TTM Technologies
Time-To-Market Interconnect Solutions

TTM TECHNOLOGIES, INC.

Corporate Social Responsibility Report 2025

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

Inspiring Innovation
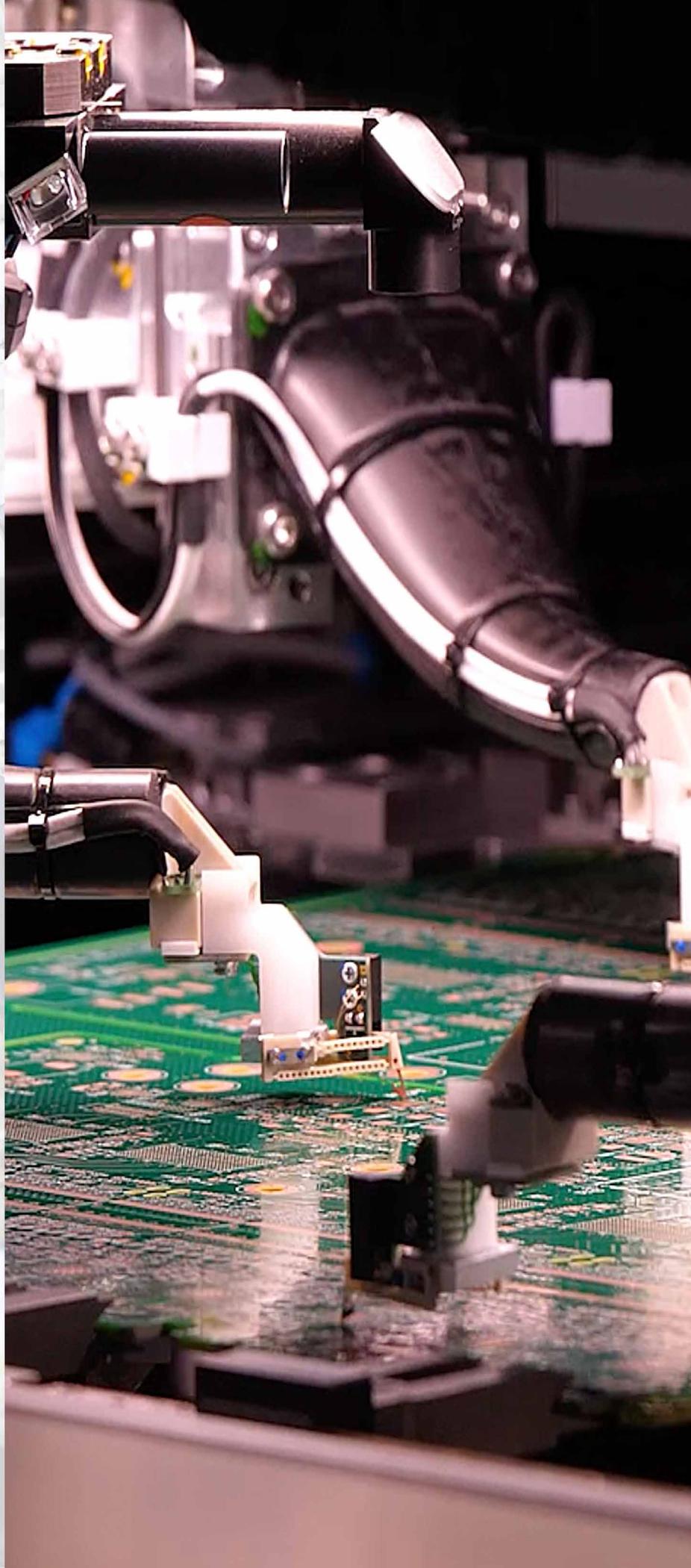
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Message from our President and CEO

TTM's mission is to provide customers with market-leading, differentiated solutions and an extraordinary customer experience.

Our vision is to inspire innovation as a global preeminent technology solutions company. Inspiring innovation means that, while you may not see our products, TTM is working closely with our customers to develop and build these products to be beneficial to the consumer, the environment and society in general. Examples of where we inspire innovation include our position as a:

- Key supplier for Artificial Intelligence hardware applications that are changing the world with advanced technology.

- Key supplier to the medical industry for surgical robotics and remote diabetes monitoring.

- Key supplier to the automotive industry for electric vehicles and advanced driver-assisted systems ("ADAS").

Our corporate philosophy has always been to operate all of our sites around the globe, in a safe and responsible manner, respecting our environment and protecting 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") initiatives through regular engagement with our senior management team, which is responsible for developing, implementing, and measuring ESG strategies. However, our lasting commitment to Corporate Social Responsibility ("CSR") goes beyond regulatory compliance, it is an integral part of our corporate culture and is simply our way of doing business. We remain 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 along our ESG journey, and I look forward to the impacts of our continued improvement.

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When it comes to the environment, we have implemented internal sustainability goals, targeting reductions in emissions, waste, water and energy usage, as well as increasing usage of renewable energy, recycled water and hazardous waste. We also have 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.

In 2023, we completed the construction of a new state of the art manufacturing facility in Penang, Malaysia. This facility is expected to consume 40% less water, have 50% less emissions and produce 50% less hazardous waste than similar factories in Asia.

Last year, we broke ground on our newest facility in Syracuse, NY, adjacent to our existing Syracuse facility, to produce Ultra-High Density Interconnect ("UHDI") Printed Circuit Boards ("PCB"s) that will primarily be used for U.S. defense applications. TTM will also invest in research and development to further integrate substrate and UHDI PCB technologies across the United States. TTM's new facility will be one of the first in the nation to specialize in manufacturing UHDI PCBs and advanced packaging, and will incorporate lessons learned through the design and construction of our Penang facility, including advanced wastewater treatment systems.

In addition, we continue to make progress towards our objective of being Carbon Neutral by 2040. We have recently identified multiple projects across five broad categories to actively reduce our carbon footprint, including the use of more productive and efficient manufacturing equipment, utilizing higher efficiency HVAC units, broader implementation of LED lighting and solar energy, and more effective recapture of waste heat.

As far as our team, 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 and certification programs, performance feedback, and providing opportunities for all of our employees to pursue their career goals.

We have also further expanded, and continue to develop, our existing policies and training against harassment and bullying and the potential for workplace discrimination of any form. TTM is committed to ensuring an inclusive work environment where all employees feel they belong and their opinions matter. In addition, TTM strives to provide a safe and rewarding workplace for our employees with fair compensation, benefits, and opportunities for advancement.

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").

Along with these core values, we intentionally discuss and act in accordance with, and provide on-boarding and annual training for, TTM's 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 this Code of Conduct.

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

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About TTM

TTM inspires innovation as a preeminent technology solutions provider. We strive to provide customers with market leading, differentiated solutions and an extraordinary customer experience. We are a leading global manufacturer of technology solutions including mission systems, radio frequency ("RF") components and RF microwave/microelectronic assemblies, quick-turn and technologically advanced printed circuit boards ("PCBs"). We design and develop many of our products using our own engineering talent and intellectual property. TTM generated approximately $2.4 billion in revenue in 2024. We currently operate 23 manufacturing facilities, located in North America and Asia.

TTM has established a global, customer-focused organization within each of our business units, each maintaining a charter to become experts in their respective markets, strengthen existing customer relationships, and develop new customers in growing areas of each market. TTM has a strong team that delivers solid financial and operational results, 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 robust cybersecurity architecture, allowing us to isolate and protect data, as required by our customers and stakeholders.

OUR VISION:
Inspire innovation as a preeminent technology solutions company.

OUR MISSION:
Provide 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.**

Inspiring Innovation

While TTM products may not always be easily recognized, our PCBs are the foundational building block of many electronic systems and our integrated electronics technologies inspire innovation in those very systems. The following are examples of where our products are used:

- **Automotive:** TTM is one of the top PCB suppliers to the automotive industry, supporting electric vehicles and advanced driver assist ("ADAS") technologies. Electric vehicles reduce greenhouse gas emissions by using electronic power for the drivetrain instead of an internal combustion engine. TTM is a key supplier of PCBs for electric vehicles and supports our customers as they strive to reduce their carbon footprint. TTM also supplies PCBs for ADAS technologies to increase the safety of vehicles, reduce accidents and protect the safety of drivers and passengers.

- **Medical:** TTM is a leading supplier of PCBs to the medical market, supporting surgical robots, remote diabetes monitors and ventilators. The medical industry is seeing an increased use of electronics which drives increased demand for PCBs that we supply to medical customers. Increased medical automation, such as in surgical robots, have seen strong growth to aid surgical procedures with increased consistency and accuracy. In addition, manual testing of blood sugar through "pin pricks" are being replaced by remote blood sugar monitoring devices which contain PCBs that TTM supplies.

- **Aerospace and Defense:** TTM is a critical supplier of integrated systems, RF components and RF microwave, and microelectronic assemblies that go into aerospace, defense and space related applications.

