

Performance Metrics

Consolidation of Sustainability Data

Environmental KPIs*

Indicators	2022	2021	Change %	Unit
Emissions				
Total Scope 1 & 2 GHG Emissions	175,276	181,634	-4%	tCO ₂ e
Total Scope 1 & 2 GHG Emission Intensity	13.22	13.76	-4%	tCO ₂ e per sales revenue (US\$ million)
<i>Scope 1 Emissions by Region</i>				
Americas	36,726	24,307	51%	tCO ₂ e
ANZ	2,556	2,627	-3%	tCO ₂ e
Asia	3,116	4,198	-26%	tCO ₂ e
EMEA	11,034	8,203	35%	tCO ₂ e
<i>Scope 1 Emissions by Activity</i>				
Facilities	10,836	9,600	13%	tCO ₂ e
Fleet	40,390	25,288	60%	tCO ₂ e
Refrigerants	2,207	4,447	-50%	tCO ₂ e
<i>Scope 2 Emissions by Region</i>				
Americas	43,486	57,557	-24%	tCO ₂ e
ANZ	1,775	2,079	-15%	tCO ₂ e
Asia	73,191	75,023	-2%	tCO ₂ e
EMEA	3,392	7,640	-56%	tCO ₂ e
Energy Consumption				
Total Energy Consumption	488,379,909	422,224,158	16%	kWh
Total Energy Consumption Intensity	36,848	31,979	15%	kWh per sales revenue (US\$ million)
Electricity (Grid)	293,984,876	274,231,188	7%	kWh
Electricity (Non-Grid)	96,290	4,270	–	kWh
Fuel	194,298,743	147,988,700	31%	kWh
<i>Fuel by Activity</i>				
Mobile Sources	129,357,680	89,105,904	45%	kWh
Air Business	32,203,495	21,094,205	53%	kWh
Marine Business	104,893	257,485	-59%	kWh
Road Business	97,049,292	67,754,214	43%	kWh
Stationary Sources	64,941,063	58,882,796	10%	kWh

Indicators	2022	2021	Change %	Unit
Water Stewardship				
Total Water Consumption	344,771	431,726	-20%	m ³
Total Water Consumption Intensity	26.01	32.70	-20%	m ³ per sales revenue (US\$ million)
Withdrawal	1,518,624	1,722,562	-12%	m ³
Discharge	1,173,853	1,290,836	-9%	m ³
Recycled	224,435	252,066	-11%	m ³
<i>Water Consumption by Region</i>				
Americas	43,600	31,812	37%	m ³
ANZ	1,015	3	–	m ³
Asia	299,046	399,481	-25%	m ³
EMEA	1,110	430	–	m ³
<i>Water Consumption by Nature of Business</i>				
Manufacturing	322,087	399,477	-19%	m ³
Distribution	14,404	18,033	-20%	m ³
Offices	1,852	11,096	-83%	m ³
Service Centers	75	2	–	m ³
Other	6,353	3,117	–	m ³
<i>Water Withdrawal Source by Region</i>				
Americas				
Municipal Supply	269,573	247,919	9%	m ³
Ground Water	3,271	12,794	-74%	m ³
Surface Water	11,817	–	–	m ³
ANZ				
Municipal Supply	7,121	6,803	5%	m ³
Asia				
Municipal Supply	1,214,381	1,440,968	-16%	m ³
Ground Water	–	329	-100%	m ³
Surface (Freshwater)	–	162	-100%	m ³
EMEA				
Municipal Supply	12,461	13,587	-8%	m ³

Consolidation of Sustainability Data (continued)Environmental KPIs[^] (continued)

