

GRI Content Index

For the GRI Content Index Service, GRI Services reviewed that the GRI content index is clearly presented and the references for all disclosures included align with the appropriate sections in the body of the report.



For the SDG Mapping Service, GRI Services reviewed that the disclosures included in the content index are appropriately mapped against the SDGs.

Techtronic Industries has reported in accordance with the GRI Standards for the period January 1, 2022 to December 31, 2022.

Disclosure: Full (F) Partial (P) Omit (O)

Item	Description- Disclosure Items	Page	Response	Reason for Omission	SDG
Universal Standards					
GRI 1: Foundation 2021					
GRI 2: General Disclosures 2021					
2-1	Organizational details	F p.4 p.4 p.4 p.5 p.128-129	Techtronic Industries Company Limited Publicly held corporation 29/F, Tower 2, Kowloon Commerce Centre, 51 Kwai Cheong Road, Kwai Chung, New Territories, Hong Kong TTI is a global organization. A list of countries in which TTI operates is included on p.128-129 of this report.	–	–
2-2	Entities included in the organization's sustainability reporting	F TTI Annual Report 2022 p.180-181 TTI ESG Report 2022 p.128-129 p.10	All entities included in TTI's Annual Report published simultaneously as this report are included in the GRI report. A consolidated list of material topics representing all Reporting Entities is included in our Materiality Assessment, updated in 2020 to establish an understanding of where the company is today by market standards for sustainability. We are leveraging the results of this assessment for updates to TTI's entire ESG strategy, including targets, programs and reporting approach.	–	–
2-3	Reporting period, frequency and contact point	F p.5 p.5	TTI reports on a calendar year cycle; this GRI Report is for Year 2022 Fiscal year ending Dec 31, 2022. Annual reporting cycle. Sustainability Report Publication Date – April, 2023 Financial Report Publication Date – April, 2023 ir@ttihq.com	–	–

Item	Description- Disclosure Items	Page	Response	Reason for Omission	SDG
2-4	Restatements of information	F p.114-129	2021 Emissions, Energy Consumption, Water Stewardship, and Waste Management metrics have been restated due to additional data found through our internal reviews. The impact of these restatements is less than 2% and has no effect on targets set.	–	–
2-5	External assurance	P –	TTI's policy and practice with regard to seeking external assurance of the report is to engage an independent information management system provider to establish and maintain the company's data and information collection mechanism, including data extraction and review. In addition, internal controls over the integrity of the mechanisms and content, include management oversight, review and approval processes. This report is not externally assured	–	–
2-6	Activities, value chain and other business relationships	F p.4 p.4	Power Tools, Accessories, Storage, Hand Tools, Outdoor Power Equipment, and Floorcare and Cleaning for do-it-yourself (DIY), professional and industrial users in the home improvement, repair, maintenance, construction, and infrastructure industries. The Company is a fast-growing world leader in Power Tools, Accessories, Storage, Hand Tools, Outdoor Power Equipment, and Floorcare and Cleaning for do-it-yourself (DIY), professional and industrial users in the home improvement, repair, maintenance, construction, and infrastructure industries. In 2022, TTI had worldwide sales of US\$13.3 billion and over 44,000 employees.	–	–

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			<p>The Company's products are manufactured using resins, ferrous and non-ferrous metals including, but not limited to, steel, zinc, copper, brass, aluminum and nickel. The Company also purchases components such as batteries, motors, and electronic components to use in manufacturing and assembly operations along with resin-based molded parts. The raw materials required are procured globally and generally available from multiple sources at competitive prices.</p> <p>Power Equipment</p> <p>The Power & Equipment segment is comprised of the Power Tools, Accessories, Storage, Hand Tools and Outdoor Power Equipment businesses. The segment sells its products to professional end users, distributors, independent dealers, retail consumers and industrial customers in a wide variety of industries and geographies. The majority of sales are distributed through retailers, including home centers, mass merchants, hardware stores, and retail lumber yards, as well as third-party distributors, independent dealers, and a direct sales force.</p> <p>Floorcare & Cleaning</p> <p>The Floorcare & Cleaning segment is comprised of the Cordless Cleaning and Carpet Washing & Spot Washing businesses. The segment sells its products to professional end users, distributors, independent dealers, retail consumers and industrial customers in a wide variety of industries and geographies. The majority of sales are distributed through retailers, including home centers, mass merchants, automotive stores, as well as third-party distributors, and independent dealers.</p>		