- **Advanced Computing and Networking:** TTM is a leading provider of complex printed circuit boards for high-end computing, cloud computing, artificial intelligence ("AI"), hyper-scale servers, data storage, and networking applications.

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. Our 2025 Global Sustainability goals are as follows:

ENVIRONMENTAL, SOCIETY AND GOVERNANCE 2025 GOALS

SAFETY OBJECTIVE: TOTAL CASE RATE

- NA   ≤ 1.00
- AP   ≤ 0.05

SAFETY OBJECTIVE: TOTAL LOST TIME CASE RATE

- NA   ≤ 0.20
- AP   ≤ 0.03

GREEN HOUSE GAS ("GHG") EMISSIONS AND RENEWABLE ENERGY

- Total GHG Emissions, Market-Based ≤ 160,599 MT CO2e
- Renewable Energy % ≥ 60.0%

WATER USE AND WATER RECYCLE

- Total Water Withdrawn ≤ 1,969,806 Kgal
- Water Recycle % ≥ 35.0%

HAZARDOUS WASTE

- Total Hazardous Waste ≤ 50,417 U.S. Tons
- Hazardous Waste Recycled % ≥ 97%
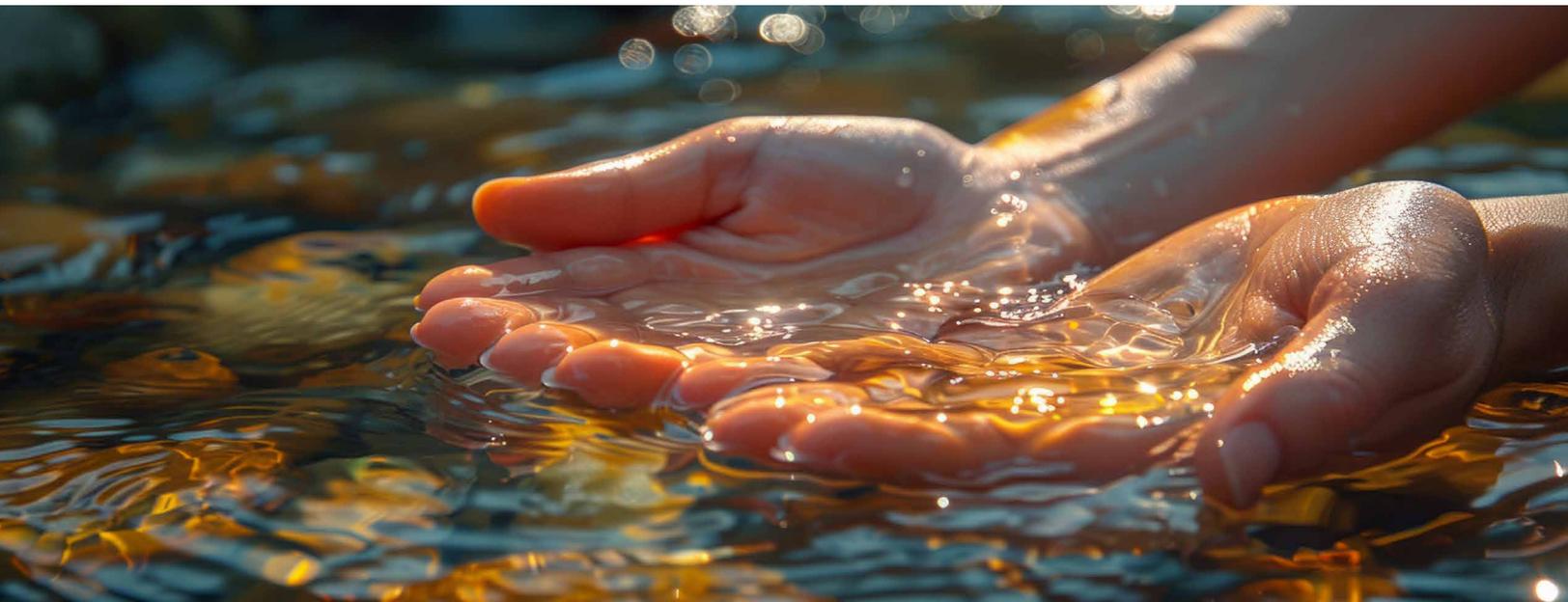
TTM's Leadership and Employees are committed to:

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 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 their 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

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Health and Safety Programs

HEALTH AND SAFETY PROGRAM MANAGEMENT

TTM has a long tradition of excellence in ensuring 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 consistently 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, as described in our Health and Safety Policy.

INDUSTRY TREND ANALYSIS

TTM remains committed to continuous improvement in our Health and Safety programs, delivery and results. TTM's Recordable Injury rate continued to decline year-over-year in 2024 and remains well below the U.S. industry average. TTM will continue its focus on leading safety indicators, analysis of safety trends and driving key improvement initiatives. We will continue with our successful behavioral-based safety model to ensure full employee collaboration, participation and ownership towards injury rate reduction and the total success toward our goal of achieving a Zero-Injury Culture.

TTM GLOBAL RECORDABLE INJURY RATE (2022 – 2024)
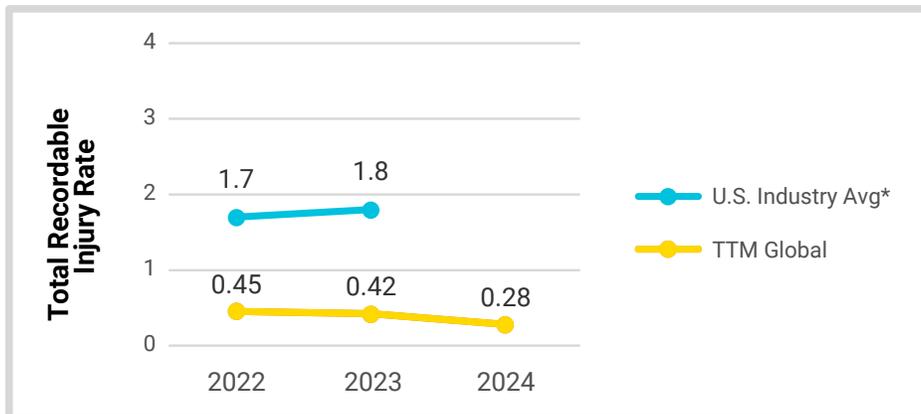
* U.S. Industry Average data is compiled by the U.S. Bureau of Labor Statistics in their annual Survey of Occupational Injuries and Illnesses. TTM has chosen to compare our data with the "Bare printed circuit board manufacturing" (NAICS Code: 334412) industry data as this represents the majority of our operations.

TTM GLOBAL SOR TOTAL COUNT (2022 – 2024)

Bar chart: Safety Observation Reports (SORs)
- 2022: 50,911
- 2023: 73,722
- 2024: 90,713
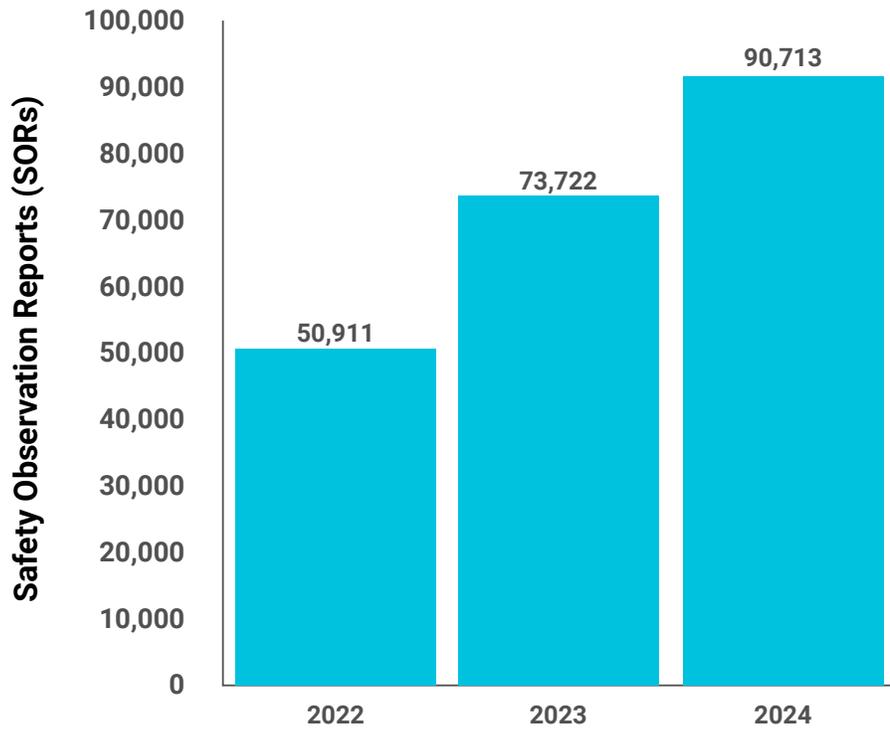
EMPLOYEE PARTICIPATION

TTM has found that one of the strongest ways we can improve our safety management is to encourage direct worker participation in our safety programs. Employees who participate in their own safety are better prepared to work safely and their engagement often encourages others in a similar way. TTM utilizes a Safety Observation Reporting ("SOR") tool accessible to all our employees. Employees are encouraged to enter behavioral safety observations and concerns into the system. Each TTM site endeavors to log one SOR per employee per quarter. The above chart indicates the substantial increase in total safety observations recorded per year over the past three years.

