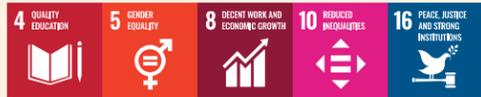


MATERIAL TOPIC

Empowering People

To empower our people to succeed, we promote fair treatment, just labor practices, and equal opportunities throughout our operations and value chain.



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

GOALS AND TARGETS

- Safeguard human and labor rights
- Attract and retain the best talent
- Promote respect, diversity, and inclusion in the workplace, and surrounding communities
- Over 30% women in management roles

PROGRESS

- Human rights/modern slavery training for employees
- Increasing the percentage of employees going through training and development programs
- Increasing the number of Diversity and Inclusion (D&I) initiatives and Employee Resource Groups (ERG)
- 24% women in management roles

VALUE CHAIN



Suppliers



Operations

RISKS

- Human and labor rights violations and non-compliance with international and local labor laws

OPPORTUNITIES

- Maintain exceptional workplaces for people to thrive

RESPONSES

- Compliance hotline
- Human rights policies and training on modern slavery and human trafficking
- Engagement in initiatives to promote human rights

- Not having sufficient skilled and experienced human capital to support current business growth

- Retain the best talent

- Professional development opportunities and competitive compensation and benefits packages
- Leadership Development Programs

- Reputational damage for not being a diverse and inclusive employer, impacting productivity and business success

- Benefit from diverse thinking, methods, values, and perspectives

- D&I and equal opportunity training
- D&I committees to champion initiatives



How We Are Managing It

What distinguishes TTI is our unwavering commitment to empowering our people. This is rooted in our core values of 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 that enables the company and its people to achieve their full potential.

Our compliance hotline, policies, training, and active engagement initiatives for promoting human rights are all factors that help us cultivate an exceptional workplace. Our professional development opportunities, like our Leadership Development Program, and our competitive compensation and benefits packages, also serve as tools to retain our top talent. Through our D&I committees and training initiatives, we foster an environment of diverse thinking, methods, values, and perspectives.

Human and Labor Rights

Maintaining an unwavering commitment to fair labor practices for our associates is an integral aspect of how we do business. Part of how we achieve this is by following the International Labour Organization's core labor standards and related 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 uphold the principles of freedom of association and collective bargaining in compliance with local regulations within our operations and supply chain. For freedom of association, we recognize the importance of allowing employees the freedom to join or form trade unions or worker associations of their choice without fear of discrimination, harassment, or retaliation. We also recognize collective bargaining principles where we are open to engaging in good faith negotiations with recognized labor unions or worker representatives to establish fair employment agreements. This includes discussions on wages, benefits, working hours, safety protocols, and other crucial aspects of the employment relationship.

Modern Slavery

Encouraging the reporting of any concerns and addressing alleged violations with the utmost seriousness is our standard practice.

We maintain an ongoing process of verification, assessment, and resolution by conducting audits of reported violations. Throughout our value chain, workers have the means to voice their concerns through trade unions and the established channels outlined in our Complaint Resolution Policy and Procedure. Details on our grievance mechanisms can be found in the Ethics and Integrity 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.

Our policy against modern slavery and human trafficking serves as a framework for upholding human and labor rights within our operations and across our supply chain. Both our associates and suppliers bear the responsibility of confirming adherence to this policy, as well as to our CoC and the TTI Business Partner Code of

Conduct (BPCoC). Within these guidelines, we explicitly prohibit human trafficking and the use of forced or illegal child labor. We require all employees and suppliers to read, understand, and acknowledge compliance with our codes and policies. The following are steps we take to verify, evaluate, and address modern slavery and human trafficking, both in our employee and supplier operations:

- Anti-Slavery/Human Trafficking provisions included in our direct supplier contracts
- Modern Slavery and Human Trafficking Risk Assessments
- Site visits and audits for high-risk operations and suppliers
- Corrective Action Plans (CAPs) required for non-conformities uncovered

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 intended to aid both associates and suppliers in recognizing potential concerns.

▶ KEY INITIATIVES AND UPDATES

- All relevant associates in sourcing and purchasing departments were trained on human trafficking and modern slavery
 - » 91% of our associates were trained on this issue
- 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

Diversity and Inclusion

As a global company with operations in 40 jurisdictions, we are committed to treating associates fairly and equally and without regard to the following factors: 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.

Our comprehensive training, both in-person and online, is designed to provide practical, real-life scenarios of discrimination and harassment, equipping our associates with the ability to recognize potential issues and promptly report them. As an equal opportunity employer, we are committed to providing all associates with a work environment of mutual respect. 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.

