

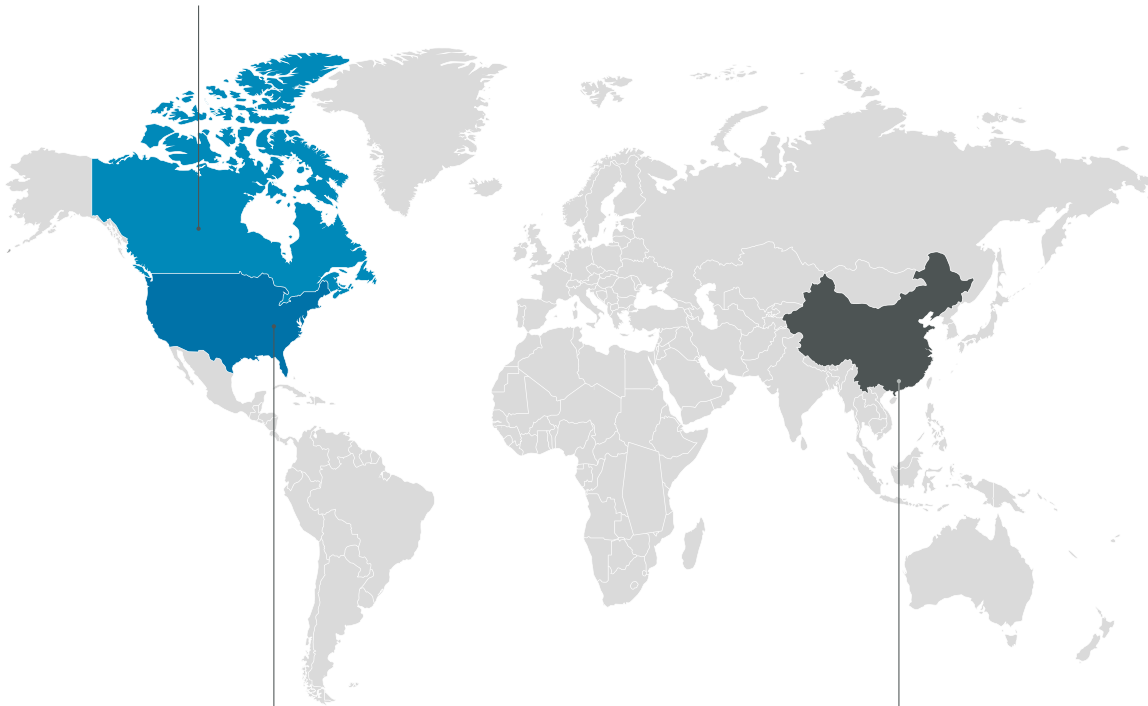
Regional ESG Achievements

TTI Canada: At TTI Canada, we are most proud of our Exceptional People, Operational Excellence and Commitment to the Communities in which we do business. The foundation of our organization is its people. At TTI Canada, we invest heavily in developing current and future leaders through recruitment, training and recognition programs. That investment in development, combined with a strong promote-from-within culture leads to strong, effective leadership, which keeps our company strategically focused on facing often unpredictable market forces.

Execution is the other side of the innovation coin. Without it, ideas remain ideas. At TTI Canada, we are passionate about being the very best in every aspect of our operation. We closely examine every detail from design engineering to supply chain logistics to eliminate waste

and improve productivity. Our operational teams have driven scalability utilizing our resources at a global level. In Canada, our business has grown by an astounding 55% since 2008. This tremendous growth has been fueled by hiring and retaining the best people.

At TTI Canada, we believe that “exceptional people drive exceptional results”. We also believe that to be an “exceptional company” we must support and give back to the communities in which we work. We survey employees to identify charities for engagement, with a focus on ones that have a team building component. To that end, TTI Canada employees have been walking, riding, stuffing stockings, climbing stairs, playing volleyball, working on construction sites, donating and participating in events to support a number of national and local charities.



TTI FC NA: We contracted with an electronics recycler to recycle all electronic components of returned/scrapped units. This includes all batteries, power cords, power adapters, etc., in addition to computer monitors and televisions. In Cookeville, TN we developed a Behavior-based Safety Program to observe and communicate with employees one-on-one concerning safe and unsafe behaviors.

TTI AIP: We have been awarded “Certificate of Green Supply Chain with 4 Stars” and “Manufacturing and Industrial Services (Certificate of Merit) under the Sectoral Awards of Hong Kong Awards of Environmental Excellence.

