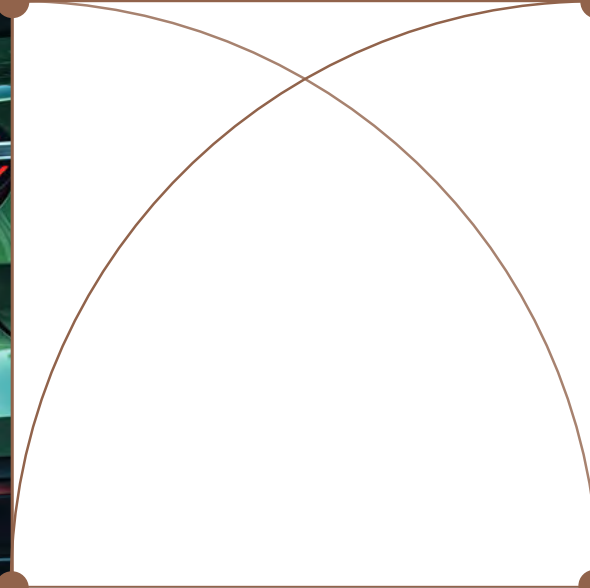
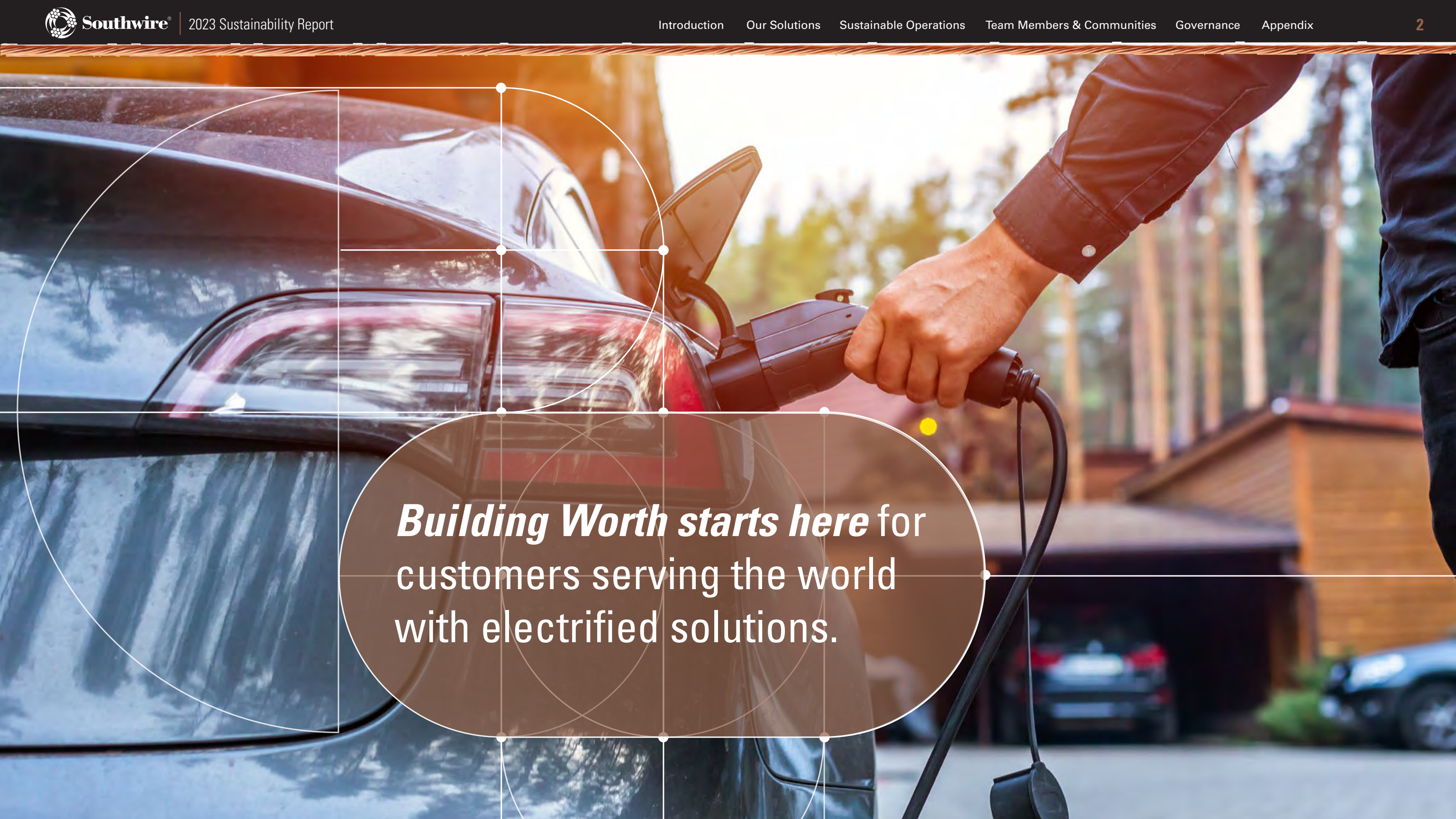


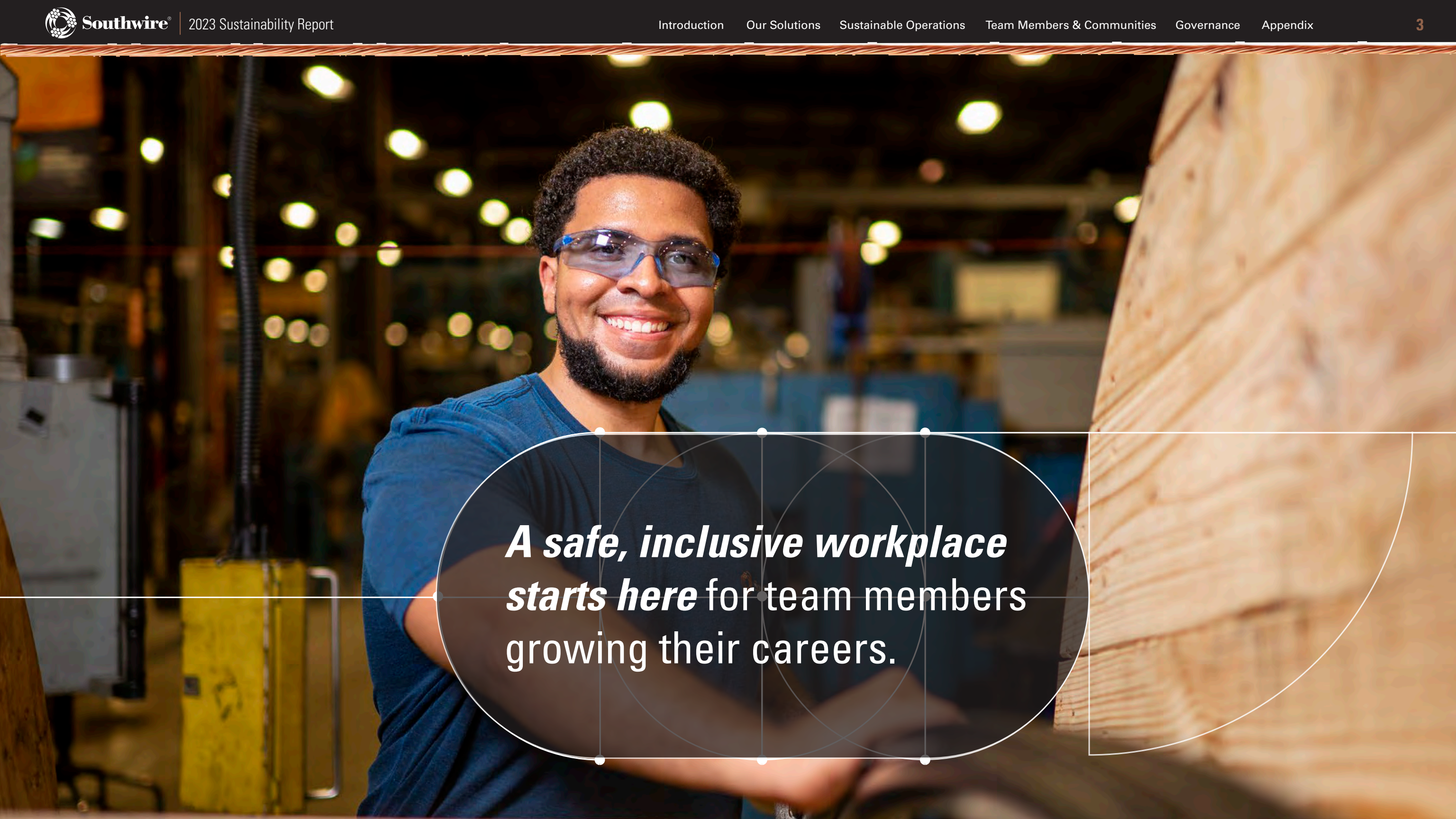
2023 SUSTAINABILITY REPORT

# ELECTRIFICATION STARTS HERE





***Building Worth starts here*** for customers serving the world with electrified solutions.



***A safe, inclusive workplace starts here*** for team members growing their careers.



***Giving Back and Growing Green start here*** as we work to power change across our communities and sites.

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# A Message From Our Leadership