ENVIRONMENTAL PROGRAM MANAGEMENT

All TTM manufacturing sites continue to maintain an Environmental Management System. Our management systems 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 opportunities for improvements. Our management systems are built around the framework of our TTM Environmental Policy. Currently 79% of our manufacturing locations are certified to ISO 14001.

CARBON DISCLOSURE PROJECT ("CDP") REPORT

To provide greater transparency on our environmental operations, TTM reports on our climate and water-related activities annually to CDP. These reports go into great detail regarding our management practices, water and energy use, and greenhouse gas emissions and are available to our customers, upon request.

Environmental Programs
WATER CONSUMPTION

Water is a key 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. Over the past three years, we have consistently reduced our water consumption per revenue dollar. As we move into 2025, we are focusing on not only reducing the normalized consumption, but also the absolute consumption through wider-spread implementation of water monitoring and recycling.

TTM GLOBAL WATER WITHDRAWAL (CONSUMPTION) (2022 – 2024)

● Absolute Data   ● Intensity Data

Year	Water Withdrawn (Billion Gallons)	Water / Revenue (Gallons/$)
2022	2.6	1.0
2023	2.1	0.9
2024	2.1	0.9
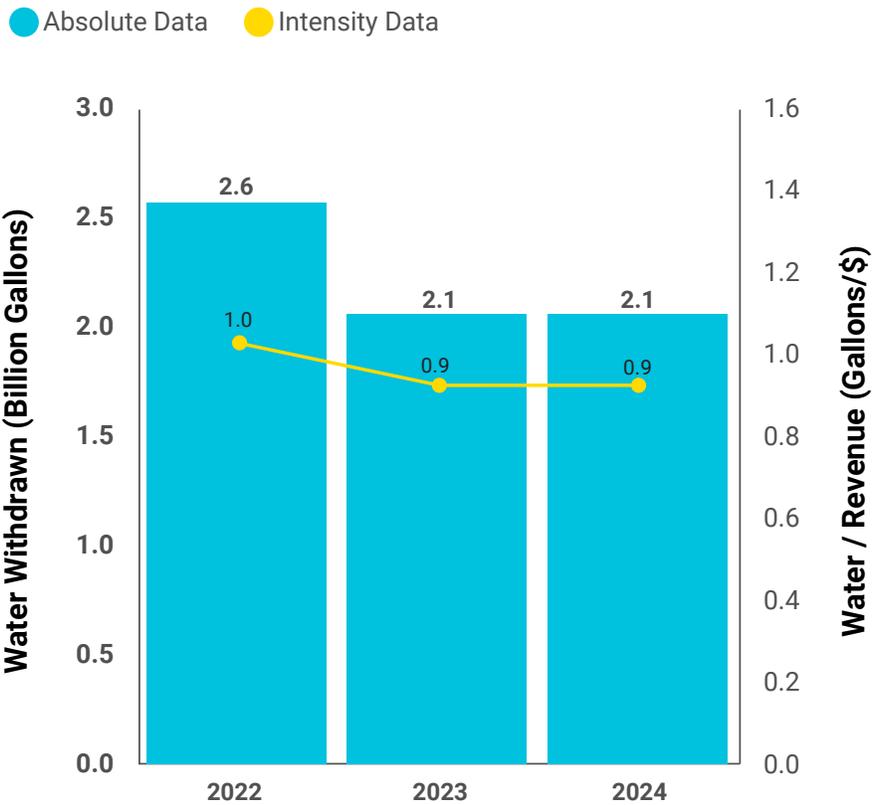
WATER RECYCLING

Our TTM Zhongshan site is now piloting a smart water control system in one of our "Pattern Plating" process lines (which plates copper metal onto the board according to the specified design), for real-time water quality and usage monitoring as well as automatic flow control. These actions are expected to reduce water consumption of the process line by up to 25%. This system will be rolled out to other plating lines once the pilot project is complete.

TTM Zhonghsan Smart Water Control System

WATER CONSUMPTION MONITORING

In 2023, TTM North America ("NA") began implementation of Industry 4.0 equipment to ensure all individual water uses in the manufacturing processes are continuously monitored and recorded in our facilities in San Diego and Santa Ana, CA and Logan, UT. The Industry 4.0 system is connected to monitoring devices and will provide the operating sites with the ability to right-size consumption. In 2024 our remaining North America facilities began implementing the same monitoring system and are generating operational data that will be used to control and lower consumption.

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ENERGY

Electronics manufacturing requires a significant amount of energy to power equipment, industrial utilities, lighting and HVAC (Heating, Ventilation and Air Conditioning). The majority of TTM's power comes from electricity and natural gas. The below chart shows our energy use over the past three years and how it compares to our global revenue.

TTM GLOBAL ENERGY CONSUMPTION (2022-2024)

● Absolute Data   ● Intensity Data

Chart showing Energy Used (MWH) on left axis and Energy / Revenue (KWH/$) on right axis:
- 2022: 848,218 MWH, 0.34 KWH/$
- 2023: 737,326 MWH, 0.33 KWH/$
- 2024: 743,708 MWH, 0.31 KWH/$
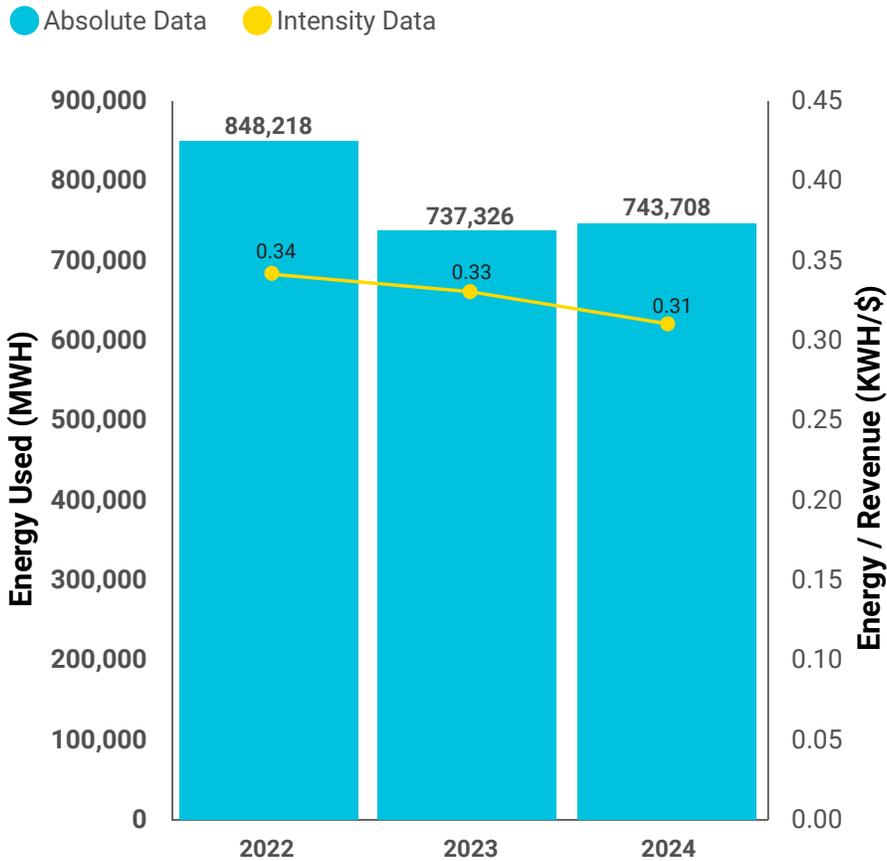
ENERGY TEAMS

In the Chippewa Falls, WI location, an Energy Team was formed in 2023 to review daily energy consumption and to develop a forum to review and implement energy consumption projects and improvements. As a result of this ongoing effort, The Chippewa Falls team was able to reduce energy consumption by almost 10% in the first year the Energy Team was formed.

SOLAR IMPLEMENTATIONS

TTM Penang is finalizing construction of a 13,000 panel, 7.1MW grid isolated solar power system, one of the largest solar implementations in Penang. In addition, our TTM Huiyang site installed a 1.4MW solar system in 2024. Our other facilities in China are evaluating similar solar power systems for the generation of renewable energy.

