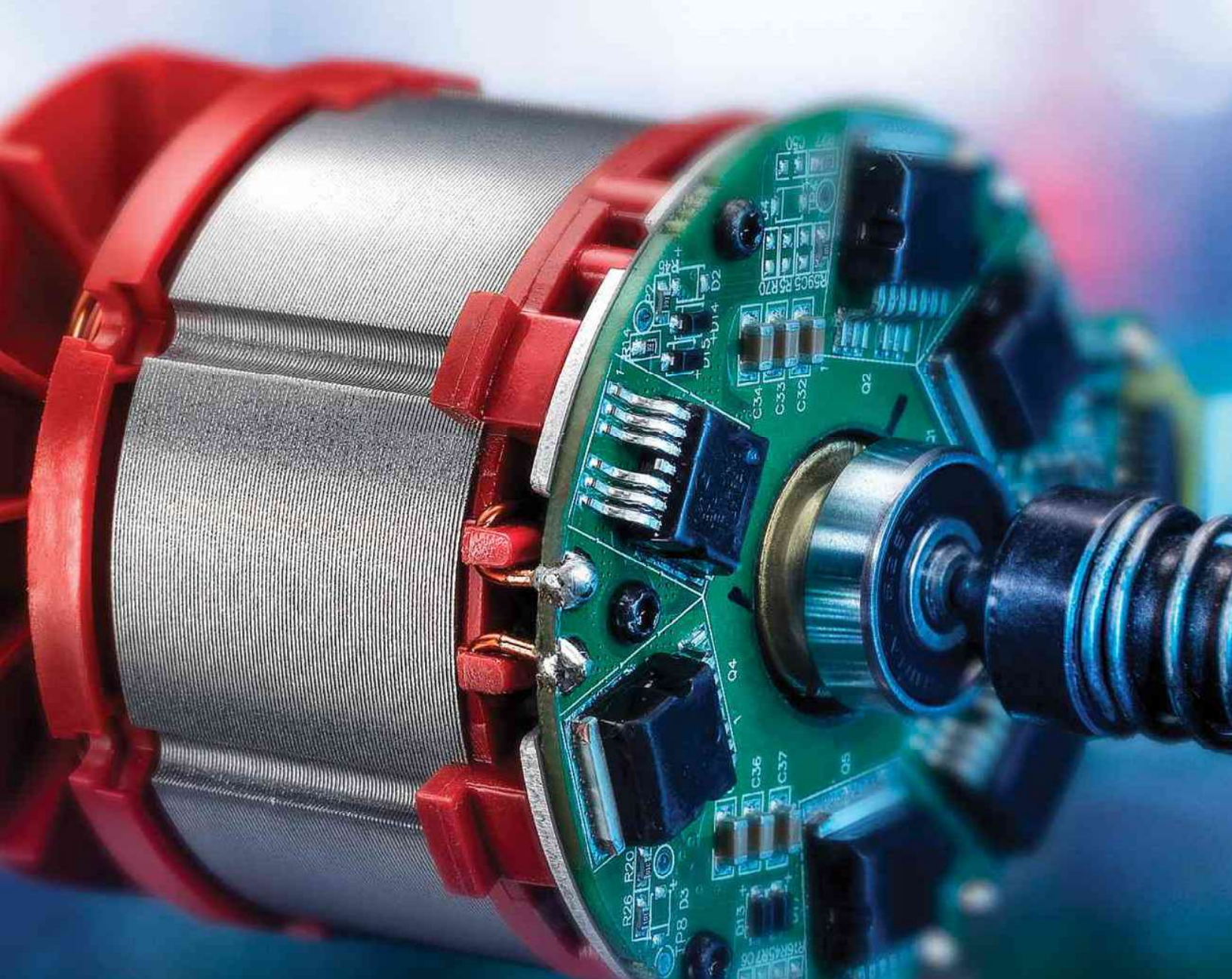


Supply Chain Management

TTI's relationships with an extensive global range of diverse suppliers are vital to our long-term success. Transparency, accountability and efficiency in our supply chain are essential as we strive to make our procurement more sustainable. Our commitment extends beyond simply complying with regulations, to supporting the long-term social, environmental and economic health of the communities along our supply chain. We are proud to partner with a number of organizations helping us in this journey.





