

Social and Community

In 2020, our global workforce comprised of more than 48,000 people, an increase of 45% compared to 2019. Many factors contributed to our substantial growth, including the expansion of our global manufacturing operations. Customer demand across all our brands propelled the development of new products and resulted in increased hiring.

Throughout this period, our mission has been to create positive social impacts through comprehensive employee initiatives, robust customer-centric policies and active community partnerships. In 2020, the emphasis on health, safety and wellbeing played an even greater role due to the COVID-19 pandemic.

The following sections on talent attraction and engagement, health, safety and wellbeing, diversity and inclusion, product safety and community investment and engagement discuss how we have managed these material topics in 2020.





464,196

training hours provided to employees

Mental Health First Aid

programs established in response to COVID-19 pandemic

Talent Attraction and Engagement

Why it's Important

Our talent attraction and engagement initiatives help us develop Exceptional People—a key strategic driver for TTI's success.

Impact along the Value Chain



Goals

We aim to keep our people motivated and engaged, and also strive to increase the number of skilled workers in our communities, thereby contributing to educational employment opportunities and economic stability.



- ▶ Attract and retain the best talent
- ▶ Promote employee engagement

- ▶ Continuous training and development

KPIs

- # of employees who received training and development
- # of LDPs hired and promoted
- # of programs focusing on youth development and internships
- # of employees trained on CoC
- # of cases of non-compliance with CoC
- # of complaints received through compliance hotline

Management Approach

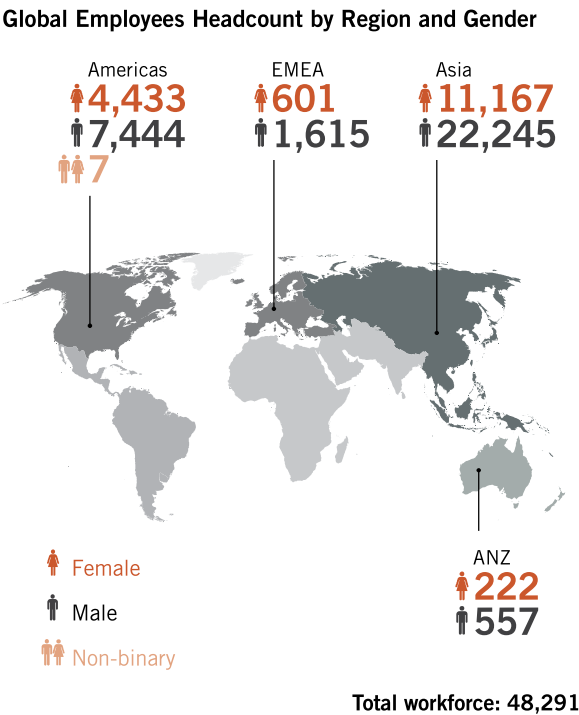
TTI's focus on recruiting and retaining Exceptional People remains the cornerstone of our strategy. We employ over 48,000 people globally and believe strongly in treating them equally, nurturing their skills and supporting their health, safety and wellbeing, while promoting diversity across the workforce in alignment with our overarching focus on improving lives.

Our Core Values

TTI's new hires are introduced to our core values through communication and specific training on the Code of Ethics and Business Conduct (CoC) and e-learning courses on our policy of addressing modern slavery and human trafficking. In person and online training workshops on human and labor rights, which include examples of real-life scenarios of discrimination and harassment, equip employees to identify potential issues and report them immediately.

All employees are required to keep abreast of TTI's core values through our Employee Handbooks or equivalent procedures and policies written specifically for their location. These materials are updated annually or when important changes occur and incorporate all laws and regulations along with employment procedures. The Handbooks and policies also outline employees' responsibilities with regard to our CoC and the procedures they must follow to actively report potential violations if needed.

Detailed information on the profile of our workforce can be found in our Performance Metrics.



Management Approach**Global Full-time and Part-time Employee Headcount by Geographic Region**

	Full-time	Part-time	Total
Americas	11,840	44	11,884
ANZ	736	43	779
Asia	33,410	2	33,412
EMEA	2,124	92	2,216
TTI Total	48,110	181	48,291

Global Permanent and Temporary Employee Headcount by Geographic Region

	Permanent	Temporary	Total
Americas	11,758	126	11,884
ANZ	750	29	779
Asia	27,238	6,174	33,412
EMEA	2,147	69	2,216
TTI Total	41,893	6,398	48,291

A Fair Work Environment**Employee Benefits and Compensation**

We consider employee benefits to be a valuable part of working at TTI. The wellbeing of our employees is very important and this is reflected in our practice of ensuring employees receive benefits above and beyond what is legally mandated. Each of our business units puts special emphasis on providing incentives that are competitive and relevant to their local employees.

