

TTM TECHNOLOGIES, INC.

Corporate Social Responsibility Report 2022

A Review of TTM's Environmental,
Social, and Governance Initiatives



Report Content

MESSAGE FROM OUR PRESIDENT AND CEO.....	3
ABOUT TTM.....	6
TTM SUSTAINABILITY POLICY.....	7
HEALTH AND SAFETY MANAGEMENT	9
ENVIRONMENTAL MANAGEMENT	17
PEOPLE AND CULTURE	26
COMMUNITY OUTREACH	39
CORPORATE GOVERNANCE	47

TTM Technologies, Inc. is referred to as "TTM," the "Company," "we" or "us" in this report. This report may contain photos taken prior to the COVID-19 pandemic and the Centers for Disease Control and Prevention ("CDC") recommendations on social distancing and face masks.

This report contains no information on Telephonics Corporation as the report was drafted prior to the closing of the transaction.

Message from our President and CEO

TTM's mission is to deliver superior value, growth, and profit by providing customers with market-leading, differentiated solutions and an extraordinary customer experience.

Our corporate philosophy has always been to operate all of our sites around the globe in a safe and responsible manner that respects the environment and protects the safety and health of our employees, our customers, and our communities.



We are continuously committed to conducting our business in an ethical manner in every culture and geography in which we operate. Our corporate values emphasize integrity, clear communication, teamwork, and performance excellence throughout our employee base. Our Board of Directors oversees our Environmental, Social, Governance (“ESG”) compliance and initiatives through regular engagement with our senior management team. However, our lasting commitment to Corporate Social Responsibility (“CSR”) goes beyond regulatory compliance and is an integral part of our corporate culture and our way of doing business. We are committed to making our workforce inclusive, our business sustainable and friendly to the environment, and our stakeholders engaged by maintaining strong environmental, social, and governance practices. I am proud of TTM's progress in our ESG journey and I look forward to our continued improvement.

When it comes to environment, health, and safety, TTM, in association with IPC International, Inc. (“IPC”), has assisted in environmental and safety development and training for companies across the global PCB industry. IPC is a non-profit, member-driven organization and leading source for industry standards, training, industry intelligence, and public policy advocacy for the global electronics industry. We actively develop and promote sustainable industry standards and best practices for the environment, health, and safety of our stakeholders.

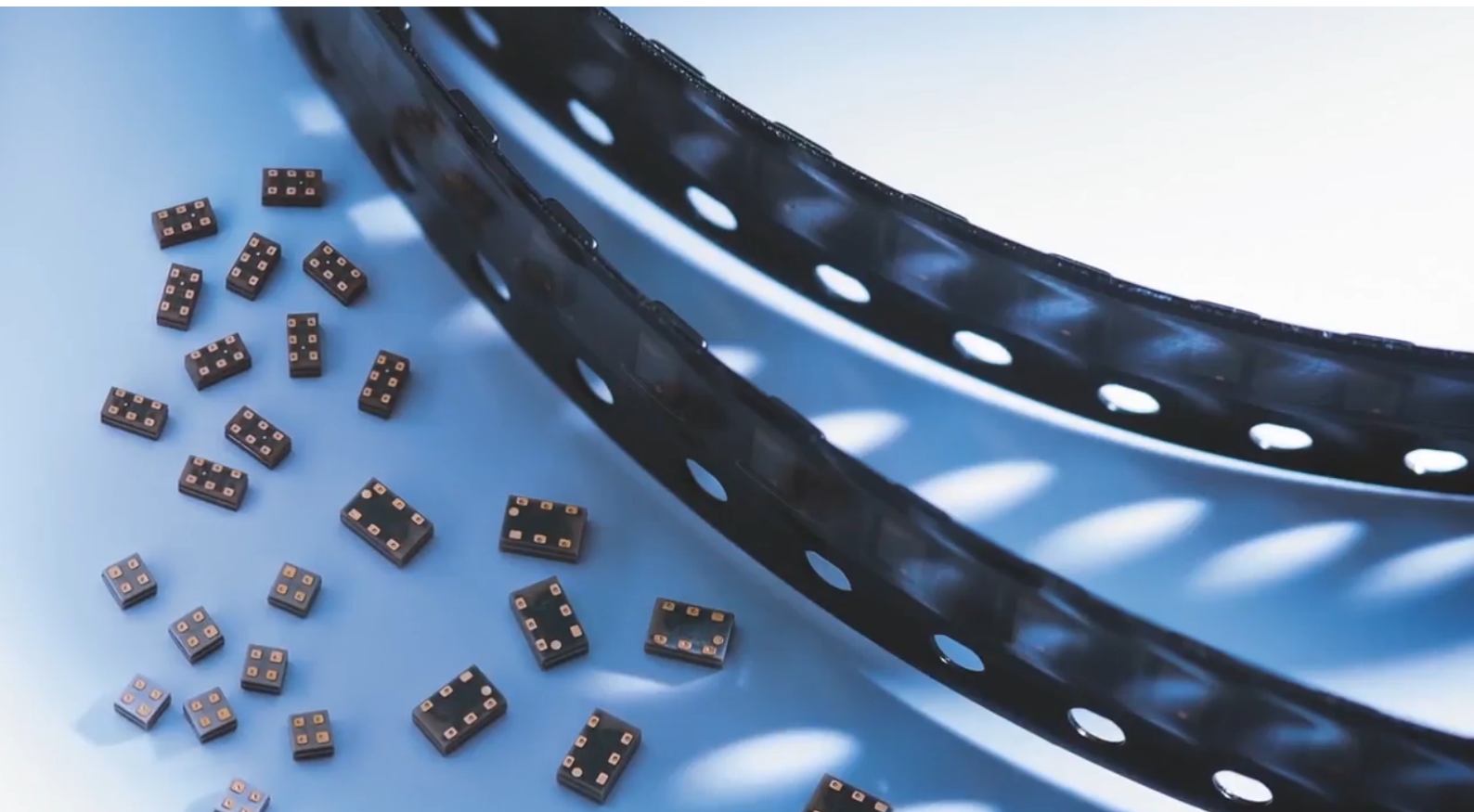


All our manufacturing facilities are certified to the ISO 14001 environmental management standard with the exception of one facility building which began production in 2021 and is currently working toward certification. In addition, we have been upgrading the wastewater treatment plants at many of our manufacturing facilities around the world to be more sustainable. We have also developed an internal sustainability goals program, targeting reductions in emissions, waste, water usage, and energy use. Finally, we implemented a network-based system to house all of the company's sustainability Key Performance Indicator ("KPI") data for all 24 of our manufacturing facilities, providing central oversight and consistent monitoring of our operational and sustainability metrics. We are proud that in February of 2020, the United States Environmental Protection Agency recognized TTM for its leadership in the Agency's 2018 [Toxics Release Inventory Analysis](#).

Since the beginning of 2020, the world has been in the midst of a global pandemic, threatening the health of our employees. Our goal has been and continues to be to keep our employees safe through health questionnaires, mask-wearing at all of our facilities, utilization of proximity sensors, social distancing, and regular communication with our employees, customers, and suppliers about our safety protocols and procedures while maintaining the continuous operation of all our facilities. In fact, early on during the pandemic we began making our own face masks inside two of our facilities located in China and in the United States and provided them to our employees, their families, and surrounding communities in need of them. This report outlines the various other measures we have taken in response to the COVID-19 pandemic.

We believe that TTM's success is a direct result of our diverse and highly-skilled workforce across the globe. We work hard to provide a positive employee experience, with a focus on employee development through comprehensive training programs providing opportunities for all of our employees to embrace their experience and achieve their career goals.

We have also expanded, and continue to develop, our existing policies and training against harassment and bullying and the potential for workplace bias. TTM is committed to ensuring an inclusive work environment where all employees are respected and feel comfortable expressing their authentic selves at work.

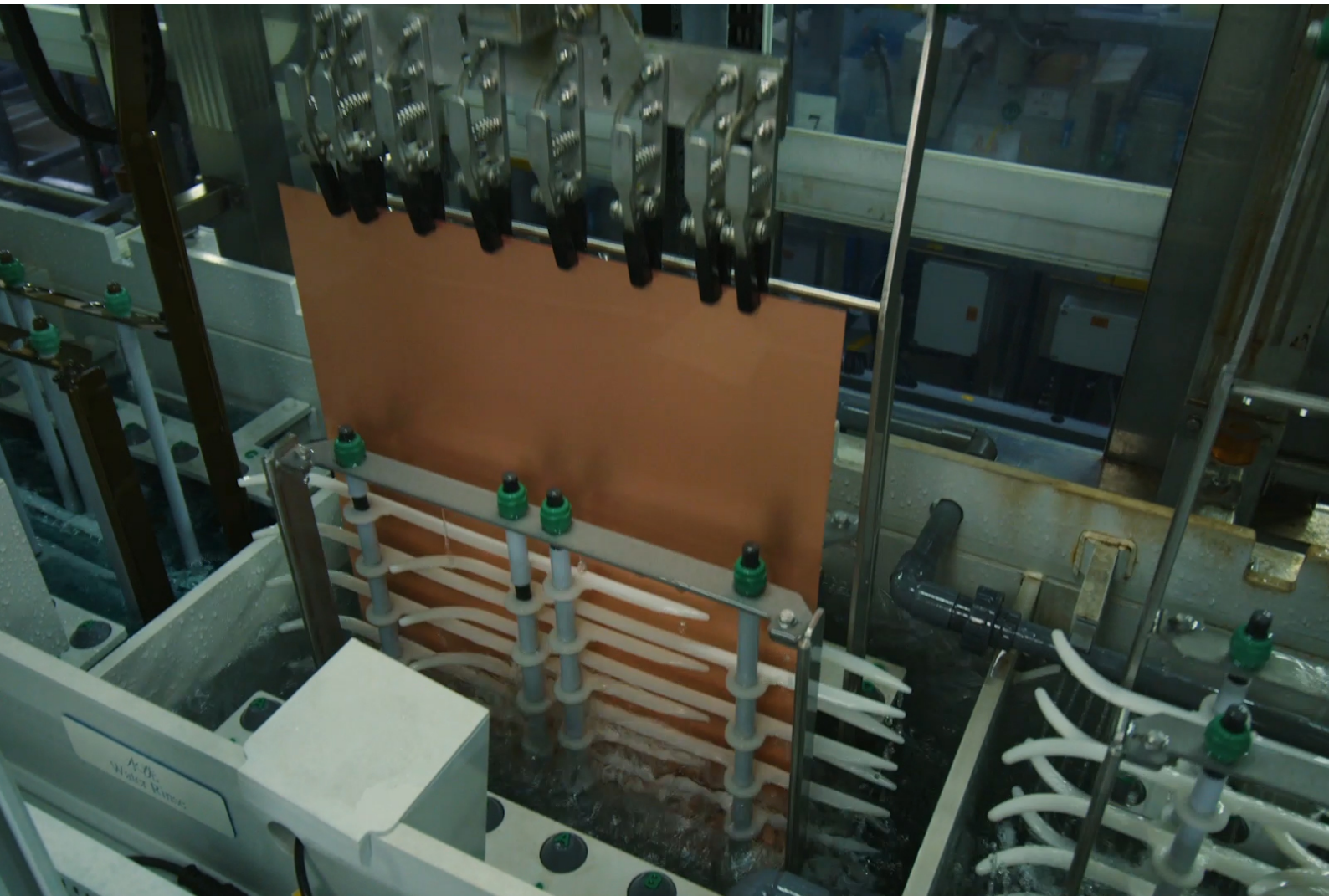


In addition, TTM strives to provide a safe and rewarding workplace for our employees with fair compensation, benefits, and opportunities for advancement. As part of our efforts, TTM established a Diversity, Equity, and Inclusion (“DEI”) Council for its North American workforce in 2020. The DEI Council works collaboratively across the organization to drive our DEI strategy: supporting key initiatives and continuing to cultivate all-important university partnerships that assist us in developing our early talent pipeline. Creating a diverse talent pipeline is a top priority at TTM, and we continually train our talent acquisition team and human resources personnel in diversity sourcing strategies.