Zero

high risk concerns identified in our Conflict Minerals and Cobalt Procurement Campaigns

Responsible Business Alliance

TTI became a supporter member of the RBA

Responsible Sourcing

Why it's Important

The sourcing of raw materials and all other activities along our supply chain have lasting environmental, social and economic impacts. Sustainable sourcing practices allow us to manage supply chain risk, ensuring business continuity and trust in our Innovative Products and Powerful Brands.

Impact along the Value Chain



Goals

We aim to maintain a sustainable sourcing strategy whereby our suppliers are in compliance with all ethical, social and environmental standards.



▶ Substantive initiatives to train, raise awareness, improve human rights and environmental impact in the supply chain

▶ Effective partnerships with NGOs in major countries of operations and where there is a greater risk of human rights violations within the supply chain

▶ Zero incidents of non-compliance with TTI's policies and codes with transparency in reporting and remediation when necessary, including incidents and reporting of child and forced labor

▶ Work with our suppliers to collect environmental data and set reduction targets for GHG emissions, energy and water consumption and set targets

▶ Partner with our suppliers in managing waste and promote reuse and use of recycled materials to further circularity in our supply chain

▶ Increase the traceability of key raw materials in our supply chain

KPIs

- # of supplier audits conducted
- # of suppliers given access to education/training/ sustainability enhancement programs
- # of suppliers trained on BPCoC
- # of cases of corruption
- # of cases of non-compliance with BPCoC
- # of cases of human or labor rights violations in the supply chain
- # of hotline cases addressed in a timely manner
- # of cases of environmental non-compliance in the supply chain
- Conflict minerals, cobalt and raw materials traceability
- # of training initiatives on responsible procurement
- # of partnerships and accomplishments

Management Approach

The nature of our global business means that TTI is dependent on an incredibly complex international supply chain. Given that we operate in a multi-polar economic system, risks such as trade tensions, extreme weather events, social and human rights violations and cyberattacks have long been factors we must consider. However, the occurrence of the COVID-19 pandemic in 2020 brought unprecedented challenges to both the health of people in our supply chain and the movement of goods across borders. Recent events have reinforced TTI's focus on enhancing sustainability practices across our value chain. Our responsible sourcing strategy is therefore built around preparing for future impacts and recognize that it is imperative we act now to ensure our business continuity.

Maintaining Accountability and High Standards

Responsible sourcing starts with transparency and a commitment to holding all our suppliers accountable to the same standards that we follow internally. Just as employees must adhere to a strict code of conduct and compliance policies, suppliers must acknowledge and comply with all TTI policies. Our main requirements for suppliers are outlined in our contractual and standard purchase order terms as well as our Business Partner Code of Conduct (BPCoC), which was re-launched in 2020 to address revised trade sanction provisions. Our Code is also consistent with the Code of Conduct of the Responsible Business Alliance (RBA), a multi-stakeholder organization that we joined as a supporter member in 2020.

Management Approach

The selection of suppliers at TTI is a process that involves careful oversight by our trade compliance, finance, legal, general compliance, procurement and quality teams. This process takes into consideration several criteria such as quality and reliability as well as environmental, social and governance factors, in addition to cost. All our business partners are checked against sanction lists and other compliance criteria. We mandate that our suppliers comply with labor standards, including no forced or child labor, discrimination or prevention of freedom of association for workers. Our suppliers must also comply with minimum wage requirements as per applicable local laws. In addition, we request that our suppliers have environmental management system certifications or systems that are in accordance with the principles of ISO standards. Our suppliers must comply with local laws when it comes to environmental protection and handling of waste.

Key Compliance Policies Accessible to Suppliers

- Governance

Social and Community

Environment
- Business Partner Code of Conduct

Anti-corruption Policy (updated 2019)

Policy Against Modern Slavery and Human Trafficking (updated 2019)

Conflict Minerals Policy

Cobalt Procurement Policy

Social & Environmental Responsibility (SER) Compliance Program (launched 2019)

TTI's environmental and social responsibility standards and expectations are available to all our suppliers online and discussed in person when new suppliers are engaged. These requirements are also frequently reiterated, specifically during conferences and when suppliers are being assessed and audited. We consider our suppliers to be true partners and assist them in enhancing their sustainability practices, this helps TTI achieve our own sustainability goals.