Human and Labor Rights

TTI takes human and labor rights very seriously. We comply with all international, national, state and local employment laws, in addition to International Labour Organization (ILO) core labor standards, to ensure our workers are treated fairly. This means proper oversight of legal working age, hours and working permits across our markets and supply chain. We have policies in place that stipulate our zero-tolerance approach to forced and child labor. Measures to support policy implementation include checking identification cards and drivers' licenses to confirm the age of workers, as

well as ensuring young individuals above the legal working age have limited working hours, receive adequate training and are not exposed to hazardous work. In addition, we ensure freedom of association and collective bargaining rights are respected according to local regulations. Workers can express their concerns and opinions through trade unions as well as through TTI's established channels.

Training and Development

Employee training needs and targets are determined during annual performance reviews conducted by managers. Professional development plans are created according to job function, with training sessions covering a variety of subjects from compliance, leadership, management skills to product technical training, marketing and customer service skills. TTI supports a wide range of training opportunities from coaching and mentorship, seminars and conferences to continuing education. We provide financial support including sponsorships and full reimbursement of fees for employees who embark on learning initiatives.

Total**464,196**

hours of training were conducted globally

**175,826**

hours of e-learning training

9.6

training hours per employee on average

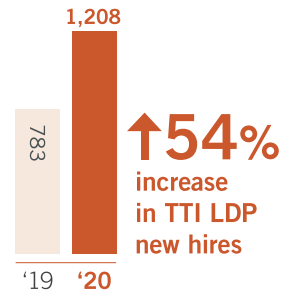
Management Approach

Many in-house employee development programs are conducted using our online platform, Learn TTI and other e-learning platforms. These platforms provide a spectrum of learning opportunities from mandatory courses on compliance to job-specific training. In addition to e-learning, we provide development opportunities through Lunch-n-Learn sessions conducted by employees or outside speakers.

Leadership Development Program (LDP)

Our investment in employee development is also reflected in our longstanding recruitment practices that have brought college graduates from over 100 global

campuses to join our challenging, flagship LDP. For over 13 years, the LDP has recruited and trained highly sought after individuals to move through sales, marketing, finance, product development, supply chain management and various other roles, giving them exposure to different parts of our business. The program sets the foundation for success and provides fantastic career progression opportunities for rising stars. Many of our most senior management team members started with TTI through the LDP. They were able to gain invaluable skills through this opportunity and develop their careers to become leaders of the company. In 2020, there was a 54% increase in new hires who joined the TTI LDP.



Key Initiatives

In 2020, it was imperative that our talent engagement efforts include appropriate measures during the COVID-19 pandemic. This involved instituting Work From Home (WFH) measures for all employees for whom this arrangement was appropriate, resulting in shifting many of our sales and marketing offices to remote working arrangements, while safely maintaining office access for a small percentage of employees who were needed onsite. More details on our comprehensive measures to address the COVID-19 pandemic can be found in the Health, Safety and Wellbeing section of this Report.

Apart from COVID-19 pandemic response management, our talent engagement initiatives centered on learning and development opportunities such as:

- Providing online and face-to-face courses on topics that range from legal, safety and compliance issues to behavioral, soft

skills, communications and leadership, as well as product knowledge, data analysis and IT training such as anti-phishing

- Conducting webinars and workshops on the latest market trends and industry best practices
- Implementing transitional assistance programs including training on cultural sensitivity and market specific laws
- Providing competency assessments that identify skill gaps in order to develop appropriate employee development plans
- Setting training targets for specific job roles and job rotation programs to develop well-rounded skill sets
- Encouraging informal mentoring and coaching sessions
- Facilitating internal hiring for all vacancies and transferring employees to different business units to maintain full employment
- Providing unemployment insurance for employees in certain markets

Progress in 2020

Our commitment to developing Exceptional People remained steadfast despite the challenges presented by the COVID-19 pandemic. While some external and onsite training initiatives were re-scheduled in 2020, we continued to champion learning initiatives. Our recruitment programs also forged ahead even while third-party services had to be minimized.

In 2020, TTI employees engaged in 2,362 courses through the e-learning platforms, this was equivalent to 175,826 training hours. Average training hours completed by region can be found in our Performance Metrics.

Health, Safety and Wellbeing

Why it's Important

The health, safety and wellbeing of our people is important to attract talent, retain a productive workforce and ensure business continuity and innovation.

Impact along the Value Chain



Goals

We aim to maintain a fair and safe working environment where our people remain engaged and productive.



► Promote healthy and safe workplaces

► Zero fatal accidents in our workplaces

► Promote and support physical and mental wellness of employees

KPIs

- # of people trained in OSH
- # of wellbeing programs for staff

- # of accidents and fatalities in workplaces
- # of substantiated human and labor rights violation cases within own operations

Management Approach

Our policies on wellbeing, health and safety are designed to improve lives and build on our approach to championing human and labor rights.

