

Material Topic

WORKFORCE

To promote a healthy workforce, we prioritize health, safety, fair treatment, and equal opportunities throughout our operations and value chain.

GOALS AND TARGETS

- Promote respect, diversity, and inclusion in the workplace, and surrounding communities
- Over 30% of management roles held by females by 2030
- Maintain a recordable work-related injury rate below 1.00

PROGRESS

- 25% of management roles are held by females
- Recordable work-related injury rate at 0.67

| RISKS | OPPORTUNITIES | RESPONSES |
|---|---|---|
| <ul style="list-style-type: none">• Human and labor rights violations and non-compliance with international and local labor laws• Not keeping our employees safe while at work | <ul style="list-style-type: none">• Further develop fair, safe, and healthy workplace practices at TTI and along the supply chain | <ul style="list-style-type: none">• Continuously manage and improve our complaint hotline• Enforcing human rights policies and training on modern slavery and human trafficking• Monitoring Occupational Health & Safety (OHS) programs and conduct OHS training through committees |
| <ul style="list-style-type: none">• Insufficient skilled and experienced workforce | <ul style="list-style-type: none">• Attract top talent• Retain top talent | <ul style="list-style-type: none">• Offering professional development opportunities and competitive compensation and benefits packages• Continually improve our Leadership Development Programs |
| <ul style="list-style-type: none">• Not being an inclusive employer | <ul style="list-style-type: none">• Benefit from diverse thinking, values, and perspectives | <ul style="list-style-type: none">• Conducting equal opportunity training• Promoting Employee Resource Groups (ERGs) |
| <ul style="list-style-type: none">• Physical and mental health issues among employees and the community | <ul style="list-style-type: none">• Enhance and support physical and mental wellness of employees | <ul style="list-style-type: none">• Expanding our wellness programs including mental health initiatives |



VALUE CHAIN

- Suppliers
- Operations

How We Are Managing It

To champion a workplace that empowers our associates, we cultivate a culture of safety, equity, and fairness, where just labor practices and equal opportunities are integral to our operations. Our CoC is the foundational driving force behind these practices and helps to create a structure for our workforce.

By providing continuous training and development opportunities, along with clear career growth pathways, we have established an environment that enables both the Company and its associates to reach their fullest potential while adhering to the high standards of safety and integrity.

We prioritize the physical and mental well-being of our team members, ensuring their safety in the workplace. This commitment is demonstrated through various initiatives, including training in OHS, overseeing comprehensive OHS and wellness programs, aligning our OHS management systems with OHSAS 18001/ISO 45001 standards.

Other key elements that contribute to our exceptional workplace include our complaint hotline, comprehensive policies, training programs, and active engagement initiatives aimed at promoting human rights.

Additionally, our professional development opportunities, such as our various Leadership Development Programs, along with competitive compensation and benefits packages, are essential for retaining top talent.

Through our Employee Resource Groups (ERGs) and training initiatives, we cultivate an atmosphere that embraces diverse thoughts, approaches, values, and perspectives.

Human and Labor Rights

TTI adheres to the core labor standards and related norms set by the International Labour Organization. Our commitment includes meeting and exceeding all statutory minimum wage laws in each country where we operate. Moreover, our compensation levels and packages align with local living wage standards at a minimum, incorporating a variable performance-based pay component.

We also support the principles of freedom of association and collective bargaining in accordance with local regulations throughout our operations and supply chain. Regarding freedom of association, we acknowledge the significance of enabling employees to join or form trade unions or worker associations of their choice without fear of discrimination, harassment, or retaliation. We respect collective bargaining principles and are open to engaging in good faith negotiations with recognized labor unions or worker representatives to create fair employment agreements. This encompasses discussions on wages, benefits, working hours, safety protocols, and other vital elements of the employment relationship.

In regard to reporting concerns and addressing alleged violations we have a continuous process in place for verifying, assessing, and resolving reported violations through monitoring procedures and audits. Workers throughout our value chain are provided channels to raise concerns, including a hotline, trade unions, and procedures detailed in our Complaint Resolution Policy and Procedure. Our partnerships with global industry organizations further reinforce our commitment to safeguarding human rights.

Modern Slavery

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 own and our 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 required for non-conformities uncovered

Our policies affirm our commitment to preventing, detecting, and eliminating human trafficking and modern slavery within our organization and along our value chain. They outline potential red flags related to work and living conditions, poor health, or unusual work behavior. These indicators are designed to help associates and suppliers identify possible issues.

