

MATERIAL TOPIC

Community Investment and Engagement

To create shared prosperity, enhance trust, and ensure sustained long-term success, we utilize our resources to help develop our communities and promote social equity.



We are actively engaged in contributing to economic well-being, improving education access, promoting good health, advancing equality, and ensuring safe and sustainable living conditions in the communities we operate in.

GOALS AND TARGETS

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

PROGRESS

- Maintained cash donations above US\$1.0 million
- Increased our number of community partnerships with organizations like Habitat for Humanity

VALUE CHAIN



RISKS	OPPORTUNITIES	RESPONSES
<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 poverty relief, eradicating modern slavery, home-building, and environment/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 and educational initiatives • Community programs across markets



How We Are Managing It

To champion equality and foster growth, TTI actively engages in supporting and investing in our surrounding communities across the globe. Recognizing the uniqueness of each community, we understand that a one-size-fits-all approach does not apply. However, our three core priorities of developing people, developing communities, and preserving the environment serve as our universal guide for our Community Investment and Engagement initiatives.

We have funded numerous community programs focused on poverty relief, eradicating modern slavery, home-building, and environmental/disaster relief. We have formed partnerships with NGOs that benefit local communities such as Habitat for Humanity. We have initiated community programs that focus on educational initiatives and developing the next generation. We consistently encourage our employees to contribute to our volunteering efforts by allowing them to volunteer during paid working hours.

Developing People

Our investment in people is not just limited to our own team. We actively give back to the communities around us and other parts of 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 believes in preserving the environment throughout all aspects of our business.

Donation at a glance

US\$1.0 Million

Cash donations

> US\$32,000

Donated to WAGS Golfing for Good charity



12,000kg

ANZ team partner with Foodbank NSW and ACT to sort nearly 12,000kg of food

US\$10,000

Donated to underprivileged students from our TTI Vietnam BU

US\$1 Million

MILWAUKEE North America BU donated US\$1 million of tools and equipment to the UWSP endowment through 2030

Developing People

Our commitment to people extends far beyond our own team. We proactively contribute to the advancement of people in both our local and global communities through charitable endeavors, including donations to local food shelters, meal packaging initiatives, active participation in blood drives, and a wide array of other fundraising campaigns.

This year, we have strengthened our partnerships with several organizations such as Pinky Swear, The Leukemia and Lymphoma Society, Foodbank NSW (New South Wales) and ACT (Australian Capital Territory), and many others that share our deep-seated commitment to giving back.



▶ KEY INITIATIVES AND UPDATES

Throughout this reporting period, TTI actively engaged in numerous volunteer events, contributing to a wide range of projects fostering global human development. The following are examples of key initiatives that took place this year.

- Our TTI Hong Kong team participated in the Lockton Fearless Dragon Trail Run with the Hong Kong Network for the Promotion of Inclusive Society. This nonprofit organization raises awareness and funds to promote individuals with disabilities in the community while cultivating a culture that champions diversity, inclusivity, and altruistic values. Our HK office helped raise over HK\$70,000 towards the cause.
- Thousands of boxes of nonperishable food was packaged by our team in MILWAUKEE, WI. Throughout the year, the team partnered with Feed the Needy, a local nonprofit organization that provides food and other resources to impoverished neighborhoods in the mid-southern United States. Each box contained enough food to feed each household for more than a week. In 2023, they packed a total of 8,200+ nonperishable food boxes, feeding 4,100 families in the surrounding area.
- Our TTI Floorcare employees engaged in the Mileage Match marathon in support of the Leukemia and Lymphoma Society (LLS), a global leader dedicated to combating blood cancer. The team generously contributed US\$5 for each mile walked by the Floorcare employees.
- To educate local talent, our TTI HK BU joined forces with AmCham Ho Chi Minh City and Danang for the AmCham Women in Engineering Scholarship program, providing scholarships to 130 female students at 12 institutions in Ho Chi Minh City, Danang, and Dong Nai, Vietnam. This initiative enables them to study and explore STEM subjects, fostering the development of a better future.