Item	Description- Disclosure Items	Page	Response	Reason for Omission	SDG
2-7	Employees	P p.118-127	See p.118-127 for Performance Metrics: Workforce KPIs Omitting non-guaranteed hour employees breakdown due to data being unavailable.	-	8, 10
2-8	Workers who are not employees	P p.118-127	See p.118-127 for Performance Metrics: Workforce KPIs	-	8
2-9	Governance structure and composition	F p.82-99	<p>The Board of Directors is designed to provide independent oversight of the company and management to establish and review progress on short-term and long-term strategy, risk, and culture; environmental, social, and governance oversight; and executive compensation. This framework ensures accountability to our shareholders through governance policies aligned with best practices.</p> <p>Audit Committee, Nomination Committee and Remuneration Committee. A member of the committee holds one Chair position maximum.</p> <p>See the 'Corporate Governance Report' in the Annual Report on p.61-75 and the ESG Report on p.82-99</p>	-	5,16
2-10	Nomination and selection of the highest governance body	F https://ir.ttigroup.com/assets/pdf/cg/nd.pdf	See the 'Corporate Governance Report' in the Annual Report on p.61-75 and the ESG Report on p.82-99 https://ir.ttigroup.com/assets/pdf/cg/nd.pdf	-	-
2-11	Chair of the highest governance body	F p.82-99	The Executive Chairman of the Board of Directors is not a senior director at TTI	-	16

Item	Description- Disclosure Items	Page	Response	Reason for Omission	SDG
2-12	Role of the highest governance body in overseeing the management of impacts	F p.82-99	<p>See the 'Corporate Governance Report' in the Annual Report on p.61-75 and the ESG Report on p.82-99</p> <p>We place a high priority on regular, year-round proactive engagement with our shareholders to better understand their perspectives about our Company and the market generally. Board composition and structure, risk management, human capital management, diversity and inclusion, the Company's plan to address climate change in its supply chain and through innovation and product design, and our executive compensation program.</p> <p>The feedback we received from shareholders was evaluated by management, and management and the director participants then shared feedback with the Board. Engagement with shareholders has enabled us to better understand our shareholders' priorities and evaluate and improve our governance practices. We continually incorporate shareholder feedback into the review of our governance practices, and we have clarified certain disclosures relating to our compensation program, among other matters, as a result of our engagement process</p> <p>See the 'Corporate Governance Report' in the Annual Report on p.61-75 and the ESG Report on p.82-99</p>	-	16
2-13	Delegation of responsibility for managing impacts	F p.82-99	See the 'Corporate Governance Report' in the Annual Report on p.61-75 and the ESG Report on p.82-99	-	-
2-14	Role of the highest governance body in sustainability reporting	F p.5	TTI's previous Report was endorsed by the Board of Directors (the "Board") on March 2, 2022, as was this Report on March 1, 2023.	-	-

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2-15	Conflicts of Interest	F -	<p>Acting in TTI's best interests and demonstrating loyalty to our Company is critical. If each of us acted out of our own self-interest to the detriment of the Company, or took a Company opportunity for personal gain, our Company would suffer. We would hurt our coworkers, shareholders, customers and communities. That is why we must be mindful of situations that could present a conflict between our personal interests (or the interests of our immediate family) and the interests of our Company, and if presented with such a situation, we must fully disclose the facts to a supervisor or the Legal Department & seek guidance on how to handle the situation.</p> <p>Conflicts of interest can also arise when we receive improper personal benefits as a result of our position at TTI. These can include:</p> <ul style="list-style-type: none"> • Kickbacks • Lavish gifts • Payments • The use, loan or transfer of cash, goods or property • Interest in a business • Services <p>It is not possible to list, in detail, all of the potential conflicts that may arise in the course of our work for TTI. This makes it all the more important to exercise caution and good judgment in entering into any business relationships, investments or activities that could interfere with TTI's operations or interests or influence our judgment or behavior in a way that favors our personal interests over those of the Company.</p>	-	-

