

MATERIAL TOPIC

Community Investment and Engagement

Investment in community development and the promotion of social equity creates shared prosperity, building trust and securing our long-term success.



 GOALS

 TARGETS

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| <ul style="list-style-type: none"> Support community livelihoods through investment and engagement activities | <ul style="list-style-type: none"> Increase our donation in cash and in kind to charities year over year |
| <ul style="list-style-type: none"> Establish strategic partnerships with industry partners and NGOs | <ul style="list-style-type: none"> Increase the number of employees and hours spent volunteering |
| <ul style="list-style-type: none"> Enhance talent and customer attraction through community engagement | <ul style="list-style-type: none"> Increase the number of community partnerships |

How We are Managing It

Our investment in community programs continued to be a priority in 2021. We contributed US\$1.9 million in cash donations to projects in this period. Our ESG Working Committee and HR departments across the globe play an active role in reviewing the progress of our community efforts, ensuring that investment projects are well implemented, aligned with the Company's strategy and meeting our goals. Our focus remains on a number of important causes including good health and wellbeing, human rights, poverty alleviation, improving infrastructure and reducing inequalities. In addition, we continue to contribute to the protection of local environments, disaster relief projects, promoting women's rights and education, and inspiring younger generations to develop careers in technology.

Support for these and other community challenges and opportunities takes the form of collaboration with NGOs, providing financial support, donation of tools and employee volunteering. Community project selection occurs through structured programs, annual commitments and engagement. Employees are encouraged to volunteer using paid working hours for this purpose.

KEY INITIATIVES AND PROGRESS IN 2021

Helping People in Need Pandemic Relief

In 2021, we continued to focus on COVID-related challenges. TTI donated US\$50,000 to Habitat for Humanity India's COVID-19 Emergency Appeal. In partnership with local governments and on-the-ground partners, the NGO set up Habitat Care Centers to equip underused healthcare or government buildings to treat mild and moderate COVID-positive cases. By providing patients with shelter for isolation or quarantine, family members were kept safe, and the existing healthcare infrastructure was kept from becoming overloaded. Once established, the Habitat Care Centers continued under the management of local hospitals.

Addressing Poverty AMERICAS

Our BUs in North America engaged in multiple initiatives to alleviate poverty in their communities. TTI NA donated food to the local shelter, Food Pantry of Broward, to support those in need during the holidays.

“We are grateful for our meaningful partnership with TTI. Long-term, cross-sector collaboration is vital to the sustainability of our programs and will impact the health and wellbeing of families and communities across the region.”

Jo Hayes
CEO of Habitat for Humanity Hong Kong

We also donated toys to support local children and families as part of a Toys for Tots Drive. TTI PE donated large food packages to the NGO, Harvest Hope, throughout a month-long food drive. Employees also pitched in, donating gifts to children through the Salvation Army, bread and food items to make sandwiches for the local Anderson Soup Kitchen, and canned food to the drive. TTI FC continued to support Classroom Central by donating cash for learning supplies through their virtual drive. We also supported the Pinky Swear Virtual Pantry Drive to stock onsite hospital food pantries and contributed to a lunch delivery for The Relative Foundation.

The Milwaukee team supported various hunger relief initiatives by stocking food boxes for local pantries, donating to canned food drives, as well delivering food and holiday boxes for families in need. We also harvested 36,839 kg of cabbage to feed Milwaukee's at-risk populations and participated in a 5K run hosted by the Mid-South Food Bank on Thanksgiving Day, to help generate awareness and funds to feed thousands of children, families and seniors. TTI Canada donated to the Daily Bread Food Bank and employees delivered

Christmas presents to underprivileged children as part of the Toronto Star Newspaper's Santa Claus Fund.

EMEA
TTI supported Little Home e.V. by building houses for homeless people in Germany.

