Material Topic

RESOURCE USE AND CIRCULAR ECONOMY

Continually enhancing our circular economy strategies by managing resources, materials, and waste within our operations and communities is essential for fostering responsible consumption and production.

GOALS AND TARGETS

- Develop and promote a circular business model by increasing repairability and recyclability of our products
- Ensure the responsible consumption of resources across our business
- Achieve a 90% waste-diverted-from-landfill rate by 2030

PROGRESS

- 206,690 tools refurbished in 2025
- Waste-diverted-from-landfill rate at 88%

VALUE CHAIN

Suppliers
Customers
Operations

How We Are Managing It

Managing resource use responsibly and advancing circular economy practices remain integral to how we operate responsibly. Our efforts focus on minimizing resource consumption, reusing materials where feasible, and strengthening waste management systems across our operations and communities. By leveraging emerging technologies, upgraded equipment, and innovative systems, we continue to identify new ways to conserve, recover, and repurpose resources without compromising product quality or performance. Our initiatives address waste reduction, resource scarcity, and the use of sustainable raw materials in products and packaging. Progress toward our 90% waste-diverted-from-landfill target continues, strengthened by internal reviews, workforce training, and focused initiatives aimed at reducing waste across operations.

Circularity is embedded into our product lifecycle through repair and refurbishment programs such as the RYOBI Rapid Repair and MILWAUKEE eService programs, which allow users to repair and extend the lifespan of their products. These efforts help reduce waste while maintaining customer satisfaction.

We continue to collaborate with partners and suppliers to strengthen responsible material sourcing and promote sustainable packaging solutions. Initiatives include phasing out expanded polystyrene, transitioning from paper manuals to digital e-manuals, and introducing recyclable and eco-friendly packaging. These practices are championed across our major brands, including MILWAUKEE, RYOBI, and HOOVER, reinforcing our progress toward a more circular and resource-efficient business model.

To maintain alignment and foster innovation, quarterly meetings are held to review ongoing circular economy initiatives. These sessions provide a platform for cross-functional teams to exchange insights, monitor progress, and identify new opportunities to improve material efficiency and waste management throughout the organization.

Sustainable Packaging

Our packaging strategy is anchored in the 4R Principles: Reduce, Reuse, Recycle, and Rethink. These principles guide how we minimize environmental impact throughout the entire packaging lifecycle. They shape the design, material selection, and innovation behind our packaging solutions, ensuring that sustainability is considered at every stage. Building on these principles, our current initiatives focus on addressing stakeholder priorities such as waste reduction, recyclability, and responsible material sourcing.

To minimize our environmental footprint, we continue transitioning to more sustainable and lower-impact packaging materials. These include corrugated paper made from 82% recycled pulp, honeycomb board, chipboard, paperboard, and molded pulp alternatives. Where feasible, expanded polystyrene foam has been eliminated from the majority of our packaging, with ongoing efforts to further minimize its use. During the reporting period, total packaging materials amounted to 74,205 tonnes, of which 62% were produced from recycled content.

Packaging weight has been reduced through material optimization, and printed manuals have been streamlined into single-page inserts featuring QR codes that link users to digital resources. Design for recyclability remains a key focus, with teams prioritizing mono-materials and clear end-of-life labeling to support proper disposal and recycling. Discarded materials are repurposed within operations, for example, corrugated cardboard from suppliers is reused in spare-parts packaging as an alternative to bubble wrap.

Waste Management

To demonstrate our commitment to responsible waste management, we continue to strengthen waste reduction, recycling, and recovery initiatives across our operations while making steady progress toward our 90 percent waste-diverted-from-landfill target by 2030. We collaborate with trusted waste management partners across key markets to ensure the safe collection, treatment, and disposal of hazardous and non-hazardous operational waste, with an emphasis on recycling and recovery solutions that meet regulatory requirements and uphold our standards for responsible operations.

Beyond our operational footprint, our teams also advance community-focused environmental stewardship initiatives. For example, during the reporting period, Milwaukee NA hosted a household electronic waste collection event for employees, collecting approximately 12,000 lbs of e-waste across four locations. This initiative supported responsible recycling and proper handling of hazardous components while reinforcing employee engagement and environmental awareness within our communities.