The promise of an all-electric future in North America is here. We are going through tremendous change, moving from an oil, coal and gas-based economy to an electrified one. At Southwire, we are taking a leadership position to ensure we are part of the conversation and solution toward a sustainable, electrified future.



*"It is a great time to be in the electrical industry and an even better time to be at Southwire."*

Today's society is "plugged in" like never before, from our reliance on digital devices to the adoption of electric heat pumps and electric vehicles (EVs). Large data centers are being constructed to power artificial intelligence (AI), while solar panels, wind farms and microgrids are springing up from coast to coast. Meanwhile, the effects of climate change, such as extreme weather conditions and storms, are putting decades-old grids under further strain.

While these factors present challenges to our energy infrastructure, this is a time of tremendous opportunity to build value while supporting a more sustainable world. What we are seeing is the re-electrification of North America — a movement toward an electrified economy that leverages renewable sources of power to meet society's evolving energy needs.

It is a great time to be in the electrical industry and an even better time to be at Southwire. Not only are we collaborating to electrify critical infrastructure, from mass transit to ports, but we are also providing much-needed solutions for grid adaptation, hardening and resilience.

We are connecting with experts, partners, thought leaders, economists, customers, academics and regulators to ensure we are part of the conversation and part of the

*"Not only are we collaborating to electrify critical infrastructure, from mass transit to ports, but we are also providing much-needed solutions for grid adaptation, hardening and resilience."*

solution. We're also investing in capacity, ensuring we can manufacture the products and solutions needed to power the future. And, we're innovating — exploring new technologies, staying ahead of disruptive trends and building value-added solutions.

In 2023, we expanded our presence in key industries and increased our annual investment in research and development (R&D). We also evolved our R&D decision-making process to consider sustainable product attributes up front. This is just one example of how we are integrating sustainability into our enterprise strategy for profitable, responsible growth.

Workforce development is another critical element in our ability to re-electrify the continent and position our company for ongoing success. This was one of our focus areas during the year, as we rolled out more inclusive opportunities to help our leaders and team members advance their skills and careers. Our Diversity, Equity and Inclusion (DEI) team collaborated on these and many other efforts, as they further integrated DEI into our culture and the way we build worth. We encourage you to read more on our [DEI website](#) and in our annual DEI Report.

Underpinning this work is our focus on continuous improvement, with an emphasis on Lean principles that drive us to maximize performance and minimize waste. You can see this in our energy efficiency efforts, which support our path to Carbon Zero, and in the strides that we have made toward our other sustainability goals.

As we've furthered sustainability at Southwire, we have affirmed our support for the United Nations Global Compact (UNGC). Along with our core tenets, which are the framework for our sustainability strategy, the UNGC's Ten Principles continue to guide our approach. We know meaningful change takes time — it took decades to grow Southwire from its humble beginnings to a leader in electrical technologies and innovation. We also know that working alongside our partners with determination, a re-electrified future can start here.

**Rich Stinson**  
President & CEO

**Burt M. Fealing**  
EVP, General Counsel & Chief Sustainability Officer

# At Southwire, We Deliver Power... Responsibly®

FAMILY OWNED SINCE 1950

Headquartered in  
**Carrollton, Georgia**

**9,000+**  
Team members

**\$8 billion**  
Net sales



Southwire is North America's leading wire and cable company and a leader in electrical technologies and innovation.



Southwire and its subsidiaries provide solutions including building wire and cable, metal-clad cable, utility products, portable and electronic cord products and OEM wire products. In addition, Southwire offers electrical products, engineered solutions and a variety of field support services.



Our operations span the globe with manufacturing, assembly, and distribution facilities in the U.S., Canada, Mexico, Honduras and China.



## Delivering Safe, Reliable Power to Millions of People and Businesses

- Southwire offers an array of products and service brands for a variety of industries, including automotive, telecommunications, transit, renewable energy, electric utilities, mining, construction, data centers and more.
- We produce nearly half of the cable powering the U.S., and more than half of the world's copper rod is manufactured using Southwire Continuous Rod (SCR®) technology.

### Our Brands Include:

ROMEX®, SIGNAL®, SIMpull THHN®, SIMpull® Coil PAK™, Tappan™, Royal®, MCAP®, SIMpull™ REEL, SCR®, Polar Solar®, Maxis®, SIMpull Solutions®, Novinium®

## Focused on Generational Sustainability

- We are committed to operating responsibly and delivering innovative solutions that enable our customers to achieve their energy goals.
- Our ONE SOUTHWIRE™ culture is built on a foundation of empowerment, trust, consistency and inclusion — values that have helped us build a thriving, multigenerational company that continues to grow and improve with time.
- From our business operations to our social engagements, we continue to leverage our industry leadership and reach to make a positive impact on our people, our customers, our communities and the world.

# Our Sustainability Strategy

**It's a great time to be in the electrical industry, and it's an even better time to be at Southwire.**

Southwire technologies are playing a leading role in electrifying the planet. We continually innovate products, engineered solutions and services that enable our customers to deliver value across a range of industries. The foundation of this work is a strong commitment to operating in a way that is environmentally and socially responsible. 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 and 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

We have mapped each of our core tenets to time-based goals to keep us focused on furthering 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.

# Efficient, Sustainable Solutions



## **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.

# The Long View

**Our customers rely on us to deliver safe, high-quality power solutions. For the past seven decades, we've built a reputation for doing just that. Today, Southwire technologies are also helping our customers transform the world through electrification. The result: A more sustainable future and new opportunities to build worth — all made possible with Southwire.**

## 2023 Highlights

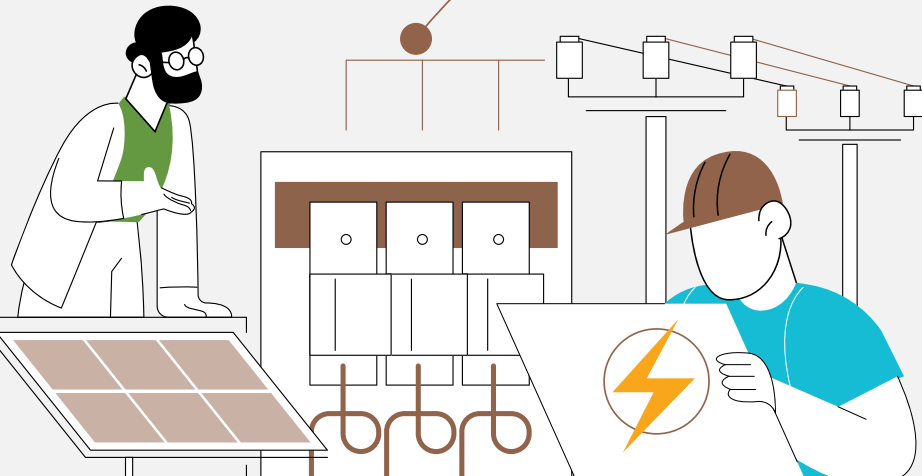
- Furthered the development of new solutions for grid transformation, mass transit systems, electric vehicles and more
- Began considering sustainable product attributes at the front end of the R&D decision-making process
- Reduced non-conforming parts per million (NPPM) for infrastructure, distribution and manufacturing
- Completed Six Sigma training for additional manufacturing team members, with several earning yellow or green belt certifications



# Product Innovation

**Electrification is one of the most effective strategies for reducing global GHG emissions. Southwire’s technologies are playing a leading role in the energy transition, from enabling the expansion of renewables and automation to ushering in a new era of electric vehicles (EVs), mass transit systems and ports.**

In the utility sector, we’re collaborating with customers to support businesses and communities by building complete power solutions from the ground up. Our technologies make grids more adaptable to new renewable innovations. They also help to harden power systems and make them more resilient in the face of a changing climate. The needs of every customer, community and project are different, so we don’t believe in a “one size fits all” approach. Instead, we use our expertise and resources to empower customers with a range of customizable solutions.