The foundation of TTM’s strategic vision is our corporate culture — we strive to conduct business in line with TTM’s core values of **integrity, teamwork, clear communication, and performance excellence** (the “TTM Values”). We demonstrate the importance we place on these values through our annual employee goal setting and performance management process, as well as through our ethics training that we provide to employees every year.

Along with the TTM Values, we discuss and act in accordance with, and provide on-boarding and annual training for our Code of Conduct, which outlines our expectations and provides guidance for all employees. Our Code of Conduct reinforces the importance of fostering an open, welcoming environment in which all employees have a voice and a confidential outlet to raise concerns regarding potential violations of our Code of Conduct by all stakeholders.

I am excited to share with all of you our first CSR Report which provides more details behind the highlights I have summarized. We look forward to furthering TTM’s ESG program in the coming years.



About TTM

TTM inspires innovation for the customers we serve as their preeminent technology solutions provider. We strive to generate industry-leading growth and profitability, driven by empowered employees, with an unwavering value system. We are a leading competitor in the printed circuit board (“PCB”) industry, with significant market presence in each of the end market segments we serve. TTM also designs and develops radio frequency components and sub-assemblies using our own engineering talent and intellectual property. TTM generated approximately \$2.25 billion in revenue in 2021. We currently operate 24 manufacturing facilities, located in North America and China.

TTM has established a global, customer-focused organization within each of our business units with each maintaining a charter to become experts in their markets, strengthen existing customer relationships, and develop new customers in growing areas of each market. TTM has an operational team that has helped deliver solid financial results and has established a culture of promoting technology development in support of our customers, integrating supply chain management, and constantly strengthening best practice sharing as we believe this is the foundation for future margin improvement. TTM has a Global IT Infrastructure and a uniform cybersecurity architecture, allowing us to isolate and protect data as required by our customers and stakeholders. TTM is implementing a Global ERP system for the enterprise and uses a Data Warehouse system to bridge and collect data from the remaining legacy systems to enable standard processes and operations. TTM is aggressively striving to prevent cybersecurity attacks and to ingrain cybersecurity into the DNA of the company. TTM is also actively implementing National Institute of Standards and Technology and Cybersecurity Maturity Model Certification protocols and working diligently to meet the security requirements of our U.S.-based Aerospace and Defense customers.



OUR VISION

Inspiring innovation as the preeminent technology solutions company, aspiring to industry-leading growth and profitability, driven by empowered employees, with an unwavering value system.



OUR MISSION

Deliver superior value, growth, and profit by providing customers with market-leading, differentiated solutions and an extraordinary customer experience.



OUR VALUES

The foundation of TTM's strategic vision is its corporate culture and its aim of doing business with integrity, teamwork, clear communication, and performance excellence. We encourage our employees to always do the right thing and demonstrate the importance we place on these values. TTM conducts training on its Code of Business Conduct and ethics topics on an annual basis. This training is required for those employees who, based on their contact with customers, government entities, vendors, and the general carrying out of their duties, are most likely to benefit from its content.

TTM Sustainability Policy

As a global organization, TTM recognizes our opportunity to positively impact the world around us by managing our operations in a sustainable manner. We believe that sustainable practices are essential to the long-term success of our business and that we have a responsibility to consider how our business interacts with society, impacts the environment, and can affect the global economy in line with our corporate values of teamwork, integrity, clear communication, and performance excellence.

TTM expects our employees, suppliers, and business partners to use our Corporate Sustainability Policy as a guiding principle in their respective roles.

TTM's Leadership and Employees are committed to:

ENVIRONMENTAL



Responsible sourcing and management of natural resources and raw materials



Conducting business in a way that minimizes negative environmental impact



Responsible management of waste and prevention of pollution with a focus on recycling



SOCIAL



Fostering a culture that promotes personal health and safety



Cultivating a culture that promotes transparency and clear communication



Embracing diversity, equity, and inclusion, both in the workplace and with customers, suppliers, and vendors



Promoting career growth through talent development, succession planning, on the job training, and education



Competitively compensating our employees commensurate with skills and experience in each market



Supporting and actively engaging with our local communities

GOVERNANCE



Upholding fair and ethical labor, governance, and finance practices



Ensuring ethical organizational governance through consistent and continuous training of our employee base



Creating strong cybersecurity policies that ensure protection and privacy of data for our customers, employees, and other stakeholders



Promoting transparency, accountability, and engagement with our shareholders



Health And Safety Management

TTM's top business priority is the health and safety of its employees, customers, and suppliers.

Health and Safety Program Management

HEALTH AND SAFETY PHILOSOPHY

TTM has a long tradition of excellence in assuring employee safety, health, and well-being and believes that health and safety are essential ingredients to any successful business operation. TTM's management is strongly committed to providing a safe work environment and is devoted to protecting our employees by conducting all aspects of our business in a responsible manner. The importance we place in these efforts demonstrates our continuous commitment to our employees, customers, and business partners. The core of our safety program includes the fundamental belief that all injuries are preventable. It is this belief that has successfully guided us in achieving a Zero-Injury Culture.

HEALTH AND SAFETY POLICY

The TTM Health and Safety Policy set forth below outlines the safety best practices that have been established to create and maintain a safe workplace for employees, contractors, and visitors within TTM's operations.

HEALTH AND SAFETY POLICY

TTM Technologies recognizes the benefits that a strong safety management system brings in achieving good business practices, and the contribution that a positive safety culture plays in the delivery of high-quality products and services.



TTM strives to fully integrate Health and Safety into all facets of its operations and activities by actively pursuing improvements in safety practices and maintaining compliance with all laws and regulatory requirements related to safety and health.

TTM Technologies' Safety Policy is based on the following fundamental beliefs and operating principles:

- | | |
|--------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|
| <p><input checked="" type="checkbox"/> All injuries are preventable</p> | <p><input checked="" type="checkbox"/> Working safely is a condition of employment</p> |
| <p><input checked="" type="checkbox"/> Employee involvement in continual safety improvements is expected</p> | <p><input checked="" type="checkbox"/> Employees must be held accountable for their safety and health performance</p> |

Training employees to work safely is essential

All operating exposures can be safeguarded

Through employee engagement, regular audits, and addressing unsafe behaviors, a reduction in all incidents will follow

TTM regards its employees as its most valuable asset. All employees are required to actively contribute to workplace safety and expected to maintain safe and healthy working conditions by adhering to operating practices and procedures designed to prevent injuries or illnesses.

Compliance and Risk Management



AUDITING

TTM audits its operations on a regular basis to ensure optimal safety program effectiveness. Audits include core company Health and Safety components intended to ensure that the site is meeting employee protection and site compliance requirements, such as Emergency Planning and Response, Chemical Safety, and Equipment Safety. Audits are completed by corporate or site-level Health and Safety managers.

HAZARD IDENTIFICATION/CONTROLS

TTM’s environmental, safety, and hazard assessment process is designed to identify workplace risks. Methods used to mitigate identified risks include the use of engineering and administrative controls. When these controls are not sufficient or feasible, we mandate the use of personal protective equipment or other safety devices. We derive these department safety requirements from in-house and third-party safety and hazard assessments.

TTM is committed to identifying, evaluating, and controlling exposures to hazardous substances (such as chemical, biological, and physical agents) in the workplace using recognized industrial hygiene methods, practices, and scientific principles. Employees that have hazardous chemicals within their work areas receive Hazard Communication Training, Chemical, or Workplace Hazardous Materials Training.

CHEMICAL APPROVAL/CONTROL

Prior to being used at a TTM manufacturing location, chemical substances undergo an approval process designed to ensure any safety and environmental risks associated with the substance are known, considered, and appropriately mitigated. This process is managed at the site level and typically includes a review of the intended use of the chemical, including location and amount, any waste streams the chemical will be introduced into, a regulatory review to ensure TTM is in full compliance with all chemical and substance regulations, and a safety hazard assessment based on the chemical's manufacturer-provided Safety Data Sheet ("SDS"). Each chemical is approved by both Health and Safety and Environmental personnel. Upon approval, appropriate training is distributed to employees who will use or work around new chemicals introduced into our facilities.

Health and Safety Program Info

SAFETY TRAINING

Training plays an important role in TTM's efforts to create a safe environment while maintaining our regulatory compliance obligations. TTM seeks to provide employees with the necessary training, such as Emergency Procedures and Employee Incident Reporting Requirements, to perform their duties safely and correctly. TTM maintains and supports a program to educate and familiarize employees with Health and Safety procedures, rules, and safe work practices. The training subjects and materials have been developed using industry best practices and site-specific data.

In addition to employee training, contractors and visitors working at TTM manufacturing locations also receive safety and environmental training relevant to their tasks. TTM sites maintain Contractor Safety Manuals outlining safety and environmental-related procedures and requirements.



TTM Huiyang Safety Training

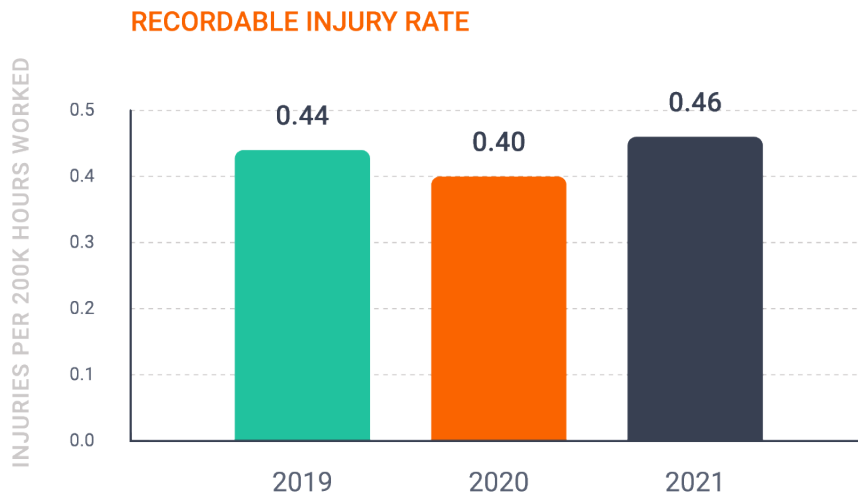
SAFETY COMMITTEES

Many TTM sites have established a facility Safety Committee. These committees are in place to assist in providing a safe workplace for all personnel. All Safety Committees are formed for the purpose of promoting Health and Safety in the workplace with a mission to reduce workplace risks and ensure employee protection.

INJURY TREND ANALYSIS

Injury reporting information is stored in TTM’s EHS Management System. This data gives our organization the ability to review accurate real-time data across all of our sites and create timely procedures in order to positively impact workplace safety. We analyze injury trends, assess our biggest safety risks, and respond accordingly.

TTM monitors our Recordable Injury Rate and implements change as necessary to promote injury rate reductions. Below is the aggregate data we have compiled over the past three years.

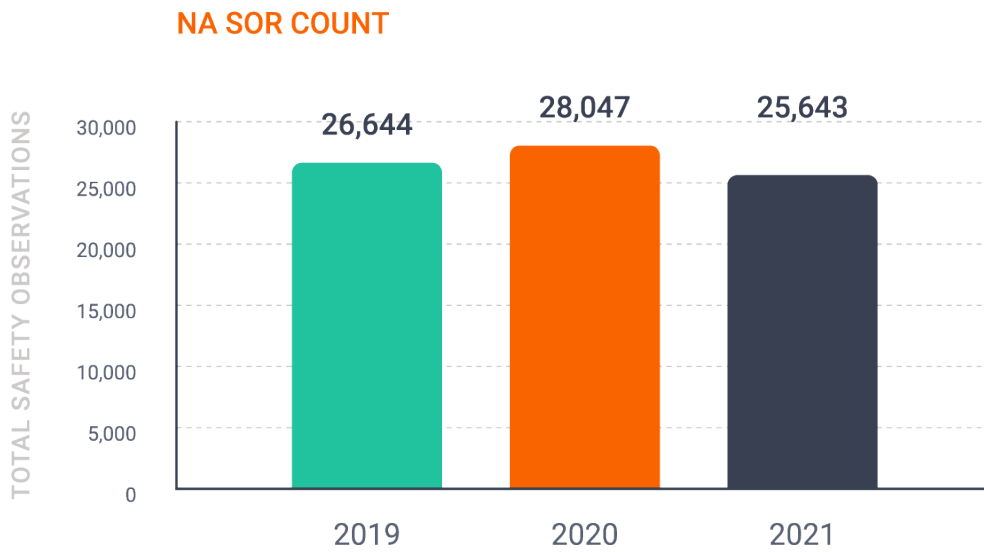


Worker participation

TTM SAFETY OBSERVATION REPORTING (“SOR”) PROGRAM

TTM maintains a Safety Observation Reporting (“SOR”) tool accessible to all TTM North America employees. Employees are encouraged to enter behavioral safety observations and concerns into the tool. All observations that are logged are reviewed by site Health and Safety management. This system has been instrumental in promoting a safety culture in which all of our North America employees are encouraged to participate. As of early 2022, TTM’s SOR tool has been adopted by our Asia Pacific locations and is now operating globally.

