



Techtronic Industries North America, Inc.

FORCED LABOR REPORT FOR TECHTRONIC INDUSTRIES NORTH AMERICA, INC.

This report is made in compliance with Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act") by Techtronic Industries North America, Inc. ("TTI North America"), and its subsidiaries. It outlines TTI North America's governance processes, existing measures, and progress made in the 2025 fiscal year to prevent and mitigate the risks of forced labor, child labor, modern slavery, and human trafficking across the supply chains we use.

Introduction to Company

Techtronic Industries Company Limited ("TTI", or the "Company"), founded in 1985 by German entrepreneur Horst Julius Pudwill, is a world leader in cordless technology. As a pioneer in Power Tools, Outdoor Power Equipment, Floorcare and Cleaning Products, TTI serves professional, industrial, Do It Yourself (DIY), and consumer markets worldwide. With more than 48,000 employees globally, the company's relentless focus on innovation and strategic growth has established its leading position in the industries it serves.

MILWAUKEE is at the forefront of TTI's professional tool portfolio. With global research and development headquartered in Brookfield, Wisconsin, the historic MILWAUKEE brand is renowned for driving innovation, safety, and jobsite productivity worldwide. The RYOBI brand, headquartered in Greenville, South Carolina, remains the top choice for DIYers and continues to set the standard in DIY tool innovation. TTI's diverse brand portfolio also includes trusted brands like AEG, EMPIRE, HOMELITE, and leading floorcare names HOOVER, ORECK, VAX, and DIRT DEVIL.

TTI's international recognition and renowned brand portfolio are supported by a strong ownership structure that underscores the company's global reach and stability. TTI is publicly traded on the Hong Kong Stock Exchange and is a constituent stock of the Hang Seng Index, operating globally with a strong commitment to environmental, social, and corporate governance standards.

Techtronic Industries North America, Inc.

450 East Las Olas Boulevard, Suite 1500, Fort Lauderdale, FL 33301 USA

Phone: (954) 541-9600 Fax: (954) 541-9610 www.ttigroup.com

Techtronic Industries North America, Inc., and its subsidiaries are ultimately owned by Techtronic Industries Company Limited. TTI imports and distributes predominantly cordless products into Canada from the U.S. As part of this process, TTI both manufactures and purchases finished products as well as parts and components globally from related and unrelated suppliers.

Our Values

We are dedicated to improving the lives of homeowners and tradespeople around the world: TTI is a world leader in cordless technology spanning Power Tools, Outdoor Power Equipment, Floorcare and Cleaning for the consumer, professional, and industrial users in the home, construction, maintenance, industrial and infrastructure industries. Our dedication to company-wide innovation has led to our cordless leadership position across all product categories that is transforming how work is conducted in these industries.

TTI communicates and enforces the values that drive our behavior: Our values are the foundation for all decision making and provide the guideposts for every internal and external interaction. We are diligent in ensuring that our values penetrate every level of our organization that translates into trusted relationships and long-term brand loyalty.

Core beliefs:

- Doing the Right Thing
- Treating Each Other with Integrity and Respect
- Building Strong, Trusted Relationships
- Giving Back
- Encouraging Innovative Spirit
- Exceeding Customer Expectations

From day one, superior quality has been the primary focus for TTI: Our holistic approach to quality permeates every element of our organization, from product design to manufacturing, from hiring processes to continuous leadership development training, and from supply chain execution to day-to-day consumer and professional interactions. Quality is the DNA of the TTI culture.

Human and Labor Rights

We believe that promoting a culture rooted in fairness, inclusion, and safety is essential to empowering our people and sustaining our global workforce. We are committed to a healthy working environment, free from forced labor and child labor, and to preventing modern slavery and human trafficking across our operations. To this end, we enforce a zero-tolerance policy for such practices.

TTI upholds the core labor standards and related guidelines established by the International Labour Organization. To ensure equitable treatment for all associates, we strive to comply with all international, national, state, and local employment laws. This means oversight of factors such as legal working age, hours, and permits.

To ensure our commitments to lawful labor practices are upheld, we have established robust monitoring and enforcement measures. These include ongoing processes for identifying, verifying, and addressing potential violations through regular monitoring and reviews. Enforcement of our standards includes verifying identification cards and drivers' licenses to confirm the legal working age of associates.