Employee Wellbeing

Employee health and safety go hand in hand with wellbeing. Enhancing employee wellbeing entails offering competitive benefits including parental leave and healthy lifestyle initiatives that go beyond legal requirements. Details on the number of TTI employees who took parental leave can be found in our Performance Metrics. Each of our business units provides benefits to support healthy and motivated employees.

Safety at Work

Fair treatment of all workers extends to assurance of safety at work. Our Environmental Health & Safety (EHS) and Occupational Hazard Management Policies ensure we comply with all legal requirements, identifying risks and hazards to minimize the potential injury or harm that may result. These policies also include provisions for investigating any violations and taking appropriate remedial actions. In line with our practice of meeting high industry standards, our new factories in Vietnam were the latest facilities to achieve ISO 45001 occupational health and safety management system certification in 2020.

A key part of our safety protocol is implementing thorough Occupational Health and Safety (OHS) training in all markets. A complete list of relevant human and labor rights, along with health and safety legal and regulatory requirements that have the potential to have a significant impact to TTI's operations and performance can be found in Appendix A of our HKEX ESG Guide Content Index on our website.

In 2020, our health and safety efforts were focused on managing the COVID-19 pandemic. Our efforts included innovative ways to distribute information about the COVID-19 pandemic and communicate protocols on health concerns and travel, as well as conducting contact tracing. Our business units set up committees and crisis management teams that regularly met and implemented preventive measures such as body temperature checks, mask wearing, social distancing, installing plastic barriers for safety, placing hand sanitizing stations in work areas and maintaining healthy indoor air quality and adequate ventilation. We also provided masks and gloves to manufacturing, distribution, sales and other employees, and increased daily cleaning protocols for all offices and manufacturing sites and closed facilities when necessary.

Key Initiatives



In 2020, the health and wellbeing of our employees became an even bigger focus. Some measures taken by business units to address the COVID-19 pandemic were as follows:

- Setting up effective and real-time health declaration and reporting mechanisms for TTI's employees and visitors
- Instituting temperature checks and requiring completion of a COVID-19 pandemic screening questionnaire for employees and others before entering any facility
- Developing online fitness classes, virtual games and social events to promote employee wellness
- Implementing enhanced mental health programs to ensure employees have support within the workplace
- Keeping close contact with local authorities and health departments to understand requirements, institute policies and seek support
- Establishing a crisis management response strategy to ensure both business continuity for TTI as well as job security and safety for employees
- Increasing wages temporarily to essential manufacturing and distribution facility employees
- Compensating employees exposed to COVID-19 pandemic by other employees in the workplace



Other ongoing health and safety measures that continued to be implemented, included:

- Holding periodic Health & Safety (H&S) Committee meetings with dedicated representatives to address concerns, communicate and carry out measures to improve safety for workers
- Ensuring provision of adequate Personal Protective Equipment (PPE) for workers
- Assessing machinery, equipment and new products to ensure safety
- Conducting training using multimedia tools to ensure workers are well versed in safety awareness and procedures including the handling of hazardous materials
- Providing employees with First Aid, CPR and fire-fighting training where relevant
- Continuing frequent internal inspections to ensure there were no H&S policy breaches and check that safety equipment such as eye washing stations and defibrillators function well
- Conducting departmental, line and management H&S audits
- Continuing risk assessment and inspections by third-party experts and implementing corrective and prevention measures for potential hazards

Key Initiatives

In addition to health and safety, TTI continued to prioritize the wellbeing of employees and provide support to them and their families. A snapshot of initiatives across our markets, some of which were limited by the COVID-19 pandemic in 2020, include:

- Ensuring employees and their family members had access to our various specialized employee assistance programs such as Lifeworks in Australia and New Zealand, which provides free, confidential counseling 24 hours a day, 7 days a week
- Providing medical, life, personal accident and travel insurance, critical illness coverage and income protection plans, as appropriate in different markets
- Providing annual health check-ups, offering healthy food choices, such as fruit bowls and juices, yoga sessions, massages and access to exercise equipment, as well as social clubs
- Offering workplace and working hour flexibility in response to personal needs
- Allowing education, maternal, paternal, marriage, compassionate and emergency leave
- Designating a lactation room for female staff with all necessary facilities and support
- Organizing family days and celebrations
- Offering internships for employees' children and scholarships for those entering colleges and universities

Progress in 2020

Across the Group in 2020, there were no incidents of non-compliance with health and safety regulations or voluntary codes as we continued to strive to improve our practices in line with business, operational and legislative requirements.