Supplier Compliance

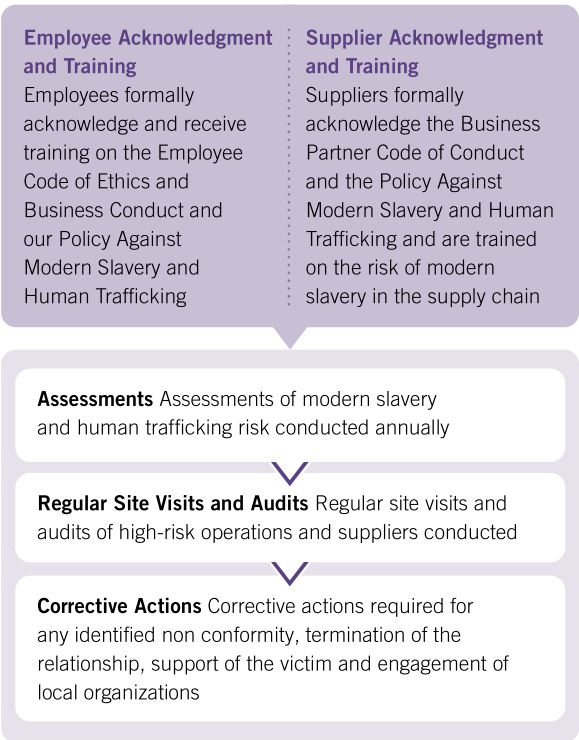
Suppliers are actively engaged in our Social & Environmental Responsibility (SER) Compliance Program. Suppliers can access training materials and acknowledge their acceptance of key compliance requirements and policies via our Online Compliance Platform. This platform also enables TTI to carry out a quick online review of supplier performance and any risks associated with particular suppliers. New suppliers are audited before they are engaged and assessed on a regular basis. More details on supplier engagement can be found in the section on Supplier Assessment and Auditing below.

TTI sees corruption and bribery in the supply chain as key risks, and misconduct is not tolerated. In addition to championing anti-corruption, our mandate extends to ensuring responsible social and environmental practices. We engage with suppliers to maintain accountability on pollution mitigation, resource, chemical and waste management and factory security as well as labor and human rights, and health, and safety conditions.

Human Rights Focus

We are continuously mapping the human rights risks in our supply chain and this has enabled us to prioritize and focus our strategy on countries and raw materials that pose the highest risk of human rights violations. Our Policy Against Modern Slavery and Human Trafficking specifically addresses TTI's expectations on upholding human rights standards and the consequences of non-compliance. All global suppliers are made aware of this policy and it is accessible across markets in local languages. This policy, the BPCoC and our policies on Conflict Minerals and Cobalt Procurement are available through our online platform and on our website (<https://www.ttigroup.com/our-company/about-tti/our-policies>). The communications around these materials ensure that our suppliers are clear on TTI's position of no child or forced labor.

Management Approach Steps to achieve supplier compliance on human rights standards and TTI's related policies are outlined below.



Suppliers and business partners are encouraged to report violations of our Code or policies, or any social or environmental non-compliance or issue. They can utilize our third-party operated, compliance hotline to proactively voice concerns or areas for improving overall performance. TTI is diligent about conducting thorough investigations if we receive complaints. In 2020, there were no complaints reported by our suppliers.

Supplier Assessment and Auditing

An important part of our SER Compliance Program is its ongoing auditing function. Audits are conducted before engaging any new supplier to establish their ESG practices are in accordance with TTI's policies, international standards and applicable local laws and regulations. Onboarding and ongoing compliance audits conducted by the SER Compliance, quality and sourcing teams or external auditors follow a detailed supplier scorecard. This scorecard is used to monitor wide-ranging issues pertaining to responsible sourcing including:

- Ethics, governance and anti-corruption
- Social standards, human rights, labor laws, as well as health and safety

- Environmental standards, hazardous substance management, compliance with ISO 14001 or other environmental management system requirements
- Factory security

If a supplier's previous audit resulted in an acceptable score, they are audited every 12 to 18 months, depending on the level of risk assessed. More frequent audits are required for suppliers that have corrective action plans (CAPs) that require completion. TTI monitors the implementation of CAPs on an ongoing basis and assists suppliers to demonstrate continuous improvement. Suppliers are then reassessed and terminated if major compliance issues are not corrected.