Diversity and Inclusion

As a global organization operating in multiple jurisdictions, we prioritize fairness and equality for all associates, regardless of 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 extensive training programs, available both in-person and online, are designed to offer practical, real-life examples of discrimination and harassment. This empowers our associates to identify potential issues and report them promptly. As an equal opportunity employer, we are dedicated to fostering a workplace that promotes mutual respect. Our CoC clearly articulates our zero-tolerance policy against harassment, discrimination, and retaliation.

To advance diversity and inclusion and encourage our employees to create supportive communities within our organization, we have established Employee Resource Groups (ERGs). These ERGs serve as inclusive platforms where employees with shared identities can engage in mutual learning, support, and a deep sense of belonging. Our ERGs enrich the experiences of our team members and strengthen the inclusive culture that lies at the heart of our organization.

Recruiting for Diversity

We prioritize attracting candidates with diverse abilities, backgrounds, and perspectives. This includes actively seeking individuals from a wide range of races, genders, ethnicities, and experiences, building an inclusive environment that values unique viewpoints. By embracing this diversity, we strengthen our workforce, cultivate innovation, and reflect the communities we serve. Our commitment to equity ensures that opportunities are accessible to all, promoting a culture where every individual can thrive and contribute to our collective success. While we don't adhere to specific quotas, our commitment to equity ensures that opportunities are accessible to all, promoting a culture where every individual can thrive and contribute to our collective success.

ZERO

cases of human rights violations

ZERO

incidents of employees were dismissed or disciplined for corruption, anti-trust, anti-bribery, anti-competition, or monopoly violations



KEY INITIATIVES AND UPDATES

- All relevant associates in sourcing and purchasing departments were trained on human trafficking and modern slavery
- Enforcement of our 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

Talent Attraction and Engagement

To effectively 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

Our employee benefits go beyond what is legally mandated, ensuring that our associates are well-supported in every aspect of their well-being.

Each of our BUs focuses on providing incentives that best fit their local workforce. Work From Home (WFH) options and increased flexibility are offered based on specific job functions. We also provide flexible scheduling for associates, allowing them to determine their own start and end times within certain parameters, which differ by job role and business unit.

Other benefits available to associates include parental leave, access to housing finance, fitness and wellness programs, medical, dental, vision, and 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

Every associate receives thorough training from their very first day to ensure they have the essential skills and functions needed to thrive in their roles. Beyond training, we invest in and develop our associates through various initiatives and programs. One such example is our Leadership Development Program, which underscores our commitment to advancing our associates and investing in their long-term career success.

As associates progress in their positions, we conduct performance reviews to identify training needs and set objectives. Throughout the year, managers offer feedback on both strengths and areas for improvement, with a comprehensive performance evaluation occurring at least once a year. Similarly, our contractors and temporary employees also benefit from tailored training that aligns with our practices and the specific requirements of their roles. We also have transition assistance in place for some employees including severance packages, outplacement services, resume services at time of layoff, and career transition services.

Through our Education Sponsorship Program, we provide financial assistance for employees to engage in a wide range of learning opportunities, including coaching, mentorship, seminars, conferences, and continuing education. The tuition reimbursement program is

made available to associates who are interested in furthering their education. As for qualified associates seeking Continuing Professional Education credits, they are encouraged to maintain their professional certifications via third-party training opportunities made available through our organization.

Our general training programs cover a wide range of topics, including compliance, ethics, leadership, technical skills, marketing, customer service, well-being, health, and safety. LearnTTI, our internal training system, serves as a key resource for training and development across all business units. It offers both mandatory courses and job-specific training, such as “Global Trade Sanction Compliance Training” and “Anti-Trust and Competition Training”. Additionally, we provide Lunch-n-Learn sessions, led by employees or external speakers, to enhance development opportunities. Part-time workers and contractors also have access to relevant training resources.

