

Material Topic

COMMUNITIES

To create shared prosperity and enhance trust, we utilize our resources to help develop our communities and promote social equity.

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

- Increased cash donations to US\$1.2 million
- Maintained our community partnerships with organizations such as Habitat for Humanity

RISKS	OPPORTUNITIES	RESPONSES
<ul style="list-style-type: none">• Not being engaged in industry initiatives or 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">• Implementing 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">• Cultivating partnerships with NGOs and non-profits that benefit local communities (e.g., Habitat for Humanity)
<ul style="list-style-type: none">• Underdevelopment and stagnation in communities	<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



VALUE CHAIN

Operations

Community

How We Are Managing It

TTI is deeply committed to investing in and uplifting communities globally, with a focus on promoting equity and driving the sustainable development of communities. We are actively engaged in contributing to economic well-being, improving access to education, promoting good health, advancing equality, and ensuring safe and sustainable living conditions in the communities we operate in.

Recognizing the distinct needs of each community, we tailor our approach around three core priorities: developing people, developing communities, and preserving the environment. Our initiatives encompass a broad range of efforts, from funding programs that combat poverty, modern slavery, and disaster relief, to forging partnerships with organizations like Habitat for Humanity. We also emphasize educational initiatives aimed at cultivating the next generation of leaders.

Each of our business units manages their own local community engagement initiatives for maximum impact.

US\$1.2M

Total cash donations



Developing People

By leveraging our resources—including our associates, cash donations, in-kind contributions, and volunteer hours—we actively invest in our surrounding communities while fostering a global impact. This effort not only strengthens the areas where we operate but also empowers individuals by providing opportunities for growth, education, and support. Through our collective actions, we create a positive ripple effect that enhances the well-being of people in our communities.

Support for Trade Apprenticeship

Apprenticeship programs play a critical role in developing a skilled workforce, contributing to the growth and sustainability of the construction industry. We are deeply committed to shaping the futures of people in the trades. MILWAUKEE has a dedicated team focused on supporting apprentices at training centers—providing specialized training, professional guidance, and tools to help them launch their careers with confidence.

Through partnerships with numerous organizations, our goal is not only to train the next generation of apprentices but also to promote the skilled trades as a stable and versatile career path. In 2024 alone, MILWAUKEE supported and celebrated over 500 apprentice graduations nationwide and invested more than 1,000 hours educating apprentices at training centers, equipping them with a strong foundation for long-term success.

As part of MILWAUKEE's community impact & philanthropy initiatives, we are dedicated to transforming local communities through veteran outreach and support. Partnering with our sales organization, we work closely with training centers to help veterans acquire the skills they need for success as they transition back into the civilian workforce. In 2024, we supported over 1,000 veterans across the country, dedicating countless hours to tailored, hands-on training that emphasizes health, safety, and power tool technology—preparing these service members to excel in our ever-evolving industry.



RYOBI Tools Donation to The Fuller Center

Our team proudly donated a pallet of RYOBI tools to the Fuller Center, a nonprofit organization whose mission is to embrace, educate, and empower hardworking, under-resourced families and children to achieve their full potential. This contribution supported the organization in its efforts to empower over 900 children and 600 family members annually through housing and educational initiatives.

Ren Academy 2024

Approximately US\$50,000 was donated to Ren Academy, supporting initiatives that provide youth with access to wellness resources, opportunities to explore emerging sports, and programs to enhance their overall fitness.

Raising Awareness for Breast Cancer

In support of the Hong Kong Cancer Fund's 'Pink Revolution 2024,' TTI employees dressed in pink to raise awareness for breast cancer. For each participant who wore pink, a donation was made to help fund 'Pink Recovery Packs' for post-surgery patients. To further highlight the importance of women's health and male allyship, we partnered with The Women's Foundation to host a panel discussion on 'Inclusive Leadership and Women's Health at Work'.

Dragon Boat

Employees and their families participated in the Dragon Boat Upstate Festival, a Prisma Health fundraiser, raising an impressive US\$20,000. Since 2006, this event has driven over US\$4 million in support of advanced cancer research, prevention, and survivor programs, positively impacting the Upstate community.

Engineering Students AIP Campus Visit

A group of engineering students from West Island School visited our Asia Industrial Park campus in Dongguan, China, where they participated in a four-day immersive experience designed to deepen their understanding of engineering.

Their visit provided firsthand exposure to real-world industry practices in manufacturing and product innovation. During their time with us, they engaged in hands-on projects using MILWAUKEE tools, gaining practical insights into the application of engineering principles.

Since 2017, we have partnered with West Island School to enrich the learning experiences of engineering students through workshops, internships, and industry visits, fostering the next generation of innovators.

US\$50,000
donated to Ren Academy



Developing Communities

Our communities shape who we are, and through our efforts to give back, we are committed to creating a lasting impact. Our BUs have been involved in various initiatives to support these efforts. Many of our volunteer actions have been made possible through strategic collaborations with key partners, both locally and globally.