## Expanding Our Presence in Key Industries

In 2023, we announced our investment in VoltServer, a Providence, Rhode Island-based power distribution solution provider. VoltServer is the inventor of Digital Electricity™, an innovative method for distributing power. As a strategic partner to the company, we will continue to grow our presence in various industries such as intelligent buildings, 5G, wireless densification and indoor agriculture.

Southwire also completed the acquisition of Genesis Wire & Cable, a leading low-voltage wire and cable manufacturer based in Pleasant Prairie, Wisconsin. The business provides critical connections for a range of residential and commercial applications and serves a broad set of distributors, dealers and professional contractor customers.

*“We’re excited to welcome the Genesis Cable team to Southwire. The company’s expertise in low-voltage wire and cable production will be instrumental as we continue to expand into new and emerging markets, especially within the Security and HVAC sales channels.”*

Norman Adkins, Chief Operating Officer at Southwire

## Helping Louisiana Rebuild Even Stronger

Community members in New Orleans, Louisiana, understand the challenges of extreme weather all too well after enduring several severe storms and hurricanes throughout the years. Following damage from Hurricane Ida in 2021, Entergy Louisiana embarked on a project to make the region’s electric system more resilient by building a new Mississippi River transmission crossing. Southwire supported the crossing, which spans from Avondale to Harahan, by providing advanced overhead conductors that enable the rebuilt power line segment to withstand up to 175 mile-per-hour winds.



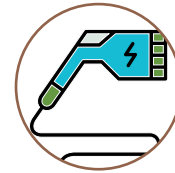
# Made Possible With Southwire: Solutions for a More Sustainable Future

In 2023, we furthered a variety of product development initiatives to support transformation across key sectors. Highlights include:



## Investigating more sustainable forms of insulating compounds

Insulating compounds are integral to the construction of most of our wire and cable products. To reduce the environmental impact of our portfolio, we've embarked on a project to identify more sustainable forms of these materials. After completing the first research-based phase of the project in 2023, we plan to begin the second phase in 2024 by sourcing and testing potential alternatives.



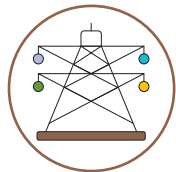
## Helping our customers lead the charge on large EVs

EVs are an important aspect of the energy transition, not only for individuals but also for businesses and communities seeking larger transportation alternatives. We are currently finalizing the development of new liquid-cooled charging cables to help power electric buses and trucks.



## Bringing clean energy to New Yorkers

Southwire is partnering with NKT to manufacture underground power cables for the Champlain Hudson Power Express®. Once complete, the transmission project will deliver 1,250 megawatts of clean, renewable hydropower from the U.S.-Canadian border to Queens, New York. This will provide enough power to support over a million New Yorkers' homes.



## Validating new transmission solutions

One way to make power systems more sustainable is to make them more efficient. With that in mind, we are validating a novel overhead conductor that uses a high-performance coating to reduce losses as power passes through a transmission system.



## Supporting safe, sustainable transit

Mass transit systems help connect communities to economic opportunities and resources. They also reduce GHG emissions by making transportation more efficient. To support the sector, we're expanding our range of SOLONONplus® products, which reduce smoke and acid gas emissions (in the event of a fire emergency) to enhance public safety and environmental health.



View our [website](#) to learn more about sustainable innovations made possible with Southwire.



# Research & Development

**Our focus on research and development (R&D) fuels Southwire’s innovation pipeline. With every new product we launch, we’re already thinking about what’s next. Our R&D function is uniquely positioned at the intersection of emerging technologies, products, materials and processes. We invest in R&D to explore the potential for sustainable innovations in these areas, test their viability and accelerate their adoption at scale.**

Throughout our portfolio, we have defined specific product applications that are furthering the energy transition, such as renewables, electric mobility and digital power. We have also mapped sustainable product attributes to each stage of the product lifecycle. This has highlighted the importance of sustainability in our portfolio and enabled us to track our revenue from sustainable products. In 2023, we further integrated sustainability into our R&D approach: when deciding whether to invest in new R&D projects, we now consider sustainable attributes up front. The shift reflects our heightened focus on leveraging sustainable solutions to help our company and customers build worth.



**Exploring Sustainable Upgrades at Our R&D Center**  
 Our R&D team is a conduit for sustainable innovation. So, when we planned building improvements for Cofer Center — our Carrollton, Georgia, R&D facility — we used the opportunity to explore certain sustainable upgrades for the first time. In 2023, Cofer Center became the first Southwire facility to implement a ground-source thermal heating and cooling system. This will enable substantial energy savings and could serve as a model for other sites in the future. Renovations of our R&D center will continue in 2024.

View the **Sustainable Operations** section to learn more about how we’re modernizing our facilities and embracing sustainability across our sites.

# Product Safety & Quality

Since its founding in 1950, Southwire has grown to have a national and global presence. Today, we produce half the cable used to transmit and distribute electricity throughout the country. We have sustained this growth by maintaining high quality and safety standards that help us deliver solutions our customers can trust.

Our Wire & Cable Quality team is at the heart of these efforts and regularly assesses our quality and safety systems. This work encompasses all aspects of product development, from the way products are manufactured to how they're installed. In 2023, the team focused on building organizational capacity to ensure product-related compliance and drive continuous improvements. At the organizational level, we also focused on bringing our Wire & Cable and Electrical Products and Engineered Solutions (EP&ES) quality teams into closer alignment by embracing our ONE SOUTHWIRE™ approach.

## CREATING A CULTURE OF QUALITY

Our vision for product safety and quality is to achieve a record of zero: zero safety incidents and zero quality issues. This absolute goal reflects our emphasis on upholding Southwire's high quality and safety standards as our product volumes and operations continue to expand. To drive progress, we track and measure external product quality while maintaining strong internal quality controls. Our process includes:

### Quality Assurance

We leverage a variety of quality assurance tools throughout the development process, including failure mode and effects analyses, pilot runs and control plans. We also use inspection test plans to standardize our products across all manufacturing sites and enhance compliance with regulatory and business requirements. We are currently undergoing a multi-year project to harmonize these plans across our operations. We have completed this task for several product groups, with new materials added in 2023. In addition, we achieved full implementation of inspection test plan hard-stops, which ensure that no new product can be produced without an inspection test plan in place.

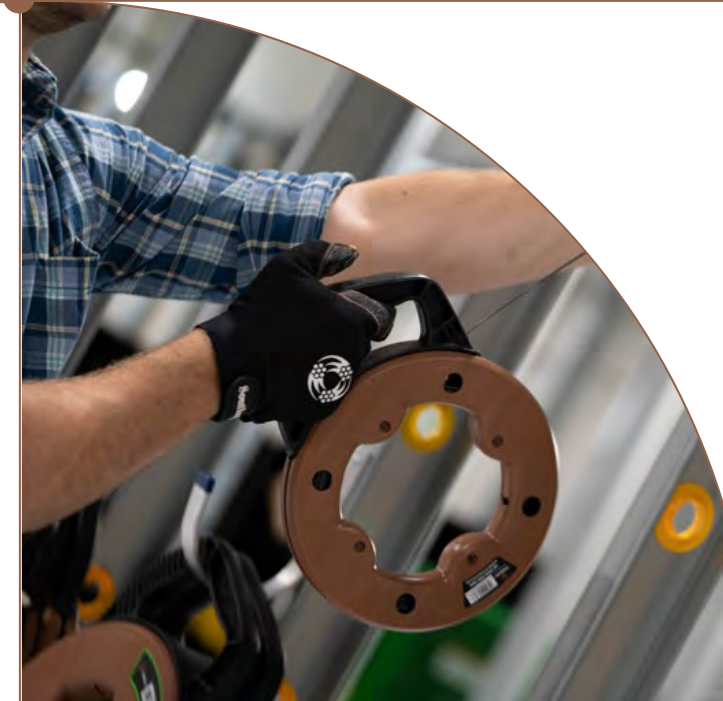
Effective quality assurance and due diligence support our focus on proactive risk management. In 2023, Southwire's Risk Steering Committee launched a Quality Risk Subcommittee to help identify and address top product-related risks.