The below chart indicates the total safety observations logged per year over the past three years.

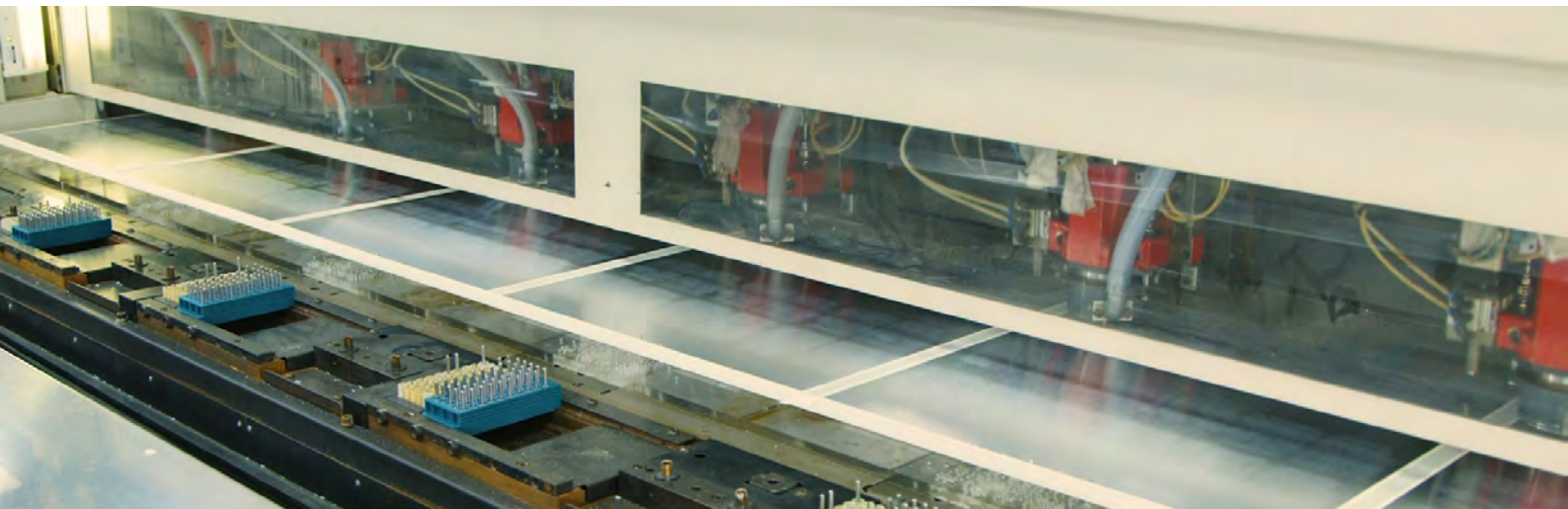


Emergency preparedness and response

TTM continuously prepares to respond to emergencies that may occur at our locations. Each manufacturing location maintains an Emergency Response Plan that details planned procedures for common types of emergencies which may occur. Emergency procedures are tested when practicable and emergency situations are investigated and reviewed to determine necessary corrective actions or procedural changes.

Business Continuity

TTM recognizes the impact and effects of operational disruptions and subsequent downtime to our customers, workforce, vendors, suppliers, investors, and overall business operations. TTM has developed a Business Continuity Management System designed to actively and systematically assess, prioritize, and control business risk — minimizing the impact of disruptions on its critical activities and providing an acceptable level of service until normal operations are resumed.





COVID-19: Pandemic Preparedness and Response

TTM is committed to providing a safe working environment to all employees, visitors, and ultimately, the surrounding community. As a supplement to TTM's Business Continuity Management System, TTM developed a comprehensive Pandemic Preparedness and Response Plan intended to provide critical guidance for preparing and responding to an adverse situation affecting humanity. TTM's Pandemic Preparedness and Response Plan was rapidly deployed across the entire organization in response to the evolving COVID-19 crisis.



MONITORING AND PREPAREDNESS

In the early stages of COVID-19, prior to the declaration of a pandemic by health authorities, TTM established a Global Situational Leadership Team responsible for the activation of TTM's Pandemic Preparedness and Response Plan. TTM's Situational Leadership Team utilized the plan's multi-stage approach focusing initially on viral outbreak monitoring, understanding viral severity, analysis of hypothetical business risk scenarios, and preparation for the deployment of defensive parameters and protective controls in both TTM's Asia Pacific and North America Operations.

RESPONSE

As the world braced for the spread of COVID-19, TTM aggressively implemented its controls with an initial emphasis on the protection of TTM's Asia Pacific employees and surrounding communities. As these controls were being deployed, TTM began to share its Asia Pacific practices with the local governments and other companies in the electronics industry. When the pandemic spread into European countries and other parts of the world, TTM recognized that its Health and Safety impact on North America would be inevitable. Accordingly, TTM North America Operations began deploying preventative and defensive controls, including a strong focus on employee education and training followed by a series of preventative measures and controls.

Controls implemented during the course of TTM's Pandemic Response include but are not limited to:

- Continuous employee communications for best personal protection
- Telecommuting and teleconferencing
- Personal protective equipment requirements while on the site
- Health declarations and screening
- Enhanced cleaning and disinfection
- Distancing, occupancy limitations, and related engineering controls
- Travel restrictions
- Automated visitor authorization and controls
- COVID-19 testing
- Case management, contact tracing, quarantine, and return to work protocols

TTM continues to monitor the impact of COVID-19 on our operation and employees, deploying preventative controls throughout its global operations — seeking new opportunities to assist with controlling and combating the COVID-19 virus.



TTM Mask making facility



TTM Mask making facility

The following quotes highlight the efforts and reactions of our employees regarding TTM's COVID-19 response.

“TTM purchased equipment to manufacture our own masks and they are free to every employee, reflecting our corporate responsibility. We’re doing a good job.”

– Production Associate,
TTM Suzhou

“I’m just thankful to be working for TTM because they really show that they care about their employees and understand that we are the biggest asset.”

– Quality Engineer,
TTM Forest Grove, Oregon

“This pandemic has brought every member of our community together. I would like to take this opportunity to express my greatest gratitude to them.”

– Production Supervisor,
TTM Shanghai

“I think TTM did a great job in keeping their employees safe and healthy. I am very happy that I work for a company that cares about their people.”

– Computer Aided Design (CAD)
Supervisor, TTM Syracuse New York

Environmental Management

Environmental Program Management

TTM ENVIRONMENTAL POLICY

TTM's Environmental Policy constitutes the backbone of our environmental management. All of TTM's operations and employees are governed by our Environmental Policy and Environmental Statement, both of which address TTM's core commitments with regard to environmental protection, conservation, and improvement.

ENVIRONMENTAL STATEMENT



As a global organization, we recognize our responsibility to limit the impact that our products and manufacturing practices have on the world around us. Through encouragement of innovation, education, training, creativity, use of proven technology, and implementation of sound practices and procedures, TTM works to continually minimize our impact on the environment

ENVIRONMENTAL POLICY



TTM practices responsible environmental management to protect its employees, customers, community, shareholders, and the environment. TTM monitors its environmental performance and provides the resources necessary to meet its environmental responsibilities.

TTM'S MANAGEMENT AND EMPLOYEES ARE COMMITTED TO:

Continual Improvement of the Environmental Management System

Legal Compliance with applicable environmental regulations and other environmental aspect requirements in which the organization subscribes

Environmental Protection including Prevention of Pollution

Achieving Environmental Objectives

Natural Resource Conservation



Environmental Management Systems



All TTM manufacturing sites maintain an Environmental Management System. Our management systems seek to ensure that we understand the environmental risks and opportunities that exist at our facilities and require that we have plans in place to run our operations in an environmentally friendly manner, audit and review our activities, and address corrective actions and potential improvements.

Compliance and Risk Management

AUDITING

As part of our Environmental Management Systems, our manufacturing sites complete self-audits to ensure compliance with our internal environmental requirements and our regulatory requirements. Our ISO 14001 conformant locations are also audited externally every year by our external registrar partner, and periodically by third-party consultants. These audits help to ensure that we are operating according to applicable requirements and maintaining our environmentally friendly practices.

TRAINING

All employees at TTM manufacturing locations receive training on how their activities at TTM interact with the environment. Further training includes what employees can do to prevent pollution and how to help achieve our environmental goals. Employees also receive department and job-specific environmental training relevant to their work.

REGULATORY OUTREACH

TTM maintains relationships with Federal, State, and Local environmental regulatory agencies. We aim to be proactive in helping these agencies better understand the manufacturing community as a whole, in order to support them in crafting appropriate regulations. We interact with and support our governmental and regulatory partners in various ways, including:



Participating in regular manufacturer reviews of environmental rulemaking for our industry.



Hosting training sessions on site at manufacturing locations of new and inexperienced regulatory personnel as part of TTM's outreach program.



Providing engineering assistance to local agencies, including Publicly Owned Treatment Works ("POTWs") when attempting to solve operational issues (unrelated to TTM operations) as part of TTM's outreach program.

TTM also reports information on our Greenhouse Gas emissions and Water Withdrawals annually to Carbon Disclosure Project (“CDP”), an international non-profit organization that runs a global disclosure system for companies and other organizations to manage their environmental impacts.

Water

WATER USE REDUCTION

Water is a key natural resource used in the manufacturing of PCBs. Electronic products are highly susceptible to performance issues caused by aqueous contaminants and, therefore, product cleanliness is a key quality attribute. TTM’s Environmental, Health and Safety (“EHS”), Process Engineering, and Quality Departments work closely together to continually find solutions to reduce water consumption while maintaining product quality. TTM sets water use limits for production lines through the installation of real-time waste use monitoring and control systems. Water quality is achieved by single and double pass Reverse Osmosis (“RO”) units, followed by Electrodeionization (“EDI”) or mixed bed polishing units. Lower quality water from these processes is reused in non-production activities where possible.

TTM’s efforts to save water resources include reusing industrial wastewater for production and recycling wastewater to reduce overall water use. TTM plants in Dongguan, Zhongshan, and Huiyang, China installed wastewater recycling systems that are capable of recycling 60% of our wastewater in addition to online production wastewater reuse and other water reuse systems. The water reuse rate in TTM’s Zhongshan plant has reached above 85%, with the wastewater recycling rate exceeding 45%. The TTM Dongguan plant also recycles more than 50% of its wastewater.