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2-16	Communication of critical concerns	P p.82-99	<p>Our Audit Committee routinely discusses with management the Company's financial risk exposures and the steps management has taken to monitor and control such exposures, including cybersecurity risk, the Company's risk assessment and compliance policies. The Audit Committee regularly reviews compliance and disclosure control procedures, including related to cybersecurity policies, procedures and disclosure. The Committee also reviews our enterprise risk management process. Our Remuneration Committee oversees the operation of the Company's compensation programs to ensure that the compensation programs do not encourage unnecessary or excessive risk-taking.</p> <p>In addition, the full Board reviews the Company's risk management program and its efforts to mitigate risks to the Company from extraordinary liabilities or losses on at least an annual basis. The Board is committed to having individuals experienced in risk management on the Audit Committee and the Remuneration Committee, as well as on the full Board.</p>	-	-

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2-17	Collective knowledge of the highest governance body	P p.82-99	<p>To ensure all Directors are aware of the current trends in the commercial and regulatory environment in which the Company conducts its business, the Company provides regular updates, training and written materials to them on relevant laws, rules and regulations. In order to ensure that the Directors' contribution to the Board remains informed and relevant, the Directors are encouraged to participate in various professional development programs such as seminars, webcasts and relevant reading materials, especially in relation to compliance requirements to develop and refresh their knowledge and skills and the latest updates on relevant rules, regulations.</p> <p>All Directors participate in continuous professional development as set out in code provision C.1.4 of the Corporate Governance Code. According to the records of training provided by each Director to the Company, the training received by the Directors in 2022 is summarized in the table on p.86.</p>	-	-
2-18	Evaluation of the performance of the highest governance body	P p.82-99	<p>Under our annual incentive award program, awards are typically earned or forfeited at the end of the performance year depending on the achievement of Revenue, Gross Profit, EBIT, Diluted EPS, and Total Shareholder Return performance goals.</p>	-	-

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2-19	Remuneration policies	P p.82-99	The responsibilities of the Remuneration Committee include, but not limited to, developing and administering a fair and transparent procedure for setting policy on the overall human resources strategy of the Group and the remuneration of Directors and senior management of the Group, and determining their remuneration packages, on the basis of their merit, competence and qualifications, and having regard to individual performance, the Company's operating results and return to shareholders, and comparable market statistics. The Remuneration Committee makes recommendations to the Board on the remuneration packages of Executive Directors and senior management, including, without limitation, base salaries, benefits in kind, incentive payments and grants, and consults the Chairman and/or Chief Executive Officer for the proposals of other Executive Directors' remuneration packages. The Remuneration Committee also makes recommendations to the Board on the remuneration of Non-executive Directors and Independent Non-executive Directors. The Remuneration Committee reports directly to the Board on its decisions or recommendations and with access to sufficient resources and professional advice if necessary.	-	-
2-20	Process to determine remuneration	P p.82-99	The Group engages a global executive compensation consulting firm as an independent third party to assess the competitiveness of compensation of the Chairman, the CEO and other Executive Directors. The compensation packages of the Group's Executive Directors were assessed relative to similar positions at 20 peer companies operating in the same or adjacent industries. The consultant's assessment took into account the Group's absolute share price, financial and operational performance, as well as that performance relative to the peer companies.	-	-

Item	Description- Disclosure Items	Page	Response	Reason for Omission	SDG
2-21	Annual total compensation ratio	O -	-	Information Unavailable: We are working on a consolidation process for the median salary (excluding our highest paid individual) and plan to report this metric in subsequent reports.	-
2-22	Statement on sustainable development strategy	F p.2-3	See 'Vice Chairman's Letter' on p.2-3	-	-
2-23	Policy commitments	P p.38-41 p.60-79 p.94-95 p.98-99 p.102-107	See 'Environmental Management' on p.38-41 See 'Social and Community' on p.60-79 See 'Risk Management and Internal Controls' on p.94-95 See 'Oversight of Sustainability' on p.98-99 See 'Ethics and Integrity' on p.102-107	-	16
2-24	Embedding policy commitments	P p.64-69 p.102-107	Code of Ethics and Business Conduct, Anti-Trust and Competition, and Harassment Prevention, Anti-Discrimination, and Anti-Retaliation training, among others, are provided to employees and the content is regularly reviewed and updated. All employees have access to the LearnTTI platform where the trainings are available. Employees are encouraged to raise any concerns through multiple channels, including through the compliance hotline. Additional information regarding the Company's Human Capital programs and initiatives is available on p.102-107	-	-