View the **Corporate Governance** section to learn more about our enterprise risk management approach.

## Achieved full implementation

of inspection test plan hard-stops, which ensure that no new product can be produced without an inspection test plan in place.



### Due Diligence & Corrective Actions

We conduct periodic facility audits to assess our performance and identify potential process improvements. Our Acquisition team also conducts product quality and safety due diligence before completing business acquisitions. Once an acquisition is finalized, the team executes an integration plan to ensure the acquired business complies with our quality policies and expectations.

We provide warranties for all products to further assure customers of our high quality and safety standards. We also commit to proactively informing our customers, should a product recall arise. Our Quality Alert Policy provides guidance to our customer quality managers on issuing quality alerts and initiating any required corrective actions.

### Measuring Our Performance

We are always working to enhance our product quality and safety performance. We were proud to drive improvements through projects related to training, compliance and scrap in 2023. We also challenged ourselves with internal goals to reduce our overall cost of poor quality and our NPPM in several areas. While we did not achieve our cost of poor quality goal or NPPM goal for manufacturing, we did achieve our NPPM goal for distribution.

### Building Capacity

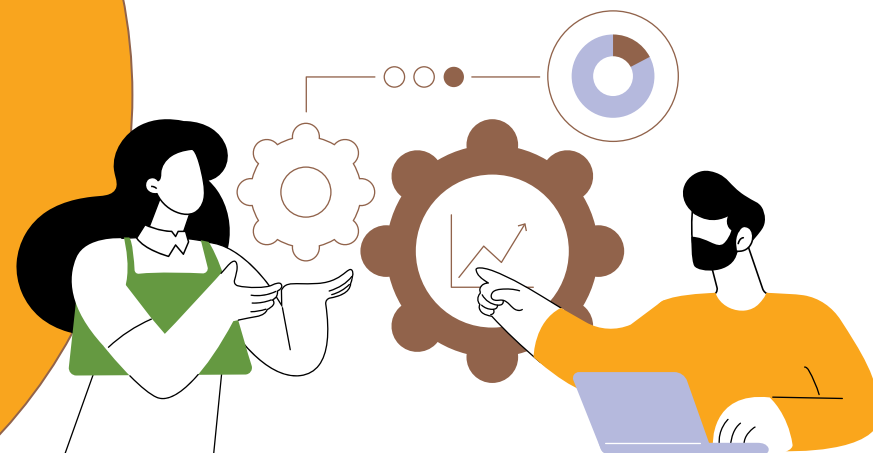
Our vision for zero quality issues keeps us focused on continuous improvement. In 2023, we worked to move the needle by shifting to a more proactive, streamlined and data-driven approach. We enhanced our quality and safety systems to make them more robust and efficient. This included launching a new enterprise quality system for document and change management, which supports product-related compliance. We also introduced new data visualization software to make key insights more accessible across our teams. For example, the software has helped us track the completion of our inspection test plans and ensure compliance with the plans across our sites.

### Training & Certification

Throughout the year, we engage our team members in opportunities to enhance their knowledge and skills. Our Quality Training Matrix helps manufacturing site leaders build critical competencies across four areas:

- Quality improvement tools
- Problem-solving tools
- Quality management systems
- Statistical and Lean/Six Sigma tools

In 2023, we continued to administer training focused on Six Sigma quality-control methodology, which uses a “define, measure, analyze, improve and control” approach to reduce product defects and drive process improvements. We defined and implemented Six Sigma certification for both yellow and green belts.



In all aspects of our processes, we are focused on enhancing efficiency and reducing waste. Within that scope, we took a preventive approach to reduce Southwire’s generation of scrap metal in 2023. We created a corporate Scrap Policy for both operational and non-operational scrap, and we developed a standardized Scrap and Usage Playbook that we deployed to several sites.



View the **Sustainable Operations** section to learn more about how we manage and minimize waste.





# Sustainable Operations



## 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.



## 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.

# The Long View

**Our success, and that of our customers, relies on our ability to operate in ways that are sustainable over the long term. We work with an eye to efficiency and are focused on adopting Lean manufacturing principles that allow us to meet customer demands while minimizing emissions and waste. These efforts cut across our operations, from our production processes to our packaging design and beyond. Our outlook is that sustainability is not just the job of one department — it's a team effort and one that adds up.**

## 2023 Highlights

- 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
- Implemented a new water stream process at our Douglas, Georgia, plant that has reduced the site's hazardous waste generation
- Furthered an ongoing project to recycle water across various sites in Carrollton, Georgia.
- Embedded sustainability into our design and engineering process for all non-modernization-based capital projects



# Energy & Emissions

As we provide innovative, efficient and sustainable solutions that our customers count on, we are also optimizing Southwire’s operations. We take a holistic approach to identifying energy-saving opportunities and reducing our GHG emissions.

This work is critical for our Carbon Zero objective to achieve 100% carbon neutral energy for our operations by 2025. In 2023, we made progress through a range of initiatives, from leveraging renewable electrical energy at our new Southwire Continuous Rod (SCR®) plant to launching a sustainability playbook that will drive improvements across our sites. We also identified two initiatives to address our value chain emissions, in line with our Scope 3 goal.

**GOAL**  
ACHIEVE

**100%**

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



Progress: In 2023, we furthered our path toward Carbon Zero by achieving a 35% absolute reduction in our Scope 1 and 2 emissions, and by implementing two of six activities to address our Scope 3 carbon emissions.

## Our Emissions Reduction Strategy Starts Here

**IDENTIFY** energy efficiency projects to modernize our operations and optimize production while reducing GHG emissions and costs



1



2

**LEVERAGE** sustainable solutions such as EV infrastructure, renewable electricity, carbon offsets and renewable energy credits (RECs)

**IMPLEMENT** initiatives to address our Scope 3 emissions, including two projects aimed at increasing circularity and minimizing value chain waste



3



4

**ENGAGE** industry peers to identify and scale best practices

**FACTOR** sustainability into capital deployment decisions to position Southwire for sustainable growth



5

## MOVING TOWARD CARBON ZERO

We look at the big picture when assessing progress toward our Carbon Zero goal. For example, while some recent modernization projects caused our GHG emissions to increase in the short term, they set us up for broader emissions reductions over time. In line with this approach, we leveraged several near-term strategies to address our Scope 1 and 2 GHG emissions in 2023, while identifying long-term opportunities to make our facilities more sustainable for years to come. According to Bo Quick, VP of sustainability and strategy, a number of Southwire’s actions have advanced the company’s carbon zero initiative.

“Southwire’s biggest sustainability ambition is our Carbon Zero initiative,” said Quick. “Driven by our Carbon Zero goal, we engaged with a number of energy providers, solar developers, non-governmental organizations, and other stakeholders. To date, these discussions have resulted in long-term agreements that will eliminate or offset the greenhouse gas emissions for approximately 35% of our electricity consumption.”

### Taking Action Today

We achieved a key milestone in 2023 by beginning to operate our new SCR® plant in Carrollton, Georgia. Southwire has contracted with the Carroll Electric Membership Cooperative utility to provide the facility with 100% renewable electricity when operational. While we used both the existing plant and the new SCR® plant during the commissioning process, we plan to phase out our use of the older plant once the new facility is fully operational. We also continued to expand EV infrastructure at our facilities by installing a new charging station in Florence, Alabama. In addition, we furthered a project in which we contracted with Constellation Energy to provide the environmental attributes (in the form of RECs) associated with new solar installations. The project came fully online in 2022, and we are under contract with Georgia Power for a REC program that commences in 2025. Finally, we purchased carbon offsets from a technology-based nitrous oxide abatement project.

