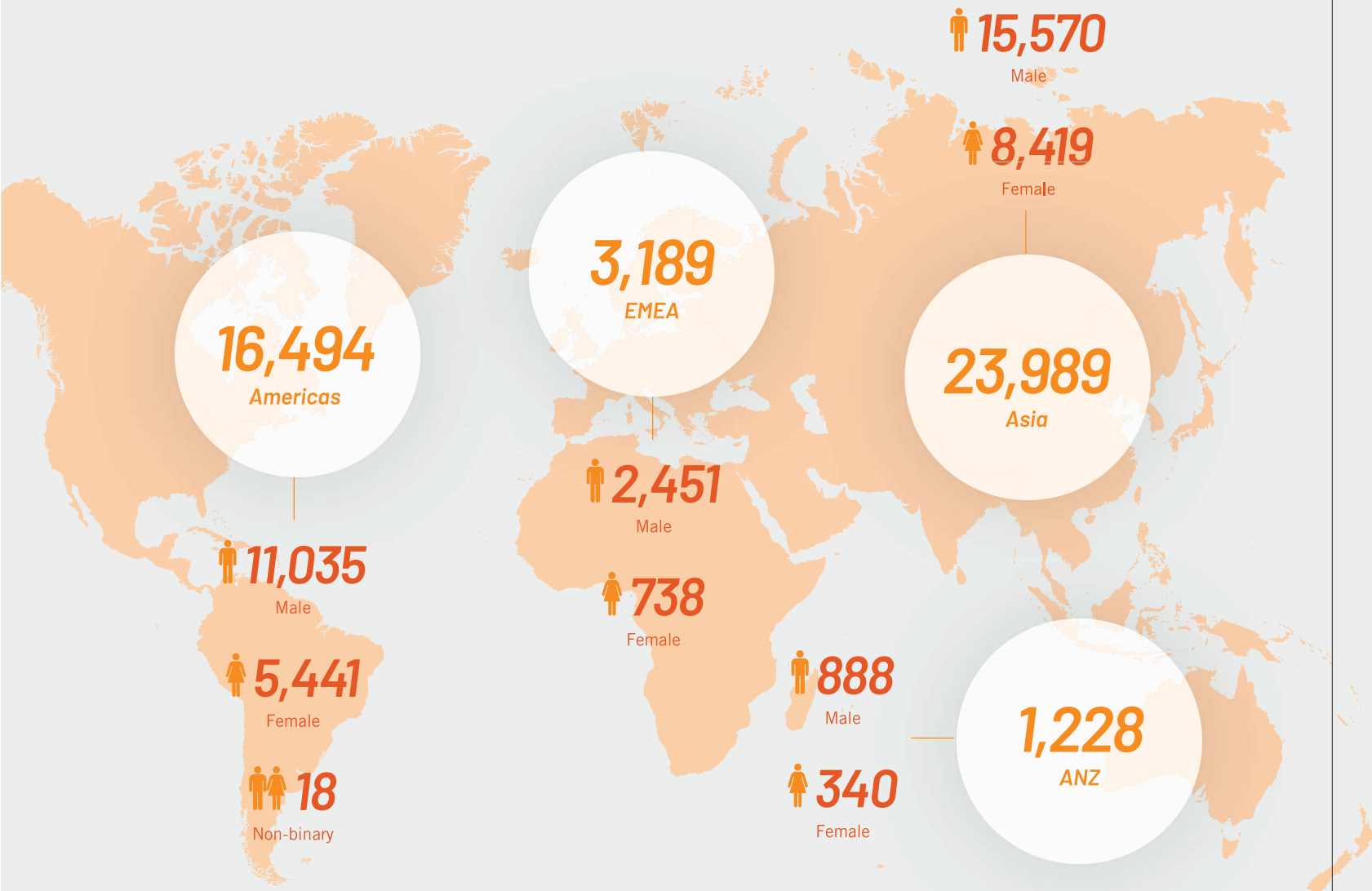


SOCIAL & COMMUNITY

# Our People

We recruit, develop and promote exceptional people across the globe that grow our business and give back to our communities.



*TTI values the role our exceptional people play in developing a successful business and understands the importance of creating a productive, fair, inclusive, and safe environment for our associates while engaging with our local communities.*

As of 2022, we employed 44,900 people globally. Our social strategy starts with treating everyone with dignity and respect. We consider respect for human rights as more than just a box to check, 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 associates, as well as the suppliers we engage, have zero tolerance for any such practice. This is fundamental to our values.

Our employee turnover mainly derives from our manufacturing locations in Asia. Coupled with moderation in our consumer business, the turnover rate includes all workers, including seasonal workers who often do not return to work after the peak season to align with our production and business demands.

We comply with all international, national, state, and local employment laws and core labor standards to ensure all our associates are treated fairly. This means oversight of working age, hours and permits across our markets and supply chain. These measures are introduced to our new hires and existing associates through targeted communication and training. Our TTI Code of Ethics & Business Conduct (CoC), Employee Handbook and training materials are updated regularly to keep all associates 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, that have the potential to have a significant impact on our operations and performance, can be found in [Appendix A](#) of our HKEX ESG Reporting Guide Content Index on our website.

At all levels of our business, we strive to support the needs of associates and encourage them to strive for excellence. This is achieved through a shared set of values and a robust strategy. Compensation and employee benefits differ based on the business unit; however, we have universal programs in place to ensure our associates are treated justly and rewarded for their performance. As a global company, fostering connections between teams around the world remains vital to the success of our business.

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 includes human and labor rights, diversity and inclusion, talent management and engagement, health, safety and wellness, as well as community investment and engagement. 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. More information on these committees can be found on p.98.