Regarding reporting concerns and addressing alleged violations, we have a continuous process in place for verifying, assessing, and resolving reported violations through monitoring procedures and audits. Our partnerships with global industry organizations further reinforce our responsibility to protect and promote human rights throughout our operations.

Our Policy Against Modern Slavery and Human Trafficking provides the framework for protecting human rights. TTI associates are responsible to comply with this policy as well as to our Code of Ethics & Business Conduct (CoC); suppliers are also required to adhere to the Policy Against Modern Slavery and Human Trafficking together with our Business Partner Code of Conduct (BPCoC). These standards explicitly prohibit human trafficking, forced labor, and the use of illegal child labor. All employees and suppliers are required to read, understand, and formally acknowledge compliance with these codes and policies.

To prevent and address risks of modern slavery and human trafficking, we implement the following measures across our operations and supplier network: inclusion of anti-slavery and human trafficking provisions in direct supplier contracts; modern slavery and human trafficking risk assessments with a 100% completion rate; supplier screening and relationship mapping via global trade compliance, sanctions, and supply chain risk management software solutions; site visits and audits focused on high-risk operations and suppliers; and corrective action plans where warranted.

We strive to fully comply with all applicable laws and regulations that have a significant impact on preventing child labor and forced labor across our operations and supply chain. During this reporting period, there were zero cases of human rights violations.

Policies, Procedures, and Training

Our policies affirm our commitment to preventing, detecting, and eliminating human trafficking, modern slavery, and related abuses within our organization and along our value chain. They outline potential red flags related to work and living conditions, poor health, or unusual work behavior. These indicators are designed to help associates and suppliers identify possible issues.

Our Code of Ethics & Business Conduct (CoC), Employee Handbook, and training materials are updated regularly to keep all associates current with these company guidelines. TTI's policies and procedures that address the Company's commitment to responsible sourcing are available on its website at <https://www.ttigroup.com/company/our-policies>. These policies include the Code of Ethics & Business Conduct, Complaint Resolution Policy and Procedure, Business Partner Code of Conduct, Policy Against Modern Slavery and Human Trafficking, Conflict Minerals Procurement Policy, Cobalt and Mica Procurement Policy, and Global Trade Sanctions Compliance Policy.

Our corporate policies are under continuous review to align with local regulations, emphasizing safe employment procedures and social principles. As a result, we are able to actively minimize the risk of non-compliance with laws and/or regulations in social and economic areas.

A comprehensive list of legal and regulatory requirements with the potential to significantly impact our operations and performance is publicly available through the HKEX ESG Reporting Guide Content Index on our website. This index outlines our adherence to labor, human rights, and health and safety standards, and is accessible to associates as well as external stakeholders. Oversight of these efforts is carried out by the Board's Sustainability Sub-Committee and ESG Working Committee, in close collaboration with our human resources teams.

Training on TTI's Code of Ethics & Business Conduct (CoC) and Policy Against Modern Slavery and Human Trafficking is mandatory for all employees. TTI's Online Compliance Platform allows business units to work with suppliers globally to improve the transparency of the Company's supply chain and the efficiency of the Company's data collection process. Through this platform, business units request supplier information, and suppliers access training materials and acknowledge their acceptance of key compliance requirements and policies.

Due Diligence and Remediation

Strong governance within the supply chain is essential to maintaining responsible and compliant operations. TTI enforces clear expectations for suppliers through structured measures that ensure adherence to environmental, social, and regulatory standards. Internally, we have strengthened responsible sourcing practices through enhanced screening, supplier relationship mapping, training programs, including procurement and compliance sessions conducted in partnership with our Group Director of Responsible Sourcing. We also maintain regular engagement with business units to ensure alignment on sourcing standards.

Our supply chain governance framework includes acknowledgment of the BPCoC, participation in compliance surveys, regular audits, and the issuance of Corrective Action Plans (CAPs) when non-compliance is identified. Additionally, suppliers are required to acknowledge our Policy Against Modern Slavery and Human Trafficking and complete an annual survey to assess related risks. Comprehensive supplier reviews are conducted through in-person audits led by SER compliance, quality, and sourcing teams, or by external auditors when necessary.