TTM plants installed wastewater recycling systems that are **capable of recycling 60% of our wastewater**



The water reuse rate in TTM’s Zhongshan plant **has reached above 85%**



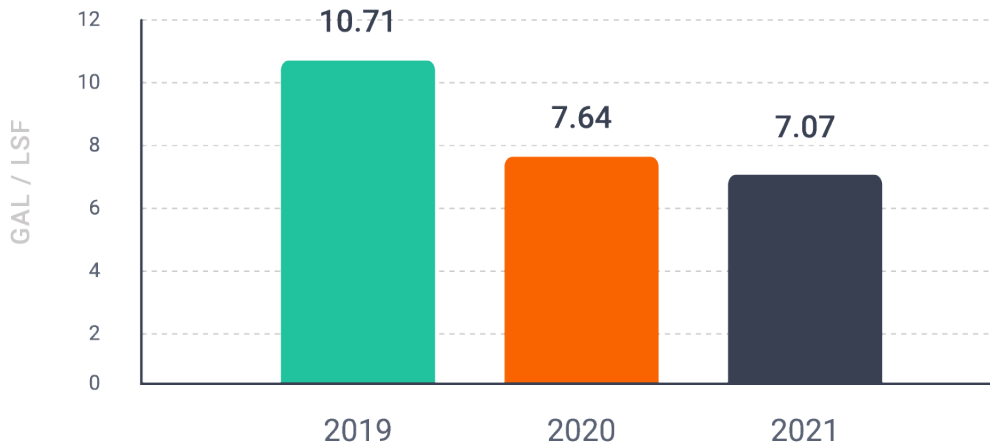
The TTM Dongguan plant also **recycles more than 50% of its wastewater**



TTM Water Recycling Facility at Zhongshan, China

As of the end of 2021, TTM’s water reduction, recycling, and reuse projects have reduced water withdrawal per production unit at our PCB locations by 34% from 2019 values.

WATER WITHDRAWAL PER UNIT PRODUCTION - PCB*



TTM In-House WWTP Upgrade Team at North Jackson, OH

WASTEWATER TREATMENT UPGRADES

TTM allocates significant capital investment to the upgrading and improvement of Wastewater Treatment Plant (“WWTP”) technologies and capabilities each year. Beginning in 2018, TTM committed internal resources to design and build our systems for all of our North American WWTP facilities. Given the substantial technical capabilities of TTM’s EHS professionals around the world, TTM determined that our facilities are best served by leveraging our internal talent to design and build systems that are tailored to the needs of each manufacturing site. Our professional staff provided TTM a fully customized system for each facility, maximizing every dollar spent and eliminating generic made-to-fit treatment processes. Every year since 2018, TTM has completely retrofitted and installed at least one new custom WWTP facility in one of our North American manufacturing sites. TTM intends to continue supporting such upgrades until all North American WWTP facilities are renovated or replaced.

STORM WATER NO EXPOSURE CERTIFIED (“NEC”) FACILITIES

Reducing the environmental footprint of TTM sites through the elimination of potential storm water impact is a key business focus. TTM has undertaken the goal of eliminating all storm water impact at our manufacturing operations and, through planned capital investments, TTM has worked towards the goal of all North American manufacturing facilities being identified as No Exposure Certified (“NEC”) facilities. To date, eight (8) of our facilities meet this requirement.

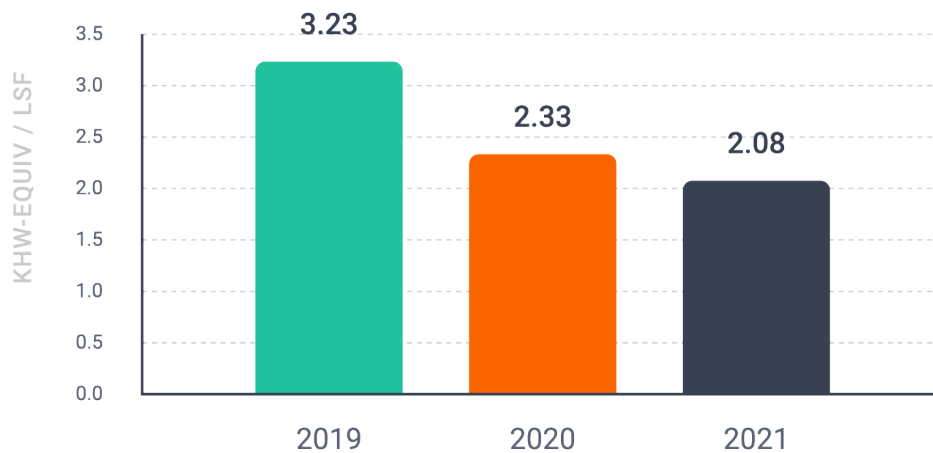


Energy

ENERGY REDUCTION

Through improvement plans to decrease our energy consumption, TTM has reduced its energy usage per unit production at PCB facilities by 36% over the past three years.

ENERGY USE PER UNIT PRODUCTION - PCB*



TTM, in our regular course of business, designs and installs equipment to reduce energy consumption in high-use areas and tracks our usage as part of each TTM site’s operational metrics. These processes include optimizing air conditioning systems through temperature and humidity control, initiating air compressor system upgrades, and reducing energy consumption via energy efficiency analysis.

Where possible, systems are designed to incorporate automated controls and equipment with variable power levels to optimize energy efficiency.

TTM participates in government programs, such as Save On Energy in Ontario, Canada, that help companies perform energy audits and replace aged infrastructure, such as High Intensity Discharge (“HID”) lighting. TTM also participates in energy curtailment initiatives at some North America sites to support community and utility risk management initiatives.

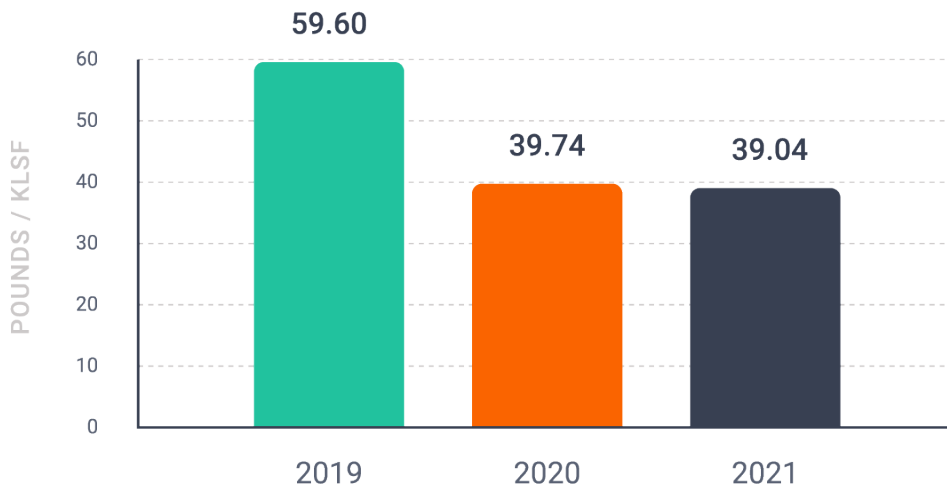
Waste

WASTE REDUCTION



TTM has reduced its waste disposed non-renewably per unit production at PCB facilities by 34% over the most recent three-year period.

WASTE DISPOSED NON-RENEWABLY PER UNIT PRODUCTION - PCB*



TTM strives to reduce and/or eliminate the waste footprint derived from operations through the following practices:



Recycling/Recovery of Waste – Byproducts derived from the manufacturing process are recycled (metals recovery, solutions recovery, and non-metal recycling). As part of TTM’s waste analysis plan, wastes are analyzed for useful properties in order to reintroduce them into the supply chain via recovery, reclamation, or repurposing if possible.



Zero Landfill – A key goal of all of TTM’s operations is to reuse and recycle all manufacturing byproducts, such that no material is landfilled. All waste is tracked as part of the company’s operational KPIs, with particular attention paid to landfill end-state.



Hazardous Waste Elimination – TTM utilizes the aforementioned approaches along with engineering controls to reduce the amount of hazardous waste generated by manufacturing processes within the operating facilities. The ultimate goal is to minimize hazardous waste through process changes, where permissible by State and Federal statutes, which permit recovery in favor of disposal.



TTM's Asia Pacific sites have been actively driving waste reduction since 2017. Process changes such as the use of thinner film materials have resulted in less waste. Our Asia Pacific sites have also focused on re-use of chemistry and Wastewater Treatment efficiency to reduce the amount of liquid waste shipped out of our facilities. These efforts have resulted in a significant reduction in hazardous waste.



With the leadership and support of TTM Management, our Asia Pacific Environmental and Operations team established a 50% liquid waste reduction plan in 2018. TTM's EHS teams in North America and Asia Pacific worked together with Engineering, Manufacturing, and Supply Chain Management groups to reduce waste at the source, improve preventive maintenance management, enhance in-house treatment capacity, and adopt comprehensive utilization of chemicals to achieve an aggressive waste reduction goal. In 2019, the project teams from our Zhongshan, Guangzhou, and Huiyang sites won the TTM Alder Award, TTM's coveted internal award that is granted to the team that demonstrates exceptional performance for any aspect of the business, in recognition of their effort and commitment to environmental sustainability.

Industry Association Partnership

As an industry leader, TTM employees serve as leaders and members of several IPC Committees, including the EHS Committee, the Environmental Strategic Management Team, and the ESG for Electronics Steering Group. Our leadership of, and membership in, IPC enables us to share and learn industry best practices. Our relationship with IPC has also allowed us to work directly with governmental and regulatory agencies to help monitor, review, and propose effective EHS safeguards and policies.



TTM receives the IPC 2020 Peter Sarmanian Award

TTM is a founding member of IPC's Environmental Strategic Management Team ("SMT"). The SMT monitors, reviews, and encourages effective and beneficial environmental regulation for electronic manufacturers in the industry. IPC engages extensively with our suppliers and regulatory agencies. Here, our primary efforts to help the industry improve its overall environmental footprint include: promoting and ensuring viable recycling options for manufacturers, maintaining access to critical raw materials and chemicals for the industry, and developing strategies with industry peers for reducing disposal of secondary materials, reducing environmental hazards, and improving environmental data.

TTM and IPC have a long history of participation and cooperation with the Environmental Protection Agency ("EPA"). IPC facilitates meetings and educational exchanges between industry, the EPA, and various government agencies. TTM has hosted EPA tours of our facilities to broaden the Agency's understanding of industry operations and challenges.

Global EHS Management and Communication

TTM utilizes an EHS Management System software package to collect data, perform calculations, and monitor goals and results for our manufacturing locations. Incident, Injury, and event information, action items, audits, documentation, and KPI data are all stored in this system. Using this data, we can create regional scorecards which allow us to compare and rate our global locations against EHS goals and targets. We can also display EHS information and results on screens in our manufacturing locations, encouraging employee-level accountability and engagement.

In addition to utilizing our EHS Management System for routine communications, TTM also hosts EHS summit meetings for our North America and Asia Pacific regions. These meetings allow our site EHS teams to meet, forge relationships with one another, and address challenges and goals as a group. Our EHS management system and regional summits have been instrumental in allowing our EHS group to track trends, drive performance, and promote best practice sharing. These efforts greatly improve TTM's ability to meet our EHS and sustainability goals.

Environmental Data – Scope and Definitions

- The PCB data included in this report covers our bare printed circuit board manufacturing sites, for which we can use a consistent normalization factor. This grouping of facilities is different than the PCB Operating Segment in our reported financials which include additional facilities not reported in the PCB data in this CSR report.
- The production unit for this data is LSF (Layer Square Feet) or KLSF (Thousand Layer Square Feet). Layer Square Feet is TTM's standard normalization factor for PCBs. It is a measure of the total square feet of circuitry layers that pass through our production lines at key points.
- "Waste Disposed Non-Renewably" refers to waste that is not recycled or used for energy recovery (i.e. landfilled or incinerated).
- This data includes printed circuit board manufacturing facilities only. Office-only locations, dormitories, and canteens are excluded.
- Data only includes facilities currently owned or leased and operated by TTM. Data from locations that have previously been sold or closed is excluded.
- Data from new locations in implementation or start-up mode is excluded.



People and Culture

At TTM, we strive to create and maintain a professional and safe work environment that fosters a collaborative culture among employees. We actively promote diversity, equity, and inclusion, continuous learning, and seek to engage employees with development opportunities and a chance to contribute to the broader community. We support our employees across the organization to achieve their full potential through leadership development programs and career planning. We are committed to individual employee success. We are proud that our employees are valued outside of TTM in serving as industry leaders across boards, committees, and joint projects.