ASIA
In Asia, TTI HK donated US\$50,000 to support the work of the Christina Noble Children's Foundation that cares for vulnerable children in Mongolia and Vietnam. We also supported the Commission on Poverty and the Hong Kong Council of Social Service's Scholarship for Future Stars by donating to help less privileged youth achieve upward social mobility through education. We made a donation to the Wednesday Afternoon Golf Society to help underprivileged children and those at-risk of commercial or sexual exploitation. We also contributed to The Hong Kong Society for Rehabilitation to support their "Paint A New Life" charity sale and exhibition in support of their mission to reintegrate the less privileged into society. We once again participated in the Skip Lunch Day program that included purchasing "Mooncakes for Charity Coupons" with

donations made for every box of mooncakes sold to benefit street sleepers and residents of cage homes and cubicles. These donations were allocated to the 165 social welfare member agencies supported by the Hong Kong Community Chest.

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 in 2020 to fund the Better Mining Cobalt Due Diligence and Impact Program run by the RCS Global Group to monitor cobalt and copper mines in the Democratic Republic of Congo (DRC). By identifying ways for the mines to adopt sustainability practices, the monitoring program helps improve the socio-economic and environmental conditions of the wider community. In 2021, we continued to be active in discussions with all stakeholders of the organization. TTI also developed a relationship with The Mekong Club, an NGO whose mission is to end modern slavery, and became an Association Member in 2021 to collaborate and gain support on our journey to eradicate forced labor.

Home-building projects

Home-building projects remain a very important part of our community engagement efforts.

AMERICAS

We continued with our Habitat for Humanity projects across BUs. These included projects such as:

- Women Build — a group of five from TTI PE coming together to help build a house structure
- Home-building — 26 volunteers from TTI Canada
- Shed Buildings — involving our Milwaukee teams

Milwaukee also partnered with the Milwaukee Homeless Veterans Initiative, to provide homeless and at-risk veterans with 300 kitchen kits as they transitioned into homes. The team also volunteered at two of Project Home's events to renovate and clean local apartment complexes and install windows

at a local veteran's home. In addition, volunteers helped Rebuild Upstate repair existing homes to make them safe and comfortable. Another team partnered with the Fuller Center to clean, paint and put the finishing touches on a new home for a low-income family. Also, 45 volunteers helped lead and direct a special project called "Block Build MKE". This is Revitalize Milwaukee's signature annual event that is held over a weekend, to transform multiple neighborhood blocks through everything from yard clean-ups and painting to skilled plumbing, window, electrical and flooring repairs. Yet another team came together to paint and landscape around the Don Miller Homes, an adult foster care facility for adults with varying abilities. We also continue to make donations of large products to the local American Legion Post 375 in Mukwonago to help maintain facilities that are used by multiple non-profits.

ASIA

Our Habitat for Humanity projects continued in Hong Kong, where 30 volunteers helped elderly and physically challenged residents to perform household repair and maintenance through the Project Home Works program. At TTI Vietnam, we also continued with our Safer and Cleaner Communities for a Healthier Life program, to which we donated US\$80,000. Through this program:

- five vulnerable households gained access to new, quality, affordable and safe homes that are resilient to disasters, and have appropriate water and sanitation facilities
- 12 households gained improved housing through renovations
- 20 households benefited from deep cleaning service
- 28 families gained access to clean water through a water pipeline installed at the Tan Trung commune, 31 families received water tanks, allowing them to store clean water for daily use and improve their health

conditions in the Tan Trung, Binh Xuan, Binh Dong and Long Chanh communes

- 104 vulnerable, low-income families and local partners learned about disaster-resilient construction, water, sanitation and hygiene (WASH), home maintenance and COVID-19 prevention
- 500 students benefited from improved hand-washing facilities and waste management system at Tan Trung Primary School, receiving hygiene kits as well as leaflets on COVID-19 disease prevention

Environmental and Disaster Relief Initiatives

Disaster Relief

AMERICAS

TTI NA engaged with the International Hurricane Research Center at Florida International University and the Museum of Discovery and Science to provide a hurricane preparedness workshop for families who live in vulnerable areas. The event was attended by 2,800 museum visitors and demonstrated actions using TTI's RYOBI tools that could be taken to prepare for storms. Tools were also donated to the museum as part of this activity. In another initiative, 600 MILWAUKEE tools and safety products were donated to assist with operations for Surfside Condo Collapse & Recovery efforts. In partnership with local associates, TTI assisted in recovery efforts alongside Broward Rescue Crews. In addition, TTI FC employees donated supplies such as water, non-perishable food items, flashlights and batteries, clothing and grooming kits to those impacted by Hurricane Ida.