Global Habitat for Humanity Reach

Since 2003, our collaboration with Habitat for Humanity has created a lasting impact in the communities we serve. Habitat for Humanity is dedicated to building and improving homes in partnership with individuals and families in need of a safe and adequate place to live. Throughout the year, our various BUs have partnered with Habitat for Humanity, contributing donations and countless volunteer hours across numerous initiatives.

MILWAUKEE has proudly partnered with Habitat for Humanity for nearly a decade, establishing them as one of the key community collaborators nationwide. MILWAUKEE dedicated 2,750 volunteer hours to housing shed construction, with 390 employees contributing their skills in framing, siding, drywall, and finishing tasks. We also donated over US\$215,000 worth of tools and contributed US\$20,000 from our 100th Anniversary Giving Initiative. Reflecting on our partnership, Melissa Songco, CEO of Habitat for Humanity of Waukesha & Jefferson Counties, shared:

“MILWAUKEE truly came to our rescue when we needed it most, stepping in after our tools were stolen and progress was halted on the building site. Their generosity, both as financial donors and regular volunteers, has been instrumental in helping us grow our mission to build safe, affordable housing for families in Waukesha and Jefferson Counties.”

Honored by AmCham

TTI Vietnam was honored by the American Chamber of Commerce in Vietnam (AmCham) for excellence in humanitarian relief and community welfare.

Our Asia offices completed a project in Vietnam, focused on improving living conditions and settlements for vulnerable ethnic minority groups. Through this initiative, they built homes, enhanced local infrastructure, and provided 30 households with access to community facilities, like disaster shelters.

Our Fort Lauderdale, FL HQ office supported Habitat for Humanity by helping to paint newly built homes. Meanwhile, our teams also co-organized the first Housing Forum with Habitat for Humanity Vietnam and Australian Aid. This event brought together over 105 representatives from government agencies, businesses, academia, development organizations, and local communities to discuss access to affordable and sustainable housing in Vietnam.

Oxfam Trailwalker

TTI employees have the opportunity to participate in Oxfam Hong Kong’s 40th Trailwalker the city’s largest hiking fundraiser. Since 1994, TTI has proudly supported this initiative by participating and donating. Oxfam’s mission focuses on alleviating poverty in more than 70 countries and regions by empowering impoverished communities to build sustainable livelihoods and improve their quality of life.

Hurricane Relief

Hurricane Helene and Hurricane Milton caused significant devastation across the nation in 2024. In response, our teams acted swiftly, providing support by collecting a range of essential items. MILWAUKEE donated over US\$80,000 in tools to disaster relief efforts. The team also held donation drives across the nation, collecting more than 2,000 lbs of supplies and canned goods.

Meals on Wheels

Our team dedicated 124 service hours to packing 5,688 meals in partnership with Meals on Wheels. This organization strives to combat hunger and isolation among the growing senior population by fostering independence and enabling them to age in place with dignity. Through this collaboration, we contributed to providing meals for elderly and disabled homebound individuals in Anderson County.

US\$40,000+

Total donated toward hurricane relief

124

Volunteer hours

5,688

Meals packaged



Preserving the Environment

TTI prioritizes environmental stewardship in our philanthropic endeavors. When it comes to giving back, our environment-focused initiatives ensure that we contribute to the planet with the same unwavering commitment that drives the creation of our sustainable solutions.

Examples of our contributions include organizing beach cleanups, establishing recycling initiatives, and actively participating in planting trees to support reforestation.

Conservation International

TTI made a direct donation to Conservation International, an organization dedicated to protecting nature and global biodiversity through science, partnerships, and field demonstration projects. Conservation International works globally to combat climate change, promote sustainable resource management, and ensure the well-being of both nature and humanity.

Adopt-A-River Clean Up

The Environmental Health, Safety, and Sustainability team in the U.S. hosted two family-friendly cleanup events at Bradford Beach in Milwaukee, WI. During these outings, the team carefully removed litter and debris along the Lake Michigan shoreline, ensuring a cleaner and healthier environment.

- 113 volunteers
- 226 volunteer hours
- 1,000 feet of beach front cleared

MANG Foundation

Our associates volunteered with the MANG Foundation to restore mangrove habitats, crucial for healthy coastal ecosystems and local livelihoods. They engaged in hands-on restoration efforts contributing to the preservation of these essential ecosystems. The team also donated tools to further support the MANG Foundation’s mission and enhance their capacity to drive meaningful environmental change.

Kadoorie Farm and Botanic Garden

TTI employees, along with their family members and friends, participated in the Habitat Restoration Program at the Kadoorie Farm and Botanic Garden, a conservation and education center dedicated to nature conservation, holistic education, and sustainable living. Together, the team planted 30 different species of trees to enhance biodiversity in the area.

Tool Donations

By donating tools, our team has made a meaningful impact to countless causes, including disaster relief, reforestation, community investment, and more. We have supported and empowered local communities, organizations, and individuals in need. These contributions not only address immediate needs but also provide long-term benefits, enabling recipients to build, repair, and give back using our sustainable products.

