

Social & Community

OUR PEOPLE

We foster a safe and inclusive environment for our associates, who we recruit, develop, and promote from across the globe, while driving business growth and giving back to our communities.

TTI is committed to cultivating a productive, fair, inclusive, and safe work environment that empowers our exceptional people to grow alongside the business. In 2024, our global workforce expanded to 46,580 individuals. Together, we made meaningful contributions to improve the health and well-being of our local communities.

Respect for human rights is a fundamental expectation across our global operations. We are committed to maintaining a healthy working environment, free from forced or child labor, and eradicating modern slavery and human trafficking. As an industry leader, we uphold a zero-tolerance policy for such practices, both within our workforce and throughout our supply chains. This commitment is deeply rooted in our core values.

We strictly adhere to international, national, state, and local employment regulations, as well as standard labor practices, to ensure equitable treatment for all associates. This includes monitoring factors such as legal working age, hours, and permits, across various markets and supply chains. These standards are reinforced through targeted communications and training initiatives for both new hires, existing associates, and external workers.

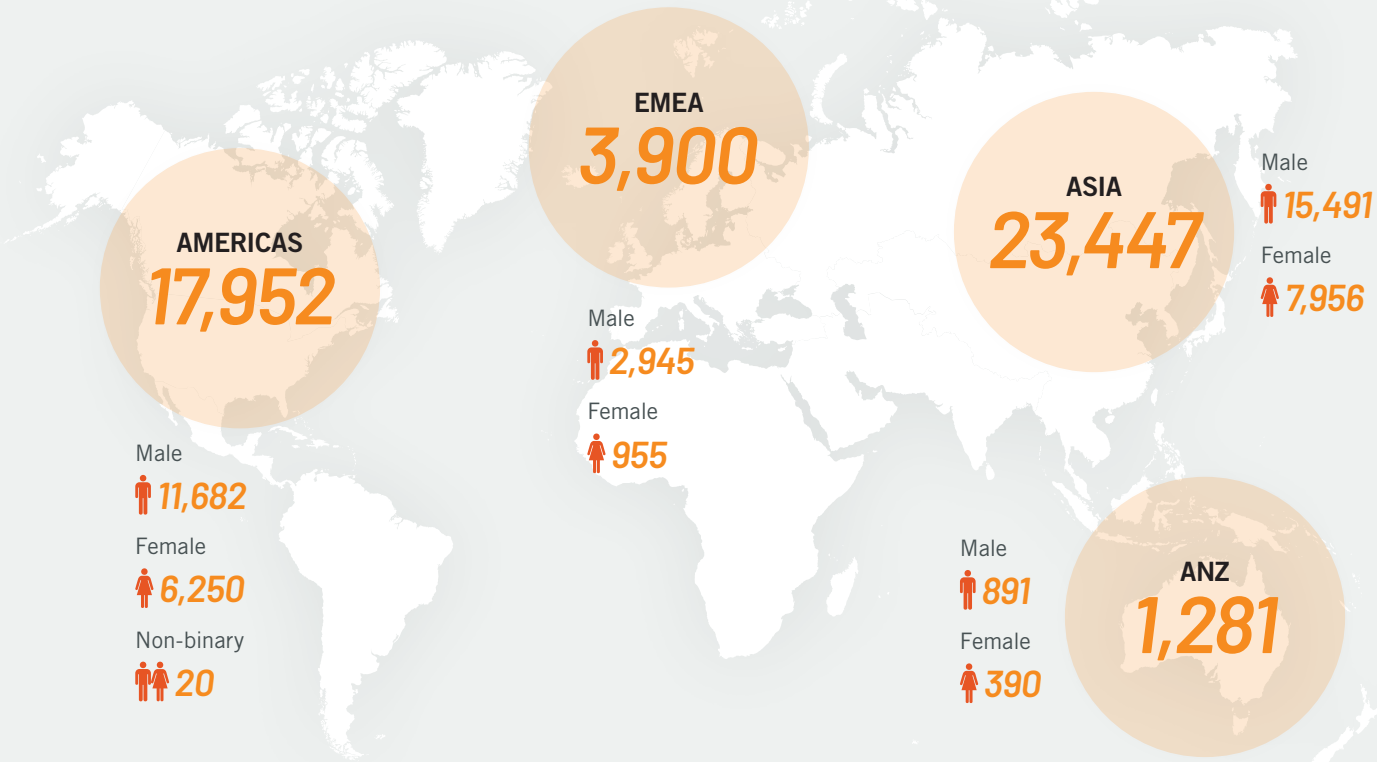
Our TTI Code of Ethics and Business Conduct (CoC), employee handbook, and training materials are consistently updated to keep all associates informed of company guidelines. Additionally, our corporate policies are continuously reviewed to ensure alignment with local regulations, emphasizing safe employment practices and social responsibility principles. These efforts enable us to mitigate the risk of non-compliance with legal and regulatory requirements.



Maintained a
Work-Related Injury Rate
Below 1.0

Decreased Work-Related
& High Consequence
Injury Rates

US\$1.2M
Total Cash Donations



Accessible to both associates and any interested stakeholders, a full list of legal and regulatory requirements that may have a significant impact on our operations and performance is available. This list, encompassing labor, human rights, and health and safety standards, can be found in the HKEX ESG Reporting Guide Content Index on our website. 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 properly for their performance. This 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 Board’s Sustainability Sub-Committee and ESG Working Committee, along with our Human Resource teams are responsible for evaluating our

policies and initiatives in all these areas and overseeing the effectiveness of our management approach, updating it as needed.

Many of our business units have received awards that highlight our commitment to exceptional human resource practices and employee empowerment. Awards such as HR Asia’s “Best Companies to Work For in Asia 2024” and Fast Company’s “Best Workplaces for Innovators 2024” for MILWAUKEE reflect the positive workplace culture we’ve created for our associates.

These awards demonstrate our focus on creating an environment where innovation is encouraged, employees are supported, and professional growth is a priority. Each recognition reinforces our ongoing efforts to maintain a dynamic and inclusive workplace across the organization.