In response to the COVID-19 pandemic, we established a mental health first aid program in our Australia and New Zealand operations to ensure employees have access to emotional support within the workplace. By implementing one-to-one check-ins for employees and managers across our sales teams, this program created a structured approach for managers to engage with onsite employees to see how they are feeling both professionally and personally. Similarly, our HR department in the PRC offered a counseling service hotline to employees to help with managing mental health concerns around the COVID-19 pandemic. During the month of February in PRC, counsellors talked to 360 employees from all levels of the Company. Our ongoing face-to-face counseling service was also enhanced in 2020 to meet employee needs.

While managing our COVID-19 pandemic response, TTI's business units also continued to address the risks to health and safety that

occur across our operations on a day-to-day basis. In 2020, there were 136 recorded work-related injuries. There were 17 high-consequence injuries recorded and 3,804 lost days due to injury across our global operations. Work injuries typically faced by TTI employees include strains caused by manual handling of boxes, cuts, burns, blood and respiratory ailments from soldering and chemicals, ergonomic risks, potential injuries from electrical contact, fire, traffic accidents, lumbar discomfort due to long driving hours as well as musculoskeletal disorders and eyestrain associated with extended screen time. Details on specific injuries that occurred in 2020 can be found in our Performance Metrics. There was one work-related fatality reported in our operations this year due to a car accident.



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Diversity and Inclusion

Why it's Important

Diversity, inclusion and equal opportunities are the underlying tenets that make the TTI workforce creative, productive and motivated.

Impact along the Value Chain



Goals

We aim to treat everyone with dignity while strengthening gender equality and promoting inclusion for all.



- ▶ **Promote respect, diversity and inclusion in the workplace and in the surrounding communities**
- ▶ **Zero incidents of non-compliance with TTI's policies and codes with reporting and remediation when necessary**

KPIs

- # of people trained in Diversity and Inclusion (D&I)
 - % of women in workforce/management
- # of cases of non-compliance addressed in a timely manner

Management Approach

TTI's emphasis on fair labor practices and human rights reinforces our approach to the importance of inclusion. Our diverse, global teams are a true asset, contributing to creativity and fresh thinking that enhances our performance. Our diversity and inclusion initiatives are yet another way in which we strive to improve lives.

We are committed to ensuring equal opportunities for all those joining our teams. We do not discriminate by

race, national origin, gender or gender identity, sexual orientation, pregnancy, age, religion, military service, status as an individual with varying abilities or as a veteran, or any other status protected by applicable laws. As described in the Talent Attraction and Engagement section of this Report, our CoC clearly outlines our zero-tolerance policy on harassment, discrimination and retaliation.

Key Initiatives

- D&I initiatives at some of our business units include:

 - Implementing a Respect in the Workplace policy and conducting a webinar on this topic in North American locations
 - Running special recruitment campaigns to hire employees with varying abilities, retirees and minorities
 - Arranging elevators and other user-friendly amenities for colleagues with special needs
- Organizing D&I programs to promote awareness including the virtual Homewood Lunch-n-Learn in North America, the #ClimbwithRio competition celebrating inclusion in Dubai, (see the Community Investment and Engagement section of this Report for more information) and Inclusion Day activities in the PRC

Progress
in 2020

In 2020, there were no reported incidents or of discrimination across TTI. The year was marked by an expansion of diversity campaigns and programs with significant strides made by our North American operations. As a direct result of a 2019 employee survey conducted by our Milwaukee team, employees expressed a desire for more D&I initiatives within the company, and thus, a D&I Subcommittee was created. This subcommittee not only worked to re-define Milwaukee's culture through our "One Team" framework, but also proceeded to establish an objective statement. This statement affirms the team's "...commitment to creating, sustaining and celebrating a workplace and community that promotes respect and cultural humility, and values diversity and equality for all." Top level support for this D&I initiative was established by Milwaukee's President through a video presentation, accessible to all employees, about Milwaukee's evolving cultural expectations.

Other business units, including TTIPE and TTIFC, also made progress with D&I initiatives in 2020. TTIPE developed a subcommittee for employees and another for leadership, communicating a plan of action to Division Presidents. This plan includes the launch of an employee survey and outlines next steps for 2021. Similarly, TTIFC formed a 15-member D&I Council

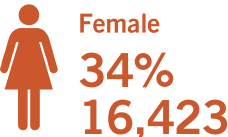
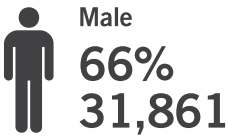
which brought outside speakers to TTI as part of Lunch-n-Learn sessions and is working to prepare a D&I planning statement.

In 2021, TTI businesses across the globe will participate in quarterly D&I meetings and work to integrate D&I into our corporate culture through further training and education. TTI is also looking to partner with external experts to further promote inclusion programs across our value chain.

