

COMMUNITIES

GOALS AND TARGETS

- Support community livelihoods through investment and engagement activities
- Establish strategic relationships with industry partners and NGOs
- Enhance talent and customer attraction through community engagements

PROGRESS

- Increased cash donations to US\$1.9 million
- Sustained strategic relationships with community organizations and initiated new connections to broaden our reach
- Supported local programs that strengthened brand visibility through active community involvement



VALUE CHAIN

- Suppliers
- Operations

Through meaningful engagements, investments and partnerships, we help strengthen communities and build resilience.

How We Are Managing It

We are committed to supporting and uplifting the places where we operate through initiatives that give back and create long-term value. Recognizing that each community has unique needs, our vision is centered on developing people and communities while considering the environment. Guided by this vision, our initiatives include funding programs that address poverty, modern slavery, disaster relief, and environmental conservation, as well as collaborations with organizations such as Habitat for Humanity. We also emphasize educational opportunities that prepare the next generation of leaders.

While each business unit approaches community giving in ways that best reflect local priorities, our shared vision ensures alignment and consistency across the organization. Furthermore, to support alignment across BUs, community engagement expectations are incorporated into our internal ESG Policy. The related content in the policy reinforces our community impact areas and underscores the importance of understanding local needs while ensuring that our activities respect and consider the interests of the communities where we operate.



To extend our reach, we provide opportunities for associates to participate in volunteer activities during paid workdays, fostering a culture of service and shared responsibility. Each business unit manages localized engagement efforts to ensure that resources and programs deliver meaningful impact. Our teams track the effectiveness of our community initiatives by monitoring participation levels, hours volunteered, and the outcomes of funded programs. This accountability ensures that our contributions create lasting and impactful value.

Community Impact Areas

TTI's community engagement efforts are centered around three core impact areas of Developing People, Strengthening Communities, and Environmental Advocacy. These impact areas guide the company's outreach but still allow for tailored needs of the regions where TTI operates, ensuring activities reflect local priorities and create shared value. We support these efforts through volunteerism and contributions to community-led initiatives, including work alongside organizations such as UNICEF, Habitat for Humanity, the Fearless Dragon Run, Veterans Community Project, and Ren Academy.

Developing People

Our investment in people is not just limited to our own team. We support the development and well-being of individuals through initiatives that foster growth, learning, and opportunity.

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.

Strengthening Communities

Utilizing our resources to help drive impactful change. Whether responding in times of need or supporting ongoing local initiatives, we remain committed to fostering stronger, more resilient communities. Our BUs have been involved in various initiatives to support these efforts. Many of our volunteer actions have been made possible through strategic collaborations, both locally and globally.

Environmental Advocacy

Environmental stewardship is one of the ways we engage with our communities. Through various initiatives, we give back to efforts that promote sustainability and support environmental responsibility.

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

Community Engagement Highlights

Our commitment to community engagement reflects the global nature of our company and the local impact we strive to make. Across diverse regions, our employees actively participated in initiatives that address unique community needs.

AMERICAS

- In Milwaukee, Wisconsin, U.S., employees proudly supported the Veterans Community Project with a \$250,000 donation to help build transitional housing for homeless veterans. Later in the year, we celebrated the groundbreaking of an \$11.7 million village that will provide 40 tiny homes and wraparound services, marking a major step toward ending veteran homelessness in the region
- When devastating floods struck Southeast Wisconsin, our team in Milwaukee, Wisconsin, U.S., responded with a \$25,000 donation to United Way and organized volunteer cleanup efforts to help families recover
- In Milwaukee, Wisconsin, U.S., we strengthened workforce development by donating \$50,000 in tools to Wisconsin Regional Training Partnership's new training hub, creating hands-on learning opportunities for future skilled trades professionals
- Employees in Fort Lauderdale volunteered at Birch State Park in collaboration with Broward County Parks, supporting environmental preservation and enhancing local green spaces
- Employees in Greenville, South Carolina, U.S., participated in a recycling challenge aimed at promoting environmental awareness and waste reduction. Departments competed to collect aluminum cans, encouraging teamwork and responsible recycling practices while fostering employee engagement
- In Greenville, South Carolina, U.S., employees wrote Valentine's Day cards for children undergoing treatment at St. Jude Children's Research Hospital. The initiative helped raise awareness of volunteer opportunities while offering encouragement and emotional support to pediatric patients and their families
- Through a partnership with Rebuild Upstate, our team in Greenville, South Carolina, U.S., contributed volunteer hours, product support, and resources to advance home preservation efforts in the local community, helping strengthen housing stability for families in need
- In Canada, employees partnered with the Canadian Red Cross to support a mobile food bank initiative in Ontario. Volunteers assisted with sorting, repacking, and assembling food donations to help improve food access for individuals and families in need

ASIA

- To commemorate World Environment Day, employees in Hong Kong supported Green Council's Hong Kong Green Day, promoting eco-conscious practices and raising public awareness on sustainability
- Through the "To Elderly with Love" program, Hong Kong employees contributed funds and volunteered to visit seniors living alone in public housing, fostering care and connection within the community
- In Thailand, employees joined the Mirror Foundation's "Share for Change" initiative, donating clothing, toys, and essential items to improve living conditions for underprivileged families
- Since 2003, TTI has been a long-standing contributor to Habitat for Humanity to advance safe, affordable housing worldwide. In 2025, we accelerated these efforts through the "Safe and Healthy Homes" project in Vietnam's Thap Muoi District, mobilizing over 50 volunteers from Vietnam and Hong Kong to build and upgrade homes for 42 families. Co-funded by TTI and Habitat partners, this initiative delivered training on construction safety, WASH practices, and financial literacy, empowering communities to thrive amid climate challenges

EMEA

- In Central and Eastern Europe, employees supported flood recovery efforts in Poland and the Czech Republic by donating MILWAUKEE equipment to local emergency services and organizing fundraising initiatives to support disaster relief