GREEN HOUSE GAS ("GHG") EMISSIONS

TTM's use of energy contributes Greenhouse Gas Emissions into our environment. Over 90% of these emissions are "Scope 2", meaning they are not directly emitted by TTM but are a result of the electricity which we purchase from local utilities. The remaining "Scope 1" emissions are from our process operations (primarily fuel use for heating). Starting in 2024, TTM has engaged an external auditor to provide third-party verification of our greenhouse gas emissions. As can be seen in the graph below, our net Scope 1 and Scope 2 emissions have declined significantly over the past two years, and we are taking active steps to continue this trend on our path to being Carbon Neutral by 2040.

TTM GLOBAL GHG EMISSIONS (2022-2024)

● Scope 1 ● Scope 2 ● GHG/Revenue (MT/$10K)

Greenhouse Gas Emissions (MT C02e) / GHG / Revenue (MT C02e/$10K)

Year	2022	2023	2024
GHG/Revenue	1.45	0.90	0.58
Scope 2	342,637	183,924	121,328
Scope 1	18,487	18,049	16,996

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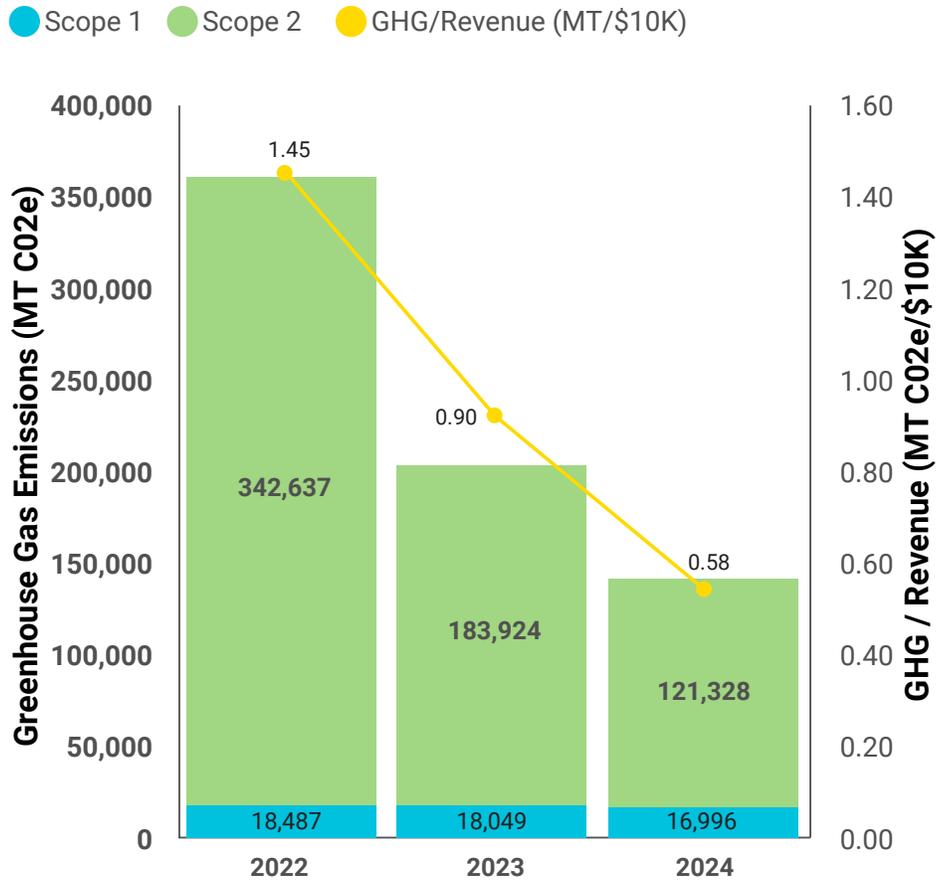
WASTE

In the course of our operations, TTM generates scrap products, metals, packaging, chemistry, filters, and general trash and recyclable waste that must be disposed of in an environmentally friendly manner. Waste is classified as hazardous or non-hazardous according to local regulations. In 2024, 95% of our hazardous waste was disposed renewably.

TTM GLOBAL HAZARDOUS WASTE GENERATION (2022-2024)
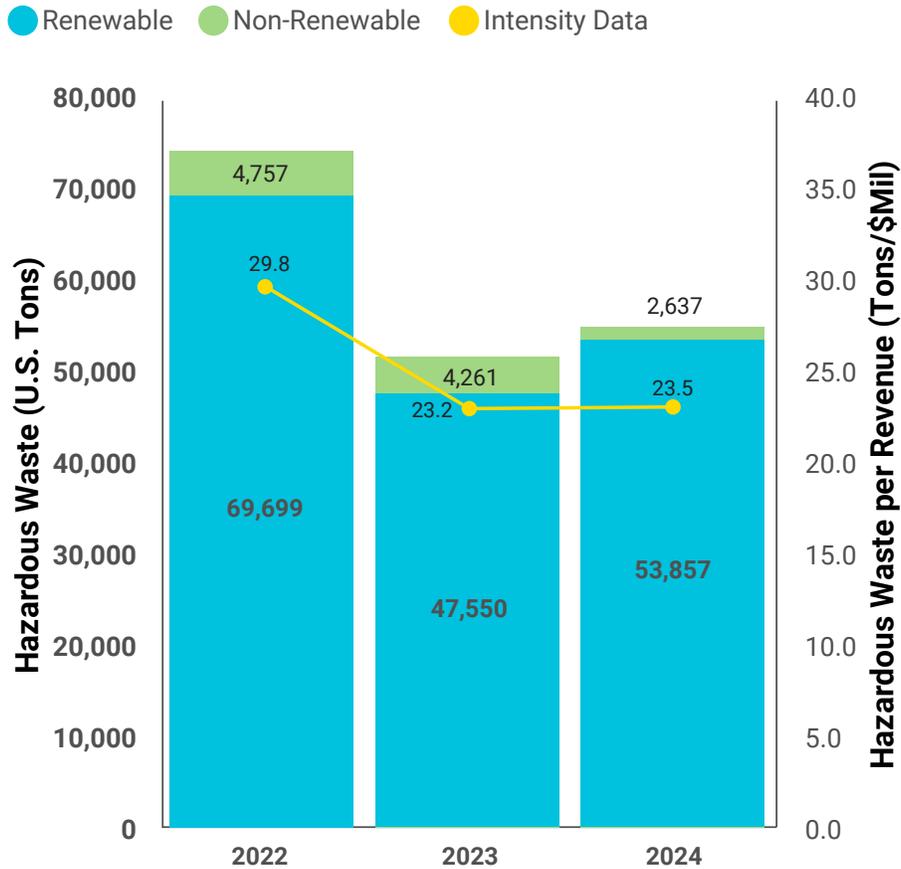
WASTE RECYCLING

In our TTM Zhongshan site, a new bio-treatment system resulted in a 60% drop in sodium hypochlorite consumption over the last two years. Additionally, a new nickel liquid waste concentration system has further reduced nickel liquid waste by 70% in 2024.
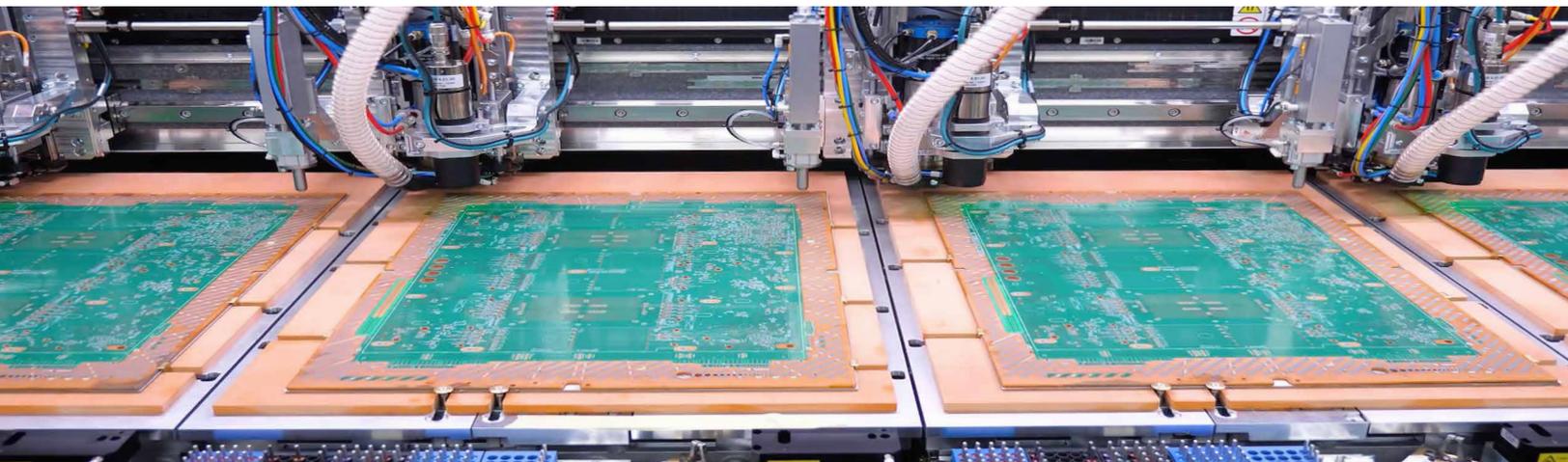
New bio-treatment system in TTM Zhongshan

Nickel liquid waste treatment system in TTM Zhongshan

SMALL QUANTITY GENERATOR

Through increased waste segregation and increased waste recycling, TTM has successfully reclassified our Logan, UT site as a Small Quantity Generator ("SQG") of hazardous waste in 2023, while our Sterling, VA, and Chippewa Falls ATC sites achieved this status in 2024. This designation, based on federal waste regulations, means that these locations have successfully taken actions to reduce hazardous waste below SQG requirements. TTM continues to review opportunities to reclassify other NA sites using this method.

