



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., and its subsidiaries. It outlines Techtronic Industries North America, Inc.'s governance processes, existing measures, and progress made in the 2024 fiscal year to prevent and mitigate the risks of modern slavery across the supply chain we utilize.

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 45,000 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 (based in Charlotte, North Carolina).

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.

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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

TTI's **Powerful Brands** embody a legacy of innovation, durability, reliability, safety, and sustainability, addressing the ever-changing demands of consumers. At the forefront of our approach is the responsible allocation of resources towards the development of our **Innovative Products**. We have transitioned users from traditional petrol, electric corded, manual, hydraulic, and pneumatic-powered solutions to cordless, battery-powered alternatives. This shift reduces the environmental, health, and safety impacts associated with outdated technologies.

Our success is continuously fueled by our **Exceptional People**. We are committed to hiring, developing, and retaining talent through programs like the Leadership Development Program, which is central to our strategy and culture. We cultivate a safe, diverse, and inclusive workplace where all associates thrive, contributing to the future success of our business.

We maintain a high standard of **Operational Excellence** at our manufacturing, distribution, service centers, and office sites across TTI. Implementing responsible practices in decarbonizing our operations, managing waste disposal, conserving natural resources, driving circular economy solutions and upholding ethical sourcing are all integral to our sustainable approach.

Human and Labor Rights

Respect for human rights is a fundamental expectation across our global operations. We are committed to maintaining a healthy working environment, free from forced or child labor, and eradicating modern slavery and human trafficking. As an industry leader, we uphold a zero-tolerance policy for such practices. This commitment is deeply rooted in our core values.

TTI adheres to the core labor standards and related norms set by the International Labour Organization. Our commitment includes meeting all statutory minimum wage laws in each country where we operate.

In regard to 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 commitment to safeguarding human rights.

Our policy against modern slavery and human trafficking serves as a framework for upholding human rights. Suppliers are responsible for confirming adherence to this policy, as well as to our TTI Business Partner Code of Conduct (BPCoC). Within these guidelines, we explicitly prohibit human trafficking and the use of forced or illegal child labor. We require all employees and suppliers to read, understand, and acknowledge compliance with our codes and policies.

The following are steps we take to verify, evaluate, and address modern slavery and human trafficking, both in our own and our supplier operations: Anti-Slavery/Human Trafficking provisions included in our direct supplier contracts; Modern Slavery and Human Trafficking Risk Assessments; Site visits and audits for high-risk operations and suppliers; Corrective Action Plans required for non-conformities uncovered.

Policies, Procedures, and Training

We strictly adhere to international, national, state, provincial, territorial, and local employment regulations to ensure equitable treatment for all associates. This includes monitoring factors such as legal working age, hours, and permits, across various markets. These standards are reinforced through targeted communications and training initiatives for both new hires and existing associates.

Our policies affirm our commitment to preventing, detecting, and eliminating human trafficking and modern slavery 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 TTI Code of Ethics and Business Conduct (CoC), employee handbook, and training materials are consistently updated to keep all associates informed of company guidelines. We have developed policies and procedures to address the Company's commitment to responsible sourcing available on its website at <https://www.ttigroup.com/company/our-policies>. These policies include its Code of Ethics and Business Conduct, Business Partner Code of Conduct, Policy against Modern Slavery and Human Trafficking, Conflict Minerals Policy, and Cobalt and Mica Procurement Policy. Additionally, our corporate policies are continuously reviewed to ensure alignment with local regulations, emphasizing safe employment practices and social responsibility principles. These efforts enable us to mitigate the risk of non-compliance with legal and regulatory requirements.

Accessible to both associates and any interested stakeholders, a full list of legal and regulatory requirements that may have a significant impact on our operations and performance is available. This list, encompassing labor, human rights, and health and safety standards, can be found in the HKEX ESG Reporting Guide Content Index on our website. The Board's Sustainability Sub-Committee and ESG Working Committee, along with our Human Resource teams, are responsible for evaluating our policies and initiatives in all these areas and overseeing the effectiveness of our management approach, updating it as needed.

Training on TTI's Code of Ethics 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 are able to access training materials and acknowledge their acceptance of key compliance requirements online.

Due Diligence and Remediation

Suppliers must acknowledge the Policy Against Modern Slavery and Human Trafficking and complete an annual survey to evaluate modern slavery risks. Each supplier undergoes a thorough review, with in-person audits conducted by SER compliance, quality, and sourcing teams, or external auditors as necessary. In addition, certified auditors from organizations such as RBA and the Supplier Ethical Data Exchange (SEDEX) help TTI to improve working conditions in its global supply chains. The results of these audits can be shared with other members of these organizations to enhance collective knowledge in the field.

Our SER online compliance platform supplements audits by facilitating supplier acknowledgment of key requirements and policies, enabling comprehensive monitoring of performance and associated risks. Supplier risk assessments are conducted annually, guided by tools such as the GRI Index, Corruption Index, and Human Development Index, accessible through memberships and partnerships with entities like the Mekong Club, RBA, and Better Mining.

Further, TTI has implemented a third-party supply chain mapping risk software and continuously maps and conducts internal assessments of slavery and human trafficking risks as they relate to its activities and supply chains. It has developed and implemented an action plan for addressing these risks, focusing on prioritizing activities and supply chains with the most severe risks of forced and child labor. It also has developed and implemented grievance mechanisms as well as measures to remediate any identified slavery or human trafficking.

Our products, including electronic components and batteries, may contain rare minerals that necessitate rigorous and responsible procurement practices. To mitigate associated risks, we conduct supplier assessments, promote best practices, integrate risk analysis into our procurement process, and engage actively in industry partnerships. Conflict Minerals Policy and Cobalt and Mica Procurement policies require that all tantalum, tin, tungsten, gold, and cobalt originate from reputable sources or certified conflict-free entities. Suppliers must acknowledge and comply with these policies, submitting annual conflict minerals and cobalt reporting templates that detail their sourcing. Using our online SER compliance platform, this data is reviewed and provided to sourcing leaders.

Our dedication to responsible sourcing and human rights protection has expanded significantly through memberships in global social responsibility organizations like RBA and The Mekong Club. Within RBA, we actively participate in various programs, such as the RLI, which fosters collaborative, cross-industry efforts to address the underlying causes of forced labor. The RLI also provides specialized services and tools to establish company-level due diligence programs. Our memberships provide us access to essential resources like Reasonable Country of Origin data. This is verified through the Responsible Minerals Assurance Process (RMAP), which uses an independent third-party assessment of smelter/refiner management systems and sourcing practices to validate conformance with RMAP standards.

Our industry memberships in groups like the RBA have also led to engagement in community impact programs such as the Better Mining Initiative. The Better Mining Initiative is a mineral agnostic assurance and capacity-building program that improves conditions on and around artisanal and small-scale mining (ASM) sites in the Democratic Republic of Congo and Rwanda.

To manage supply chain compliance efficiently and effectively, we employ a risk-based approach. This process includes, among other things, utilizing supply chain risk intelligence tools to map our supplier relationships through multiple tiers of suppliers and sub-suppliers. By actively identifying and monitoring suppliers to the lowest tier, we increase our visibility and knowledge so that we can assess existing compliance and examine the horizon for emerging issues. We also meet regularly with our customers to share best practices for supply chain compliance. All stakeholders benefit from this collaboration and knowledge sharing, and our customers have increased confidence in the integrity of our value chain.

TTI has not identified any forced or child labor in its supply chains and thus, has not yet taken any measures to remediate such issues.

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:

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Katherine C. Helf

Treasurer

May 30, 2025

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