People and Culture Highlights 2021



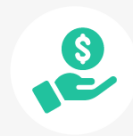
73% global employee participation in the annual Employee Survey that seeks meaningful and confidential employee feedback



81% of interns worldwide offered full-time positions



93% of employees reported feeling supported through COVID-19



In the US, **395,000 Hours of Paid Time Off (“PTO”)** was granted by TTM to assist employees with COVID-19-related hardships



Our US workforce is approximately 42% ethnically diverse and comprised of nearly 37% females







Diversity, Equity, and Inclusion

TTM's commitment to a diverse and inclusive workplace is integral to our values. We believe that our company performs best when our unique employee base comes together as one. We continue to build an inclusive culture that encourages, supports, and celebrates our workforce's diverse perspectives.

In 2020, TTM established a Diversity, Equity, and Inclusion (“DEI”) Council for its North American workforce. The DEI Council is comprised of highly talented and engaged team members who work collaboratively to foster an innovative environment embracing our workforce's unique backgrounds, talents, and perspectives.

The DEI Council works across the organization to drive our DEI strategy and support critical initiatives. They facilitate and deliver awareness, education programs, and best practices that foster the organization's ability to provide an environment that encourages and accepts each of our employees' individual attributes and experiences.

In 2021, TTM's DEI initiatives focused on four key areas, directing development and ongoing resource allocation to:

 COMMUNICATIONS	 DEI COMMUNITY OUTREACH	 EDUCATION	 TALENT RECRUITMENT
-------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------



“I’m excited to be an integral part of shaping the future of TTM’s diverse, equitable, and inclusive culture that is centered on our greatest asset: our talented people.”

Shawn Powers
EVP and Chief Human Resources Officer



DEI COMMUNICATIONS

TTM uses deliberate communication strategies and tactics to enhance DEI awareness by internal and external audiences. These include internal communications, digital, in-person, and print communications, to bring awareness of the DEI program to our North American employees.



Focus Groups: Focus group discussions led by an impartial third-party consultant, specializing in DEI, were conducted in mid-2021. These discussions captured employee experiences and provided a space for employees to express concerns and ideas in a supportive and confidential environment. The results of these discussions were used to further shape TTM's DEI strategy.





















DEI Site Champions: The DEI Site Champions program was developed to ensure each of our 17 manufacturing sites in the U.S. has a DEI representative. These champions liaise with the DEI Council regularly and provide input for their specific location's DEI strategy and action plans. Our DEI Champions are critical to the program's success and will continue to be instrumental in the progress of this key initiative.

2021 DEI Site Champions

MEET THE DEI SITE CHAMPIONS

KEY:
TTM East Division
TTM West Division
TTM North Division

 Matthew Higgins TTM Sterling (T1)	 Manika Chodha TTM Sterling (T1)	 Gulshan Gangar TTM Syracuse (S19)	 Wally Douglas TTM Latham (S4)	 Kendra Knox TTM Corporate	 George Gligam TTM Anaheim (ANA)	 Preston Priolo TTM Santa Ana (SA)	 Drew Jones TTM San Diego (SD)	 Shantel Starks TTM San Jose (SJ)
 Thayne Fragellan TTM North Jackson (NJ)	 Vicco Edmonds TTM North Jackson (NJ)	 JayneAnn Williams TTM Syracuse (S19)	 Yang Yang TTM Stafford (ST)	 Kirstin Larsen TTM Ligon (L1)	 Omar Lopez TTM Forest Grove (FG)	 Rich Schultz TTM Forest Grove (FG)	 Bryant McKinzie TTM Denver (DEN)	 Lynette Bleske TTM Chipewah Falls (CF)



Internal DEI Magazine: A DEI magazine discussing critical issues like inclusion in the workplace, pronoun usage, supporting our underrepresented colleagues and communities during the surge of racism, strategies for being more inclusive of people with disabilities, and information on observances, holidays, and cultural events, was developed and distributed to all employees. Each edition of the magazine features articles written by TTM employees on a variety of DEI-related topics.

Internal DEI Magazine



Social Media: TTM’s social media campaigns continue to spotlight the achievements, diversity, and community outreach of our employees. The TTM talent team works with our veteran population to highlight their employment experiences within our organization and the transition to a civilian career. Additionally, we provide potential employees and the community at large, insight into TTM’s inclusive culture and employee experience, working with existing employees across the organization to share their perspectives and experiences.



Intranet Content: A dedicated space for DEI-related updates and content has been developed for employees on the TTM Connect Intranet, an internal interactive employee resource. The page includes updates from the DEI Council and resource packages for various DEI observances, including Black History Month, Latinx Heritage Month, Women's History Month, and LGBTQ+ Pride Month. These resources include audio, visual, and written materials that are free to access and developed by well-known and reputable organizations supporting diverse perspectives.

DEI COMMUNITY OUTREACH

TTM sites across the globe continually engage in many community-focused activities and DEI outreach has become an important focus area.

Each facility in North America works with its DEI Council to identify opportunities for meaningful connection and support of local diversity. The goal of this effort is to identify organizations that will provide our teams with opportunities to connect with, recruit, and give back to historically underrepresented populations. In 2021 and 2022, we honored LGBTQ+ Pride Month by flying Pride Progress flags at every location, fostering allyship, and educating the workforce.

COMPANY EDUCATION

As part of TTM's ongoing efforts to help grow and learn as an organization, we continued our phased rollout of a impactful and deliberate training series on Diversity, Equity, and Inclusion.

In 2021, we launched a two-part educational program focused on DEI foundations and their practical application. These sessions provide our North American leaders with a deeper understanding of biases and how they become embedded into policies, processes, and programs and reflect on the meaning of identity, power, and privilege. Most importantly, the initiative provided practical solutions to eliminate such biases.

This program will continue throughout 2022 and in future years with people leaders and the broader workforce to model an inclusive culture that encourages and supports all of our employees.

DEI RECRUITMENT STRATEGY/PHILOSOPHY

TTM consistently strives to achieve and promote our diverse workforce. Our dedication to diversity begins at the recruitment stage, where we recognize the importance of strategies and processes that will engage traditionally underrepresented individuals and communities in this critical first step. Our recruitment process works to locate candidates from diverse backgrounds for all open positions at our facilities, our corporate offices, and our Board of Directors. We have a working committee within the DEI Council to evaluate and make ongoing recommendations to bolster our diversity recruitment efforts.



34% of U.S. New Hires Identified as Underrepresented Minorities in 2021



In 2021, we began with a thorough review of our job descriptions to ensure that the language used was free of gender bias and more inclusive, generally. We will continue to work with our recruitment partners and hiring managers to implement recruitment strategies that will help us to build on our diverse group of employees.

Talent Management

TTM’s talent management aims to attract, develop, motivate and retain employees. Talent management is a process that drives performance within TTM through integrated people management practices.

INTERNSHIP PROGRAM

TTM’s Internship Program is integral to building our next generation of employees. We partner with schools to identify top students and recruit talent with critical skills. TTM offers more than 100+ internships globally each year. We provide opportunities in technical and non-technical roles to develop job-specific knowledge. The internships are project-based allowing interns to connect in-class learning with the real world of technology design and manufacturing.





“I recommend a TTM internship for any individual looking for a hands-on, self-guided experience that will challenge them, provide them with relevant experience, and provide personal development”.

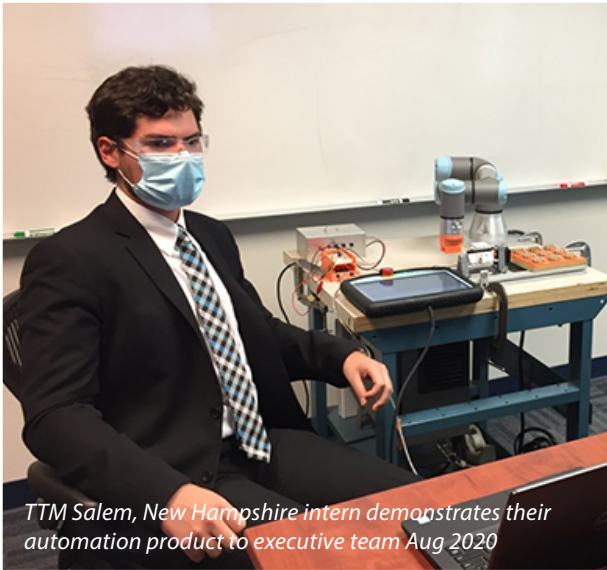
Maya
TTM Chippewa Falls, Wisconsin
(Internship Class of 2020)



FEATURES OF TTM INTERNSHIP PROGRAMS

- | | |
|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|
| <input checked="" type="checkbox"/> Project-based, meaningful work | <input checked="" type="checkbox"/> Professional networking opportunities |
| <input checked="" type="checkbox"/> Direct mentorship | <input checked="" type="checkbox"/> Opportunities for full-time employment upon graduation |
| <input checked="" type="checkbox"/> Capstone project and presentation to leadership | |





TTM Salem, New Hampshire intern demonstrates their automation product to executive team Aug 2020



TTM Logan, UT interns presenting their robotics/automation project Aug 2020

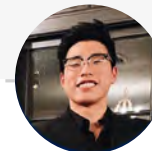
Internships that Resulted in Full-Time Job Offers Worldwide: 81%



SUMMER TECHNOLOGY EXPOSITION HIGHLIGHTS (NORTH AMERICA)

Each year our engineering interns participate in a robotics and automation exposition to showcase their summer projects to our executive leadership team. The project requires interns to connect their education with their TTM experience and provide lasting solutions to real-world business problems.

In 2021, we had approximately 50 participants in the exposition. It was attended by several leadership team members in North America, allowing our interns to showcase their work to key decision-makers.



“I was able to learn so much from working with my partner and my mentor [...] I would recommend a TTM internship to others, and I am considering future employment with TTM.”

James
TTM San Jose, California
(Internship Class of 2020)

ENGAGING POST-SECONDARY INSTITUTIONS

TTM seeks to bolster inclusion and diversity through talent acquisition by working closely with universities and other post-secondary institutions. In 2021, TTM engaged with Morgan State University to enhance this initiative. Morgan State is a historically African-American institution that offers business, engineering, and arts and sciences programs. TTM's partnership with the university included conducting career fairs and supporting curriculum initiatives. TTM awarded four scholarships to high-performing engineering students at Morgan State who maintained a minimum 3.0 GPA and intend to pursue a career in engineering.

In addition to our partnership with Morgan State University, TTM has partnered with Metropolitan State in Denver, Colorado, and plans to partner with more universities in the future. We continue to work with campus career centers to ensure the student body knows of TTM's opportunities, especially in engineering and technology. TTM has hired interns and co-op students from these schools because of the successful track record we have experienced through these scholastic partnerships. In addition, we have generated outstanding interns and employees for TTM.

Looking ahead, TTM aims to engage additional minority-serving institutions in the U.S. working with leading post-secondary institutions to provide tangible opportunities to their students will further expand our sources of diverse talent.



"I believe that diversity and inclusion are both highly important in this moment in history. I'm hoping to become an advocate for DEI in our company and beyond."

Kitwana
 TTM North Jackson, Ohio
 DEI Council Member and Customer Service Representative (U.S. Military Veteran)

VETERANS

As a leading electronics manufacturer that supports the U.S. Defense industrial base, veterans easily connect with our mission and purpose. Our strong internal network, leadership programs, hands-on training, and the opportunity for advancement resonates with the military community. Many have found success at TTM after completing our rotational training programs and have risen through the ranks to management roles.

IPC ASIA TALENT DEVELOPMENT AWARD

In 2021, TTM received IPC's "Asia Talent Development Award" at the IPC CEMAC annual conference – Meet the Factory of Future. This annual conference aims to create an open, free and international platform for knowledge exchange and learning

opportunities for IPC members. The award recognized TTM's Asia internship program, which started in 2020 in partnership with IPC, to develop and provide valuable hands-on work experience for students.



“I am very grateful that I can live and work in Huizhou; TTM has provided development opportunities for me during my ten years as an employee.”