TTM PENANG

TTM Penang is TTM's new 750,000 ft2 state-of-the-art, highly automated printed circuit board manufacturing facility in Penang, Malaysia, opened in 2024. This facility has been designed with reduced environmental impact as a guiding philosophy from the ground up. In addition to the 7.1MW solar installation mentioned earlier, the Penang facility incorporates advanced process controls, utility management, water recycling and waste treatment equipment, with integrated environmental controls. The building is fully covered by a sprinkler system, and the majority of "wet process" (liquid-containing) systems are heated hydronically, reducing electrical shock and fire risks.

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People and Culture

At TTM, we continue to strive to maintain and enhance a professional and safe work environment that fosters a collaborative culture among employees. We actively promote 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 pursue their potential through leadership development programs, operator advancement certifications and career planning. We are proud that our employees are valued outside of TTM where they serve as industry leaders across boards, committees and joint projects.

HIGHLIGHTS

97% global employee participation in the full-scale Employee Survey that seeks meaningful and confidential employee feedback

48% of our US new hires in 2024 identified as underrepresented minorities

Our US workforce is approximately 43% ethnically diverse and comprised of nearly 35% females

64% of interns worldwide were offered full-time positions

INCLUSION

At TTM Technologies, we are committed to nurturing an inclusive environment where every team member's unique experiences, perspectives, and talents are valued. We believe that an engaged workforce enhances innovation and collaboration, leading to high-performing teams that provide market-leading, differentiated solutions and extraordinary customer experience. Our aim is to foster a workplace where all employees feel welcomed, respected, and empowered to contribute their best, enabling TTM to be a global preeminent technology solutions company.

INCLUSION COUNCIL

TTM's Inclusion Council works collaboratively across the organization to drive our inclusion strategy and support key initiatives. They facilitate and deliver awareness, education programs and best practices that support the organization's ability to provide an environment that encourages and accepts each of our employees' individual attributes and experiences. The Council consists of four committees: Diverse Candidate Pipeline, Cultural Competency and Employee Experience, Training & Career Development and Branding. Meeting every month, the Council members are critical to the program's success.

INCLUSION: Many Voices, OneTTM.

DIVERSE CANDIDATE PIPELINE: We are dedicated to enhancing the unique experiences of candidates with a breadth of talent and skill within our recruitment pipeline reflecting the demographics of the communities we serve while also improving candidates' overall experience. Our efforts aim to broaden our talent pool and ensure opportunities for potential employees with unique backgrounds and talents.

CULTURAL COMPETENCY & EMPLOYEE EXPERIENCE: At TTM, we strive to build cultural awareness and competency, enhance employee experience for our teammates with diverse experiences and talents, and cultivate a stronger culture of inclusion across TTM.

- **CULTURAL/HERITAGE CELEBRATIONS:** We build cultural awareness through celebrating and observing cultural and heritage holidays with information sharing through employee voices. We provide opportunities for employees across the enterprise in a variety of activities and celebrations.

- **EMPLOYEE RESOURCE GROUPS ("ERG"s):** We established the infrastructure for employee resource groups at TTM to provide meaningful connections and support, to address workplace challenges, drive change and increased retention of talent.

- **WOMEN IN TECHNOLOGY ("WIT"):** TTM launched our WIT Program in 2022 and it became our first official TTM ERG. This networking group brings together women in engineering and technical roles and is open to anyone who wants to learn, develop, and make a difference.

TRAINING & CAREER DEVELOPMENT: TTM provides professional development guidance, tools, and support to build and sustain our teams. As a continuation of TTM's ongoing efforts to help grow and learn as an organization, we recently launched the "Adopt Inclusive Leadership Behaviors" course to help managers adopt and foster an inclusive work environment. The training teaches approaches and tactics to create a more inclusive workplace in our everyday work environment.

BRANDING TO PROMOTE INCLUSION: TTM continues to use deliberate communication strategies and tactics to enhance inclusion awareness with internal and external audiences. These include digital, in-person, and print communications to bring awareness of the inclusion program to our employees.

TALENT MANAGEMENT

TTM's talent management aims to attract, develop, motivate and retain employees. Talent management is a key business imperative that supports the strategy by accelerating performance.

- **TALENT ACQUISITION:** The recruitment process actively seeks candidates from all backgrounds for all positions, including the Board of Directors. TTM collaborates with a committee within the Inclusion Council for ongoing evaluation and recommendations to strengthen all recruiting sources, to ensure that we are reaching the best candidates. Our vision is to create a talent ecosystem where every hire is a deliberate investment in our collective future. We aspire to be the employer of choice, recognized for our commitment to diverse talent pools, inclusivity and the continuous development of our people, so that as our talent grows, so grows the quality of our product.

- **INTERNSHIP PROGRAM:** TTM's Internship Program is integral to building our next generation of employees. We partner with colleges and universities 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 that develop job-specific knowledge. These internships are project-based allowing interns to combine in-class learning with the real world of technology, design and manufacturing.

- **UNIVERSITY RELATIONS:** Our multifaceted approach to university relations involves active participation in career fairs, student organizations, mock interviews, technical symposiums, and resume review sessions. These engagements signal our commitment to the candidate experience and follow-on career at TTM.

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- **U.S. VETERANS:** As a leading electronics manufacturer that supports the U.S. Defense industrial base, veterans easily connect with our mission and purpose. Our internal network, leadership programs, hands-on training, and the opportunity for advancement resonate with the military community. Many have found success at TTM after completing our rotational training program and have risen through the ranks to management roles. We look forward to expanding our reach to the veteran community with new initiatives.

- **IPC ASIA TALENT DEVELOPMENT AWARD:** TTM again received IPC's "Asia Talent Development Award" at the IPC China Electronics Manufacturing Annual Conference in both 2023 and 2024. This annual conference aims to create an open, free and international platform for knowledge exchange and learning opportunities for IPC members. This award is given to companies that work with IPC and provide significant inputs toward talent education and development.

- **EMPLOYEE SURVEY:** We believe our employees are the most valuable assets for the success of the company. Our employees' feedback is integral in making TTM a great place to work and provides insights on the effectiveness and relevancy of every program, policy and initiative we deliver to our employees. Partnering with a third-party vendor, we administer employee surveys to gather feedback at the different stages of the employee life-cycle:

  - **NEW HIRE SURVEY:** The New Hire Survey obtains insights into our employees' experience from the moment they first interact with TTM as a candidate to settling into their first couple of months in their new role.

  - **ENGAGEMENT SURVEY:** The Engagement survey is our full-scale survey that gathers inputs on employee engagement on 14 drivers, to identify specific opportunities to enhance our work environment, improve communications and strengthen the connection between supervisors and employees. In 2024, 97% of global employees completed the survey. We share the results with our employees and create action plans that address findings in each of our manufacturing plants and corporate functions.

  - **EXIT SURVEY:** The Exit survey completes the employee life cycle to gather feedback from employees exiting TTM. Human Resources and management review findings and incorporate them into action plans.

- **ANNUAL TALENT REVIEW PROCESS:** Our talent reviews are centered on succession planning, readiness, retention and expanding opportunities. The goal of the talent review is to assess unique employee strengths based on the business' current and future needs. We remain proactive in creating opportunities, leading career planning and discussions, and providing 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 ongoing robust talent management strategy is to encourage our employees to learn through tailored experiences. Our leaders work with their teams to develop career plans and spotlight high-achieving, innovative employees who have the potential to be tomorrow's leaders. We create meaningful opportunities for our talent to gain valuable experience with project-based programs designed to hone their technical, problem-solving, people, and project leadership skills.