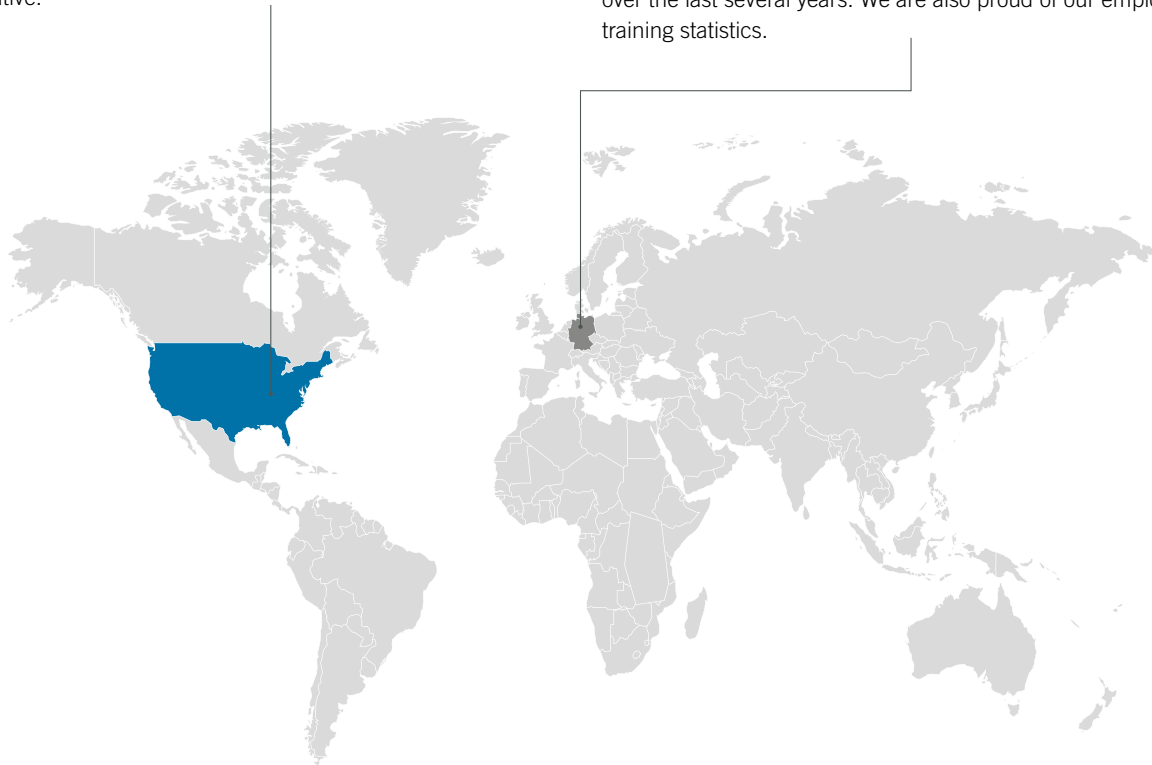
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TTI PE: We are contributing to the Anderson and Pickens Community by aggressively addressing legacy environmental issues created by previous owners of properties. All issues are currently contained and cleanup is well underway, including the 1,360 tons of soil removed and 338 gallons of groundwater treated in 2017. Also, TTI PE holds annual dinners for first responders in the community and provides other support. Our local charity budget is \$42,000 (tools and monetary). TTI PE recently led the industry in developing and introducing low-CO₂ emission generators and has received praise and recognition from the United States Environmental Protection Agency for this initiative.

Royal Appliance International GmbH: For the third year in a row, we have kept our heating costs low in the warehouse as a result of an agreement with the landlord to install an environmentally-responsible and highly-efficient heating system.

TTI GmbH: Performed a third-party energy audit and completed an economical assessment of improvement opportunities.

DreBo: Implementing continuous improvements and control mechanisms to our active employee health and safety process, has drastically reduced the amount of work place accidents over the last several years. We are also proud of our employee training statistics.



Improving ESG Performance

TTI Canada: We strive for continuous improvement in all areas of our business. We do this by engaging both our employees and suppliers in surveys to ensure we are meeting the demands of our people and community.

TTI FC NA: We conduct a formal greenhouse gas (“GHG”) emissions study of our manufacturing facility in Cookeville, TN and are developing an appropriate plan to reduce or eliminate where possible GHG emissions.

Empire: We seek to have a stronger contractor management program and stronger evacuation plan for employee attendance.

TTI Benelux: We look to motivate employees to choose E-company or hybrid company cars to reduce CO₂ emissions.

Royal Appliance International GmbH: Improve the lighting system within the building and warehouse.

TTI GmbH: Renovation and energetic remediation of the Quality/Reliability testing area and installation of solar panels.

DreBo: Analyze our energy consumption and savings potential through energy efficient lighting, insulation, and other means.

TTI ANZ: Opportunities exist to capture existing data from initiatives, as well as develop some low-cost/high impact involvement across community involvement and environmental impact.