Indicators	2022	2021	Change %	Unit
Waste Management				
Total Waste	63,674	65,208	-2%	Tonnes
Total Waste Intensity	4.80	4.94	-3%	Tonnes per sales revenue (US\$ million)
Hazardous Waste	1,261	1,177	7%	Tonnes
Hazardous Waste Intensity	0.10	0.09	7%	Tonnes
Non-Hazardous Waste	62,413	64,031	-3%	Tonnes
Non-Hazardous Waste Intensity	4.71	4.85	-3%	Tonnes
<i>Waste by Category</i>				
Hazardous Waste				
Carbon	14	23	-37%	Tonnes
Oils/Fluids/Solvents	354	440	-19%	Tonnes
Resin/Glue	32	21	48%	Tonnes
WEEE (Waste of Electrical Equipment)	861	693	24%	Tonnes
Non-Hazardous Waste				
Cartons	379	3,440	-89%	Tonnes
Cement	3,032	980	209%	Tonnes
Commercial and Industrial	3,105	3,945	-21%	Tonnes
Construction	1,514	557	172%	Tonnes
Dry Mixed Recyclables	1,263	540	134%	Tonnes
Food and Drink	22	19	12%	Tonnes
Garden	4	5	-22%	Tonnes
General	7,370	7,689	-4%	Tonnes
Gypsum	467	507	-8%	Tonnes
Metal	15,091	16,738	-10%	Tonnes
Packaging	101	70	44%	Tonnes
Pallets and Wood	6,125	8,509	-28%	Tonnes
Paper and Cardboard	21,295	18,948	12%	Tonnes
Plastic	2,623	2,056	28%	Tonnes
Textiles	22	27	-20%	Tonnes
<i>Waste by Treatment</i>				
Hazardous Waste				
Landfill	0	5	-100%	Tonnes
Recycled	569	839	-32%	Tonnes
Combustion (with Energy Recovery)	101	330	-69%	Tonnes
Anaerobic Digestion	-	1	-100%	Tonnes
Other	592	0	-	Tonnes
Non-Hazardous Waste				
Landfill	9,886	9,003	10%	Tonnes
Recycled	50,076	51,220	-2%	Tonnes
Combustion (with Energy Recovery)	1,376	3,793	-64%	Tonnes
Other	1,078	12	-	Tonnes

Indicators	2022	2021	Change %	Unit
Recycled Waste				
Total Recycled Waste	54,458	54,223	0%	Tonnes
Hazardous	993	668	49%	Tonnes
Non-Hazardous	53,465	53,555	-0%	Tonnes
<i>Waste by Category</i>				
Hazardous Waste				
Oils/Fluids/Solvents	275	354	-22%	Tonnes
WEEE	719	314	129%	Tonnes
Non-Hazardous Waste				
Cartons	3	-	-	Tonnes
Cement	3	-	-	Tonnes
Commercial and Industrial	1,577	3,962	-60%	Tonnes
Construction	262	507	-48%	Tonnes
Dry Mixed Recyclables	20,847	18,559	12%	Tonnes
Gypsum	3,033	980	209%	Tonnes
Metal	3,106	3,945	-21%	Tonnes
Packaging	317	35	803%	Tonnes
Pallets and Wood	1,343	587	129%	Tonnes
Paper and Cardboard	26	24	5%	Tonnes
Plastic	22,928	24,933	-8%	Tonnes
Textiles	21	23	-5%	Tonnes

Packaging**Packaging Consumption**
(Including Paper for Instruction Manuals)

Packaging material used for finished products	69,598	72,913	-5%	Tonnes
Total weight of recycled materials used in packaging	41,769	64,518	-35%	Tonnes

* Historical data has been restated to include additional data not included. The impact of these restatements is immaterial (<2% understatement).

[^] 2021 waste data has been restated due to inclusion of additional data.

Consolidation of Sustainability Data (continued)