TTM GLOBAL CAREER TRACK PROGRESSION* (2022-2024)

Development Plan Progression by Career Track

Bar chart showing Development Plan Progression by Career Track

Career Track	2022	2023	2024
M	77%	86%	91%
P	71%	80%	90%
T	82%	91%	90%
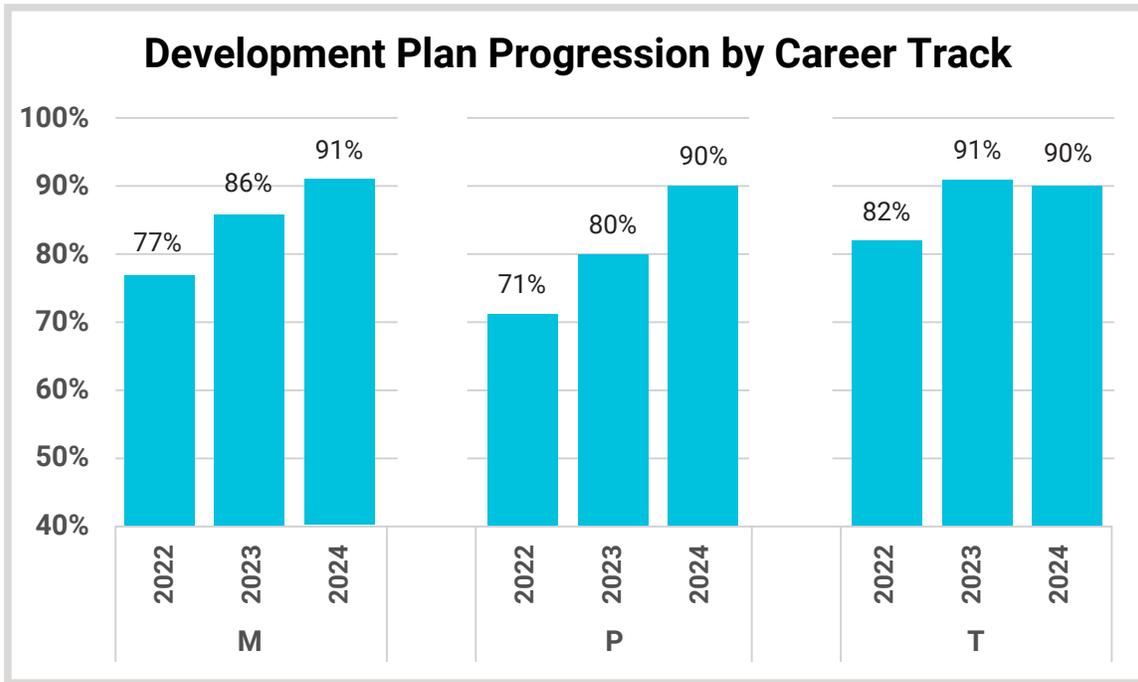
M = Management, P = Professional, and T = Technical

- **OPERATIONS LEADERSHIP PROGRAM ("OLP"):** TTM's OLP identifies future global leaders in Engineering, Production, and Quality, and prepares them for future leadership roles in Operations. Participants engage in classroom training with internal subject matter experts and challenging job rotations, special projects, multi-site visits, and individual development plans.

- **LEADERSHIP EXPERIENCE AND ACTION DEVELOPMENT PROGRAM ("LEAD"):** This intensive 12-month program develops our future senior global leaders by focusing on strategic thinking, influencing, change leadership, resiliency, and team-building skills. The curriculum includes classroom training, facilitated by a third-party industry-leading provider, action learning projects, individual and group coaching, and 360 feedback. Three groups of participants have completed this intensive program to date.

- **LEADERSHIP FOUNDATIONS:** This new leader development program is a three-month blended learning global program with instructor-led sessions, online learning content, and an individual case study application intended to develop leadership competencies consistent with TTM's leadership principles.

- **MANAGEMENT TRAINEE PROGRAM:** In Asia Pacific, TTM's Management Trainee Program provides fresh university graduates with a well-rounded view of the business and broad exposure to management through an interactive rotational experience.

- **COMPENSATION AND BENEFITS PHILOSOPHY:** We strive to align our compensation and benefit programs with ever-changing market conditions. We are committed to reviewing our programs annually and recommending changes to improve our market competitiveness and ability to attract and retain our talent. In 2024, we continued to enhance and mature our global job infrastructure that we implemented in 2022. Our goal for this global framework is to invest in our employees' total cash compensation for competitive reasons, while outlining career tracks and levels to provide development opportunities. 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 and health reimbursement 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.

Community Outreach

TTM North Jackson volunteer serving lunch at The Rescue Mission of the Mahoning Valley

TTM is dedicated to giving back to communities and helping them thrive. Our charitable efforts include a variety of initiatives such as local volunteering, environmental projects, support for students and philanthropic giving. We believe in encouraging and empowering our employees to make a positive impact on society. Each year, we recognize those employees whose service positively impacts communities by dedicating their time and talents with the TTM Chair for Community Service Award.

VOLUNTEERING

From 2022 to 2024, TTM sites across the globe successfully completed 420 projects. These initiatives have positively impacted over 123 charities, nonprofit organizations and educational institutions. In addition, our dedicated volunteers have generously contributed more than 3,600 hours of their time in serving their communities.

420 PROJECTS

3,600 HOURS

TTM volunteers packed bags of rice for underprivileged families and elderly individuals

HELPING THE PLANET

Earth Day, a global event celebrated annually on April 22, is an important day for our sites around the world. Our teams take part in a variety of activities aimed at promoting sustainability and protecting the environment. Activities include trash clean-up, gardening and hosting educational events that provide information on how to protect the environment. Earth Day activities are one of the ways TTM gives back to the community and helps create a cleaner, healthier and more sustainable planet for future generations.

TTM North Jackson volunteers sponsored a litter pick-up event

TTM Dongguan volunteers picked up trash during a hiking activity

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PARTNERING WITH THE COMMUNITY

Engagement with the community is a crucial element of TTM's outreach initiatives. This involvement allows us to actively connect with local residents and build strong, meaningful and lasting community relationships.

TTM TOR organized a school supplies drive to help students at the Toronto District School Board in 2024
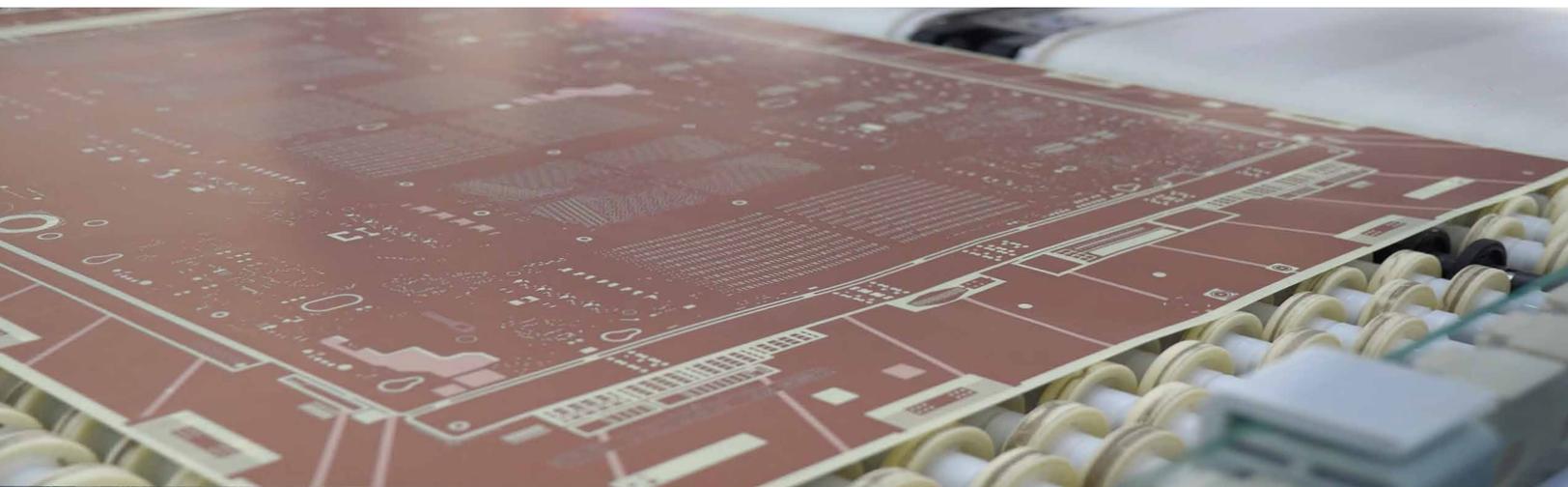
2024 TTM CHAIR FOR COMMUNITY SERVICE AWARD

The TTM Board of Directors and Executive Team established the TTM Chair for Community Service Award in recognition of retired TTM Board Chairman Robert Klatell's community leadership and public service. Every year, this award recognizes a team of employees who selflessly contribute their time and abilities to positively impact communities through their service.

