

MATERIAL TOPIC

Health, Safety, and Well-being

We prioritize the health and safety of our employees and promote their well-being within our workplace.



Promoting prosperity for our associates by maintaining fair and safe working environments globally.

GOALS AND TARGETS

- Maintain healthy and safe workplaces
- Maintain a recordable work-related injuries rate below 1.00
- Promote a positive and healthy lifestyle among employees

PROGRESS

- Recordable work-related injuries rate at 0.81
- Expanding our wellness offerings for associates

VALUE CHAIN

- Suppliers
- Operations
- Customers
- Community

RISKS

- Safety hazards for employees at manufacturing sites resulting in injury or fatality

OPPORTUNITIES

- Further develop fair, safe, and healthy workplace practices at TTI and along the supply chain

RESPONSES

- Occupational Health and Safety (OHS) training
- Monitoring of OHS programs by Health, and Safety (H&S) committees
- Alignment with ISO 45001, OHSAS, and EHS certifications

- Physical and mental health issues for employees and the community

- Enhance and support physical and mental wellness of employees

- Expansion of wellness programs including mental health initiatives



How We Are Managing It

At TTI, our dedication to health, safety, and wellness extends not only to our associates, but also to the communities we serve. We place great importance on promoting the physical and mental well-being of our associates and ensuring their safety at work. This commitment is evident through initiatives like training associates in Occupational Health, and Safety (OHS), monitoring OHS and wellness programs, aligning our OHS management systems to OHSAS 18001/ISO 45001 standards, and extending wellness programs to all associates of TTI.

Occupational Health and Safety

We are committed to safeguarding the welfare of our associates in the workplace through comprehensive OHS management systems. Our extensive EHS and occupational hazard management procedures are in accordance with all applicable legal mandates. These policies outline our dedication and obligation to identifying risk hazards and setting out procedures to minimize any potential harm to our associates. The policies also encompass guidelines for monitoring health and safety violations and implementing CAPs.

Our safety procedures fall under the responsibilities of our Health, and Safety (H&S) committees. Quarterly meetings are held where dedicated representatives address concerns and take action to enhance working conditions for our employees. As part of this initiative, we provide OHS training to employees across all markets. This ensures that our workers are well-informed about safety protocols, including the proper handling of hazardous materials, as well as first aid, Cardiopulmonary Resuscitation (CPR), and fire-fighting training where applicable.

Aligning with the ISO 45001 and OHSAS 18001 standards provide us with a comprehensive framework for managing occupational health and safety risks, ensuring the well-being of our associates and other stakeholders.

We adhere to several SOPs to standardize the management of any work-related injuries. One example is the Work-Related Injury Handling Instruction guide which offers guidance to employees. Risk assessments and inspections by third-party experts are regularly conducted so any corrective and preventative measures can be implemented in a timely manner. Maintaining the safety of our associates year after year continues to be the main priority within our occupational health and safety efforts.



Various initiatives have been implemented to protect our workers. These initiatives include assessing machinery, equipment, and new products to ensure safety. We also conduct frequent internal inspections to ensure there are no H&S policy breaches and to check that safety equipment, such as eye washing stations and defibrillators, function properly. Furthermore, we conduct departmental, line, and management H&S audits to enhance workplace safety.

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 injuries related to electrical contact, fire, traffic accidents, lumbar discomfort due to long driving hours, or musculoskeletal disorders.

- During this reporting period, there was 1 minor citation of health and safety regulation
 - » TTIPE received a minor citation from OSHA concerning packaged product on pallets preventing safe clearance on the in-dock aisleway where powered industrial trucks were used alongside pedestrians. This matter has been successfully resolved
- In 2022, MILWAUKEE received one OSHA citation at its IMPERIAL BLADE facility in Sun Prairie, WI, relating to operating the press weld machine. A penalty was settled in 2023 for US\$9,245

▶ KEY INITIATIVES AND UPDATES

- 94% of employees were trained in workplace safety in 2023
- In 2023, we reduced work-related recordable and high-consequence injuries to 408 and 19, respectively
 - » As a result, 6,116 days were lost due to injury across our global operations
 - » The total number of hours worked in 2023 was 100,279,551
- The rate of recordable work-related injuries is 0.81
- The rate of recordable high consequence work-related injuries is 0.04

Well-being

TTI remains committed to enhancing the well-being of our employees by offering comprehensive support for their mental and physical health. This commitment extends to promoting healthy lifestyles through various initiatives, such as providing access to gym memberships, offering reimbursements for health and fitness-related activities, improving onsite food choices, and delivering high quality mental health programs. We offer associates workplace flexibility and the ability to telecommute, based on their role. We also offer associates working time reduction, as needed. Some of our wellness offerings throughout our BUs include:

- Onsite fitness classes – yoga, HIIT, and spin
- Team-building events
- Meditation classes
- Family events throughout the year
- Recreational sports teams – basketball, ultimate frisbee, soccer, softball, hockey, pickleball, golf, running, and biking
- Milestone celebration parties
- Employee appreciation events
- Counseling and mental health care
- Fitness reimbursement

94%

of employees were trained in workplace safety in 2023

-10%

reduction in work-related recordable injuries in 2023