Johnny
 TTM Huiyang
 Principal Process Engineer (Management Trainee Program alum)

ANNUAL TALENT REVIEW PROCESS

As part of talent management, we engage and connect with employees throughout their career journey. Our talent reviews are centered on succession planning, readiness, diversity, retention, and creating opportunities. The goal of talent review is to assess unique employee strengths with the business' current and future needs. We must remain proactive in creating opportunities, leading career planning and discussions, and providing the essential coaching and feedback. Each people leader at TTM plays an important role in evaluating, coaching, and shaping the growth of talent.

LEADERSHIP DEVELOPMENT

Part of TTM's robust talent management strategy is to encourage our employees to learn through tailored experiences. Our people managers work with their teams to develop career plans and spotlight high-achieving, innovative people who have the potential to be tomorrow's leaders. We create meaningful opportunities for select talent to gain valuable experience with project-based programs designed to hone their technical, problem solving, people, and project leadership skills.





LEAD Graduation taken in TTM Hong Kong



Operations Leadership Program (“OLP”): TTM's OLP Program identifies future leaders in engineering, production, and quality through the talent review process. The program prepares participants for future leadership roles. Participants engage in classroom training by internal operations experts and are challenged by job rotations, special projects, multi-site visits, and individual development plans. Participation rates of women in OLP exceed the current percentage of women in leadership roles which aids in diverse succession planning.



The Leadership Experience and Action Development Program (“LEAD”): This intensive 18-month program develops our future global leaders by focusing on strategic project management, influencing, and team-building skills. The curriculum includes classroom training facilitated by the Center for Creative Leadership, action learning projects, individual and group coaching, and 360 feedback.



Management Trainee Program: In Asia Pacific, TTM's Management Trainee Program is designed to provide high potential TTM employees with a well-rounded view of the business and broad exposure to management. The program includes:

- | | |
|---------------------------------------------------|---------------------------------------------------------------------|
| <input checked="" type="checkbox"/> Job rotations | <input checked="" type="checkbox"/> Coaching from senior management |
| <input checked="" type="checkbox"/> Team building | <input checked="" type="checkbox"/> Project presentations |

COMPENSATION PHILOSOPHY

We continually review our compensation and benefits programs to attempt to ensure we are in line with market conditions. We recently completed our global job architecture project which serves as the foundation for career planning, individually tailored development plans, talent planning, and market-based compensation reviews. In addition to competitive wages, all employees participate in one of our variable incentive programs which reward performance. The adjustments we made to base salaries and incentive compensation, coupled with the conversations on career opportunities from managers, have been very well received.

We also offer comprehensive benefit plans for eligible employees including mental health, employee assistance program (“EAP”), telemedicine offerings, several medical and dental plans with qualifying employer-funded health savings accounts, life insurance, specialty programs for diabetes and weight loss, wellness challenges, and an on-site health and physical therapy center at our largest U.S. facility.

EMPLOYEE HEALTH AND WELLNESS AND COVID-19 RESPONSE



Wellness Programs: TTM recognizes the importance of championing health and wellness among its employees. Each year, the company sponsors multiple opportunities to participate in health, wellness, and nutrition programs that focus on both physical and mental well-being. These opportunities are often tied to incentives aimed at encouraging participation. In addition, TTM has sponsored many site-specific wellness programs at all of its facilities in North America and Asia.





COVID-19 Response: In order to address the challenges presented by COVID-19, we implemented a program to provide flexibility and accommodate hybrid and remote work options for positions that can be conducted in a hybrid or fully remote setting.

TTM enhanced our benefits program to provide paid time off for employees' vaccinations and booster shots. The Company understands that COVID-19 may cause unique employee hardships and grants PTO to employees who have otherwise depleted their PTO banks but require such additional assistance as a result of the virus. Employees have rallied together in donating their own unused PTO hours to supplement company-provided PTO for employees facing COVID-19 challenges.

Our 'Stronger Together' campaign paid tribute to the amazing care, empathy, and concern throughout TTM. In this campaign, TTM employees were asked to share personal stories of how TTM has helped them during difficult situations induced by COVID-19. In response, our employees created recordings and videos sharing their appreciation for TTM's many actions and efforts to combat COVID-19 and take care of them.

As part of TTM's comprehensive benefits program, we offer to all employees an Employee Assistance Program. During the pandemic, we focused on communicating to our employees the availability and features of this benefit. In addition, we added onsite behavioral services to our health center co-located in our Chippewa Falls, WI factory.



Community Outreach

TTM is committed to operating our business in a sustainable, responsible manner and bringing a positive impact to the communities in which we operate.

TTM believes in supporting the communities where we do business, as well as national and international organizations. We have made community outreach an integral part of our company values and culture. TTM's outreach includes charitable contributions and the personal commitment of our employees through initiatives that span volunteer work at non-profits, projects that support the environment, educational support, and philanthropic giving.

In 2020-21, TTM continued to make a significant effort to supporting our communities with a total of 70 projects to more than 30 charities, nonprofit organizations, and educational institutions across the globe.



70 PROJECTS



30 CHARITIES

Volunteering in Our Communities

It is important for TTM to make a positive impact in the global communities in which we operate. We support our communities and employees are encouraged to volunteer their time to meaningful causes in order to give back. Together, we support a variety of nonprofit and charitable organizations around the world.

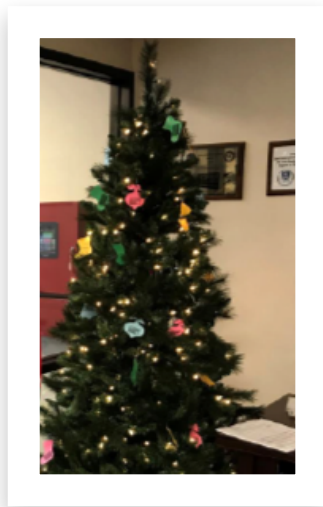
HIGHLIGHTED PROJECTS:

- Earth Day-related programs, including tree planting, hiking trail clean up, and more.



TTM Dongguan Earth Day activities 2021

- TTM Connecticut collected gift cards that parents could use to purchase gifts for their children. They also 'adopted' two local families by collecting the requested 66 items on the families' wish list.



TTM Stafford Springs, Connecticut tree with paper ornaments 2021

- TTM sites in China organized visits to children in need and isolated and widowed elderly people.

- TTM Denver, Colorado initiated "50 Random Acts of Kindness," in part, benefiting people in the community.

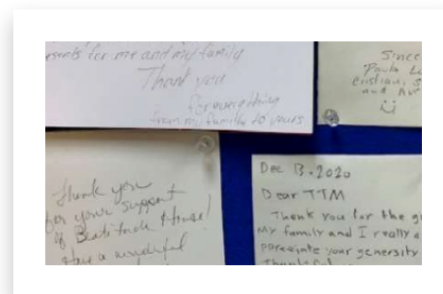
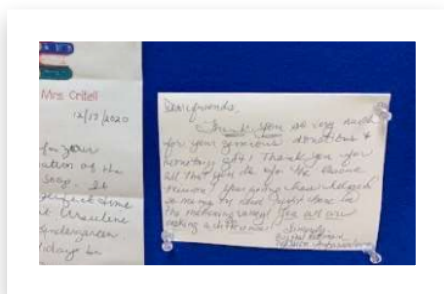
- TTM Denver, Colorado participated in the Adopt-A-Park Trash Clean-Up Day at a local adopted park in Littleton, Colorado.

- TTM North Jackson, Ohio organized the Hunger Games and Giving Tree Event, receiving 5,000 donated non-perishable items for families in need during the holidays.

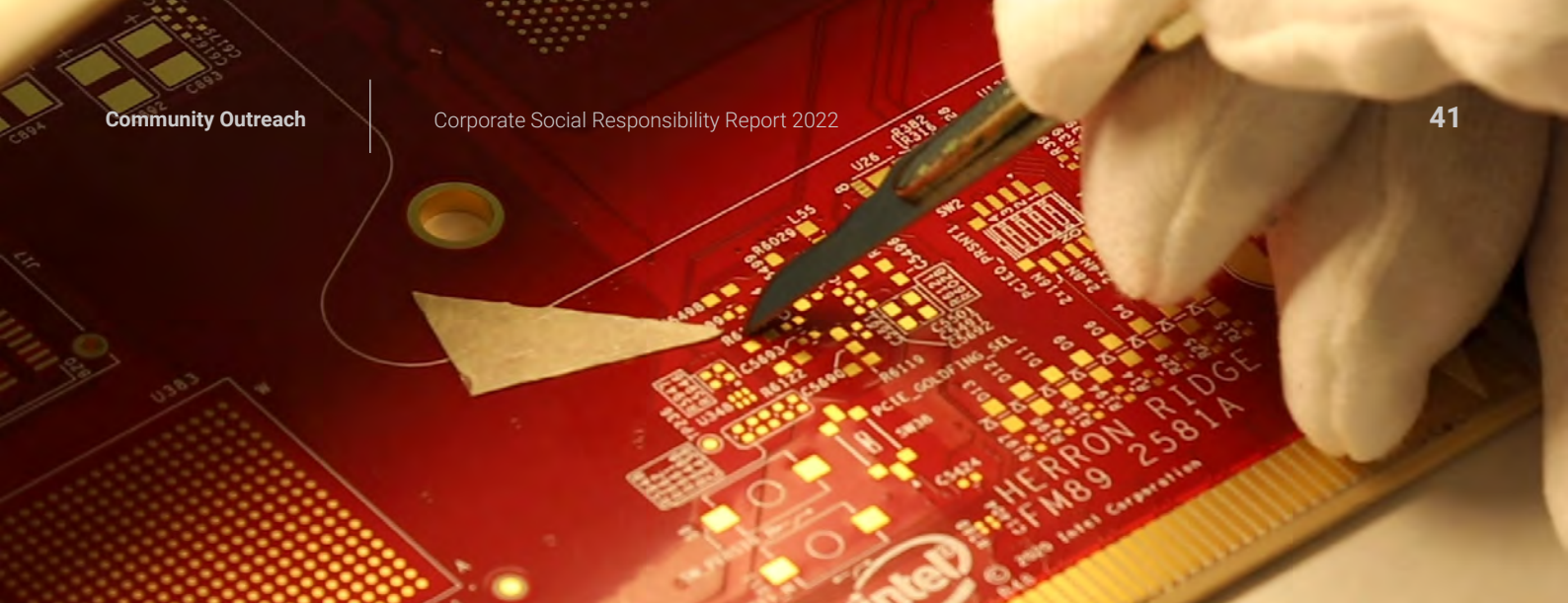


TTM North Jackson, Ohio Hunger Games Food Drive 2021

TTM North Jackson Community Outreach Committee and Just For Fun Committee hosted a non-perishable good food drive to support the Rescue Mission of the Mahoning Valley, the only local homeless shelter. On average, we donate 5,000 non-perishable items each year. The Just For Fun Committee hosted the 'games' portion of the Hunger Games to add an element of completion between the donating teams and to have fun together for a great cause.



Thank you cards TTM North Jackson, Ohio received for their community service



TTM Sterling, Virginia participated in the annual Adopt-A-Family program sponsored by Fairfax County, helping children and families who were in need of clothing and toys for the holidays.

TTM Zhongshan set up a volunteer team to assist police officers in traffic control and participated in an anti-fraud program in Yongning China.

TTM Guangzhou promotes safety by supporting and participating in local firefighting skills competitions. These competitions are intended to allow local industries and organizations to share best practices and promote safety awareness. The competitions included multiple categories. TTM won in several categories, including the Corporate Representative and Team Scoring category.



Crystal was so grateful to receive all of these wonderful donations from the Adopt a Family Program!



TTM Guangzhou firefighting skills competition 2021



Supporting Education in our Communities

At TTM, we are dedicated to helping prepare the next generation with the educational resources needed to succeed. TTM supports students in our communities through scholarship, internship, and sponsorship programs.

HIGHLIGHTED PROJECTS:

- TTM Syracuse, New York supported local workforce development in technology-related fields through participation in panel discussions, robotic demonstrations, career events, as well as financial support for two student scholarships.