### Working With an Eye Toward the Future

Throughout 2023, we laid the foundation for initiatives that will drive tangible emissions reductions across our operations over the long term. In line with our Lean manufacturing operating principles, we piloted a sprint to determine how we can best improve sites’ energy efficiency. Cross-functional team members participated in a Gemba walk throughout the manufacturing facility and searched for opportunities with support from subject matter experts. The results informed the development of a site energy roadmap outlining initiatives that will be implemented through the next few years. In 2024, this process will be scaled at our largest facilities in the Southwire network and each site will be responsible for completing all applicable initiatives. Additionally, to set our teams up for immediate success, we created a Sustainability Playbook with universal fundamental initiatives dealing with both culture and technology that will facilitate collaboration and knowledge sharing. This way, team members can streamline their efforts by replicating initiatives that have been complete at other locations.

Southwire served as the Official Wire and Cable Provider of Formula E for the 2022/2023 ABB FIA Formula E World Championship season. We were proud to support the fastest-growing motorsport on the planet, the world’s only all-electric FIA World Championship and the only sport to be Net Zero Carbon certified since its inception.



### Partnering to Reach Carbon Zero

Reaching our Carbon Zero goal will take collaboration across our business, industry and beyond. In 2023, we partnered with the U.S. Environmental Protection Agency (EPA) to help us optimize our energy efficiency and get closer to carbon neutrality. We joined the EPA’s Green Power Partnership, which enables us to connect with like-minded peers and resources to help increase our usage. Southwire also joined the EPA’s ENERGY STAR® Program, which will help us identify strategies to improve energy efficiency and accelerate progress toward our Carbon Zero goal.

## ADDRESSING OUR VALUE CHAIN EMISSIONS

Southwire’s GHG impact extends beyond its operations and includes emissions from supply chain activities and product use. Accordingly, we are engaging customers and suppliers to address our value chain emissions, as these areas are not within our company’s direct control. In 2022, our Board approved a goal to implement six activities to reduce our Scope 3 carbon emissions by 2028. We made progress in 2023 by moving out on two activities — both of which focus on reducing emissions from packaging waste. The first is an initiative to shift to film containing recycled content and the second is a pilot project to collect and reuse plastic spools.



View **Circularity & Waste Management** to learn more about how we’re working with value chain partners to support a circular economy and minimize waste.

## 2023 CARBON OFFSETS

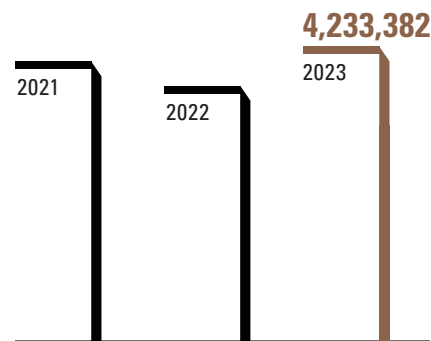
<b>Project Name</b>	<b>Phlogiston Phase I</b>
Protocol used to estimate emissions reductions or removal benefits	<a href="#">U.S. Adipic Acid Production Protocol Version 1.0</a>
Location of the offset project site	Cantonment, Florida
Date when the project started or will start	Jan. 1, 2021
Date and quantities when a specified quantity of emissions reductions or removals will start	2021: 9,128 MT
Type of project	Nitrous Oxide (N2) Abatement
Standards that the project meets	Climate Action Reserve
Durability period	Emissions are permanently prevented from entering the atmosphere

## 2023 RECS

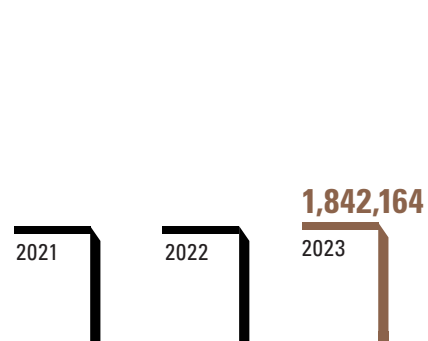
<b>Project Name</b>	<b>Unbundled RECs from the Rayos del Sol solar project</b>	<b>Green tariff renewable electricity supply agreement with Carroll EMC for the Copper Rod Plant</b>
MWh generated	157,169	7,413
Registry or Certification	Green-e® Energy	North American Renewables Registry™

## ENERGY CONSUMPTION

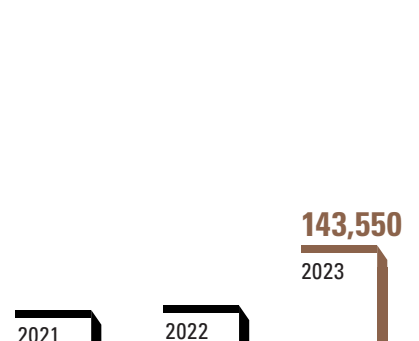
TOTAL ENERGY CONSUMPTION (GJ)<sup>1</sup>



TOTAL ELECTRICITY CONSUMPTION (GJ)

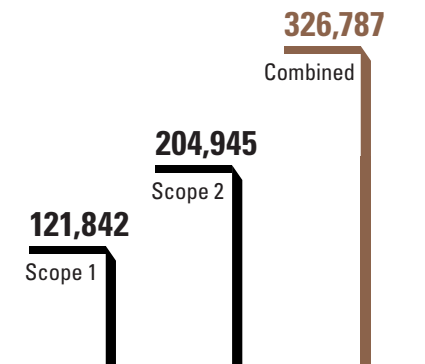


TOTAL ENERGY CONSUMPTION FROM RENEWABLE SOURCES (GJ)

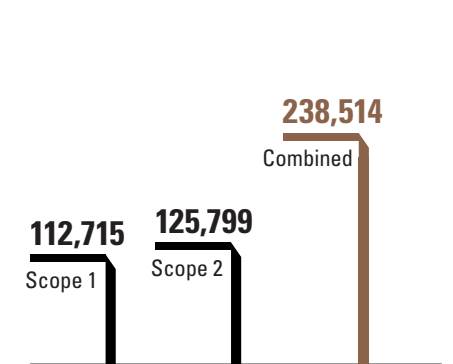


## SCOPES 1 & 2 GHG EMISSIONS (MT)

2023 (LOCATION-BASED)



2023 (MARKET-BASED)



<sup>1</sup> This information has been obtained from utility bills, with estimates used where data is unavailable. Our energy consumption calculations are based on 1,020 Btu/cf natural gas (EPA AP-42 Section 1.4 for Natural Gas Combustion), 90,500 Btu/gal propane (EPA AP-42 Section 1.5 for Liquefied Petroleum Gas Combustion), 1,054.2 Joules/Btu, 3.6 MJ/KWh.

# Circularity & Waste Management

**Our commitment to Growing Green means we operate with a view to the long-term health of our business and our planet. As we do so, we strive to manage the resources we use as responsibly and efficiently as possible while avoiding unnecessary waste. Whenever possible, we seek opportunities to “close the loop” by reusing materials and supporting a circular economy.**

In 2023, our waste volume increased in part due to the modernization projects we’re undertaking to operate more sustainably over the long run. To responsibly manage this waste, we began working with a new waste vendor that provides enhanced data accessibility and tailored customer solutions. Through this new partnership, we’re able to access in-depth waste data insights, which we use to inform our waste reduction approach. Building on this momentum, we plan to leverage these insights further to determine the impact of high-volume and high-cost packaging materials in 2024.