In addition to our newer initiatives on D&I, TTI continues to champion inclusion in our recruiting practices. In the Americas, Milwaukee accomplished this by establishing national partnerships with diverse networking groups such as the National Society of Black Engineers (NSBE), the Society of Women Engineering (SWE) and the Society of Hispanic Engineering (SHPE). We also strengthened diversity in recruitment by dedicating a Milwaukee employee to spend time at university campuses to engage student organizations focused on promoting diversity and to establish diverse interview teams for candidate engagement.

In 2020, 27% of our employees in the role of assistant manager or above were women. More details on the diversity of our workforce can be found in the Performance Metrics.

Our Workforce



Product Safety

Why it's Important

Safety and superior quality contribute to high customer satisfaction levels and trust in TTI's Powerful Brands and Innovative Products.

Impact along the Value Chain



Goals

We aim to continue producing safe and durable products in a responsible manner.



► **Innovative product design to enhance user experience with improved quality, safety, environmental and health benefits**

KPIs

- # of product recalls
- customer satisfaction ratings
- % of staff trained on product safety and policy
- # of product safety related complaints
- # of collaborations with industry organizations and impact investment in R&D
- # of patents

Management Approach

We continue to ensure that our customers have access to safe, high-quality products that meet their needs and improve their lifestyles. Our Product Safety and Consumer Product Regulatory Compliance Policies outline all our safety measures. Managed by a committee of Product Safety Directors from different business units, our internal audit investigations and compliance monitoring procedures ensure that high standards are maintained across TTI and immediate corrective actions can be taken if required.

TTI's comprehensive quality assurance process encompasses quality control of incoming materials, in-process products and inspection and reliability testing of our outgoing products. Our legal teams along with our safety and regulatory departments oversee any product recalls if they should occur, ensuring compliance with regulations until their safe disposal. TTI's product safety initiatives are focused on building continuous improvement into our processes to provide customers with the best possible user experience. Continual enhancement of quality, compliance and safety at individual business units is the responsibility of Product Safety Directors, committees and teams.

Customer satisfaction is our key objective. This applies to all products designed, manufactured, distributed or licensed by TTI. As a result, we actively monitor social media and online sales channels for customer comments. We consider and act on all customer feedback, in addition to recording and analyzing all service requests and complaints to use in improving product design. Furthermore, our product warranty policy ensures that customers have a satisfactory after-purchase experience.

TTI meets or exceeds all applicable and voluntary industry standards globally. Relevant legal and regulatory requirements related to health and safety, advertising, labeling and privacy matters associated with our products that have the potential to significantly impact our operations and performance are listed in Appendix A of our HKEX ESG Guide Content Index on our website.

Key Initiatives

Examples of initiatives taken across business units to ensure product safety and customer satisfaction are as follows.

- Implementing design improvements based on end user feedback on product samples
- Ensuring phone, web and retail level inquiries from customers are well managed and customer service lines for all tool brands are staffed seven days per week
- Providing technical training at product information centers for customers, including dealers and OEM partners
- Offering customers product safety training conducted by sales and Jobsite Solution teams
- Training Field Service and Customer Service Representatives on building customer relationships
- Providing repair and warranty services to customers at product service centers
- Replacing gas engine products with MX FUEL line tools so they can be used safely in enclosed or confined spaces without the risk of carbon monoxide emissions
- Expanding our line of PPE to keep people safe on job sites
- Developing a line of tool lanyards to prevent tools from falling on coworkers or others when used from heights
- Expanding and providing improvements in lithium-ion battery technology in our tools to reduce the usage of cord connected and gasoline powered products
- Ensuring global alignment and collaboration of our safety teams

Progress in 2020

In 2020, there were no recalls of TTI products due to health and safety reasons and no violations of labeling and advertising regulations across markets. The COVID-19 pandemic, while posing some grave challenges, led to the development of new product lines. We have long been producing PPE products, including masks, and continued to do so to meet the needs of workers at job sites.

In addition to new products, in 2020, we continued to develop cordless tools that are not only environmentally responsible, but also safer for end users. Cords pose a risk as they present a number of hazards such as the possibility of injury from tripping. Damaged and frayed cords can also potentially cause electrocution or injury at job sites and homes. Looking forward, our focus remains on continuous improvement to enhance safety for employees and customers alike.

Community Investment and Engagement

Why it's Important

Healthy, thriving communities are essential for the wellbeing of people, promoting social equity and justice, the sustainability of our business and inclusive economic prosperity.

Impact along the Value Chain



Goals

We aim to contribute to economic wellbeing, access to education, good health and greater equality, as well as safe and sustainable living conditions in the communities where we operate.