TTM Zhongshan's volunteer group, TTM ZS Volunteers Association, was awarded the 2024 TTM Chair for Community Service Award for their work benefitting the Zhongshan Xiaolan Qizhi Special Education and Training Center. A key focus of their efforts has been a partnership with the Qizhi Special Education and Training Center, where the association provides teaching and sports supplies to the children in Qizhi. They also celebrate various festivals by participating in numerous activities like cake making and birthday celebrations for the children and their families. To further support these initiatives, TTM has committed to a $20,000 contribution to Zhongshan Xiaolan Qizhi Special Education and Training Center, enhancing the resources available for special needs children in Zhongshan.

He, Shu Feng, Assistant QA Engineer:

"

"It's an honor to join TTM Volunteer Association! My original intention as a volunteer is mainly to contribute my time and energy without compensation, warm others, and contribute to society. Every International Children's Day spent with children, whenever I see the happy and joyful laughter of children, I feel that everything I have done has been rewarded!"

Yu, Jin Ren, Assistant Production Supervisor:

"Volunteer service has taught me to listen, care, and grow. I also gained some smiles, some kindness, and some beautiful emotions."

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Corporate Governance

A key component of TTM's growing 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, 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 (22%)
- 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
- Executive stock ownership guidelines
- Repricing of stock grants is prohibited
- Double trigger change of control
- Compensation clawback policy
- No excise tax gross ups
- No evergreen provision
- Minimum prerequisites

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SHAREHOLDER RIGHTS

- ✓ No dual class stock
- ✓ No poison pill
- ✓ Regular shareholder engagement and feedback including equity, debt and third parties such as ISS

AUDIT AND RISK

- ✓ 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.

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.

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As a condition of such clearance, and in connection with our engagement with the DCSA, in February of 2023, our Board of Directors adopted a Special Board Resolution ("SBR"), replacing the Special Security Agreement ("SSA") that the Company had entered into with the DCSA in 2010. The replacement of the SSA with the SBR was the result of the significantly reduced foreign ownership of TTM. The company plans to maintain much of the robust infrastructure developed during the adoption of, and compliance with, the SSA. The SBR Agreement with DCSA codifies the standing Government Security Committee of TTM's Board of Directors, consisting of at least three Board members that hold a National Security Clearance. In addition, the SBR dictates that TTM will maintain its policies and procedures that have been established pursuant to the provisions of the SSA to mitigate risks to TTM's operations that serve the national security of the United States, including the maintenance of its cybersecurity plan that meets the requirements of NIST 800-171. DCSA will continue to review TTM's compliance with the terms of the SBR annually at each of TTM's sites which operate under a U.S. Department of Defense security clearance. In addition, all of TTM's Board is currently comprised of U.S. citizens and per the terms of the SBR, no foreign citizen is allowed to sit on TTM's Board in the future. As a natural mechanism to ensure continuity of its Board of Directors to satisfy our obligations under the SBR, TTM has continued the practice of providing for staggered elections of three classes of board members to serve three-year terms, such that our Board is comprised of U.S. Citizens, and at least three such members maintain national security clearance or would be eligible to be cleared by the United States Government to receive classified information and maintain oversight of TTM's classified operation.

RISK MANAGEMENT AND OVERSIGHT PROCESS

While our management is primarily responsible for managing risk, our Board of Directors and each of its committees play a role in overseeing our risk management practices. Our Board of Directors also provides guidance and oversight to our business and is ultimately responsible for risk oversight, and it discharges this responsibility by receiving regular reports from our management, including an annual enterprise risk assessment conducted by our internal audit function based on the feedback received from our internal leadership team, concerning our business and the material risks that our Company faces. Our Board of Directors annually reviews key enterprise risks identified by management — financial, reputational, safety and security, cybersecurity, operational, revenue, social responsibility, environmental, compensation and compliance risks, and it monitors key risks through discussions regarding key risk areas at meetings of our Board of Directors and in committee meetings. Our Board of Directors also focuses on specific strategic and emerging risks in periodic strategy reviews. Our Board of Directors annually reviews and approves our corporate strategy, goals and capital budgets.
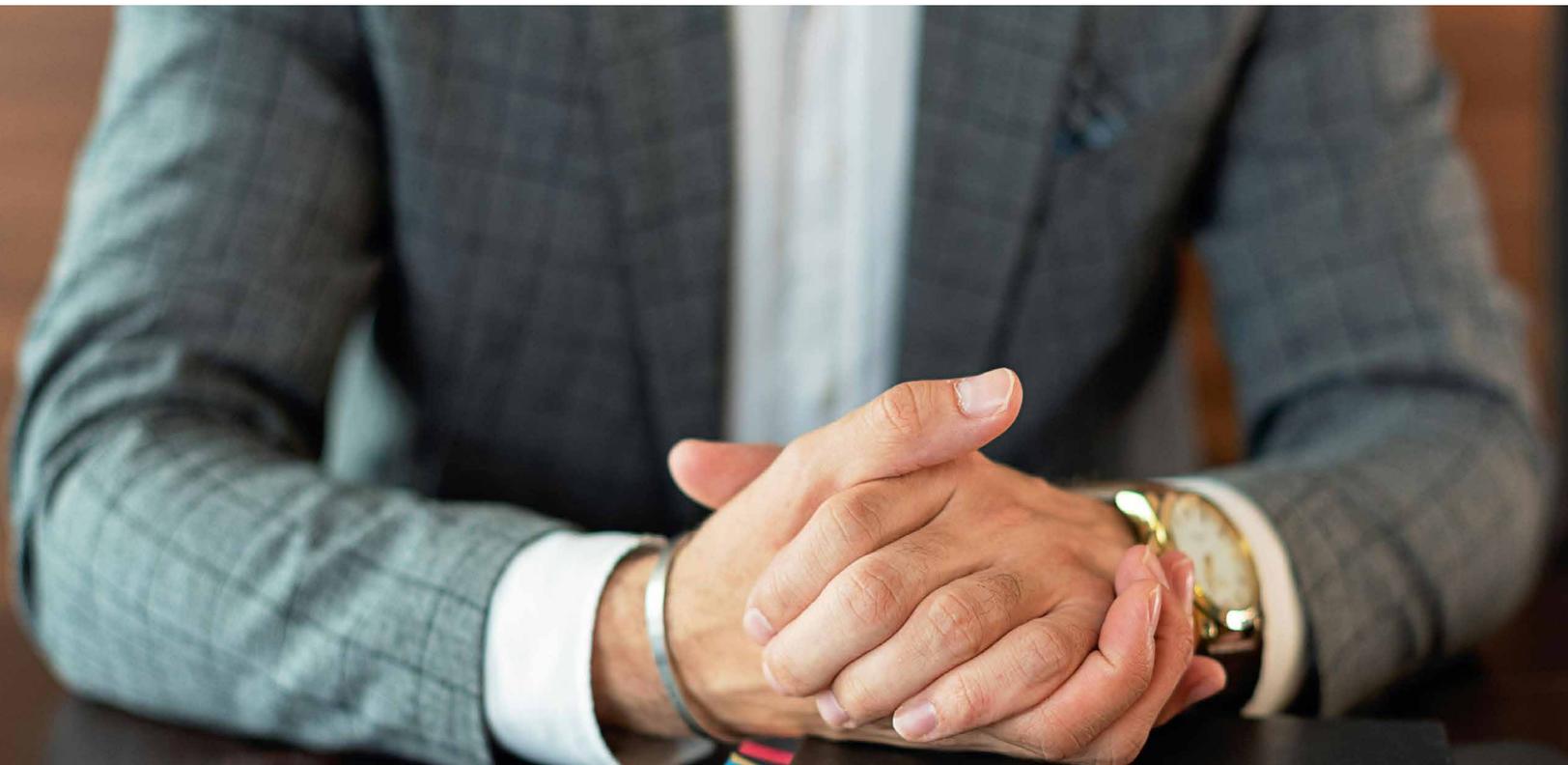
Our Board of Directors allocates responsibility for overseeing risk management for our Company among the full board and each of its committees. Specifically, the full board oversees significant risks primarily relating to operations, strategy, finance, environmental, health, safety, cybersecurity, liability insurance programs, and compliance with environmental, legal, regulatory and social responsibility requirements. In addition, each of our committees considers risks within its area of responsibilities, as follows:

AUDIT COMMITTEE: Our Audit Committee is primarily responsible for overseeing matters involving major financial risk exposure and actions management is taking to monitor such risk exposures. This includes risks relating to financial internal controls, litigation, tax matters, the Code of Business Conduct and the Code of Ethics for the CEO and senior financial officers. In addition, the audit committee reviews our quarterly and annual financial reports, as well as internal audit reports, including any disclosure in those reports of risk factors affecting our Company and business. The audit committee regularly consults with our external auditor, KPMG LLP.