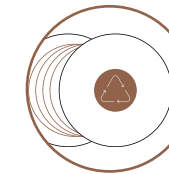
## Our Waste Management Strategy Starts Here



**Reduce** our overall material waste by modernizing facilities, adopting a Lean mindset and designing products and packaging with their full lifecycle in mind



**Redesign** to embrace materials that are recycled, biodegradable or otherwise sustainable and seek ways to scale their use across our sites while eliminating materials that are harmful or hazardous



**Close the Loop** with existing materials, such as reels, pallets and components from end-of-life products, to create closed-loop systems that maximize value and minimize waste



## LEVERAGING LEAN PRINCIPLES & CLOSING THE LOOP

As we embrace a Lean, data-driven approach, we are working to learn more about where our largest sites dispose of waste, how the waste is generated and how we can minimize our overall waste volume. In 2023, we brought colleagues together for an event to map waste streams at our largest sites, which account for a majority of the waste we produce. We plan to implement waste roadmaps for each of these locations in 2024 to provide them with a comprehensive look at how they can reduce waste generation and associated costs. In the meantime, we furthered our progress in 2023 through a variety of packaging- and material-focused initiatives. For example, by re-designing our master cartons, we reduced their material usage. Other highlights of our work during the year include:

### Increasing Packaging Circularity

Effective packaging is a critical part of Southwire products. For example, we package our wire and cable on both steel and wooden reels to accommodate the needs of our end-users. However, these materials impact our waste volumes — as well as that of our customers — so we focused on initiatives to reduce packaging waste in 2023. We partnered with a key retail customer on a pilot project in which we collected empty plastic spools and brought them back to our facility to be recycled or reused. We also continued a partnership with one of our plastic spool manufacturers and our 12 for Life® facility to collect, bail and return used plastic spools.

### Embracing Recycled Content

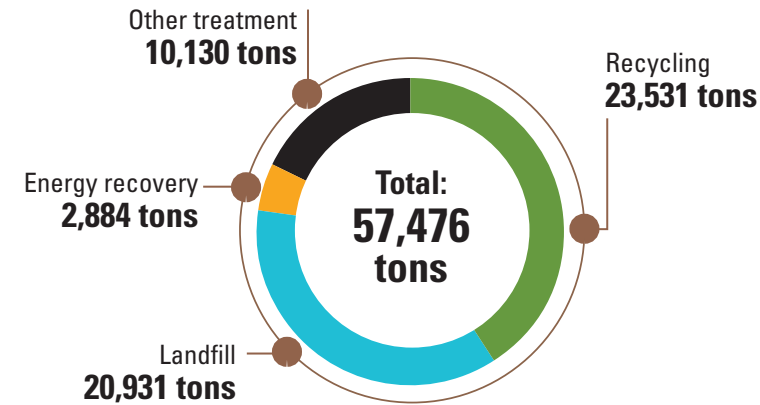
We are always exploring opportunities to source sustainable materials, including those containing recycled content. One of our key waste initiatives in 2023 was to shift to machine stretch and shrink film containing 30% PCR polymers. Stretch and shrink film containing recycled content was tested at Southwire sites in 2023 with implementation planned for 2024. Meanwhile, our Kentucky Rod Mill piloted the use of recycled plastic pallets made from production scrap. In addition, we replaced N5 plywood reels used at our Carrollton MC Cable Plant with reels containing 100% recycled content.

### Coming Together to Cut Down on Scrap

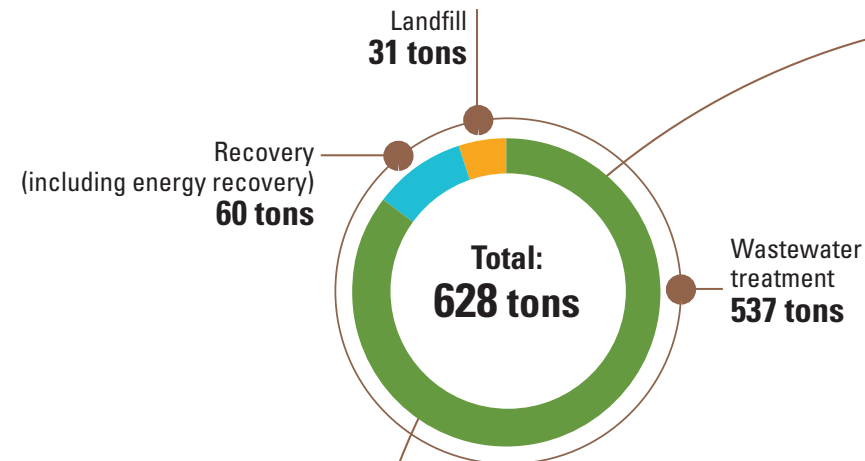
Southwire's Utility Products Plant (SCUPP) in Carrollton, Georgia, became a testing ground for building more efficient aluminum wire manufacturing processes in 2023. Insulated aluminum was a major source of scrap for the site and team members and Southwire leaders came together to help address it. During a week-long project sprint, Southwire senior leaders, plant leaders and other colleagues used Lean manufacturing principles to identify and test solutions. With an improved process in place, SCUPP leadership installed a message board that visualizes each step of this system, helping team members better understand it and communicate about customer orders.

## WASTE BY MANAGEMENT METHOD

### 2023 NONHAZARDOUS WASTE BY MANAGEMENT METHOD<sup>2</sup>



### 2023 HAZARDOUS WASTE BY MANAGEMENT METHOD<sup>2</sup>



Transportation for waste disposal impacts our company's costs and GHG emissions. In 2023, we partnered with a compacting service to drive reductions on both fronts. The service consolidates wood-based waste at our Carrollton, Georgia, facility to help us optimize each load and reduce our number of trips.



<sup>2</sup> Tons reported are only from U.S. and Canada sites.

# Water & Wastewater

Access to clean, safe water is essential to the health of the communities where we operate, and we take our responsibility to protect water resources seriously. While most of our sites are not highly water-intensive, we do rely on water in our manufacturing processes. We are dedicated to responsibly and sustainably managing our shared water resources by ensuring compliance with pertinent discharge regulations and enhancing water efficiency in our operations through reclamation and reuse.

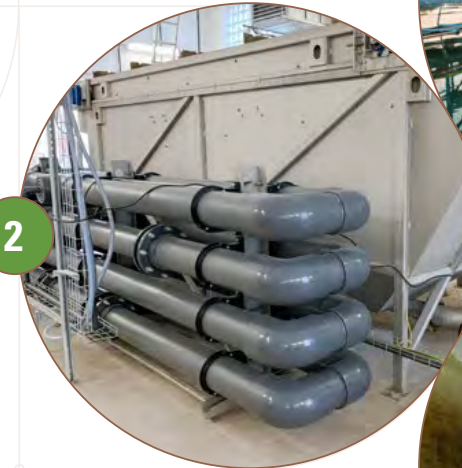
In 2023, we continued to embrace these strategies across our organization. We targeted improvements in Carrollton, Georgia, where our sites primarily use groundwater and stormwater and aspire to minimize the amount of city water they purchase for industrial use. With an ultimate goal of zero discharge, we furthered a project that will enable us to share and recycle water across several Carrollton sites. During the year, we installed the baseline piping and equipment for this system, which we anticipate will come fully online in 2024. Based on modeling by a third-party engineering firm, we estimate that this infrastructure could reduce our local city water consumption significantly.

Nearby, in Douglas, Georgia, Southwire uses lead to develop durable, reliable mining cables. The process requires softened water, and though it isn't hazardous, the site previously included this water in its hazardous wastewater stream. In 2023, our teams worked with Douglas city officials to stream the unused, softened water safely back into the city's sewer system. This enabled the site to decrease the volume of its hazardous wastewater.