► Establish strategic partnerships with industry partners and NGOs

► Develop impact metrics for and increase our community investment and engagement activities

KPIs

- \$ donated to causes
- # and value of tools donated
- # of employees volunteering
- # and impact of community programs to address poverty

- # and impact of community health and wellbeing programs
- # of community youth and adult education programs
- # of individuals trained and impact achieved
- # and impact of programs for the community

Management Approach

Across our global operations, our businesses and colleagues are committed to improving the livelihoods and sustainability of local communities. To achieve our goals, we implement robust initiatives that continue to focus on:

- Helping vulnerable people in need, including actions to fight poverty and modern slavery, build adequate shelter, and support veterans and healthcare needs
- Improving protection of local environments
- Providing disaster relief where needed
- Promoting women's rights and education
- Inspiring younger generations to develop careers in technology
- Supporting other important needs in local communities

Leveraging our resources and collaborating with local Non-Governmental Organizations (NGOs) to support these strategic areas, enables us to create a more substantive impact in the communities where we operate.

TTI business units across all our markets donate tools that are useful to the community, provide financial support to worthy causes and facilitate volunteering. Some business

units have a formal mechanism to select community engagement projects for employees. Others commit to annual sponsorships of projects while considering new engagement opportunities as needs arise. Some provide employees with paid volunteer time, allowing employees to volunteer for the charity of their choice. Our ESG Working Committee regularly reviews our progress in supporting communities to ensure our initiatives both align with our strategic priorities and are effectively implemented to achieve overall goals.

In 2020, we continued our corporate partnership with Habitat for Humanity by focusing on homelessness and the global response to COVID-19 pandemic.

Many of our initiatives in 2020 focused on health, safety and hygiene projects or involved home-bound activities to meet the specific needs of communities faced with the COVID-19 pandemic. In the face of COVID-19 pandemic restrictions and adapting to virtual programs when needed, we continued to be active in the fight against modern slavery, the promotion of women's rights and in supporting educational initiatives for youth.

Key Initiatives

Some of our key community engagement activities in 2020 are highlighted below.

Helping People in Need

Poverty Relief

While always a focus of our community support, poverty relief initiatives were even more critical during 2020 with communities impacted by the COVID-19 pandemic globally.

Asia

Our Hong Kong team participated in the Skip Lunch Day Program, benefiting street sleepers and residents in caged homes and cubicles, organized by the Community Chest. As part of this initiative, staff were encouraged to donate the equivalent of their lunch cost to those in need and received a coupon to redeem a complimentary drink at a local eatery as a reward for their donation.

Key Initiatives

Americas

To address hunger in the community, our Milwaukee office in Brookfield donated US\$75,000 to the Hunger Task Force of Milwaukee and 50 employees from Olive Branch donated non-perishable food to a hunger relief NGO for its Food Drive Project. Milwaukee Brookfield also provided the United Way charity with tools worth US\$17,960 for its community programs.

In Mexico, 35 colleagues participated in the Elderly Nursing Food Can Campaign. Employees were invited to donate canned and dry food, soup, personal hygiene items and adult diapers as part of a drive for those in need at a nursing home.

Our colleagues at TTIFC helped another important cause by making a cash donation, matched by TTI, to Classroom Central. This NGO helps students in need by providing free learning supplies to teachers. In addition, virtual events, food drives and monetary donations were made for other causes, ranging from youth in crisis and housing for low-income families, to parenting classes run by the NGO, The Relatives.

Eradicating Modern Slavery

Our responsible sourcing partnerships are critical not only for the sustainability of our business and supply chain, but to further social justice in vulnerable communities. We contributed US\$50,000 to the Better Mining Cobalt Due Diligence and Impact Program run by the RCS Global Group, which funds the monitoring of cobalt and copper mines in the Democratic Republic of Congo (DRC). This monitoring program ultimately improves the sustainability practices of the mines, thereby enhancing the socio-economic conditions of the wider community.

A partnership with



TTI also contributed US\$10,000 to the RMI Audit Fund which helps smelters and refiners that source from conflict-affected and high-risk areas (CAHRAs) conduct due diligence with capacity building or the help of a consultant. Enhancing the sustainability practices in CAHRAs contributes to the economic development of the surrounding local communities.

TTI has developed a relationship with the Mekong Club, a business association whose mission is to end modern slavery.

We are becoming an Association Member in 2021 in order to collaborate and gain support on our journey to eradicate forced labor.

Home-building Projects

Our home-building projects continue to be a key focus of our community outreach. Home improvement projects around sanitation and hygiene were particularly important due to these needs being heightened in response to the COVID-19 pandemic.

A global partnership with



Asia

In Asia, our ongoing projects with Habitat for Humanity support renovation programs and COVID-19 pandemic response projects, as well as house construction and sanitation activities. As part of these initiatives, we pledged power tools and cash worth US\$250,000 for programs that provide safe and decent shelter for families in need. In Hong Kong, TTI supported Project Home Works, which provided basic home repairs and renovation work for 12 low-income elderly families, single-parent families and physically-challenged people in 2020. We also supported a Deep Cleaning Program that provided home hygiene kits and deep cleaning services to 40 elderly families during the year. This also benefitted 20 low-income women by providing cleaning jobs.