Workforce KPIs

Indicators	2022		2021	
	Number	% of Total	Number	% of Total
Employment				
Total Number of Employees	44,900	–	51,598	–
<i>By Gender</i>				
Female	14,938	33.3%	17,320	33.6%
Male	29,944	66.7%	34,264	66.4%
Non-Binary	18	0.0%	14	0.0%
<i>By Age Group</i>				
18-20	1,528	3.4%	1,814	3.5%
21-30	17,942	40.0%	21,969	42.6%
31-40	13,647	30.4%	15,789	30.6%
41-50	7,836	17.5%	8,288	16.1%
51-60	3,205	7.1%	3,035	5.9%
60+	742	1.7%	703	1.4%
<i>By Region</i>				
Americas	16,494	36.7%	17,386	33.7%
ANZ	1,228	2.7%	982	1.9%
Asia	23,989	53.4%	30,435	59.0%
EMEA	3,189	7.1%	2,795	5.4%
<i>Permanent and Temporary by Gender</i>				
Females				
Permanent	13,292	89.0%	15,515	89.6%
Temporary	1,646	11.0%	1,805	10.4%
Males				
Permanent	27,505	91.9%	31,090	90.7%
Temporary	2,439	8.1%	3,174	9.3%
Non-Binary				
Permanent	18	100.0%	12	85.7%
Temporary	–	0.0%	2	14.5%
<i>Permanent and Temporary by Region</i>				
Americas				
Permanent	16,231	98.4%	17,236	99.1%
Temporary	263	1.6%	150	0.9%
ANZ				
Permanent	1,228	100.0%	977	99.5%
Temporary	–	0.0%	5	0.5%

Indicators	2022		2021	
	Number	% of Total	Number	% of Total
<i>Permanent and Temporary by Region (continued)</i>				
Asia				
Permanent	20,369	84.9%	25,745	84.6%
Temporary	3,620	15.1%	4,690	15.4%
EMEA				
Permanent	2,987	93.7%	2,659	95.1%
Temporary	202	6.3%	136	4.9%
<i>Full-Time and Part-Time by Gender</i>				
Females				
Full-Time	14,836	99.3%	17,194	99.3%
Part-Time	102	0.7%	130	0.8%
Males				
Full-Time	29,851	99.7%	34,219	99.9%
Part-Time	93	0.3%	42	0.1%
Non-Binary				
Full-Time	18	100.0%	14	99%
Part-Time	–	0.0%	–	0%
<i>Full-Time and Part-Time by Region</i>				
Americas				
Full-Time	16,439	99.7%	17,331	99.7%
Part-Time	55	0.3%	55	0.3%
ANZ				
Full-Time	1,202	97.9%	963	98.1%
Part-Time	26	2.1%	19	1.9%
Asia				
Full-Time	23,979	100.0%	30,429	100.0%
Part-Time	10	0.0%	6	0.0%
EMEA				
Full-Time	3,085	96.7%	2,703	96.7%
Part-Time	104	3.3%	92	3.3%

Notes:

1. This table includes workers employed as of Dec 31, 2022. This does not include employees departed before Dec 31, 2022.
2. Compiled using Age Group / Employee Contract Type / Employment Type as of Dec 31, 2022.
3. Only counted interns if employed as of Dec 31, 2022.

Consolidation of Sustainability Data (continued)

Workforce KPIs

Indicators	2022		2021	
	Number	% of Total	Number	% of Total
New Hires and Employee Turnover				
Total New Hires	38,264	–	57,067	–
<i>By Gender</i>				
Female	11,541	30.2%	16,690	29.2%
Male	26,696	69.7%	40,364	70.7%
Non-Binary	27	0.1%	13	0.0%
<i>By Age Group</i>				
18-20	4,177	10.9%	4,790	8.4%
21-30	20,431	53.4%	30,944	54.2%
31-40	9,701	25.4%	15,190	26.6%
41-50	3,128	8.2%	5,132	9.0%
51-60	709	1.9%	849	1.5%
60+	118	0.3%	162	0.3%
<i>By Region</i>				
Americas	8,917	23.3%	8,462	14.8%
ANZ	510	1.3%	346	0.6%
Asia	27,718	72.4%	47,148	82.6%
EMEA	1,119	2.9%	1,111	1.9%
Total Number of Employee Departures	44,962	–	53,760	–
<i>By Gender</i>				
Female	13,928	31.0%	16,144	30.0%
Male	31,011	69.0%	37,613	70.0%
Non-Binary	23	0.1%	3	0.0%
<i>By Age Group</i>				
18-20	4,787	10.6%	4,372	8.1%
21-30	23,850	53.0%	29,194	54.3%
31-40	11,661	25.9%	14,638	27.2%
41-50	3,829	8.5%	4,754	8.8%
51-60	740	1.6%	611	1.1%
60+	95	0.2%	191	0.4%
<i>By Region</i>				
Americas	9,809	22%	7,148	13.3%
ANZ	264	0.6%	166	0.3%
Asia	34,164	76.0%	45,934	85.4%
EMEA	725	1.6%	512	1.0%