## Our Water Management Strategy Starts Here

**MAXIMIZING** water recirculation and reuse

2



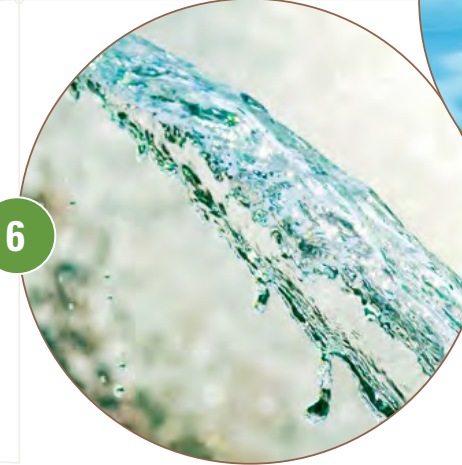
**MINIMIZING** the output of physical or chemical contaminants

4



**INVESTING** in targeted initiatives and modernization projects to optimize and reduce our water usage over time

6



1

**CONSERVING** community water resources by focusing on efficiency



3

**COMPLYING** with — and when possible, exceeding — all regulatory requirements



5

**MONITORING** water withdrawals and embracing sustainable withdrawal practices



## ENSURING RESPONSIBLE WATER USE

Southwire’s water usage consists of municipal, groundwater, rainwater and direct surface withdrawal water, which we use at our manufacturing plants, offices and other locations. Our Environmental, Health and Safety (EHS) Policy and Principles guide our use of water and wastewater, and each of our sites is responsible for managing local water use and wastewater discharge. We also monitor our total withdrawal by source so we can track our annual performance and continuously improve.

Across our sites, we ensure strict compliance with all regulatory requirements, including water quality standards for nearby rivers, lakes and streams. Our facilities maintain applicable water withdrawal, stormwater discharge and sewer discharge permits, as well as stormwater no-exposure exemption certifications. We aspire to meet — and when possible — exceed all pertinent water quality standards while working to minimize our release of physical or chemical contaminants.

### Effective Monitoring and Management

To monitor our sites’ compliance and assess their local water impacts, we use visual inspections, automated electronic water quality alerts and sample analyses. As needed, we respond with appropriate best practices, such as implementing enhanced management practices, administrative procedures and engineering controls.

Several of our facilities have a third party-verified Environmental Management System (EMS), and ISO-like EMS programs are in place at additional manufacturing locations. Through our EMS process, we require each site to conduct an Aspects and Impacts analysis to identify critical site activities that may adversely affect the environment. Based on the analysis, each site must develop and implement a management strategy, policy or plan to track and manage its critical activities.

## RESPONSIBLE DISCHARGE

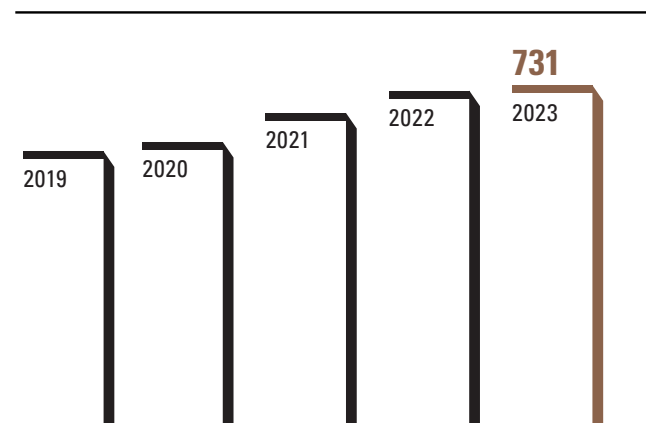
Where water discharge capacity is available, Southwire locations discharge manufacturing process wastewater to the local sewer authority following local sewer ordinances and permits. At the locations where adequate municipal sewer capacity is not available, we discharge to local waterways in accordance with our National Pollutant Discharge Elimination System (NPDES) direct discharge permits.

Locations with stormwater-exposed industrial activities are subject to NPDES requirements and must also operate under state or local permits that specify appropriate compliance procedures. NPDES permits require us to meet stringent discharge requirements, and all permits and permit applications are subject to agency and public review. In cases where Southwire facilities are not required to obtain a sewer permit, water discharges must follow local sewer ordinance requirements.

In 2023, we commenced construction of a new ultrafiltration system serving our Carrollton, Georgia, sites to remain compliant with our direct discharge permit. The system’s technology will treat wastewater to the point where it exceeds standards for drinking water. We plan to bring the system fully online in 2024.

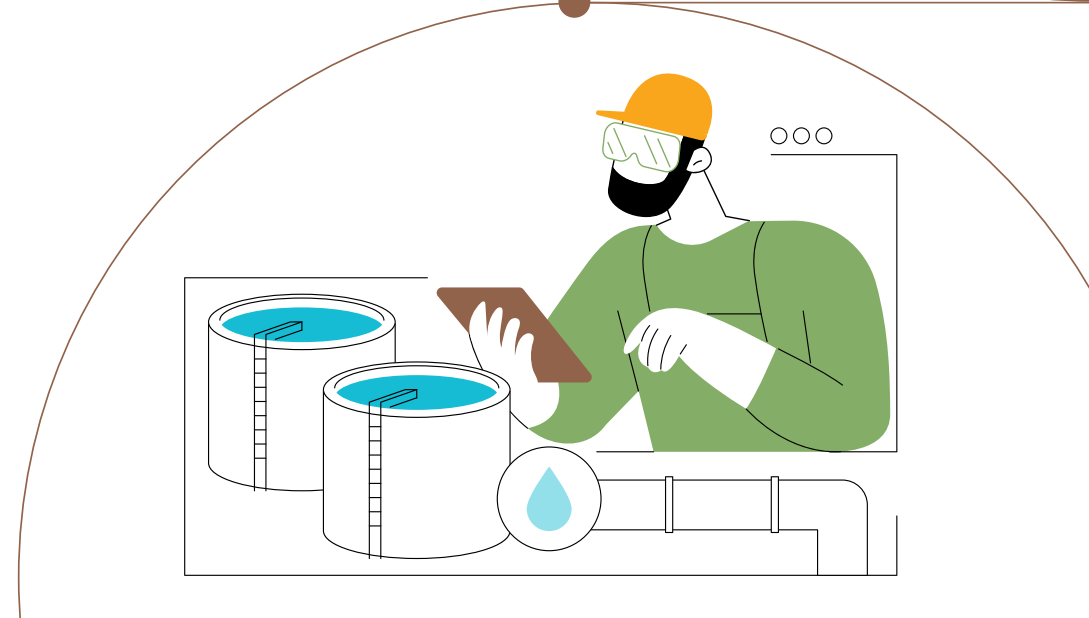
## WATER WITHDRAWAL BY SOURCE (ML)<sup>3,4</sup>

### MUNICIPAL



<sup>3</sup> Water usage is reported for municipal water consumption only.

<sup>4</sup> Water usage is reported from U.S. and Canada sites only. Additionally, water usage at shared-tenancy locations is estimated based on headcount.



# Capital Deployment

**Sustainability is a priority across our business, therefore, it's an important factor in our decision making as we modernize and expand our operations. Our capital deployment activities provide opportunities to make our equipment and facilities more efficient. As we invest in new resources, we also emphasize proactive maintenance to extend equipment lifecycles and minimize material waste.**

## FACTORING SUSTAINABILITY INTO OUR CAPITAL SPENDING

In 2023, we created a process to embed sustainability into all capital-related spending. The new process requires engineers or project managers to complete an environmental impact assessment for factors such as estimated energy use, waste generation and water discharge. This will enable us to consider the environmental impact of planned projects and developments up front and ensure their alignment with our business and sustainability goals. In addition, we created a fund in our capital budget dedicated to energy efficiency projects that will enable our sites to execute meaningful improvements.

## MODERNIZING & MAINTAINING OUR EQUIPMENT

Across our operations, we seek opportunities to enhance efficiency, safety and productivity by upgrading older equipment. In 2023, we replaced equipment in several locations, including Florence, Alabama; Hawesville, Kentucky; and Denton, Texas. Much of the new equipment we've installed uses efficient technologies such as

variable speed AC drives, which reduce energy usage and enhance performance by regulating a motor's speed and torque. In Florence alone, we estimate that these upgrades will help to increase our production capacity while creating the infrastructure to support new jobs.

In addition to these upgrades, we continued to socialize a roadmap for routine equipment monitoring and maintenance. In addition to helping sites extend equipment lifecycles, we are using the roadmap to determine the need for upgrades and monitor equipment performance across our sites. We also implemented a data connectivity platform to easily compare how equipment performs against similar equipment in other plants. This allows us to get a full picture of our operational capacity and, as we continue to make upgrades, analyze how new equipment enhances the efficiency of our operations. We did not remove as much equipment in 2023 as we did in 2022 and will remove in 2024.