To promote D&I and encourage our employees to build supportive communities within our organization, we have Employee Resource Groups (ERGs) in place. These ERGs function as inclusive

communities where employees with shared identities can engage in mutual learning, support, and a deep sense of belonging. Our ERGs enhance the experiences of our employees and reinforces the inclusive culture at the core of our organization.

Diversity and Inclusion (D&I) Committee

TTI's global D&I committee was created in 2019 as an employee-driven initiative to advance diversity within the Company. The committee was first initiated by our MILWAUKEE BU in North America and has grown to include members from all BUs across all regions in the Company. This committee meets quarterly, and with the support of the Human Resources (HR) department they discuss current initiatives, improvement opportunities, collaborations, partnerships, goals and targets.

Recruiting for Diversity

One of the ways we empower our people is by promoting a diverse and inclusive workplace. Across all sectors of our business, we actively recruit candidates with varied abilities and from different races, genders, and ethnicities.





Talent Attraction and Engagement

A key strategic driver of our success is our ability to attract and retain top talent. We ensure equal access to professional growth opportunities for all associates, coupled with competitive compensation packages and exceptional employee benefits.

Employee Benefits

The well-being of our associates is important and reflected in our business practices by ensuring they receive benefits above and beyond what is legally mandated. Each of our BUs places 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. We also offer flex-time schedules for associates, including the option to set their own start and end times within specific limitations, varying based on the job role and BU.

Other benefits available 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. Some benefits vary depending on the market, BU, and job function.

Professional Development

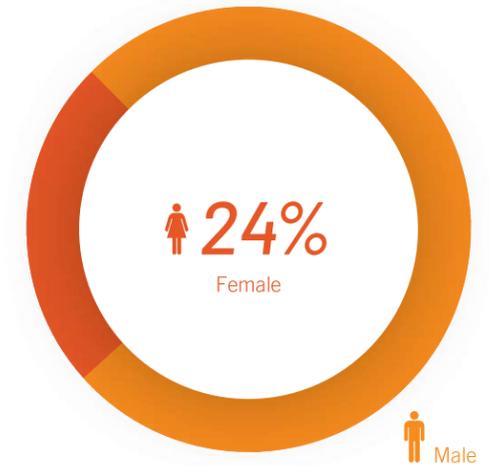
Providing comprehensive professional development opportunities is an integral part of our engagement with permanent and temporary associates and contractors. All associates receive proper and adequate training for the necessary skills and functions needed to excel in their roles beginning on their first day of work. Our Leadership Development Program is a testament to our dedication for developing our associates. More information on our Leadership Development Program can be found on p.76.

As associates grow throughout their roles, performance reviews are conducted to determine training needs and targets. Managers provide feedback on strengths and areas of improvement throughout the year, with overall performance reviewed at a minimum annually. Our contractors and temporary employees also receive appropriate training on our practices and requirements related to their work scope or services provided.

Through our Education Sponsorship Program, we provide financial assistance for employees to participate in various learning opportunities such as coaching, mentorship, seminars, conferences, and continuing education, promoting their professional development and growth. We also sponsor associates who are furthering their education through our tuition reimbursement program. Qualified associates who are seeking Continuing Professional Education (CPE) credits are encouraged to maintain professional certifications via third-party training events.

Our training programs address various topics from compliance, ethics, leadership, and technical skills, to marketing, customer service, well-being, health, and safety. LearnTTI, our internal training system, is used across all our BUs as a tool for training and development. More information on LearnTTI can be found on p.103. LearnTTI includes content on mandatory courses as well as job-specific training such as our “Global Trade Sanction Compliance Training” and our “Anti-Trust and Competition Training”. We also offer Lunch-n-Learn sessions organized by employees or outside speakers to provide development opportunities. Part-time workers and contractors also have access to training on relevant subjects. For more information on training hours, please refer to p.114 in our Performance Metrics.

Women in Management



▶ KEY INITIATIVES AND UPDATES

- In 2023, our average hours of training per employee was 13.6. This represents an increase of 13% or almost 2 hours per employee
- Lactation rooms are made available in all necessary facilities for female staff
- Internships and scholarships are available for those furthering their education
- Programs, varying by BU, are available to employees, such as our Family Assistance Program, Not Myself Today Program, Mental Health Practitioner Program, and our EAP

641,499

Total training hours in 2023

2,394

Unique courses

+13%

Increase of average hours of training per employee