Conflict Minerals and Cobalt Procurement

TTI does not source directly from mineral sourcing companies, but our products, and in particular the electronics used in our products contain certain minerals. Our efforts to uphold human rights and responsible sourcing are reflected in TTI's Conflict Minerals Policy and Cobalt Procurement Policy and in the risk assessments of our supply chain, due diligence on our suppliers, and in our industry collaboration. Our policies outline requirements that all mined tantalum, tin, tungsten or gold (3TG) and cobalt used in our products must be from conflict-free, reputable sources, or from sources currently working with international bodies like the Responsible Mineral Initiative (RMI) to become certified as conflict-free. First initiated in 2015, our conflict minerals program continues to evolve. In 2019, we added oversight of cobalt and we are now considering other materials to meet the same stringent requirements.

Suppliers must acknowledge and implement these policies and provide details about their sources in prescribed declaration forms, specifically the Conflict Minerals Reporting Template and the Cobalt Reporting Template, which are completed annually. We also continue to work with a US-based, third party to collect and validate data from our suppliers and conduct analysis of compliance data and risk assessments when it comes to conflict minerals and cobalt procurement. In addition, we have been a member of the RMI since 2019 and became a supporter member of the RBA in 2020. RMI and RBA provide us with tools and the opportunity to exchange information as well as forge partnerships with other like-minded members as we work to strengthen responsible procurement in the global supply chain. Through RMI, TTI has access to Reasonable Country of Origin (RCOI) data validated through the Responsible Minerals Assurance Process (RMAP), an online smelter database and a country risk assessment platform to identify high-risk areas. These resources have enabled TTI to make increasingly responsible sourcing decisions and enhance the transparency of our procurement. More details about our memberships can be found in the Building Partnerships section below.

Management Approach**Building Partnerships**

In 2020, we continued the mapping of human rights risk in our supply chain as part of our membership commitment to the RBA. RBA is a coalition of leading companies working to improve efficiency and social, ethical and environmental

responsibility in the global supply chain. TTI fully supports the vision and the mission of the RBA, which drive sustainable value for workers, the environment and business through the collaborative efforts of members, suppliers and other stakeholders in alignment with leading standards and practices.

Key Initiatives

In addition to our ongoing actions to implement our SER Compliance Program, the key initiatives we undertook in 2020 to enhance how we address ESG risks in the supply chain are highlighted below.

- Putting in place a system of desktop audits for suppliers that could not be audited onsite due to COVID-19 pandemic restrictions
- Increasing the number of audits
- Training additional auditors to conduct SER compliance as part of our annual audits
- Continuing onsite audits as normal within markets like PRC, Taiwan and Vietnam, where there were no travel restrictions
- Conflict Minerals and Cobalt Procurement Campaign
- Launch our revised BPOC

We are aiming at partnering with our key suppliers in the value chain to reduce GHG emissions, water usage and waste. In the future we aim to monitor the following key indicators to enhance sustainable practices in our supply chain:

- Amount of energy consumed
- Amount of GHG emissions
- Amount of water consumed
- Amount of waste to landfill
- Amount of waste recycled
- Renewable energy projects

Progress in 2020

There were no high risk concerns identified in our Conflict Minerals and Cobalt Procurement Campaigns. Of the smelters identified in the Conflict Minerals Campaign, 15% indicated sourcing from the DRC and 96% were conflict-free certified. This brought the total amount of low-risk smelters to 98%, when considering those engaged in the Responsible Minerals Assurance Process (RMAP), RMI's assessment which validates smelters' management processes for responsible mineral procurement. Our Cobalt Procurement Campaign was run separately, and of the smelters identified, 86% were either certified or were engaged in RMAP.

Better Mining

Since December 2020, TTI has also supported the RCS Global Group by donating to and participating in the implementation of the Better Mining initiative. Better Mining is a mineral agnostic assurance and impact program that continuously improves conditions on and around Artisanal and Small-scale

Mining (ASM) sites. Advocacy organizations and media reports have identified ASM in the DRC as one of the key sources for potential human rights and other responsible sourcing risks in the cobalt supply chain. As per our Cobalt Procurement Policy, we are taking action to tackle this risk.

Through Better Mining, TTI receives in-depth due diligence data on risks at ASM sites. Measures implemented at ASM sites include training on security and human rights, as well as sensitization campaigns around child labor, corruption, theft and gender-based violence. These continuous improvement practices on ASM sites illustrate the benefits of our engagement with Better Mining. Considering that approximately two million people in the DRC count on ASM for their livelihoods, we believe that supporting Better Mining and the improvement of ASM conditions is paramount. TTI has taken on this action in accordance with the principles of the RBA and to fulfill our commitment to support communities.