HUMAN CAPITAL and COMPENSATION COMMITTEE: Our Human Capital and Compensation Committee is primarily responsible for overseeing risks that may be associated with executive retention, our executive compensation programs and risks relating to the administration of those programs. In setting compensation, the compensation committee strives to create incentives that encourage appropriate risk-taking behavior consistent with our business strategy. In making compensation determinations, the compensation committee considers these risks and an overall mix of compensation for employees as well as the various risk control and mitigation features of our compensation plans, including appropriate performance measures and targets and incentive plan payout maximums. To assist in satisfying these oversight responsibilities, the compensation committee retains outside compensation consultants and meets regularly with management to understand the financial, human resource and stockholder implications of compensation decisions being made. Additional information on risk management considerations of our compensation committee is discussed in the proxy statement under "Compensation Discussion and Analysis – Risk Management Considerations."

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NOMINATING and CORPORATE GOVERNANCE COMMITTEE: 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, among other things, developing and recommending to our Board of Directors a set of effective environmental, social and corporate governance principles designed to assure compliance with applicable standards.

GOVERNMENT SECURITY COMMITTEE: 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.

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 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. The Board of Directors, through the Government Security Committee reviews cyber security risk with the Senior Vice President, Information Technology at least four times a year. 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.

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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 as 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.
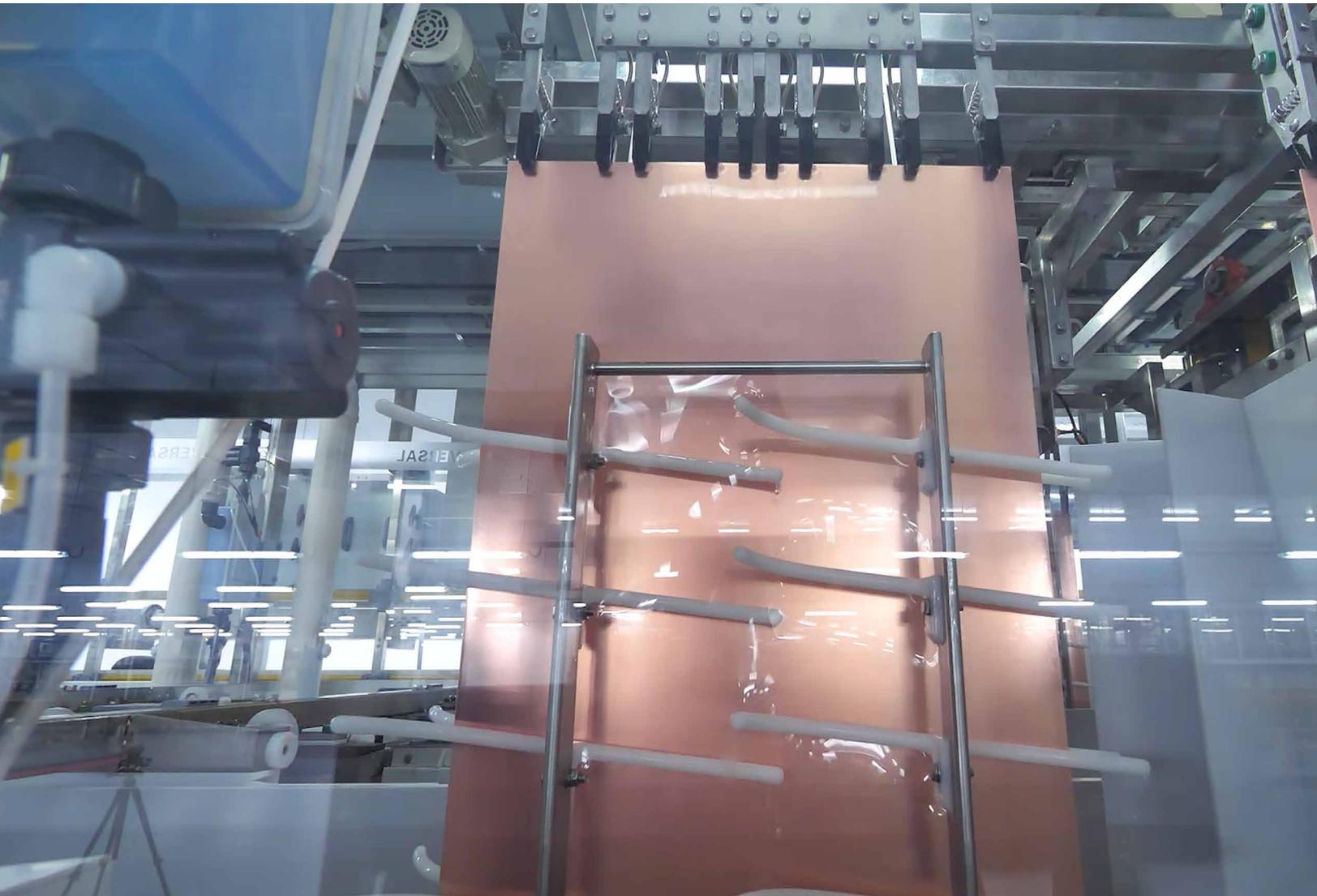
ENVIRONMENTAL DATA – SCOPE AND DEFINITIONS:

- *This data includes manufacturing facilities only. Office-only locations, dormitories, and canteens are excluded.*
- *Data from new locations in implementation or start-up mode is excluded.*
- *GHG Emissions Include Scope 1 (except process and fugitive emissions) and Market-Based Scope 2 emissions.*
- *Hazardous Waste disposed renewably includes waste that is recycled or used for energy recovery.*

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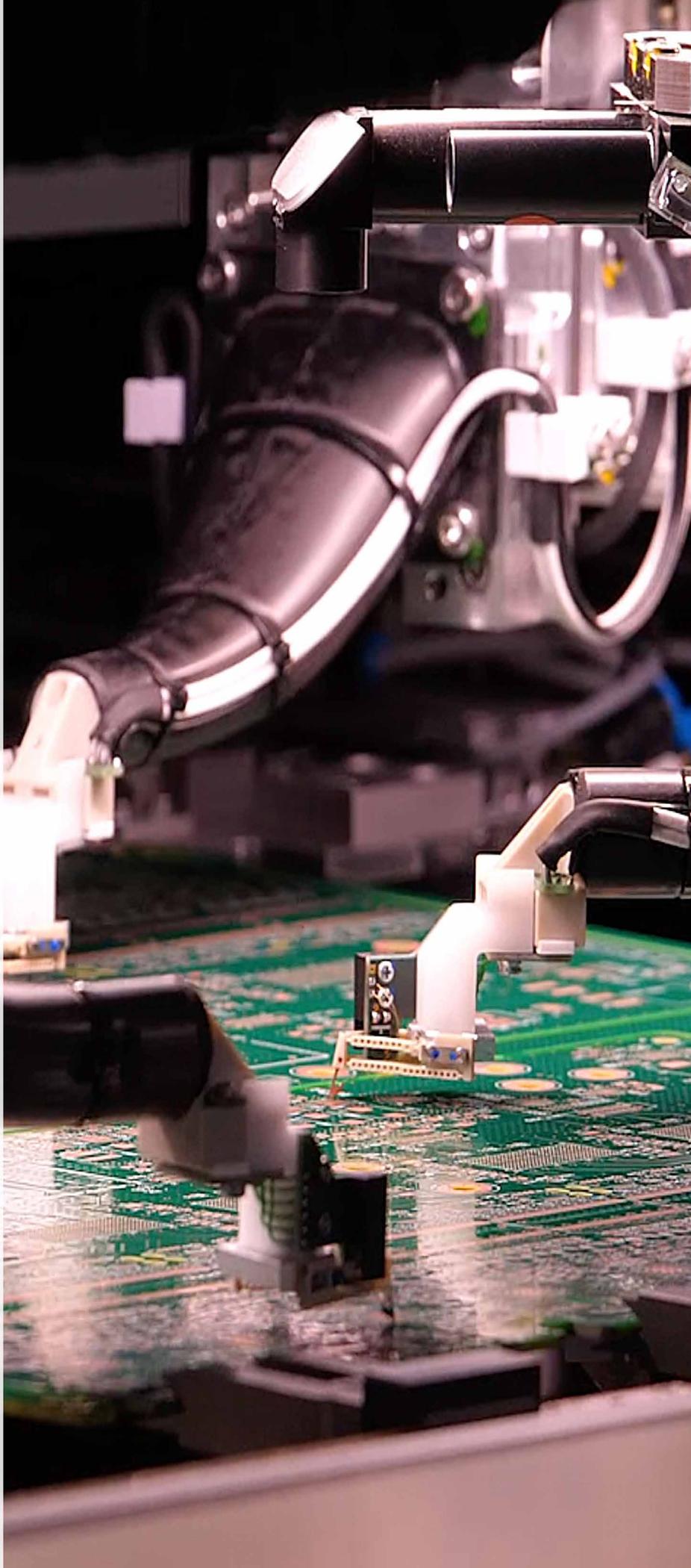
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✉ **CorporateMarketing@ttm.com**

OUR WEBSITE: **WWW.TTM.COM**

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