Indicators	2022		2021	
	New Hire Rate	Turnover Rate	New Hire Rate	Turnover Rate
New Hire and Turnover Rates	79%	93%	114%	108%
<i>By Gender</i>				
Female	72%	86%	96%	96%
Male	83%	97%	114%	114%
Non-Binary	169%	144%	29%	29%
<i>By Age Group</i>				
18-20	250%	286%	173%	173%
21-30	102%	120%	133%	133%
31-40	66%	79%	93%	93%
41-50	39%	47%	57%	57%
51-60	23%	24%	20%	20%
60+	16%	13%	27%	27%
<i>By Region</i>				
Americas	53%	58%	49%	49%
ANZ	46%	24%	43%	19%
Asia	102%	126%	144%	144%
EMEA	37%	24%	20%	20%

Notes:

- Updated New Hire and Turnover Rate to be based on a 2-year average, instead of current year headcount.

Consolidation of Sustainability Data (continued)

Workforce KPIs (continued)

Indicators	2022		2021	
	Number	% of Total	Number	% of Total
Diversity				
Percentage of Employees by Gender and Employment Category				
<i>C-Suite</i>	6		6	
Female	17%		17%	
Male	83%		83%	
Non-Binary	0%		0%	
<i>Director or Above</i>	780		825	
Female	18%		18%	
Male	82%		82%	
Non-Binary	0%		0%	
<i>Managerial</i>	4,341		4,612	
Female	26%		28%	
Male	74%		72%	
Non-Binary	0%		0%	
<i>General Employee</i>	39,773		46,155	
Female	34%		34%	
Male	66%		66%	
Non-Binary	0%		0%	
<i>By Management Role</i>				
Total Employees in Management	5,127		5,439	
Percentage of Females in Management	25%		27%	

Notes:

1. If employees change job category throughout year, use job category as of Dec 31.
2. Only count interns in this statistic if employed at Dec 31, 2022.

Indicators	2022		2021	
	Number	% of Total	Number	% of Total
Return to Work and Retention after Parental Leave				
Number of Employees Entitled to Parental Leave	41,842		33,378	
Female	14,440	97%	12,389	72%
Male	27,385	91%	20,984	61%
Non-Binary	17	94%	5	35%
Number of Employees with Parental Leave Qualified Activity	1,848		1,509	
Female	651	4%	531	3%
Male	1,197	4%	978	3%
Non-Binary	–	0%	–	0%
Number of Employees who Took Parental Leave	1,046		875	
Female	462	3%	352	2%
Male	584	2%	523	2%
Non-Binary	–	0%	–	0%
Number and Rate of Employees who Returned from Parental Leave	881		783	
Female	354	77%	306	87%
Male	527	90%	477	91%
Non-Binary	–	0%	–	0%
Number and Rate of Employees Retained 12 Months after End of Parental Leave	647		506	
Female	245	69%	174	91%
Male	402	76%	332	89%
Non-Binary	–		–	

Notes:

1. Only Employees Taking Leave in 2021 and Returning in 2022 were utilized in Retention Calculations.
2. Total Number of Employees Entitled to Parental Leave are those covered by an organizational or government policy to take Job-protected Parental Leave in event of birth or adoption of child. Included in this for example would be employees covered under the United States Family and Medical Leave Act (FMLA).
3. Total Number of Employees with Parental Leave Qualified Activity during Year are employees who had a qualifying event take place such as a birth or adoption of a child during the year.

