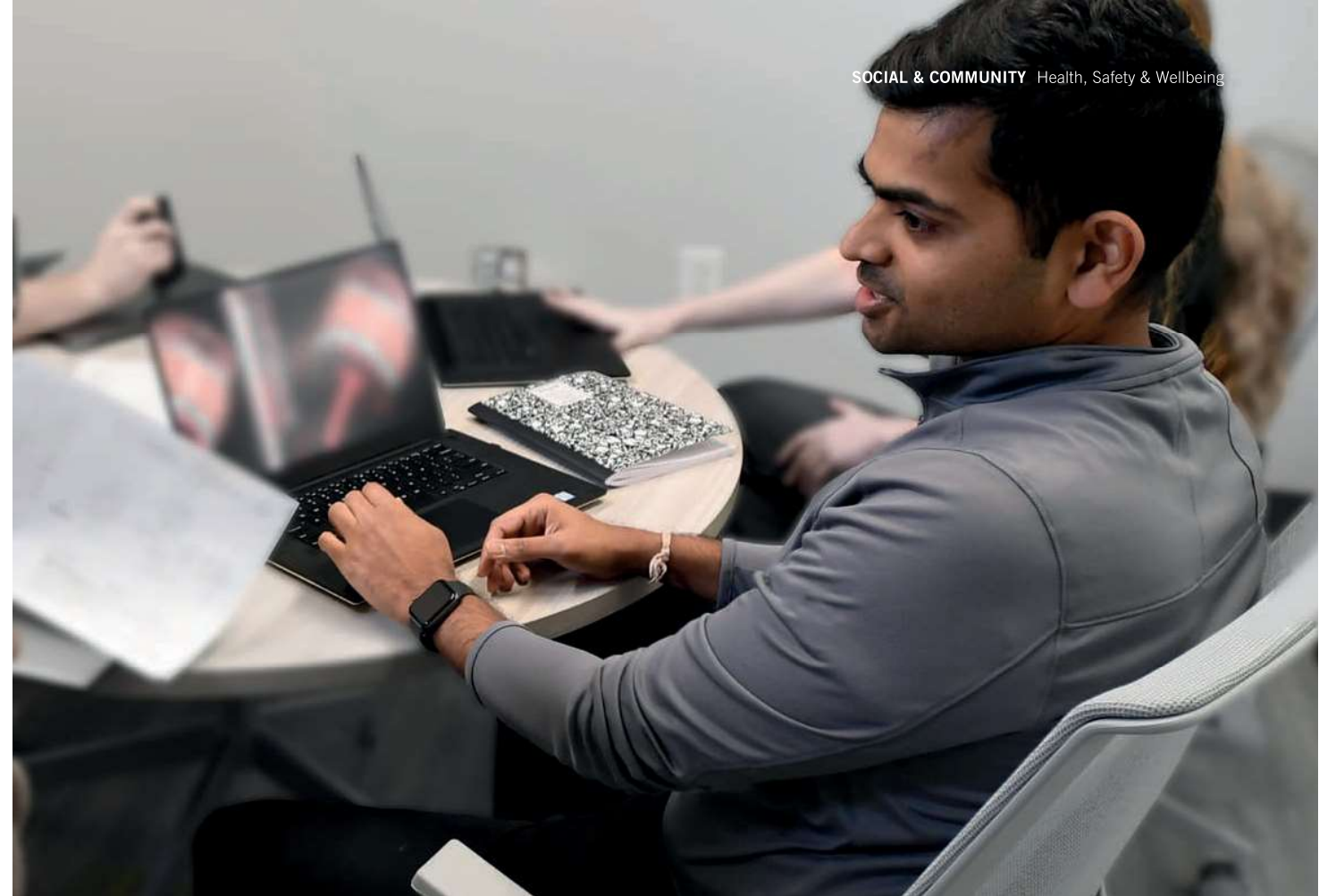
- During this reporting period, there were 2 minor violations of health and safety regulations.
 - Milwaukee Tool received one OSHA citation at its Imperial Blade facility in Sun Prairie, WI, relating to operating the press welding machine. We are working diligently with OSHA to address the citation.
 - TTIPE received a minor citation from OSHA concerning the width of its aisles/walkways in one of our distribution facilities. This matter has been successfully resolved.
- Various initiatives implemented to protect workers included:
 - Assessing machinery, equipment, and new products to ensure safety.
 - Continuing frequent internal inspections to ensure there were no H&S policy breaches and checking that safety equipment, such as eye washing stations and defibrillators, function properly.
 - Conducting departmental, line, and management H&S audits.
- 90% of employees were trained in workplace safety during the year.
- In 2022, we reduced work-related recordable and high-consequence injuries to 449 and 24, respectfully.
 - As a result, 6,706 days were lost due to injury across our global operations.
 - The total number of hours worked in 2022 is 93,836,439.
 - The Rate of Recordable Work-Related Injuries is 0.96.
 - Work injuries typically arise among our employees due to: strains caused by manual handling of boxes, cuts, burns, and respiratory ailments from soldering or chemical exposure. This also includes those related to electrical contact, fire, traffic accidents, lumbar discomfort due to long driving hours or musculoskeletal disorders and eyestrain associated with ergonomics or extended screen time.
- There were no fatalities recorded in 2022.



Wellbeing

TTI continues to reinforce the well-being of our associates by providing them with holistic mind and body support so that we can augment traditional health and safety measures. This includes healthy lifestyle initiatives such as access to gym memberships, health and fitness-related activity reimbursements, better on-site food options, and quality mental health programs. Creating health-related opportunities, where our teams can come together both at work and outside of work is part of our culture in how we promote wellness. Some activities we engage in together include:

- Onsite yoga and fitness classes
- Team-building events
- Family events throughout the year
- Intermural sports teams – basketball, ultimate frisbee, soccer, softball, hockey, pickleball
- Milestone celebration parties
- Employee appreciation events



Pandemic Response

As the pandemic carries on, varying in different intensities based on regions, we continue to take necessary safety measures and provide flexibility for our associates. The key measures to support our colleagues during the pandemic continued with a focus on offering onsite COVID-19 tests and enhanced mental health programs. We also have virtual variations of different events such as fitness classes and social events. Offering workplace flexibility including Work-From-Home options based on job function is another benefit we have continued. In our PRC operations where the pandemic is more widespread, diligent safety measures continue to remain in place. We continue to offer COVID-19 testing, temperature checks, leave for employees exposed to COVID-19, enhanced mental health programs to ensure employees have support within the workplace and workplace/working hour flexibility in response to personal needs.

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KEY INITIATIVES AND PROGRESS

In addition to safety programs, our BUs launched a variety of wellness efforts in 2022. The following are some examples from our PRC operations:

- Seasonal appreciation gifts to teams.
- Adding floating holidays so employees will have more choice to recognize the holidays they value.
- Participation in community culture and sporting activities and competitions, ranging from photography to table tennis.

In addition to PRC, we continue to support a flexible working schedule along with a hybrid approach in our return-to-work efforts across the world.