Key Initiatives

In Vietnam, we supported programs that helped three families in need to build new houses and eight others to renovate their homes in 2020. We also funded the installation of two hand washing facilities and a waste management system to serve 500 students and teachers at a primary school. This was an extremely well-received renovation project given the hygiene concerns posed by COVID-19 pandemic.



Americas

Our housing initiatives with Habitat for Humanity continued in North America with Milwaukee Brookfield contributing tools worth US\$170,848 to projects. We also donated US\$33,032 worth of tools to the Manatee County Habitat project. Apart from cash donations, 59 employees volunteered to help with various building tasks for a house in Waukesha County and six volunteers assisted with tasks such as stocking, sorting donations and assisting customers and full-time staff at Habitat ReStore locations. In addition, nine employees volunteered to help with building and finishing tasks for a house in Milwaukee County and 23 volunteers helped to build storage sheds to be transported to different Habitat for Humanity locations. Five employees contributed 175 volunteer hours to Habitat for Humanity for a project in Anderson, South Carolina with TTI PE donating tools for the project.

Other than Habitat for Humanity, we also assisted 2x4 for Hope, a global NGO that provides shelter to those in need with a donation of tools worth US\$63,868. Other housing NGO projects that were supported with tools or cash donations include: Acts Housing (US\$11,621), The North Central Regional Council of Carpenters (US\$9,293), ReNew for Communities (US\$5,851), Revitalize Milwaukee (US\$30,000) and Acts Community Development Corporation (US\$30,000).

Support for Veterans

Supporting veterans has also been a longstanding commitment for TTI in North America. In 2020, we provided donations to various projects including the Center for Military Recruitment Veterans Employment (US\$25,000), the Milwaukee Homeless Veterans Initiative (US\$15,000) and the Veterans Outreach of Wisconsin (US\$15,000).

Healthcare Initiatives

In Mexico, N95 facemasks were donated to those in need, in response to the COVID-19 pandemic. Ten employees from TTI Mexico participated in this operation. In addition, Milwaukee Brookfield and TTIPE both donated US\$25,000 to the Morehouse School of Medicine. In Canada, our support took the form of fundraising activities. 15 employees participated in an indoor volleyball tournament to raise funds for Sick Kids Foundation, 30 employees participated in a running marathon benefiting the Canadian Red Cross, while 17 employees joined the National Cycling Challenge to raise money for the Heart Stroke Foundation, with the donation being tripled by Manulife Financial. TTIFC supported children battling cancer and their families through donations and in-kind contributions to help fund family programs, along with food and supplies donated to the NGO, Pinky Swear.

Environmental and Disaster Relief Initiatives

Environmental Projects

Asia

We partnered with Habitat for Humanity to provide education, access and systems providing clean and safe water resources for community members living in remote areas of Vietnam. Through our partnership, new latrines and water tanks were built, as well as a water pipeline connecting families to communal water stations. As part of the WASH program, training workshops for families and school children were organized to teach the importance of water and sanitation hygiene for 72 families and 300 children.

As part of our environmental efforts, we also donated tools and equipment to the arboriculture program at the Open University of Hong Kong Li Ka Shing School of Professional and Continuing Education. Our donation enabled an Arboriculture Workshop to be set up, providing hands-on training for tree management personnel.

In addition, and to promote sustainable product design initiatives, TTI partnered with the Low Carbon Design Society of Hong Kong (HKMMDA). As part of this engagement, TTI showcased examples of creative and structured approaches to corporate design strategy and management to encourage young scholars and entrepreneurs in the field.

Key Initiatives

Our contribution to the Better Mining Initiative and the RMI Audit Fund also had an environmental benefit as the programs run by these organizations improve the sustainability practices of mines, thereby improving the environmental management of these operations and thereby also benefitting the surrounding communities.

Disaster Relief Efforts

Americas

Our disaster relief initiatives centered on TTIFC's support of the Cookeville-Putnam County Tornado Relief Fund for victims of a tornado. We donated US\$10,000 for impacted community members as well as 100 RYOBI generators and two pallets of tools to help with rebuilding. A TTIFC Cookeville Employee Relief Fund was also set up on gofundme.com with funds going directly to employees who were affected by the tornado. Our Milwaukee Olive Branch operation also supported the Northcentral Electric Power Association by donating specific tools and accessories. As part of this effort, ten employees volunteered to assist areas struck by hurricanes to regain power.

Supporting Women and Girls

A partnership with



Asia

Our focus on programs for women continued with our partnership with the Asian University for Women (AUW). In 2020, TTI joined a mentorship program designed to provide upper-year students and alumni with the opportunity to enhance their academic experience and personal growth. AUW draws students from 18 countries in Asia and the Middle East, including from marginalized groups including Rohingya refugees, Bangladeshi textile factory workers, women from high-conflict zones including Afghanistan, Syria and Yemen, and women from tea plantations in India and Sri Lanka. By supporting this program, TTI is proud to champion the cause of women's education and help drive AUW's efforts to create international networks of women leaders and their supporters.