EMEA

In Germany, our office organized a fundraising campaign to donate to "Aktion Deutschland Hilft" and supported other organizations such as Evangeliums Christen Gemeinde and Supplier Rhodus to help the victims of

catastrophic flooding in the western part of Germany. TTI supported Wolcraft GmbH by providing products to rebuild the Ahrtal region after massive flooding.

Environmental Projects

ASIA

TTI HK donated to several initiatives to raise awareness of environmental issues. This included a Green Carnival event and a clean up of Hong Kong's coastlines, organized by the Green Council. TTI HK also donated to "Green-related Projects" supported by the Community Chest, including the Green Low Carbon Day.

Nurturing the Next Generation

We continue to support the development of young people through educational initiatives and internships.



AMERICAS

Our Milwaukee team partnered with the Milwaukee Academy of Science (MAS) to create a state-of-the-art STEM lab for 250 students. The team raised funds for the MAS building expansion campaign. We also organized tours at three local National Electrical Contractors Association (NECA) training centers for four MAS students who are interested in a career in the trade.

We are working with the Western Washington Sheet Metal and Air Conditioning Contractors' National Association (SMACNA) chapter to donate tools, time and talent to the Heavy Metal Summer Camp that teaches around 60 high school students about the trades. 40 Milwaukee employees and 10 experts donated their time to the Milwaukee Tool Innovation challenge for LAUNCH with 50 teams and 160 students participating. In



In addition, we raised money for the Greenwood Scholarship fund to offer higher education scholarships to children of our employees. In 2021, we announced our corporate membership with the Milky Way Tech Hub, which is focused on fueling STEAM initiatives within Wisconsin's Southeastern workforce. We also supported STEM Forward to find volunteer judges and mentors for the Future City Competition, where middle schoolers imagine, research, design and build cities of the future. We are continuing to teach middle school students computer science skills focused on hardware and embedded systems.

EMEA

In Benelux, TTI supported Vraag en aanbold Internationaal, by providing used tools to be distributed to vocational schools in Africa.

Other Community Programs

Other community initiatives are shared below.

AMERICAS

TTI PE supported a variety of causes in 2021. The Ride to Remember initiative benefited the Alzheimer's Association and the Dragon Boat Upstate Festival supported cancer research and survivorship programs through the Prisma Health Cancer Institute. Volunteers also helped out at the Tri My Best event, the first annual adaptive triathlon for children with a range of abilities organized by the Shriners Hospital for Children. In addition, employees participated in the Tour De Tugaloo bike ride to raise money and awareness for preserving the historic community for the Stephens County Foundation.

TTI FC partnered with Signature Health Care to help local Alzheimer patients and supported the Susan G. Komen Race for a Cure in support of breast cancer patients.

At TTI Canada 125 employees sent in videos and pictures of pets for National Cupcake Day, generating donations for the Society for the Prevention of Cruelty to Animals (SPCA). The team also donated to the World Wide Fund for Nature (WWF) to support narwhals. As part of their commitment to the community, 30 employees cleaned litter in their surrounding areas and 25 employees brought in 80 kg of their old textiles to be donated to the Canadian National Institute for the Blind.

Supporting Women and Girls

TTI partners with the Asian University for Women (AUW), based in Bangladesh, to promote women's equality and education. TTI provides two students a year with internship positions at our head office in Hong Kong as part of the ongoing internship and mentorship programs. Interns are supported with travel and accommodation expenses and given a competitive salary for their work. In addition, and since 2020, Company executives have served as mentors, providing professional and career development advice to the students. TTI aims to continue to develop this mentorship program for young women through which they can connect, network and learn from professionals. The program also includes monthly sessions for upper-level students and the alumni of AUW, providing assistance with employment, business and career planning. Going forward, TTI will expand our commitment by engaging more of our employees to volunteer their time and share their talent by serving as mentors. These programs support AUW students who come from 18 countries in Asia and the Middle East, including those from marginalized groups such as the Rohingya refugees, vulnerable workers in the Bangladeshi textile factories or at tea plantations in India and Sri Lanka, as well as those from communities in the high-conflict zones of Afghanistan, Syria and Yemen.