Audits are carried out by TTI's SER compliance, quality, and sourcing teams, as well as certified third-party auditors. We utilize recognized social audit methodologies, including the Sedex Members Ethical Trade Audit (SMETA) and the Business Social Compliance Initiative (BSCI) by amfori. Audits are conducted by independent firms approved by the Association of Professional Social Compliance Auditors. To date, TTI-owned sites have completed SMETA audits, and suppliers have undergone either SMETA or BSCI audits. Findings from these audits contribute to industry knowledge sharing and promote higher standards across the global supply chain.

Complementing these efforts, the SER online compliance platform enables suppliers to acknowledge key requirements and policies while allowing TTI to monitor performance and risks more efficiently. As part of our SER compliance program, all suppliers are required to sign an annual declaration confirming their understanding of and adherence to TTI's SER policies and standards. Annual supplier risk assessments are supported by global indices, including the GRI Index, Corruption Index, and Human Development Index, as well as partnership with the Mekong Club, membership in the Responsible Business Alliance (RBA), and Better Mining Initiative.

Our products, which include electronic components and batteries, may contain rare minerals that require stringent and responsible procurement practices. To address potential risks, we carry out supplier assessments, advocate for best practices, incorporate risk analysis into our procurement process, and actively participate in industry partnerships. Our Conflict Minerals Policy and Cobalt and Mica Procurement policies require all tantalum, tin, tungsten, gold, and cobalt originate from reputable sources or certified conflict-free entities. Suppliers are required to acknowledge and adhere to these policies by submitting annual conflict minerals and cobalt reporting templates that outline their sourcing practices. This information is reviewed and shared with sourcing leaders through our online SER compliance platform.

Our commitment to responsible sourcing and the protection of human rights has expanded significantly through memberships in global social responsibility organizations like the RBA and The Mekong Club. Within the RBA, we actively participate in various programs, such as the Responsible Labour Initiative (RLI), which fosters collaborative, cross-industry efforts to help address the underlying causes of forced labor. The RLI offers specialized services and tools to help establish company-level due diligence programs. Our memberships grant us access to crucial resources, such as Reasonable Country of Origin data. This information is verified through the RBA's Responsible Minerals Initiative (RMI) Responsible Minerals Assurance Process (RMAP), which employs an independent third-party assessment to evaluate smelter and refiner management systems and sourcing practices, to determine conformance with RMAP standards.

Additionally, our involvement in industry groups has facilitated participation in community impact initiatives, such as the Better Mining Initiative. This program is mineral-agnostic and focuses on assurance and capacity building to enhance conditions at artisanal and small-scale mining (ASM) sites in both the Democratic Republic of Congo and Rwanda.

Further, TTI uses third-party supply chain mapping and risk software to continuously map its supply chain and conduct internal assessments of modern slavery and human trafficking risks related to its activities and suppliers. Based on these assessments, TTI has developed and implemented an action plan to address identified risks, prioritizing activities and supply chains with the most severe forced labor and child labor exposure. TTI also maintains grievance mechanisms and remediation measures to address any identified instances of modern slavery and human trafficking.

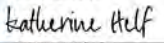
Recent assessments identified no forced labor risk indicators through Tier 3. Potential risks identified in Tiers 4–6 were thoroughly reviewed and determined not to be present in our supply chain, and risks beyond Tier 6 are reconciled through prior-tier evaluations. We continue to conduct due diligence, monitoring, and periodic assessments to uphold ethical sourcing and compliance across our global operations.

This risk-based approach supports our supply chain compliance management. Using advanced risk intelligence and mapping tools, we evaluate supplier relationships beyond direct vendors to include sub-suppliers and other critical partners. The resulting insights inform strategic decision-making and strengthen our ability to mitigate potential disruptions, ethical breaches, and environmental non-compliance. By identifying and monitoring suppliers to the lowest feasible tier, we improve supply chain visibility, validate compliance, and proactively scan for emerging issues. We also meet regularly with customers to share best practices for supply chain compliance, strengthening collaboration and reinforcing confidence in the integrity of our supply chain.

TTI has not identified any forced labor or child labor in its supply chains and, therefore, has not taken remediation measures specific to these issues during the reporting period.

Attestation

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act), and in particular section 11 thereof, I, Katherine C. Helf, in the capacity of Treasurer, attest that I have reviewed the information contained in the report on behalf of the governing body of the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this report.

DocuSigned by:

Katherine Helf

Katherine C. Helf

Treasurer

May 27, 2026

I have the authority to bind Techtronic Industries North America, Inc.