

## TI Fluid Systems plc

### Collective Bargaining and Turnover Update 2024

We appreciate and seek clear and efficient communication which comes from engaging our workforce directly. We also recognise that employees in many jurisdictions may freely choose to organise under a trade union for purposes of collective bargaining, in which case we seek to engage in constructive dialogue with employee representatives.

Within TI Fluid Systems, union association and representation is supported where requested as per our Human Rights Policy. To support greater transparency on our social reporting data, we have presented figures that show the percentage of workforce covered by collective bargaining agreements in 2024. These figures highlight regional variability in union association and representation.

2024 - Total				
	AMER	EMEA	APAC	Total
%	61%	76%	35%	60%

AMER = Americas EMEA = Europe Middle East and Africa APAC = Asia Pacific

## Employee Turnover

Turnover data helps us identify trends, improve retention, and enhance employee satisfaction. Sharing this information demonstrates our commitment to accountability and continuous improvement. We have presented our voluntary employee turnover data for 2023 and 2024. This highlights the regional variability seen across the company.

The lowest turnover rates are shown in EMEA and the highest in the Americas. Comparing data from 2023 to 2024 we have seen a reduction in voluntary turnover rates globally and across all regions respectively. The largest percentage reduction in turnover was seen within the Americas Region.

Oct 2024 - Total				
	AMER	EMEA	APAC	Total
Voluntary turnover (12 months rolling)	13.6%	4.6%	7.2%	8.4%

Dec 2023 - Total				
	AMER	EMEA	APAC	Total
Voluntary turnover (12 months rolling)	18.8%	7.2%	9.6%	11.9%

AMER = Americas EMEA = Europe Middle East and Africa APAC = Asia Pacific