Consolidation of Sustainability Data (continued)

Workforce KPIs (continued)

Indicators	2022	2021
Training and Development		
Total Number of Hours of Training Received by Employees	541,815	472,157
Average Hours of Training per Employee	12.1	9.2
<i>By Gender</i>		
Female	10.7	10.3
Male	12.3	8.6
Non-Binary	–	–
<i>By Employment Category</i>		
C-Suite	1.9	–
Director or Above	11.3	5.1
Managerial	16.5	10.9
General Employee	11.3	8.5
Percentage of Employees Receiving Training – E-Learning		
<i>By Gender</i>		
Female	52%	29%
Male	58%	29%
Non-Binary	0%	0%
<i>By Employment Category</i>		
C-Suite		
Director or Above	74%	63%
Managerial	74%	55%
General Employee	47%	25%

Indicators	2022	2021
Percentage of Employees Receiving Training – Other Training		
<i>By Gender</i>		
Female	69%	53%
Male	82%	51%
Non-Binary	0%	0%
<i>By Employment Category</i>		
C-Suite		
Director or Above	59%	40%
Managerial	71%	51%
General Employee	50%	52%
Percentage of Employees Receiving Formal Performance Review		
<i>By Gender</i>		
Female	58%	51%
Male	58%	48%
Non-Binary	94%	50%
<i>By Employment Category</i>		
C-Suite		
Director or Above	87%	84%
Managerial	85%	88%
General Employee	55%	45%

Notes:

- All training hours and numbers of all employees, including departed and interns.
- E-Learning Training include Learn TTI and other forms of online training (if applicable).
- This table includes workers who received a Performance and/or Career Development Review during 2022, and remained employed as of Dec 31, 2022. It does not include employees leaving the company / dismissed before Dec 31.
- If employees change employment category throughout year, use employment category as of Dec 31.

Consolidation of Sustainability Data (continued)

Workforce KPIs (continued)

Indicators	2022	2021
Occupational Health & Safety		
Total Number of Hours Worked	93,836,439	108,792,274
Total Number of Work Days Lost due to Work Injuries	6,706	5,955
Total Number of Recordable Injuries	449	475
<i>By Type of Recordable Work Injury</i>		
Injuries from contact with objects/equipment	221	190
Injuries from exposure to harmful substance or environments	11	10
Injuries from overextension/muscle strains	111	114
Injuries from slips, trips, and falls	63	41
Injuries from vehicles related accidents	34	17
Injuries from violence/injuries caused by persons/animals	1	4
Injuries from other causes	8	99
Rate of Recordable Work-Related Injuries	0.96	0.87
Total High Consequences Injuries	24	25
<i>By Type of Recordable High Consequence Work Injury</i>		
Injuries from contact with objects/equipment	14	13
Injuries from exposure to harmful substance or environments	–	–
Injuries from overextension/muscle strains	4	3
Injuries from slips, trips, and falls	4	2
Injuries from vehicles related accidents	2	2
Injuries from violence/injuries caused by persons/animals	–	–
Injuries from other causes	–	5
Rate of Recordable Work-Related Injuries	0.05	0.05
Indicators		
Number of Employee Fatalities due to Work-Related Injuries	–	–
Employee Fatality Rate	0.00%	0.00%

Indicators	2022	2021
Cases of Work-Related Ill Health		
Employees	11	168
External Workers	–	56
Number of Fatalities due to Work-Related Ill Health		
Employees	–	–
External Workers	–	–

Notes:

- Total Hours Worked include total gross hours by all employees during 2022 (Assume 2080 hours for salaried + additional hourly logged hours).
- Total Hours Worked includes time worked by employees departed during 2022.
- Total Hours Worked includes Intern hours.
- High consequence injuries are those from which the worker cannot recover (e.g., amputation of a limb), or does not or is not expected to recover fully to pre-injury health status within 6 months (e.g., fracture with complications).
- Include injuries as a result of commuting incidents only where transport has been organized by the organization (business-use travel).
- In reporting on ill Health purposes, external Workers are those who are not employees but whose work and/or workplace is controlled by the organization (most typically those who are working on our premises). Common examples include construction workers and independent contractors.
- COVID-19 not included as a recordable case of Work-Related ill health.
- Rates have been calculated using 200,000 hours worked normalization factor.
- Adhering to GRI Standards, 2021 fatality has been removed due to the cause being a commuting accident and not work-related

