

MODERN SLAVERY ACT TRANSPARENCY STATEMENT **FOR TECHTRONIC INDUSTRIES (UK) LIMITED**

This report is made in compliance with Section 54 (Transparency in Supply Chains) of The United Kingdom's Modern Slavery Act 2015 by Techtronic Industries (UK) Limited ("TTI") for the 2024 fiscal year. TTI recognises that communities, economies, and businesses thrive when workers' rights are protected and, as such, understands the risk of, and damage caused by, modern slavery to TTI's business.

Treating workers of all types - employee, contractor, student, migrant, temporary worker, and others - with dignity and respect is a fundamental component of TTI's commitment to acting as a good corporate citizen. Specifically, TTI is committed to a work environment free from forced labour or slavery, unlawful child labour, and the illegal movement of people for the purpose of slavery or human trafficking. TTI takes various actions to prevent the risks of modern slavery in its own operations and in its supply chains.

ABOUT US

TTI is part of Techtronic Industries Company Limited (the "Company"), 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. 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, USA, the historic MILWAUKEE brand is renowned for driving innovation, safety, and jobsite productivity worldwide. The RYOBI brand, headquartered in Greenville, South Carolina, USA, 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, USA).

Founded in 1985 and listed on the Stock Exchange of Hong Kong in 1990, the Company is included in the Hang Seng Index as one of their constituent stocks. With a robust brand portfolio, a global manufacturing and product development footprint, and a healthy financial position, the Company employs over 45,000 individuals and achieved record worldwide sales of USD \$14.6 billion in 2024.

TTI is a wholesale enterprise which receives its finished goods from our global supply chain. TTI is responsible for the sales, marketing, and distribution of power tools, hand tools, accessories and floorcare products.

OUR OPERATIONS AND SUPPLY CHAIN

The Company's operations around the world include manufacturing, R & D facilities as well as sales, marketing, and operations offices across North America, EMEA, Australia and New Zealand, Asia, and South America.

TTI sources its products from factories owned by the Company located in China and Vietnam.

MODERN SLAVERY – RISKS FOR TTI

TTI acknowledges that whilst the risk of modern slavery within our UK employee-base is very low, our overseas supply chains have a greater risk for modern slavery practices. When considering these risks, TTI also recognises that certain aspects of our supply chains may be exposed to heightened risks of modern slavery due to outsourcing, labour hire and country of sourcing. During this reporting period, the Company 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 labour. It also has developed and implemented grievance mechanisms as well as measures to remediate any identified slavery or human trafficking.

The Company's products, including electronic components and batteries, may contain rare minerals that necessitate rigorous and responsible procurement practices. To mitigate associated risks, the Company conducts supplier assessments, promotes best practices, integrates risk analysis into TTI's procurement process, and engages actively in industry partnerships.

PARTNERSHIPS

TTI's dedication to responsible sourcing and human rights protection has expanded significantly through memberships in global social responsibility organisations like Responsible Business Alliance (RBA) and The Mekong Club, a non-governmental organisation whose mission is to end modern slavery. Within RBA, TTI actively participates in various programs, such as the Responsible Labor Initiative (RLI), which fosters collaborative, cross-industry efforts to address the underlying causes of forced labour. 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 (RCOI) 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.

TTI's 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.

DUE DILIGENCE

As part of its Social and Environmental Responsibility (SER) compliance program, the Company requests our suppliers to sign compliance declarations annually. The SER compliance declaration confirms that the supplier understands and commits to complying with the company's SER policies and standards.

The Company's SER Compliance Program uses audits to manage corruption risks. These audits, performed by internal or third-party teams, reinforce the organisation's commitment to process compliance. Before engaging with suppliers, an initial audit determines if they meet the required standards for collaboration. Follow-up audits are scheduled every 12 to 18 months to confirm ongoing compliance.

Suppliers must acknowledge the Company's 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 organisations 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 organisations to enhance collective knowledge in the field.

The Company's 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.

RELEVANT POLICIES

The Company has a laser focus on the image and reputation of our organisation in how we conduct business in the global marketplace. Consequently, it has developed policies and procedures to address our commitment to responsible sourcing and, in particular, to the prevention of modern slavery and human trafficking in its operations and supply chain. These policies are published on the Company's website: <https://www.ttigroup.com/our-company/about-tti/our-policies/>

- **Code of Ethics & Business Conduct:** The code sets forth the rules and guidelines to fulfill the Company's commitment to conducting its business in a legal and ethical manner.
- **Complaint Resolution Policy and Procedure:** The organisation encourages anyone to report any action, situation or circumstance that appears to be in violation of the Code of Conduct or of any laws, regulations or other internal policies. This policy provides a mechanism for the reporting of such concerns anonymously if desired without fear of retaliation.
- **Business Partner Code of Conduct:** The code sets out the Company's requirements and principles which shall be complied with by Business Partners and their owners, subsidiaries, affiliates, directors, officers, employees, agents and subcontractors.
- **Policy Against Modern Slavery:** This policy defines the standards, expectations, and requirements that the Company's Group employees and Business Partners must follow to prevent Modern Slavery in its business operations and defines how the organisation will make efforts to avoid, detect and eradicate modern slavery from the Company's or Business Partners' operations. It also includes a non-exhaustive list of potential red flags and indicators of Modern Slavery.
- **Conflict Minerals Procurement Policy:** This policy reflects the Company's commitment to ensure that any Tin, Tungsten, Tantalum, and Gold ("3TG") sourced and used in its products are procured from reputable sources free from conflict or other human rights violations.

- **Cobalt and Mica Procurement Policy:** This policy reflects the Company's commitment to ensure that Cobalt and Mica ultimately used in its products do not come from mines sources and/or smelters who source Cobalt and Mica from a conflict-affected and high-risk area as defined by the OECD Due Diligence Guidance¹ or otherwise utilize forced labour or unlawful child labour.
- **Anti-Corruption Policy:** This policy is designed to prevent corruption in all of the Company's activities.
- **Anti-Trust Policy:** This policy guides employees on both the legal and Company-established rules on competition and fair business practices.
- **Global Trade Sanctions Compliance Policy:** This policy defines the rules, standards, and expectations that the Company and its suppliers must abide by to ensure that the organisation remains in compliance with all applicable export/import control laws, regulations and economic sanctions laws.

TRAINING

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.

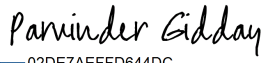
AWARENESS

The Policy Against Modern Slavery and Human Trafficking has been communicated to all our employees.

The Company produces annual reporting on all governance, environmental, social, community and supply chain management goals and initiatives which take into account legal compliance to global modern slavery frameworks. Our latest report can be located here: <https://www.ttigroup.com/sustainability/esg-reports/>

BOARD APPROVAL

This statement has been approved by the board of Techtronic Industries (UK) Limited on 11 June 2025. This statement has been published in accordance with the Modern Slavery Act 2015.

Signed by:

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