▶ KEY INITIATIVES AND UPDATES

- In 2024, our average hours of training per employee was 15.8. This represents an increase of 17% 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

737,725

Total training hours in 2024

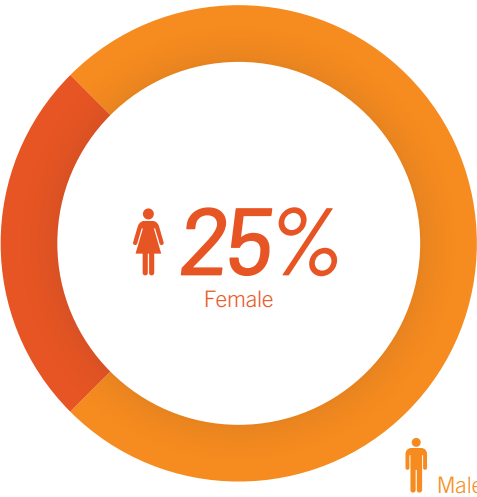
+17%

Increase of average hours of training per employee

652

Interns

Females in Management



Occupational Health and Safety

We are dedicated to ensuring the well-being of our associates in the workplace through the rigorous implementation of comprehensive OHS management systems. Our thorough EHS and occupational hazard management procedures align with all relevant legal requirements. The systems have established policies that outline requirements for identifying potential risks and establishing procedures to reduce any possible harm to our associates. Our different BUs have individual health and safety policies. Additionally, the policies include guidelines for monitoring health and safety violations and implementing corrective action plans.

Our safety protocols are managed by our health and safety committees. We hold quarterly meetings where committed representatives discuss concerns and implement measures to improve working conditions for our associates. As part of this effort, we offer OHS training to staff in all markets. This training ensures that our workforce is knowledgeable about safety procedures, including the safe handling of hazardous materials, first aid, cardiopulmonary resuscitation, and fire-fighting training when necessary.

We prioritize the safety of our associates by aligning to the ISO 45001 and OHSAS 18001 standards, which provide a framework for managing occupational health and safety risks. Several SOPs guide our efforts, including the Work-Related Injury Handling Instruction guide, which offers clear guidance to employees. To assess our performance, we conduct regular risk assessments and inspections at least every 2-3 years both internally and by third-party experts, allowing us to implement corrective and preventative measures promptly.

Through our evaluations, we found that work-related injuries among our employees often result from various factors, including strains from manually handling boxes, cuts and burns, and respiratory issues caused by soldering or chemical exposure. We also identified injuries linked to electrical contact, fire incidents, traffic accidents, lumbar discomfort from extended driving hours, and musculoskeletal disorders. Addressing these issues is crucial for ensuring the safety and well-being of our workforce.

To enhance workplace safety, we have implemented various initiatives aimed at protecting our workers. These initiatives involve regular assessments of machinery, equipment, and new products to ensure safety standards are met. We perform frequent internal inspections to identify any breaches of health and safety policies and to verify that safety equipment, such as eye washing stations and defibrillators, is functioning properly. We also incorporate zero-incident targets, emergency response training, as well as different preparedness drills. Moreover, we carry out health and safety audits at departmental, line, and management levels.

In 2024, MILWAUKEE rolled out level 1 of our safety management system (SMS) audit process. Our SMS requirements align with the U.S Occupational Safety and Health Administration's regulations found in 29 CFR 1910.

Audits were conducted at three of our U.S. operations. Findings were prioritized using a standard risk assessment tool to evaluate likelihood of incident and severity potential. Findings are tracked and resources have been allocated to ensure all items are addressed appropriately. In 2025, Level 2 of the SMS will be published which will closely align with ISO 45001.

The SMS will become the minimum safety and health standard for all global locations. All sites are required to comply with any local laws and regulations that are not covered in our standard.

96%

Employees trained in workplace safety in 2024

-21%

Reduction in work-related recordable injuries to employees in 2024

Well-being

TTI promotes both mental and physical well-being among our associates by implementing a range of comprehensive support initiatives. These initiatives include access to gym memberships and reimbursements for various health and fitness activities, encouraging a culture of healthy living. We have also improve our onsite dining options to ensure that our associates have access to nutritious choices throughout the day.

Flexibility is essential in our workplace, enabling employees to telecommute based on their roles, with the option for reduced working hours when necessary. Our diverse wellness programs are designed to address the unique preferences of associates across our various business units. Some of our different wellness offerings 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, badminton and biking
- Milestone celebration parties
- Employee appreciation events
- Counseling and mental health care
- Fitness reimbursement

▶ KEY INITIATIVES AND UPDATES

- In 2024, we reduced work-related recordable and high-consequence injuries to 361 and 12, respectively
 - » As a result, 5,082 days were lost due to injury across our global operations
 - » The total number of hours worked in 2024 was 107,353,630
 - » The rate of recordable work-related injuries is 0.67
 - » The rate of recordable high consequence work-related injuries is 0.02