Legend and List of Business Units Under Each Region

Region/Name of Business Division	Abbreviation	Country/Location
Asia		
Techtronic Industries (Dongguan) Company Limited	TTI AIP	Dongguan, PRC
Techtronic Asia Company Limited	TTI HK	Hong Kong
Techtronic Industries Company Limited	TTI HK	Hong Kong
Techtronic Industries Korea LLC	TTI Korea	Korea
Techtronic Cordless GP – Sucursal De Macau	TTI Macau	Macau
Techtronic Power Tools (M) Sdn Bhd	TTI Malaysia	Malaysia
Techtronic Product Development Limited Philippines Branch Office	TTI Philippines	Philippines
Techtronic Trading (Shanghai) Limited	TTI Shanghai	Shanghai, PRC
Techtronic Industries (Taiwan) Company Limited	TTI Taichung	Taichung, Taiwan
Techtronic Tools Limited Taiwan Branch	TTI Taipei	Taipei, Taiwan
Techtronic Industries (Thailand) Limited	TTI Thailand	Thailand
Milwaukee Tool (Vietnam) Company Limited	TTI Vietnam	Vietnam
Techtronic Tools (Vietnam) Company Limited	TTI Vietnam	Vietnam
Techtronic Products (Vietnam) Company Limited	TTI Vietnam	Vietnam
Techtronic Industries Company Pte. Ltd.	TTI Singapore	Singapore
TTI Singapore Pte. Ltd.	TTI Singapore	Singapore
PT Milwaukee Tool Indonesia	TTI Indonesia	Indonesia
Milwaukee Tool Japan GK	TTI Japan	Japan
Techtronic Industries Vietnam Manufacturing Co Ltd	TTI Vietnam Manufacturing	Vietnam
Techtronic Industries (Zhuhai) Company Limited	TTI Zhuhai	Zhuhai, PRC
ANZ		
Techtronic Industries Australia Pty Limited	TTI ANZ	Australia
Techtronic Industries N.Z. Limited	TTI ANZ	New Zealand

Trademarks

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RIDGID is a registered trademark of Ridgid Inc., and is licensed for manufacture.

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Region/Name of Business Division	Abbreviation	Country/Location
Americas		
Techtronic Industries Canada, Inc.	TTI Canada	Canada
Techtronic Industries Mexico, A.A. de C.V.	TTI Mexico	Mexico
Techtronic Industries Co. Mexico, S. De R. L. de C. V.	TTI Mexico	Mexico
DreBo America Inc.	DreBo US	North America
Milwaukee Electric Tool Corporation	Milwaukee Tool	North America
TTI Floor Care North America	TTI FC	North America
Techtronic Industries North America, Inc.	TTI NA	North America
TTI Outdoor Power Equipment, Inc.	TTI PE	North America
Hart Consumer Products, Inc.	Hart	North America
Techtronic Cordless GP	TCGP	North America
TTI Consumer Power Tools, Inc.	TTI CPT	North America
EMEA		
Techtronic Industries Central Europe GmbH	TTI Central Europe	Germany
Techtronic Industries Manufacturing CZ s.r.o.	TTI CZ	Czech Republic
Techtronic Industries Eastern Europe Sp. z o.o.	TTI Eastern Europe	Eastern Europe
Techtronic Industries France SAS	TTI France	France
DreBo Werkzeugfabrik GmbH	DreBo Germany	Germany
Techtronic Industries ELC GmbH	TTI ELC	Germany
Techtronic Industries GmbH	TTI GMBH	Germany
Techtronic Industries Italia SRL	TTI Italia	Italy
Techtronic Industries Nordic Aps	TTI Nordic	Nordic
Techtronic Industries Iberia SL	TTI Iberia	Spain
Techtronic Industries Switzerland AG	TTI Switzerland	Switzerland
Techtronic Industries Middle East and Africa FZCO	TTI MEA	United Arab Emirates
Techtronic Industries EMEA Ltd	TTI UK	United Kingdom
Techtronic Industries (UK) Limited	TTI UK	United Kingdom
Vax Limited	VAX UK	United Kingdom