Item	Description- Disclosure Items	Page	Response	Reason for Omission	SDG
2-25	Processes to remediate negative impacts	P p.102-107	Our Company follows all applicable national, state, provincial and local employment laws designed to protect the rights of individuals. These include regulations on pay rates, overtime, occupational health and safety and equal employment opportunity. If you witness or experience discrimination or harassment in the workplace, or have concerns that employment laws are otherwise not being upheld, you should report them to your Supervisor or Human Resources Department. TTI does not permit retaliation, directly or indirectly, against anyone for reporting, in good faith, suspected violations of this Code.	–	–
2-26	Mechanisms for seeking advice and raising concerns	P p.102-107	TTI welcomes proactive reporting of any compliance issues to improve our overall performance when it comes to sourcing responsibly. We have a third-party operated compliance hotline for suppliers and business partners to report violations of our policies, or any ESG concerns. We take complaints very seriously, actively investigate them and implement remediation measures as appropriate. Details on our management of complaints and corrective measures, including for suppliers and other business partners, can be found in the Ethics and Integrity section of this Report on p.102-107	–	16
2-27	Compliance with laws and regulations	F p.86	No cases of non-compliance with environmental laws and/or regulations Content Index TTI has not identified any non-compliance with laws and/or regulations in the social and economic areas.	–	16
2-28	Membership associations	P p.108-113 & p.74-79	See Supply Chain Accountability & Community Investment & Engagement section	–	–

Item	Description- Disclosure Items	Page	Response	Reason for Omission	SDG
2-29	Approach to stakeholder engagement	P –	The percentage of total employees covered by collective bargaining agreements at TTI is 15%.	–	–
2-30	Collective bargaining agreements	P p.65	We ensure that freedom of association and collective bargaining is also respected in accordance with local regulations within our operations and supply chain.	–	8
GRI 3: Material Topics 2021					
3-1	Process to determine material topics	F p.10	See Material Topics, Sustainable Products, Climate Change, Resources, Materials & Waste, Empowering People, Health, Safety & Wellbeing, Community Investment & Engagement, Ethics & Integrity and Supply Chain Accountability Materiality Assessment	–	–
3-2	List of material topics	F p.10 p.28-35 p.44-51 p.52-57 p.64-69 p.70-73 p.74-79 p.102-107 p.108-113	Materiality Assessment Sustainable Products Climate Change Resources, Materials, and Waste Empowering People Health, Safety and Wellbeing Community Investment and Engagement Ethics and Integrity Supply Chain Accountability	–	–
3-3	Management of material topics	P p.28-35 p.44-51 p.52-57 p.64-69 p.70-73 p.74-79 p.102-107 p.108-113	See Material Topics, Sustainable Products, Climate Change, Resources, Materials & Waste, Empowering People, Health, Safety & Wellbeing, Community Investment & Engagement, Ethics & Integrity and Supply Chain Accountability	–	–

Item	Description- Disclosure Items	Page	Response	Reason for Omission	SDG
Reporting Section: Products					
Material Topic: Sustainable Products					
GRI 3: Material Topics 2021					
3-3	Management of material topics	P	Sustainable Products p.28-35 Environmental Management p.38-41	–	–
GRI 416 Customer Health and Safety 2016					
416-1	Assessment of the health and safety impacts of product and service categories	F	Health, Safety & Wellbeing p.70-73	–	–
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	F	Health, Safety & Wellbeing p.70-73	During this reporting period, there were no violations of health and safety regulations	16
GRI 417 Marketing and Labeling 2016					
417-1	Requirements for product and service information and labeling	F	Sustainable Products p.28-35 Resources, Materials & Waste p.52-57 Health, Safety & Wellbeing p.70-73	We provide information on all our products regarding the country of origin, and comply with local regulations in relation to substances that may produce environmental or social impact. We also provide information on the safe usage of our products and disposal of the same. This information is available on our products, packaging and/or our owner's manuals. The marketing of our products is managed by individual regions, but we have a robust global system to assess and substantiate all claims to ensure that they are true and match the product's performance.	12
417-2	Incidents of non-compliance concerning product and service information and labeling	F	–	There were no incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling.	16
417-3	Incidents of non-compliance concerning marketing communications	F	–	There were no incidents of non-compliance with regulations and/or voluntary codes concerning marketing and communications.	16