Americas

TTI Canada has continued its support of women in the skilled trades through Build a Dream, which spotlights career opportunities under skilled trades, STEM, emergency response, entrepreneurship and advancing women in society. Milwaukee Canada has contributed to Build a Dream at trade shows and virtual showcases through donations and is currently working with Build a Dream to develop a co-branded toolbox for women entering the trades.

Milwaukee Canada also supports Girls Can Too (GCT), a program focused on providing women with opportunities to learn about the environment and skilled trades in their communities and supporting hands-on training at job sites. Three female Milwaukee Canada representatives continue to be responsible for the program's power tool safety demonstrations. Milwaukee Canada has donated or subsidized all the tools used in the program.

Nurturing the Next Generation

Our business units support a number of educational initiatives for youth across the globe.

Asia

In Hong Kong, TTI is involved with the Scholarship for Future Stars program organized by The Commission on Poverty (CoP) and the Hong Kong Council of Social Service (HKCSS). Through this initiative we offered scholarships valued at US\$10,000 to youth from less-privileged backgrounds, helping them achieve upward social mobility through education. TTI provides design technology workshops for high school students from the English School Foundation's, West Island School (WIS). In 2020, in place of the student experience week in Dongguan, China, TTI facilitated a three-day interactive virtual study program from China to Hong Kong, presenting design, manufacturing, and engineering topics to the BTEC Engineering students. This experience allowed students to see the manufacturing theory they learned in school, applied at a professional level on actual machines.



Key Initiatives

The WIS program was similar to the TTI Summer Internship Program, which also provided presentations on design, manufacturing and engineering to students.



TTI executives also supported youth in the design industry by participating as:



- Final judges of product design for the DFA (Design for Asia) Awards at the Hong Kong Design Centre



- Virtual external examiners reviewing young talent at Technical and Higher Education Institute of Hong Kong



- Virtual external examiners reviewing young talent at the Ngee Ann Polytechnic in Singapore



- Virtual external examiners at the Technology-Online Design Talk at Queensland University

In addition, 92 TTI employees participated in a design competition run by the Guangdong University of Technology.

Australia and New Zealand

In Australia, 29 employees spent 1,479 hours with Technical and Further Education (TAFE) organizations to support apprentices. This involved conducting safety presentations, supporting TAFEs with loaned tools, providing new tools to try and trade out, as well as sharing knowledge around tools.

Americas

Our education initiatives in North America consisted of donations to NGOs including FIRST Robotics (US\$5,000) and the Milwaukee Science Education Consortium (US\$250,000). In addition, Milwaukee held an open career day session with Kids Building Wisconsin for school age children interested in learning about careers in the trades. Seventeen volunteers helped with management of the Milwaukee booth while ensuring the safety of participants and protection of Milwaukee's intellectual property. In addition, 13 volunteers from Milwaukee held a regional event with FIRST Robotics to provide local teams from various high schools the opportunity to test out their skills and the robots they created in a competitive environment.

Key Initiatives

Other Community Programs

Other community initiatives we supported by region are outlined below.

EMEA

In Dubai, employees, customers and community members participated in an online challenge to promote inclusion. The event titled, #ClimbwithRio was created by a TTI employee named Nick Watson who carried his son Rio, a 17-year old with physical challenges, on his back for the event. As part of the challenge, Nick climbed the equivalent height of the Burj Khalifa, the world's largest tower, on stairs at home. Thousands of people around the world joined in the challenge, safely from their homes due to stay at home directives in response to the COVID-19 pandemic. Ten participants from TTI took part in their own way, on their own time and using their own landmarks for their goal height. People of all ages and abilities found a way to get involved, embracing inclusion and raising funds for the organization Team Angel Wolf. This has motivated the team to expand the program further.

Americas

At TTI Canada, 17 employees worked with the Toronto Star Santa Claus Fund to deliver gifts to children in the Greater Toronto area, 90 employees sold cupcakes to raise funds for animals as part of the Canada Society for the Prevention of Cruelty to Animals (SPCA) and Humane Society Cupcake Day, and 64 employees raised money through their Virtual CN Tower Climb Event to support World Wide Fund for Nature (WWF).



Total donations to community initiatives amounted to
US\$1,463,000

606
TTI employees contributed
1,654
hours of their time to help with community projects

Progress in 2020

In 2020, our total donations to community initiatives amounted to US\$1,463,000. Over the course of the year, 606 TTI employees contributed 1,654 hours

of their time to help with community projects, which is quite remarkable given the COVID-19 pandemic restrictions.