

Governance

CORPORATE GOVERNANCE

Enhancing our governance framework through the development of robust codes and policies to reinforce accountability within our operations and across our supply chain.

At TTI, we align our corporate governance practices with global sustainability objectives, incorporating the goals, standards, and recommendations of the UNSDGs, GRI, SASB, TCFD, HKEX, IFRS, and local reporting regulations. We officially joined the UN Global Compact, further reinforcing our dedication to responsible business practices by committing to uphold the Ten Principles in the areas of human rights, labor, the environment, and anti-corruption. We also disclose our GHG emissions, water usage and climate-related performance and initiatives annually through CDP.

We are determined to uphold strong corporate governance standards that protect our stakeholders’ interests and promote responsible business practices. Our Board of Directors, with its diverse expertise, plays a key role in managing risks, maintaining internal controls, and ensuring transparency and accountability across the organization.

The Board has oversight of the Company’s corporate governance framework, including codes of conduct, policies, and practices. It reviews disclosures through the Corporate Governance Report, which is published as part of our Annual Report. Recommendations for improving the Company’s corporate governance practices and on the latest developments related to all applicable laws, rules and regulations are provided to senior management.

The Board approves and administers a business continuity management plan in the event of any short-term disruptions due to environmental, social, and/or security related incidents.

This ESG Report should be read in conjunction with TTI’s Annual Report 2024, which contains detailed information and a comprehensive review about our corporate governance.

United Nations Global Compact Signatory

Reinforced our dedication to sustainability and social responsibility by signing the United Nations Global Compact