Item	Description- Disclosure Items	Page	Response	Reason for Omission	SDG
Reporting Section: Environment					
Material Topic: Climate Change					
GRI 3: Material Topics 2021					
3-3	Management of material topics	P	Climate Change p.44-51 Environmental Management p.38-41	–	–
GRI 302 Energy 2016					
302-1	Energy consumption within the organization	P	Climate Change p.44-51 Performance Metrics: Environmental KPIs p.114-117	Information partially available — TTI's total consumption from renewable sources represents 15% of total energy consumption and will be more detailed in subsequent reports.	7, 8, 12, 13
302-3	Energy intensity	P	Performance Metrics: Environmental KPIs p.114-117	Information unavailable — Types of energy and other detail on the intensity ratio will be disclosed in subsequent reports.	7, 8, 12, 13
302-4	Reduction of energy consumption	F	Climate Change p.44-51	–	7, 8, 12, 13
GRI 305 Emissions 2016					
305-1	Direct (Scope 1) GHG emissions	P	Climate Change p.44-51 Performance Metrics: Environmental KPIs p.114-117	Information unavailable — Data on other direct (Scope 1) GHG emissions not available for reporting yet. TTI will review the data for subsequent reports.	3, 12, 13
305-2	Energy indirect (Scope 2) GHG emissions	P	Climate Change p.44-51	–	3, 12, 13

Item	Description- Disclosure Items	Page	Response	Reason for Omission	SDG
305-3	Other indirect (Scope 3) GHG emissions	P –	–	Information unavailable — Data on indirect (Scope 3) GHG emissions are not available for reporting yet. TTI will further review the data for subsequent reports.	3, 12, 13
305-4	GHG emissions intensity	F Performance Metrics: Environmental KPIs p.114-117	–	–	–
305-5	Reduction of GHG emissions	F Climate Change p.44-51	–	–	–
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	P Climate Change p.44-51	–	Information unavailable — TTI has not consolidated all standards and methodologies. These will be disclosed in subsequent reports.	–
Material Topic: Resources, Materials & Waste					
3-3	Management of material topics	P Resources, Materials & Waste p.52-57 Environmental Management p.38-41	–	–	–
GRI 301 Materials 2016					
301-1	Materials used by weight or volume	P Performance Metrics: Environmental KPIs p.114-117	–	Information unavailable — Percentage of renewable input materials is not available for reporting yet. TTI will further review the data for subsequent reports.	8, 12

Item	Description- Disclosure Items	Page	Response	Reason for Omission	SDG
GRI 303 Water and Effluents 2018					
303-1	Interactions with water as a shared resource	P Resources, Materials & Waste p.52-57	–	Information unavailable — TTI withdraws water in each of its business unit locations but has not yet engaged with stakeholders on local water impacts. TTI will further review the data for subsequent reports.	6, 12
303-3	Water withdrawal	P Resources, Materials & Waste p.52-57 Performance Metrics: Environmental KPIs p.114-117	–	Information unavailable — Total water withdrawal from all areas and areas with water stress will be disclosed in subsequent reports.	6
303-5	Water consumption	P Resources, Materials & Waste p.52-57 Performance Metrics: Environmental KPIs p.114-117	–	Information unavailable — Total water consumption from all areas and areas with water stress will be disclosed in subsequent reports.	6
GRI 304 Biodiversity 2016					
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	P –	–	Information unavailable — Information in relation to operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas are not available for reporting yet. TTI will further review the this for subsequent reports.	–

Item	Description- Disclosure Items	Page	Response	Reason for Omission	SDG
304-2	Significant impacts of activities, products and services on biodiversity	P Resources, Materials & Waste p.52-57	–	Information unavailable and will be disclosed in subsequent reports. TTI is engaging with industry partners to expand initiatives to assess biodiversity impacts in the supply chain.	6
304-3	Habitats protected or restored	P Community Investment & Engagement p.74-79	–	Information unavailable — Size, location and status of all habitat areas protected or restored will be disclosed in subsequent reports.	–
GRI 306 Waste 2020					
306-1	Waste generation and significant waste-related impacts	F Resources, Materials & Waste p.52-57	–	–	3, 6, 11, 12
306-2	Management of significant waste related impacts	F Sustainable Products p.28-35 Resources, Materials & Waste p.52-57	TTI's waste collection and disposal procedures clearly outline the processes used to collect and monitor waste-related data. We also have partnerships in compliance with all local regulations for the collection of waste. TTI receives regular reports on waste treatment and also conducts audits.	–	3, 6, 8, 11, 12
306-3	Waste generated	F Performance Metrics: Environmental KPIs p.114-117	–	–	3, 6, 11, 12
306-4	Waste diverted from disposal	P Performance Metrics: Environmental KPIs p.114-117	–	–	3, 11, 12
306-5	Waste directed to disposal	P Performance Metrics: Environmental KPIs p.114-117	–	–	3, 6, 11, 12