- TTM Forest Grove, Oregon participated in high school senior scholarships.

- TTM San Diego, California sponsored Nano and Chem Day at the University of California San Diego.

- TTM Suzhou and TTM Syracuse, New York made donations to schools and education partners for STEM development.

- TTM Zhongshan launched an education support program for disadvantaged families of TTM employees.

Philanthropic Giving



TTM Sterling, Virginia held a food and clothing drive for Loudoun Homeless Service Center 2021

TTM continues to support and engage our local communities through philanthropic actions. Our employees are encouraged to support our communities by donating goods and services. Below are some highlights of recent activities.

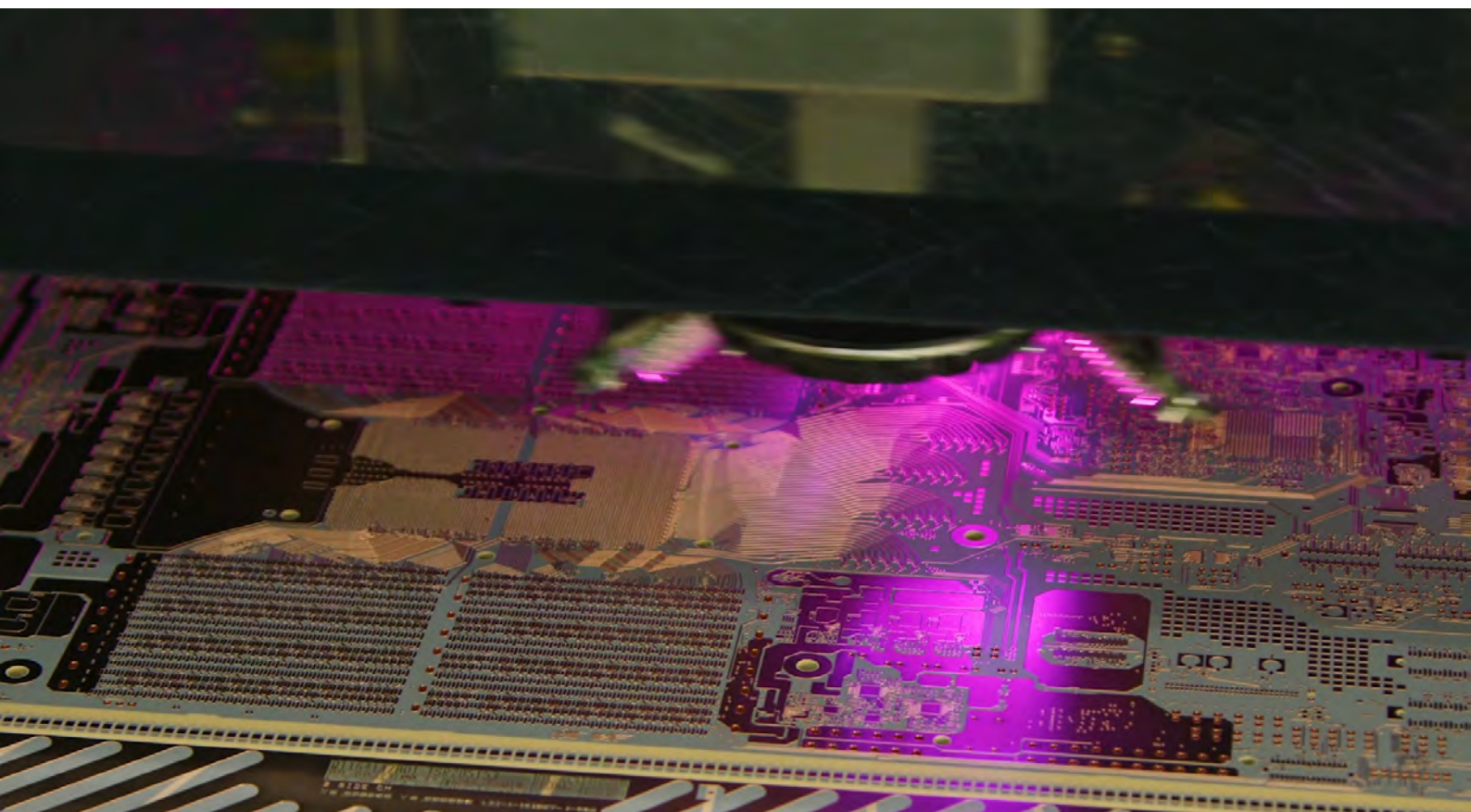
- TTM globally joined several food drives and toy drives to benefit people in need.

- Donated unused COVID-19 Test Kits to charities and nonprofit organizations throughout the pandemic.

- Raised funds and donated Personal Protective Equipment ("PPE") to various organizations in response to COVID-19.

- TTM Dongguan continues to organize a used clothes donation drive every quarter.

- TTM Anaheim, California participated in a donation program for the Children's Hospital of Orange County.

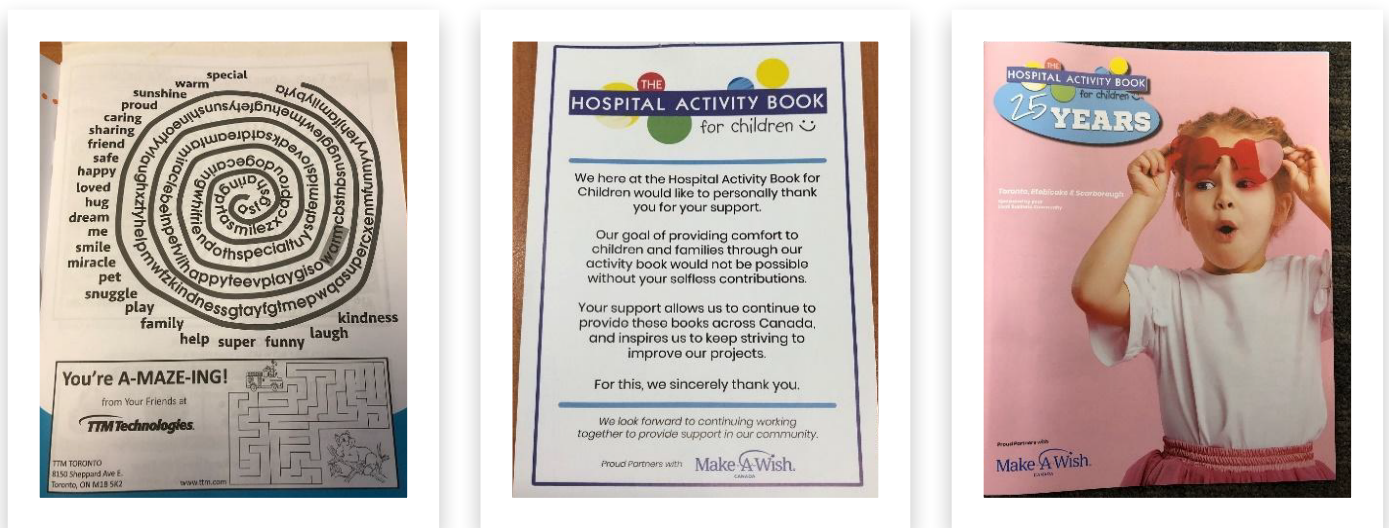


- ✓ TTM Forest Grove, Oregon gave financial support to the Forest Grove Senior Center.

- ✓ TTM Suzhou joined the Love Bag Donation, donating Children's Day gifts to underprivileged children in Gansu Province.

- ✓ TTM Suzhou raised funds through the Tencent Public Benefit Platform to support the education of rural students.

- ✓ TTM Toronto in partnership with Make-A-Wish, sponsored a full page in the Hospital Activity Book for the Sick Kids Foundation.



TTM Toronto Make-A-Wish Sponsor 2021

The TTM Chair for Community Service Award

In 2021, TTM established the TTM Chair for Community Service Award to honor the community leadership and public service of Robert Klatell, Board Chair from 2005-2021.

The TTM Chair Award for Community Service recognizes a team of employees whose service positively impacts communities. This annual award recognizes these individuals for their valuable contribution to their community. The inaugural award in 2021 was presented to the TTM Stafford, CT and Stafford Spring, CT employees.

Over the past few years, the Stafford and Stafford Springs Sites have collaborated with business partners to collect sponsorship prizes for employee raffles, with 100% of the proceeds donated to the Dana Farber Cancer Institute, which was previously named the Jimmy Fund after Einar Gustafson, a 12-year-old cancer patient. The donations collected also include direct contributions from business partners as well as employees.

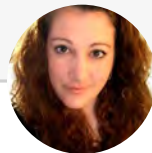
As part of the TTM Chair Award For Community Service, TTM made a significant donation to the Dana Farber Cancer Fund (associated with the Jimmy Fund) on December 5, 2021 to coincide with the United Nations Volunteer Day.



“I am beyond blessed and so thankful to be part of such an amazing partnership for such a good cause. Every year our suppliers and employees look forward to the event and seeing if we were able to donate more than the year before. We are able to see the joy here at the site, yet I can’t even imagine the impact it has with the children and their families.”

Jenna

Manager, Customer Service - Stafford, CT



“I have participated in our annual Jimmy Fund raffle for 25 years now. I remember when it was a lot of homemade items, to today with some pretty amazing prizes.

Each year, though, the excitement is there as the winners are announced, and the grand total donation is shared. It gives all employees a great sense of pride knowing that money raised goes to a cause that truly touches everyone in one way or another.

These last few years this raffle hits a little closer to home as one of my best friends continues his fight with cancer. He is a father of 2 young kids, and Dana Farber has been there with him every step of the way.”

Kim

General Manager - Stafford, CT

“I am honored to be part of the team supporting the Jimmy Fund, research for cancer. I love selling tickets and seeing the anticipation and excitement of the employees waiting to hear who won the prizes. Mostly I am proud to be supporting this great cause.”

Diane

Receptionist - Stafford Springs, CT

“To get involved in such a special and worthy cause such as The Jimmy Fund has been personally very gratifying. Because of the wonderful people at TTM, it has continued to be very successful. I am also thankful for the people I came to know at the institute. Love to All!”

Bob

Retired TTM Employee- Stafford, CT



TTM Stafford and Stafford Springs, CT sites were awarded the 2021 TTM Chair for Community Service Award for their work benefitting Dana Farber Cancer Institute

Corporate Governance

A key component of TTM's success is a strong foundation of Corporate Governance practices and policies, promoting transparency, accountability, and ethical business operations. TTM understands that this requires an internal system of practices, controls, and procedures that allows the business to govern itself, make effective decisions, comply with applicable law, and meet the needs of external stakeholders.

We maintain [Corporate Governance Guidelines](#) to provide direction to our Board of Directors and Senior Management on topics such as board member qualifications, the evaluation process for the CEO and board members, and the need to report conflicts of interest. TTM takes many steps to ensure that its Corporate Governance is a priority including maintaining a strong and diverse Board of Directors, actively engaging processes to manage risks, providing guidance on ethics and values, enforcing data privacy, and prohibiting conflicts of interest. In addition to the guidelines and strong governance practices that we employ, as described in this report, TTM also maintains a [Code of Ethics](#) for the CEO and Senior Financial Officers. Further, each committee of the Board of Directors also has a charter. Some key elements of our Corporate Governance practices and policies are listed below.