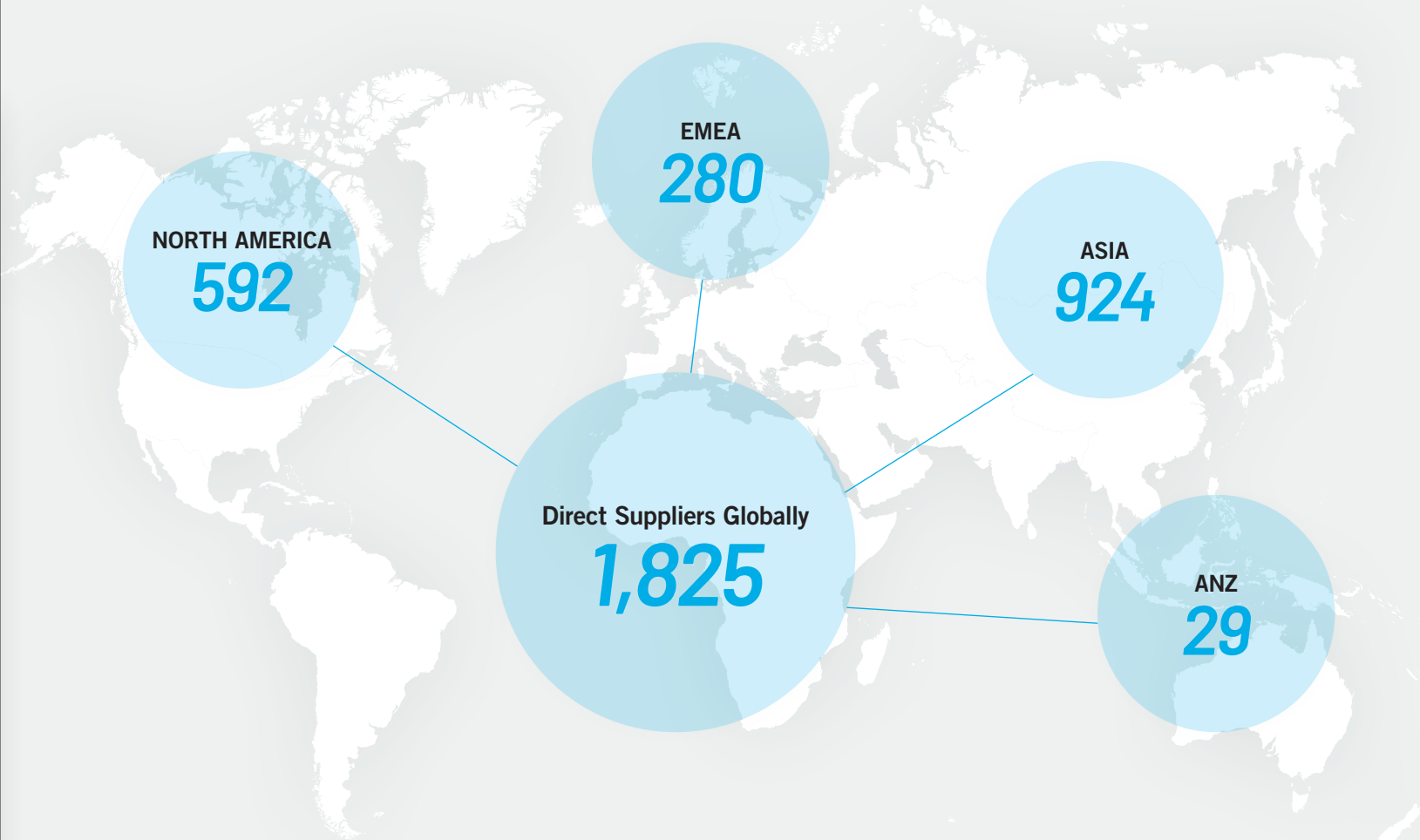
Increased Board Diversity

Added two Independent Non-executive Directors, one of whom was female, increasing our Board’s gender diversity to 21% female and 57% Non-executive Directors

Global Supply Chain ESG Compliance Monitoring Platform

Implemented a global supply chain ESG compliance monitoring platform used to efficiently gather, analyze, and manage sustainability data from our suppliers

Number of Suppliers by Geographical Region



Oversight of Sustainability

The Board supervises and endorses sustainability strategies, objectives, and targets through the ESG Executive Committee. This oversight includes assessing dependencies, impacts, risks, and opportunities related to our business, financial performance, climate change, and biodiversity. Prior to the release of every publication, the Board reviews and approves the annual ESG Report.

The Sustainability Management Flow

The ESG Working Committee, in collaboration with our global EHS teams and EMS committees, drives the development, execution, and awareness of our employee training programs. Relevant associates receive EHS training through both e-learning and in-person sessions.

Within each BU, designated sustainability leaders take on key responsibilities. These roles may include an environmental leader focused on overseeing Key Performance Indicators (KPIs) and decarbonization efforts, or a social leader dedicated to enhancing community relations and monitoring social KPIs related to diversity, health and safety, and employee metrics. At the BU level, these leaders actively assess, review, and monitor climate-related concerns as part of the ESG Working Committee.

At a Group level, the finance department oversees the ESG reporting process. This includes tracking KPIs and managing company-wide disclosures for CDP, while coordinating with Investor Relations, Legal, Human Resources, and Operations to address investor and customer inquiries, collect data, ensure compliance, and foster alignment across the business.

The Board’s oversight of ESG issues extends to managing the ESG strategy and approach, focusing on material ESG-related risks and opportunities and how these impact our financials. This work is carried out through the Sustainability Sub-Committee, which reports directly to the Audit Committee. The Sub-Committee, comprised of board members and business executives, is responsible for reviewing, training, and assessing sustainability topics. The Audit Committee of the Board evaluates the Group’s progress toward ESG-related goals and targets, monitoring the effectiveness of initiatives and ensuring alignment with business priorities.



The Vice Chairman is accountable for overseeing climate and nature-related matters at the Group executive level through oversight of these committees and regular operational reviews. Regular updates on sustainability are provided by the Audit Committee to the Board, which then assesses, reviews, and monitors any reported health, safety, or climate-related issues.

At all business levels, risk mitigation is a critical focus, supported by assurance, audit planning, and proactive engagement activities. We conduct thorough risk assessments, implement targeted mitigation measures, and ensure transparency through regular communication and dialogue both internally and externally. The types of risk our teams assess include financial, operational, reputation, climate, and legal.

Sustainability Committee Overview

The Sustainability Sub-Committee

The Sustainability Sub-Committee, composed of board members and leaders from various departments — including finance, operations, investor relations, and executive management — work together to drive the Company’s sustainability agenda. Convening regularly, this committee focuses on aligning with sustainability objectives across short, medium, and long-term goals. Various topics are reviewed including performance of Scope 1 & 2 emissions, waste reduction targets, and supplier compliance programs. The sub-committee spearheaded the renewal of the material topics to meet ESRS requirements and updated our climate risk analysis. Regular updates are provided to the Board’s Audit Committee, ensuring that sustainability remains an integral part of our governance structure.

The ESG Working Committee and Business Units

The ESG Working Committee, includes over 20 members, with at least one representative from each BU to ensure group alignment on sustainability matters. Each BU operates independently, developing strategies tailored to their business performance and local communities. Through the committee, best practices are shared and risks and opportunities are addressed on climate and nature-related issues.

Monthly meetings are held to plan and review the implementation of strategies from the Board and the Sustainability Sub-Committee. These sessions facilitate communication and collaboration among BUs to strengthen sustainability strategies, share knowledge, collect and report data, establish targets as well as monitor performance against these targets. The ESG Working Committee also reviews goals, deadlines, metrics, dependencies, risks, reporting concerns, and opportunities both at the local level and Group level.

Group Risk Mitigation Process