Item	Description- Disclosure Items	Page	Response	Reason for Omission	SDG
Reporting Section: Social & Community					
Material Topic: Empowering People					
GRI 3: Material Topics 2021					
3-3	Management of material topics	P Empowering People p.64-69 Social & Community p.58-79	–	–	–
GRI 401 Employment 2016					
401-1	New employee hires and employee turnover	F Performance Metrics: Workforce KPIs p.118-127	–	–	–
401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	P Empowering People p.64-69	Detail on specific benefits provided above legal requirements at each location of operation varies across our global business.	–	–
401-3	Parental leave	F Performance Metrics: Workforce KPIs p.118-127	–	–	–
GRI 404 Training and Education 2016					
404-1	Average hours of training per year per employee	F Performance Metrics: Workforce KPIs p.118-127	–	–	4, 5, 8, 10
404-2	Programs for upgrading employee skills and transition assistance programs	F Empowering People p.64-69	–	–	8
404-3	Percentage of employees receiving regular performance and career development reviews	F Performance Metrics: Workforce KPIs p.118-127	–	–	5, 8, 10

Item	Description- Disclosure Items	Page	Response	Reason for Omission	SDG
GRI 405 Diversity and Equal Opportunity 2016					
405-1	Diversity of governance bodies and employees	P Governance Introduction p.82-99	–	–	5, 8
405-2	Ratio of basic salary and remuneration of women to men	O –	–	Information unavailable — Data on salary and remuneration by category are not available for reporting yet. TTI will further review the data for subsequent reports.	–
GRI 406 Non-discrimination 2016					
406-1	Incidents of discrimination and corrective actions taken	P Empowering People p.64-69	–	–	5, 8
GRI 407 Freedom of Association and Collective Bargaining 2016					
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	P Empowering People p.64-69	–	–	8
GRI 408 Child Labor 2016					
408-1	Operations and suppliers at significant risk for incidents of child labor	P Empowering People p.64-69 Supply Chain Accountability p.108-113	–	–	5, 8, 16
GRI 409 Forced or Compulsory Labor 2016					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	P Empowering People p.64-69 Supply Chain Accountability p.108-113	–	–	5, 8

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Material Topic: Health, Safety & Wellbeing					
GRI 3: Material Topics 2021					
3-3	Management of material topics	P Health, Safety & Wellbeing p.70-73	–	–	–
GRI 403 Occupational Health and Safety 2018					
403-1	Occupational health and safety management system	F Health, Safety & Wellbeing p.70-73	–	–	8
403-2	Hazard identification, risk assessment, and incident investigation	F Health, Safety & Wellbeing p.70-73	As part of TTI's health and safety management system, hazards and risks are assessed and mitigated, training is provided and incidents investigated with preventive and corrective actions implemented as needed.	–	8
403-3	Occupational health services	F Health, Safety & Wellbeing p.70-73	–	–	8
403-4	Worker participation, consultation, and communication on occupational health and safety	F Health, Safety & Wellbeing p.70-73	–	–	8, 16
403-5	Worker training on occupational health and safety	F Health, Safety & Wellbeing p.70-73	–	–	8
403-6	Promotion of worker health	F Empowering People p.64-69 Health, Safety & Wellbeing p.70-73	–	–	3
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	F Health, Safety & Wellbeing p.70-73	–	–	8