TTM CORPORATE GOVERNANCE HIGHLIGHTS



BOARD STRUCTURE

- ✓ High board independence (89%)
- ✓ Gender diversity (33%)
- ✓ Racial diversity (11%)
- ✓ Governance guidelines
- ✓ No hedging policies of stock ownership
- ✓ High percent vote for director elections
- ✓ Key executive succession plan
- ✓ Committee charters



EXECUTIVE COMPENSATION

- ✓ Annual say on pay
- ✓ Low equity grant rates versus peers
- ✓ Minimum vesting period
- ✓ CEO stock ownership guidelines
- ✓ Prohibit repricing of stock grants
- ✓ Double trigger change of control
- ✓ Clawback provision
- ✓ No excise tax gross ups
- ✓ No evergreen provision



SHAREHOLDER RIGHTS



AUDIT AND RISK

- ✓ No dual class stock

- ✓ No poison pill

- ✓ Regular shareholder engagement and feedback including equity, debt and third parties such as ISS

- ✓ Code of conduct and training

- ✓ Whistle blower policy/ethics hotline

Board Leadership Structure

We believe it is our Chief Executive Officer’s responsibility to manage our operations and it is the Chairman of the Board’s responsibility to lead our Board of Directors. We also believe it is beneficial to have an independent chair who is dedicated to leading the Board of Directors for the Company. Our Board of Directors currently has eight independent members and one non-independent member, our CEO. Our Board collectively possesses a diverse mix of backgrounds, skills, and experience, and a deep and critical understanding of TTM’s business and the unique challenges and opportunities TTM faces in a competitive global economy. Our Board also meets the criteria of Nasdaq’s Board Diversity Rule, approved by the SEC in 2021.



TTM is a significant supplier of printed circuit boards that are eventually integrated into products purchased by the United States Department of Defense. Because TTM has been identified by the government of the United States as a key supplier in the electronics eco-system, TTM has engaged with the United States Defense Counterintelligence and Security Agency (the “DCSA”) for approval of facility security clearances at a number of its facilities. This clearance allows the DCSA to conduct audits and provide broad oversight to parts of TTM’s operation. In addition, TTM has entered into a Special Security Agreement with the DCSA. The Special Security Agreement requires that the Company’s Board of Directors include at least three independent directors approved by the United States Government that are eligible to access classified information (“Outside Directors”). The Special Security Agreement also requires that TTM maintain a Government Security Committee of the Board which is comprised of at least three Outside Directors and one Officer Director. In addition, our Board members are prohibited from having prior relationships with certain “affiliates” described in the special security agreement and must be U.S. citizens holding or eligible to hold personnel security clearances.

As a natural mechanism to ensure continuity of its Board of Directors to satisfy our obligations to the United States Department of Defense and to maintain adherence with the requirements of the Special Security Agreement, TTM has continued the practice of providing for staggered elections of three classes of board members to serve three-year terms, such that the Board of Directors is assured to maintain at least six sitting members after each annual meeting of stockholders, of which at least three such members are cleared or would be eligible to be cleared by the United States Government to receive classified information and maintain oversight of TTM’s classified operations.

Risk Management and Oversight Process



The focus of our Board of Directors is to represent the interests of our shareholders in the long-term performance of the Company. Our Board of Directors also provides guidance and oversight to our business and is ultimately responsible for risk management, and it discharges this responsibility by receiving regular reports from our management concerning our business and the material risks that our Company faces. The Board is committed to sound corporate governance guidelines and processes to enable our Company to operate responsibly and achieve success. Our Board of Directors annually reviews key enterprise risks identified by management — financial, reputational, safety and security, cybersecurity, operational, revenue, social responsibility, environmental, and compliance risks —and monitors key risks through reports and meetings. The Board regularly discusses and provides direction on items of strategic importance. It also maintains several committees that provide specialized assistance and guidance to enable the Board to meet its responsibilities to the shareholders, investment community, and government agencies. In addition, each of our committees considers risks within its area of responsibilities, as follows:



Our Audit Committee's primary responsibility is to oversee the company's financial reporting process and its system of internal controls. It is also responsible for selecting the outside audit firm and overseeing the audit process. In addition, the Audit Committee oversees matters involving major financial risk exposures; reviewing actions management is taking to address identified risks; monitoring such risk exposure, and maintaining the integrity of the Company's accounting and financial records. These responsibilities include risks relating to financial reporting and internal controls, compliance with legal and regulatory requirements, oversight of independent and internal audit functions, litigation, tax matters, and an annual review of the Company Code of Business Conduct and Code of Ethics applicable to our CEO and senior financial officers. TTM's Vice President of Internal Audit reports to the Chair of the Audit Committee in addition to the CFO. The Audit Committee also reviews our quarterly and annual financial reports, including any disclosure in those reports of risk factors affecting our Company and business. The Audit Committee regularly consults with our external, independent auditor, KPMG LLP.



Our Compensation Committee is primarily responsible for overseeing risks that may be associated with executive retention, the compensation of our CEO and other executive officers, discharging responsibilities of the Board relating to compensation programs, assessing the risks related to these programs, and producing an annual report on executive compensation included within the Form 10-K and/or related proxy statements. The Compensation Committee strives to create financial incentives that encourage appropriate risk-taking behavior consistent with our business strategy. To assist in satisfying these oversight responsibilities, the Compensation Committee retains outside compensation consultants and meets regularly with management to understand the financial, personnel, and stockholder implications of compensation decisions.



Our Nominating and Corporate Governance Committee is primarily responsible for risks that may be mitigated by the continued effective functioning of our Board of Directors and our corporate governance practices. Under its charter, the Nominating and Corporate Governance Committee is responsible for recommending the selection of directors to the Board of Directors and its committees, management continuity, and developing and recommending to our Board of Directors a set of effective corporate governance principles designed to assure compliance with applicable standards. The Nominating and Corporate Governance Committee is also responsible for oversight of TTM's ESG program.



Our Government Security Committee is primarily responsible for maintaining appropriate policies and procedures to ensure compliance with the policies and procedures mandated by the U.S. Government with respect to classified and export-controlled information in our possession and for ensuring the mitigation of foreign, ownership, control, or influence (commonly referred to by its acronym "FOCI"), and cybersecurity. This Committee is also tasked with ensuring compliance with laws, regulations, and the Special Security Agreement with the United States Defense Counterintelligence Security Agency as previously discussed.

Commitment to Values and Ethics

The foundation of TTM's strategic vision is our corporate culture and emphasis on conducting business with integrity, teamwork, clear communication, and performance excellence. These are the cornerstones of the way that TTM does business and we demonstrate the importance we place on these values through our goal setting and performance management process.



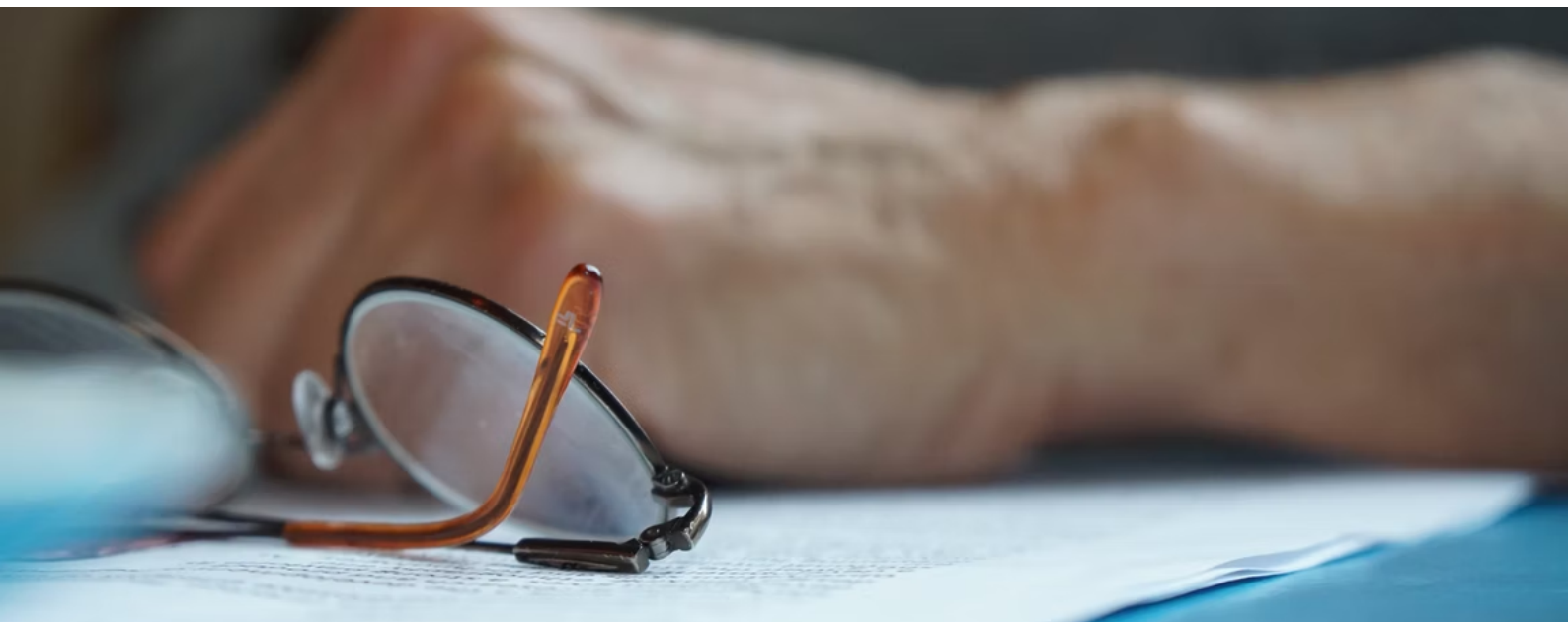
Our “Leadership Principles” of communications, collaboration, and career development are designed to improve the employee experience and strengthen working relationships with our business partners. Along with the TTM Values and our Leadership Principles, we discuss and act in accordance with, and provide annual training for, our [Code of Conduct](#), which outlines our expectations and provides guidance for all employees.

Our Code of Conduct provides guidance and emphasizes the importance of addressing topics such as anti-corruption, discrimination, harassment, privacy, appropriate use of company assets, and protecting confidential information. It also provides guidance and encourages the reporting of Code of Conduct violations. Our Code of Conduct reinforces the importance of fostering an open, welcoming environment in which all employees have a voice and a confidential outlet to raise concerns regarding potential violations.



In addition, we maintain high standards for all employees worldwide — including reasonable work hours and time off, no child labor, no forced labor, equal opportunity employment, and a professional work environment that does not tolerate any form of harassment or discrimination. Our Code encourages open communication by our employees and empowers employees to raise questions or concerns, to report questionable behavior, or to clarify a policy with their supervisor or with a member of Human Resources or Legal. In addition, employees and third parties may use TTM’s Ethics HotLine, which is managed by an independent third party and is available 24 hours a day, seven days a week to report any questions or concerns, all of which can be done anonymously and confidentially. Retaliation for any ethics reporting is strictly forbidden.

TTM maintains a Code of Ethics for the CEO and Senior Financial Officers that are subject to additional policies such as timely reporting of financial information, material information that affects financial disclosures, and significant deficiencies and material weaknesses in the design or operation of internal controls.





Data Security and Privacy

In order to protect the data of our Company, business partners, U.S. national security, and defense-related items, TTM has invested in robust data security and privacy protections. TTM follows industry-standard recommendations for data security such as those outlined in the NIST SP 800-171 and evolving Cybersecurity Maturity Model Certification (CMMC) frameworks. TTM has developed detailed cybersecurity policies and procedures, including a data classification system to ensure the protection of critical data. In addition to periodic internal review, TTM also employs external auditors and cybersecurity testing firms to review our cybersecurity posture. TTM maintains a CIRT, or Cybersecurity Incident Response Team, and conducts periodic tests with this team to maintain readiness and resiliency, while regularly reviewing its policies in the interest of protecting data security. Lastly, the regular training of employees on the ever-present threat of cybersecurity helps maintain data security.



Conflict Minerals

TTM uses minerals such as Gold, Tin, Tantalum, and Tungsten in our products. In some cases, the processing and sale of such minerals in conflict-affected and high-risk areas can support armed groups and perpetrators of child labor and other human rights abuses. As part of our Conflict Minerals program, TTM surveys our suppliers throughout the year on the sources of these minerals and performs due diligence when necessary. TTM provides various Conflict Minerals Reporting Templates to our customers as evidence of our information gathering and due diligence practices, and we also submit an annual Form SD report to the United States Securities and Exchange Commission as required by The Dodd-Frank Wall Street Reform and Consumer Protection Act.

FOLLOW US



#TTM #TTMTECH #INSPIRINGINNOVATION

OUR WEBSITE

WWW.TTM.COM