Comprehensive training programs further reinforce proper waste handling among associates. Guided by our Waste Collection and Disposal SOP, employees are instructed on recycling methods, the disposal of non-recyclable materials, and the management of hazardous waste in full compliance with national environmental protection laws. Through these combined efforts, we continue to strengthen our waste management performance and reduce our overall environmental footprint.

Our EHS teams work diligently to ensure that every location is thoroughly prepared to comply with these guidelines and regulations, making certain that the necessary resources are accessible. To uphold accountability, we perform internal evaluations of our waste management procedures, which undergo periodic evaluations by third parties, further guaranteeing compliance with industry standards and environmental best practices.

Circular Economy

Circular economy principles are embedded in our approach to sustainable resource management, waste reduction, and product longevity. We continue to integrate circularity models across operations and product lifecycles to minimize waste and maximize resource efficiency from sourcing through end-of-life. This includes designing products that are durable, repairable, and recyclable, as well as phasing out environmentally harmful materials in favor of more sustainable alternatives.

Externally, we collaborate with NGO partners to support responsible material sourcing, address resource scarcity, and minimize environmental impact throughout our supply chain. Internally, we hold quarterly meetings to evaluate circular economy initiatives, fostering cross-functional collaboration and continuous improvement. These sessions provide a forum for departments to share updates and discuss how circular practices are being embedded into product design, packaging, and operations.

We offer internal training sessions aimed at equipping associates with the essential knowledge and skills to implement circular principles in their daily roles, covering areas such as responsible sourcing, waste reduction, and efficient resource utilization. Additionally, we provide resources for teams focused on product design, repair programs, and packaging enhancements, ensuring they stay informed about the latest sustainable technologies and practices. We also engage customers through educational materials, empowering them to make informed choices regarding product maintenance, repair, and recycling.

Repair and Reuse

Repair and servicing centers across our value chain play an important role in extending product lifecycles and maintaining performance standards. Through these facilities, components from previously owned tools are reclaimed and repurposed for repairs and maintenance where feasible, reducing waste and supporting more sustainable use of materials.

Refurbishing

Our refurbishment process plays a vital role in extending product lifespans, reducing waste, and minimizing environmental impact. In 2025, our refurbishment efforts resulted in over 600 tonnes of tools being reconditioned.

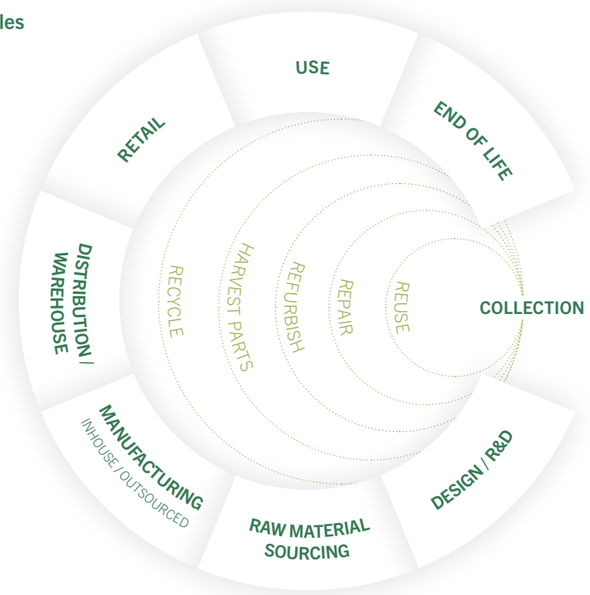
To ensure every refurbished product meets the same quality standards as new items, each component, including batteries and chargers, undergoes detailed inspection and testing. Only after meeting our performance and safety benchmarks do expert technicians carry out repairs using factory-authorized components and refurbished replacement parts. This rigorous process ensures that refurbished tools meet both consumer expectations and our commitment to responsible production.

Plastics Pledge

Throughout our packaging, we pledge to avoid single-use and problematic plastics where feasible, eliminate unnecessary packaging across SKUs where possible, and replace poly bags with recycled alternatives whenever legally permissible.