“After graduating from Asian University for Women, I was unsure of my career trajectory as to whether to continue working or to pursue a master’s education. That is when I got introduced to TTI. Under the Company’s guidance, I was able to secure a place in a prestigious masters’ program along with an Erasmus Mundus scholarship, and an internship at TTI as an ESG intern.”

Athulya Purushothaman
AUW Student and TTI Intern

Our Milwaukee team further supported veterans by participating in the ribbon-cutting launch of the Center for Veterans Issues Woodshop. The Center helps to provide meaningful work and has a therapeutic effect on homeless veterans in the area. The team also sponsored the Helmets to Hardhats #WorkSiteWednesday heroes with a weekly tool donation. We donated bikes, helmets, locks and lights to promote the health and mobility of Milwaukee County veterans, as well as tents to the Sun Prairie Veterans of Foreign Wars, while helping serve at their food stand. Operation Back 2 School

was another initiative we contributed to, which supports veterans and their families by lessening the burden of back-to-school costs. We also donated jackets and socks to multiple veterans' organizations and volunteered at Stand Down Madison, an event geared towards providing resources to veterans experiencing homelessness. In addition, we supported fundraisers and events that allowed us to contribute to initiatives that provided 100 veteran families with Thanksgiving meals. We were honored to receive the Center for Veterans Issues

Community Impact Award for making a positive impact on veterans, their families and the community in 2021. At the annual Center for Veterans Issues Gala, we donated US\$30,000 to the development of a Mental Wellness Center for veterans. Our team also helped raise more than US\$300,000 and donated tools to the All Star Night for Stars and Stripes event, where our Milwaukee Tool Shed Band made an appearance.

For Mother's Day, the team assembled special gifts for the residents at the Golden Age Nursing

Home. We also supported Make-A-Wish Foundation by planning events for young people who have a keen interest in our industry. We gave Brock, an 18-year old, tools on his plumbing wish list and an exclusive tour of our Global Headquarters, and Noah, a 15-year-old boy battling lymphoma, a plant tour, the opportunity to build a corn hole set and a set of MILWAUKEE Tool products. Other teams came together to raise awareness about breast cancer by donating over 80 braids to create wigs for patients and organizing a raffle of 250 breast ultrasound procedures

for employees, to emphasize the importance of prevention measures. We continued to support the American Heart Association and Hard Hats with Hearts and in recognition of the construction industry's elevated health risk, our annual event for this cause helped raise US\$55,000 in just one night.

ASIA

At TTI HK, we joined a blood donation day organized by Hong Kong Red Cross, to give a helping hand in saving lives.

EMEA

In the United Kingdom, we partnered with The People's Dispensary for Sick Animals (PDSA) to support the NGO's National Pet Month with weekly competitions to win VAX floorcare products.

In Germany, TTI supported Utopiastadt gemeinnützige GmbH to restore a historical train station through a forum for continuous exchange of sustainable society concepts and ideas.



SPOTLIGHT

African Parks



TTI joins hands with African Parks to support Local Communities

TTI donated 2,075 power tools valued at US\$68,500 to 15 protected areas managed by African Parks, a non-profit conservation organization. The donation supports infrastructure development and park maintenance as well as employment for local communities in surrounding areas. TTI's tool donation helps African Parks more effectively address its core mission of protecting biodiversity and supporting local communities by building a constituency for conservation. This results in a range of social and economic benefits for the community and reinforces long-term support for the parks. African Parks builds schools, supports teachers and students and provides healthcare and jobs for the local community. These conservation efforts also have a ripple effect by creating ecologically functioning ecosystems that act as large carbon sinks to absorb GHG emissions in the atmosphere. Through our partnership with African Parks, we hope to play a part in supporting vulnerable communities and sustaining the long-term protection of the environment and its critical biodiversity.

