

MODERN SLAVERY ACT TRANSPARENCY STATEMENT FOR TECHTRONIC INDUSTRIES (UK) COMPANY 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) Company Limited ("TTI") for the 2025 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 founded in 1985 by German entrepreneur Horst Julius Pudwill. As a pioneer in Power Tools, Outdoor Power Equipment, Floorcare and Cleaning Products, the Company serves professional, industrial, Do It Yourself (DIY), and consumer markets worldwide. With more than 48,000 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 the Company'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. The Company's diverse brand portfolio also includes trusted brands like AEG, EMPIRE, HOMELITE, and leading floorcare names HOOVER, ORECK, VAX, and DIRT DEVIL.

The Company's international recognition and renowned brand portfolio are supported by a strong ownership structure that underscores the company's global reach and stability. The Company 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.

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, the UK, 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. The Company uses third-party supply chain mapping and risk software to continuously map its supply chain and conduct internal assessments of modern slavery and human trafficking risks related to its activities and suppliers. Based on these assessments, it has developed and implemented an action plan to address identified risks, prioritizing activities and supply chains with the most severe forced labour and child labour exposure. The Company also maintains grievance mechanisms and remediation measures to address any identified instances of modern slavery and human trafficking.

The Company's products, which include electronic components and batteries, may contain rare minerals that require stringent and responsible procurement practices. To address potential risks, the Company conducts supplier assessments, advocates for best practices, incorporates risk analysis into procurement processes, and actively participates in industry partnerships.

PARTNERSHIPS

Our commitment to responsible sourcing and the protection of human rights has expanded significantly through memberships in global social responsibility organisations like the Responsible Business Alliance (RBA) and The Mekong Club. Within the RBA, the Company actively participates in various programs, such as the Responsible Labour Initiative (RLI), which fosters collaborative, cross-industry efforts to help address the underlying causes of forced labour. The RLI offers specialized services and tools to help establish company-level due diligence programs. Our memberships grant us access to crucial resources, such as Reasonable Country of Origin data. This information is verified through the RBA's Responsible Minerals Initiative (RMI) Responsible Minerals Assurance Process (RMAP), which employs an independent third-party assessment to evaluate smelter and refiner management systems and sourcing practices, to determine conformance with RMAP standards.

Additionally, our involvement in industry groups has facilitated participation in community impact initiatives, such as the Better Mining Initiative. This program is mineral-agnostic and focuses on assurance and capacity building to enhance conditions at artisanal and small-scale mining (ASM) sites in both the Democratic Republic of Congo and Rwanda.

DUE DILIGENCE

As part of its Social and Environmental Responsibility (SER) compliance program, the Company requires our suppliers to acknowledge the Policy Against Modern Slavery and Human Trafficking and complete an annual survey to assess related risks. Comprehensive supplier reviews are conducted through in-person audits led by SER compliance, quality, and sourcing teams, or by external auditors when necessary.

The Company utilizes recognized social audit methodologies, including the Sedex Members Ethical Trade Audit (SMETA) and the Business Social Compliance Initiative (BSCI) by amfori. Audits are conducted by

independent firms approved by the Association of Professional Social Compliance Auditors. To date, Company owned sites have completed SMETA audits, and suppliers have undergone either SMETA or BSCI audits. Findings from these audits contribute to industry knowledge sharing and promote higher standards across the global supply chain.

Complementing these efforts, the SER online compliance platform enables suppliers to acknowledge key requirements and policies while allowing the Company to monitor performance and risks more efficiently. As part of our SER compliance program, all suppliers are required to sign an annual declaration confirming their understanding of and adherence to TTI's SER policies and standards. Annual supplier risk assessments are supported by global indices, including the GRI Index, Corruption Index, and Human Development Index, as well as partnership with the Mekong Club, membership in the Responsible Business Alliance (RBA), and Better Mining Initiative.

RELEVANT POLICIES

The Company's policies affirm our commitment to preventing, detecting, and eliminating human trafficking, modern slavery, and related abuses within our organisation 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.

The policies and procedures that address the Company's commitment to responsible sourcing are available on its website at <https://www.ttigroup.com/company/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 and Human Trafficking:** 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 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 & Business Conduct (CoC) and Policy Against Modern Slavery and Human Trafficking is mandatory for all employees. The Company'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 access training materials and acknowledge their acceptance of key compliance requirements and policies.

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 16 June 2026. This statement has been published in accordance with the Modern Slavery Act 2015.

Signed by:

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