Eliminate Unnecessary Packaging	We are focusing on eliminating unnecessary packaging across SKUs where possible by optimizing material use during the design process to minimize consumption per SKU. We also repurpose offcuts as internal support inserts, enhance container loading efficiency, and make better use of warehouse space.
Avoid Single Use and Problematic Plastics	We are continuously working to eliminate single-use plastics such as polybags, clamshells, and blister packs where possible and substitute with environmentally friendly alternatives. We design our packaging to eliminate problematic plastics such as expanded polystyrene, wherever feasible and replace them with paper-based alternatives.
Recycled Alternatives	We collaborate with suppliers to increase recycled content in our plastic packaging. We currently use 30%+ post-consumer recycled (PCR) plastic, where feasible, and continue to evaluate opportunities to expand higher-PCR content. Recycled plastics are integrated wherever legally and operationally practical to reduce reliance on virgin materials.

Circular Economy Principles



Batteries

A key element driving our success is the “network effect” of our battery platform, allowing users to power any product within the same system with a single battery. This “network effect” has played a crucial role in shaping our business strategy and continued success. By designing rechargeable battery packs that are interchangeable across each product network, we have effectively reduced excess consumption, production, and waste.

Battery Recycling

TTI has long championed battery recycling as part of its commitment to circularity and resource efficiency. Since 1994, we have implemented initiatives to recover valuable materials from end-of-life batteries and reduce reliance on virgin raw materials. Our recycling process meets stringent environmental, health, and safety standards while complying with all applicable regulations. Through partnerships with leading organizations such as The Battery Network (formerly Call2Recycle), Redwood Materials, GRS Batterien, Valpak, and Quantum Lifecycle, we support the safe collection, transportation, and processing of batteries across our global operations. The recycling process involves breaking down battery packs into their various components and chemistries. Cylindrical metal casings are repurposed into steel and stainless-steel products, while lithium-ion, cobalt, and other critical minerals are recovered for use in new battery chemistries.

The Battery Network

In collaboration with The Battery Network, we have helped establish more than 20,000 collection sites across North America, enabling convenient consumer access to recycling programs. In 2025 alone, these efforts resulted in the collection and recycling of over 205 tonnes of batteries.

Batteries made of
95%
recyclable material

MILWAUKEE has been recognized as one of the top 100 leaders in sustainability for its outstanding contributions to The Battery Network’s battery collection and recycling program.

Service Centers

Our service centers plays a vital role in extending product lifecycles and maintaining quality performance. Through dedicated repair and maintenance programs, such as MILWAUKEE eService and RYOBI Rapid Repair, we provide customers with efficient, reliable, and accessible solutions that promote longevity, reduce waste, and support our broader circular economy objectives.

RYOBI Rapid Repair

The RYOBI Rapid Repair program, launched in 2023, continues to redefine the repair experience by providing a fast, reliable, and sustainable service for RYOBI products. Operated from our facility in South Carolina, the program has processed more than 65,000 repair orders this year, underscoring our commitment to quality and customer satisfaction.

Designed for convenience, the repair process allows customers to register tools online, complete a claim form, and receive a prepaid shipping label. Once received at our facility, skilled technicians perform detailed inspections and repairs, ensuring each product meets our high standards of safety and performance. Customers are kept informed through real-time status updates from receipt to completion, offering full visibility throughout the process.

By extending the lifespan of products, the RYOBI Rapid Repair program supports TTI’s broader circular economy objectives. The initiative not only enhances product quality control but also reinforces our commitment to minimizing waste and providing efficient, customer-focused repair solutions that align with our environmental and operational goals.

MILWAUKEE eService

The MILWAUKEE eService digital platform provides customers with convenient, around-the-clock access to repair, maintenance, calibration, and certification services. Designed for efficiency and ease, the platform enables users to create an account, submit tool details, and instantly receive a prepaid shipping label to send tools from nearly 8,000 authorized locations. Alternatively, they can visit a service center for in-person support.

Factory-trained technicians perform every service using genuine parts to ensure precision, reliability, and quality. Tools are typically returned within 7 to 10 business days, reflecting MILWAUKEE’s commitment to both performance and customer satisfaction. By extending the lifespan of tools through expert repair and maintenance, MILWAUKEE eService reduces waste and supports long-term product use, reinforcing our dedication to sustainable and responsible operations.