Developing Communities

Our BUs across the world have been actively involved in various initiatives for alleviating poverty within their respective communities. Our objective is to leverage our global reach and capabilities to create healthier and happier communities. Many of our volunteer initiatives have been made possible through collaborations with partners like 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. Since 2003, our partnership with Habitat for Humanity has provided us with numerous opportunities to volunteer in local communities across our global presence.



Preserving the Environment

TTI remains deeply committed to assessing and reducing the environmental impact of our business, which includes ensuring our company actively participates in giving back to the communities we operate in. Examples of our contributions include organizing park cleanups, establishing recycling initiatives, and actively participating in planting trees to support reforestation.



▶ KEY INITIATIVES AND UPDATES

TTI actively contributed to a diverse array of community engagement and development projects. The following points highlight a selection of our key initiatives from the 2023 reporting year.

- Many of TTI's BUs, including our Asia offices, Fort Lauderdale HQ, MILWAUKEE BU, along with several other BUs globally, partnered with Habitat for Humanity. These collaborations involved volunteering time, raising funds, and donating resources to advance their cause of alleviating poverty and addressing housing issues in surrounding communities.
- Our BU in Greenville, SC partnered with the local organization, Homes of Hope, to donate tools to support their efforts to rebuild communities and individual lives through housing, economic, and workforce development.
- TTI Canada participated in the "For the Love of Pets" campaign with the Society for the Prevention of Cruelty to Animals (SPCA) organization where each volunteer submitted a pet photo alongside a donation. SPCA provides care, comfort, and compassion to animals in need. Nearly 400 members from the Canadian team donated and participated in this event.
- Our TTI ANZ Eastern Creek Site collected blankets and sleeping bags to donate to the homeless during winter. The donations were provided to the Blacktown Division of the Carevan Foundation, a charity that assists the homeless throughout Australia.
- The "Giving Gifts, Giving Love" project was a community initiative organized by our TTI Vietnam office. This project successfully provided support to 200 studious and disadvantaged students in the Cu Chi district, Ho Chi Minh City, Vietnam. The team contributed gifts, including a portion of tuition, fees and school supplies, amounting to a total value of US\$10,000.

▶ KEY INITIATIVES AND UPDATES

Many of TTI's 2023 community engagement initiatives were centered around preserving the environment. The following points showcase some of the many key initiatives during the reporting year of 2023.

- Our Fort Lauderdale, FL site collaborated with the MANG Foundation, donating tools and planting mangroves on a once-barren island, significantly contributing to the restoration of the local ecosystem. MANG, an Environmental Apparel Brand, operates under the "Buy One, Plant One" initiative, planting a mangrove for every product sold. The mangrove ecosystem is an important breeding ground for fish and other marine species, making them critical to the health of our oceans and the livelihoods of coastal communities. Mangroves also help to stabilize coastlines and trap carbon by storing large amounts of organic material in their roots and soil, which can remain buried for centuries.
- Our MILWAUKEE BU partnered with the University of Wisconsin-Stevens Point (UWSP) to drive safer and more productive natural resource management practices. Supported by a US\$1 million tool and equipment endowment through 2030, this partnership will create new opportunities for forestry and natural resource management students, reducing costs to the students and university.
- Nearly 1,000 locally used batteries were collected from end users by our TTI Shanghai team. This initiative encouraged proper disposal methods for batteries at their end-of-life, contributing to a reduction in hazardous materials in local waste streams.
- The TTI HK office donated HK\$30,000 to the Green Council Limited, a nonprofit organization that aims to encourage industrial and commercial business sectors to incorporate environmental protection into their management and production processes. Our donation was directed towards supporting the Green Day campaign and celebrating World Environment Day on June 5, contributing to raising public environmental awareness.