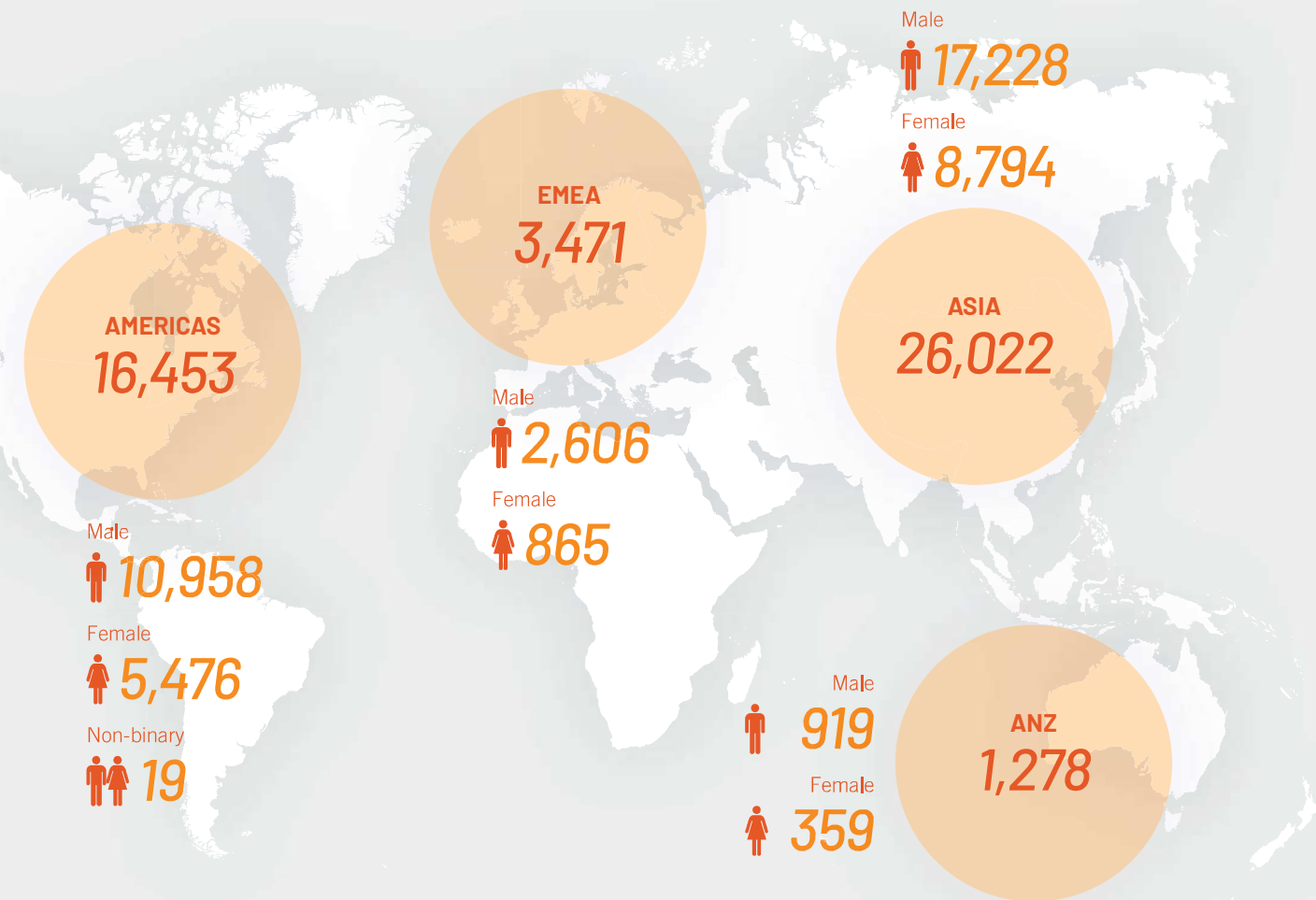


SOCIAL & COMMUNITY

Our People

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



Many of our BUs have been honored with awards acknowledging our organizations' exceptional commitment to excellence in human resource practices and employee empowerment.



TTI empowers our exceptional people to grow and develop with our business and cultivate a work environment that is productive, fair, inclusive, and safe for our associates, all while actively supporting our local communities. In 2023, our global workforce comprised of 47,224 individuals.

Respect for human rights is the standard expected conduct across our global operations. 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 commitment is ingrained in our core values.

We adhere to international, national, state, and local employment regulations and fundamental labor standards to ensure equitable treatment for all our associates. This includes monitoring factors such as working age, working hours and permits across our various markets and supply chains. These measures are introduced to both new hires and existing associates through targeted communication and training initiatives. We consistently update our TTI Code of Ethics and Business Conduct (CoC), employee handbook, and training materials to keep all associates well-informed about our 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 reduce 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, which have the potential to have a significant impact on our operations and performance, can be found in Appendix A of the HKEX ESG Reporting Guide Content Index on [our website](#).

Throughout all tiers of our organization, we support the needs of associates and encourage them to strive for excellence. While compensation and employee benefits may vary depending on the specific business unit, we have universal programs in place to ensure our associates are treated justly and rewarded for their performance.

Beyond our dedication to employee well-being, we are firmly committed to actively advancing inclusive prosperity for society as a whole. Our holistic approach to addressing all social dimensions of our business encompasses advocating for human and labor rights, diversity and inclusion, talent management and engagement, health, safety, and wellness, as well as community involvement and engagement. The ESG Executive Committee and ESG Working Committee are responsible for evaluating our policies and initiatives in all these areas and overseeing the effectiveness of our management approach, updating it as needed. More information on these committees can be found on p.100.

Maintain

Work-related injuries rate below 1.0

Decreased

Work-related & high consequence injuries rates

US\$1.0 Million

Cash donations