



# Our Sustainability Strategy

Guided by our core tenets, we are positioning our company for generational sustainability while helping our customers power transformation worldwide.



## GROWING GREEN

We aim to reduce our environmental footprint, even as we sustain our business and the communities in which we live and work. We recognize that our success depends on the conscientious use of the finite resources of our planet, and we maintain a deep commitment to responsible growth and actively integrating environmental priorities into our core operations.

**Our focus areas include:**

- Energy & greenhouse gas (GHG) emissions
- Sustainable materials & circular economy
- Waste management
- Water & wastewater

## LIVING WELL

We nurture the culture of a “Southwire family,” and we work each day to enhance the lives of our team members by building a workplace that is diverse, supportive and engaging. Safety and health are top priorities, and we will always treat each other with dignity and respect.

**Our focus areas include:**

- Occupational health & safety
- Employee experience, development, retention & workforce management

## GIVING BACK

Our neighbors depend on us, just as we depend on them. Therefore, we are committed to improving the quality of life in the communities in which we work. At Southwire, this goes beyond providing jobs and paying taxes; it means supporting those in need with time, talent and financial resources.

**Our focus areas include:**

- Local communities, philanthropy & volunteerism

## DOING RIGHT

We foster a culture guided by the ethics of mutual respect, integrity and honesty. We are committed to supporting those values in every aspect of our business and working lives, and we promise transparency and responsiveness when challenges arise.

**Our focus areas include:**

- Cybersecurity & AI
- Ethics & compliance
- Responsible sourcing & human rights

## BUILDING WORTH

Our success depends on our customers’ success. We build worth for our shareholders, customers and other stakeholders by achieving the highest quality and best service in our industry and delivering it with a culture of excellence.

**Our focus areas include:**

- Climate change risks & opportunities
- Product quality & safety
- Product innovation
- Capital deployment
- Diversity, equity & inclusion (DEI)



# Mapping Progress Toward Our Sustainability Goals

Our time-based goals keep us focused on advancing our sustainability strategy. In 2023, we continued to make strides, including exceeding our safety goal and being named among Ethisphere's 2024 Most Ethical Companies for the first time.

## GROWING GREEN

### Achieve 100%

zero carbon energy (Carbon Zero) for our operations by 2025, compared to our 2018 baseline.



Progress to Date: Furthered our path toward Carbon Zero by achieving a 35% absolute reduction in our Scope 1 and 2 emissions.

## LIVING WELL

### Achieve a total recordable injury rate (TRIR) of 0.8 by 2023.



Progress to Date: Exceeded our goal by achieving a TRIR of 0.77.

## DOING RIGHT

### Achieve recognition

on Ethisphere's World's Most Ethical Companies list by 2025.



Progress to Date: Achieved recognition on Ethisphere's World's Most Ethical Companies list for 2024.

## GIVING BACK

### Achieve 100%

of Southwire's Giving Back communities engaging with at least two annual events by 2025. (This should include one Southwire signature event and one event that aligns with Southwire's Giving Back strands.)



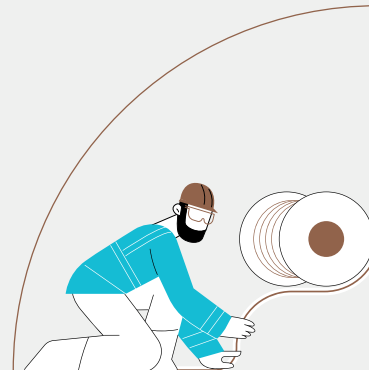
Progress to Date: 86% of Southwire's Giving Back communities engaged with at least two annual Giving Back events in 2023.

## 2023 Highlights



### SUSTAINABLE OPERATIONS

- Piloted an energy assessment process and developed a sustainability playbook to guide the implementation of energy-saving initiatives that support our Carbon Zero objective
- Implemented projects to address Scope 3 emissions by reducing value chain waste and increasing packaging circularity
- Joined the EPA's Green Power Partnership and ENERGY STAR® Program



### GOVERNANCE

- Named among the World's Most Ethical Companies in 2024® by Ethisphere
- Achieved The Copper Mark certification for responsible production at three Southwire sites
- Deployed ~\$840 million in our investment with small and diverse suppliers, a ~25% increase from 2022

### OUR SOLUTIONS

- Furthered the development of new solutions for grid transformation, mass transit systems, electric vehicles and more
- Began considering sustainable product attributes at the front end of the R&D decision-making process
- Partnered with Formula E as the Official Wire & Cable Provider for the only consistently carbon neutral sport in the world



### TEAM MEMBERS & COMMUNITIES

- Completed 3/4 of our initiative to provide clean and comfortable spaces for nursing mothers in our facilities
- Expanded our Total Rewards portfolio with new benefits focused on family planning, mental and physical health and launched new onboarding and development programs
- Contributed nearly \$3 million in charitable donations with team members logging a record 16,898 volunteer hours