Item	Description- Disclosure Items	Page	Response	Reason for Omission	SDG
403-8	Workers covered by an occupational health and safety management system	P Heath, Safety & Wellbeing p.70-73	The organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines.	–	–
403-9	Work-related injuries	P Heath, Safety & Wellbeing p.70-73 Performance Metrics: Workforce KPIs p.118-127	–	Information unavailable — Data collected covers limited work-related injury figures for external workers. TTI will collect expanded metrics for subsequent reporting.	3, 8, 16
403-10	Work-related ill health	P Heath, Safety & Wellbeing p.70-73 Performance Metrics: Workforce KPIs p.118-127	–	Information unavailable — Data collected covers limited work-related ill health figures for external workers. TTI will collect expanded metrics for subsequent reporting	–

Material Topic: Community Investment & Engagement

GRI 3: Material Topics 2021

3-3	Management of material topics	P Community Investment & Engagement p.74-79	–	–	–
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GRI 413 Local Communities 2016

413-1	Operations with local community engagement, impact assessments, and development programs	F Community Investment & Engagement p.74-79	–	–	–
413-2	Operations with significant actual and potential negative impacts on local communities	O	–	Information unavailable — TTI has not consolidated all standards and methodologies. These will be disclosed in subsequent reports.	–

Reporting Section: Governance

Material Topic: Ethics & Integrity

GRI 3: Material Topics 2021

3-3	Management of material topics	P Ethics & Integrity p.102-107	–	–	–
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GRI 205 Anti-corruption 2016

205-1	Operations assessed for risks related to corruption	P Ethics & Integrity p.102-107 Supply Chain Accountability p.108-113	–	Information partially available — TTI does conduct standard fraud inquiries as part of our risk assessment.	16	
205-2	Communication and training about anti-corruption policies and procedures	P	–	100% of governance body members, employees and suppliers have received communication. 100% of governance body members and 90% of employees have received training.	Information unavailable — TTI will disclose training data by employee category and region in subsequent reports.	–
205-3	Confirmed incidents of corruption and actions taken	F Ethics & Integrity p.102-107 Supply Chain Accountability p.108-113	No confirmed incidents of corruption in the reporting year	–	16	

GRI 206 Anti-competitive Behavior 2016

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	F Ethics & Integrity p.102-107	–	–	16
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GRI 415 Public Policy 2016

415-1	Political contributions	F Ethics & Integrity p.102-107	TTI does not provide financial or in-kind political contributions.	–	16
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Item	Description- Disclosure Items	Page	Response	Reason for Omission	SDG
GRI 418 Customer Privacy 2016					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	F Ethics & Integrity p.102-107	In 2022, there were no complaints concerning breaches of customer privacy or data loss	–	16
Material Topic: Supply Chain Accountability					
GRI 3: Material Topics 2021					
3-3	Management of material topics	P Supply Chain Accountability p.108-113	–	–	–
GRI 308 Supplier Environmental Assessment 2016					
308-1	New suppliers that were screened using environmental criteria	P Supply Chain Accountability p.108-113	17 out of 592 audited suppliers in 2022 identified as having significant actual and potential negative impacts.100% of suppliers identified, agreed upon improvements as a result of assessment.	–	–
308-2	Negative environmental impacts in the supply chain and actions taken	P Supply Chain Accountability p.108-113	17 out of 592 audited suppliers in 2022 identified as having significant actual and potential negative impacts.100% of suppliers identified, agreed upon improvements as a result of assessment.	–	–
GRI 414 Supplier Social Assessment 2016					
414-1	New suppliers that were screened using social criteria	P Supply Chain Accountability p.108-113	–	–	5, 8, 16
414-2	Negative social impacts in the supply chain and actions taken	P Supply Chain Accountability p.108-113	17 out of 592 audited suppliers in 2022 identified as having significant actual and potential negative impacts.100% of suppliers identified, agreed upon improvements as a result of assessment.	–	5, 8, 16

Item	Description- Disclosure Items	Page	Response	Reason for Omission	SDG
Other Disclosure Items: Non-material Topic Items					
GRI 201: Economic Performance 2016					
201-2	Financial implications and other risks and opportunities due to climate change	P Environmental Management p.38-41 Climate Change p.44-51	–	Information unavailable — Financial implications, costs and methods used to manage the risk or opportunity will be disclosed in subsequent reports.	–
GRI 203 Indirect Economic Impacts 2016					
203-1	Infrastructure investments and services supported	F Community Investment & Engagement p.74-79	–	–	5, 9, 11
203-2	Significant indirect economic impacts	F Community Investment & Engagement p.74-79	–	–	1, 3, 8