# Team Members & Communities



## 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.



## 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.



## 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.

# The Long View

Southwire’s technologies are helping customers transform the world to be more sustainable, resilient and efficient. Behind those technologies is a group of approximately 9,000 team members who power everything we do. The way we manage our workplace — from our talent pipeline to our development programs to our ONE SOUTHWIRE™ culture — is directly tied to our company’s past, present and future success. Understanding this, we are dedicated to creating a workplace that works for everyone by fostering a sense of empowerment, trust, consistency and inclusion.

## 2023 Highlights

- Launched a new DEI mission and six new areas of focus
- Achieved YOY improvements in our Employee Net Promoter Scores (eNPS) for our overall workforce and DEI
- Created a new JUMPSTART program to enhance onboarding for new salaried team members and rolled out new development programs for people leaders in January 2024
- Expanded our Total Rewards portfolio with new benefits focused on family planning, mental and physical health
- Achieved a Total Recordable Injury Rate of 0.77, exceeding our 2023 safety goal
- Contributed nearly \$3 million in charitable donations with team members logging a record 16,898 volunteer hours



# Diversity, Equity & Inclusion

**As a company focused on generational sustainability, we put a lot of thought into how we can position Southwire for future success. In part, our approach is to lean into our values of empowerment, trust, consistency and inclusion. These values help our company evolve while remaining true to who we are. Not only is this key to our workplace and community strategies, but it is also a critical enabler for Building Worth. When our team members feel valued and included, they are better equipped to deliver strong results.**

In the years to come, there will be a heightened need to fill critical STEM and manufacturing roles. Researchers project that the U.S. manufacturing industry will need to add up to 3.8 million new employees from 2024 to 2033.<sup>5</sup> To maintain strong performance, fuel innovation and sustain our company's growth, we need to create a workplace that attracts, retains and advances a wide range of talent.

Southwire's commitment to building an inclusive culture is longstanding, and in 2023, we moved toward an even more integrated approach, launching six new areas of focus that support an evolved DEI mission. This mission firmly establishes initiatives to create a more diverse, equitable and inclusive workplace as critical enablers of sustainable business growth. It also emphasizes the internal and external components of this work. In turn, our six new areas of focus guide us to create a truly inclusive workplace that can help power progress for years to come.

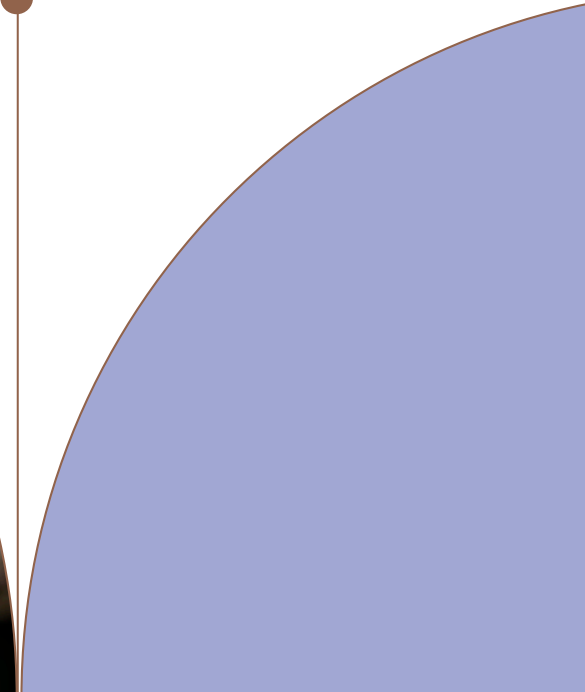
<sup>5</sup> Deloitte, "Taking charge: Manufacturers support growth with active workforce strategies." Accessed April 2024.

## INTEGRATING OUR DEI STRATEGY

Our evolved DEI mission firmly establishes initiatives to create a more diverse, equitable and inclusive workplace as critical enablers of sustainable business growth. It also emphasizes the internal and external components of this work. In turn, our six new areas of focus guide us to create a truly inclusive workplace that can help power progress for years to come.



Communication and transparency are important elements of our DEI approach. Learn more about our DEI strategy and initiatives on our [\*\*DEI website.\*\*](#)



## Our Evolved DEI Strategy



### United behind our evolved DEI mission:

At Southwire, we power progress. Our commitment to diversity, equity and inclusion is essential to our strategic plan, to create generational sustainability and continued growth in our industry.



### Driven by six new areas of focus:

#### People Leaders

People leaders support the foundation of our strategy through ensuring accountability and prioritization across the company.

#### Inclusive Workforce

An inclusive workforce focus builds on organizational capability and accelerates growth across the enterprise.

#### Equity and Governance

A key focus is on equitable practices and leadership councils' governance.

#### Employee Resource Groups (ERGs)

Our ERGs are a catalyst to lead with our key company values of empowerment, trust, consistency and inclusion.

#### Reputation and Community

A focus on reputation and community ensures the organization is aligned with our commitment to be an employer of choice for all stakeholders.

#### Value and Supply Chain

A continued focus on diverse suppliers and expanding the value of like-minded partnerships guarantees our alignment to be sustainable.



### Strengthened by an “all in” governance model:

Southwire’s DEI governance model promotes ownership and accountability at every level — from our senior leadership to the team members fostering grass-roots change. Our chief DEI officer leads our DEI strategy and reports directly to our president and CEO as a member of the executive leadership team. The strategy is supported by:

#### CEO DEI Council

- **Chaired by** our President and CEO.
- **With representation from** our Executive Leadership Team, ERG Champions and Sponsors and DEI Center of Excellence.
- **Supports our DEI strategy by** meeting twice per year (during the second and fourth quarters) to assess the team member experience, DEI progress and opportunities.

#### DEI Executive Council

- **Chaired by** our Chief DEI Officer.
- **With representation from** our President and CEO, Executive Leadership Team.
- **Supports our DEI strategy by** meeting twice per year (during the first and third quarters) to focus on education, collaboration and future progress.

#### Employee DEI Council

- **Chaired by** our Chief DEI officer.
- **With representation from** our ERG Champions and our Employee Engagement and Communications and Giving Back teams.
- **Supports our DEI strategy by** meeting monthly to ensure collaboration between teams that are working toward broader DEI strategies and goals.

#### Social Advisory Committee

- **Chaired by** our Executive Vice President, General Counsel.
- **With representation from** our Executive Vice President, People and Culture; Chief DEI Officer; and Vice President, Communications and Giving Back.
- **Supports our DEI strategy by** providing guidance, direction and recommended actions to support the CEO and Board in how we show up within the context of societal conversations and issues worldwide.



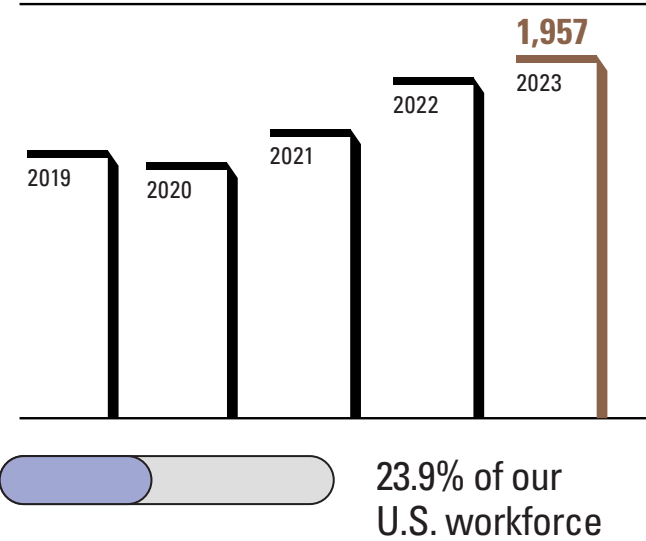
## DIVERSIFYING OUR WORKFORCE

Companies that prioritize diversity often see enhanced collaboration, decision-making and innovation. Robust workforce diversity is also an indicator that inclusive and equitable programming, practices and policies are firmly in place. With that in mind, we remain focused on cultivating a diverse workforce and creating an environment where all team members feel that they belong. We are proud of our progress in 2023 and remain focused on creating a workplace that is inviting and inclusive for all.

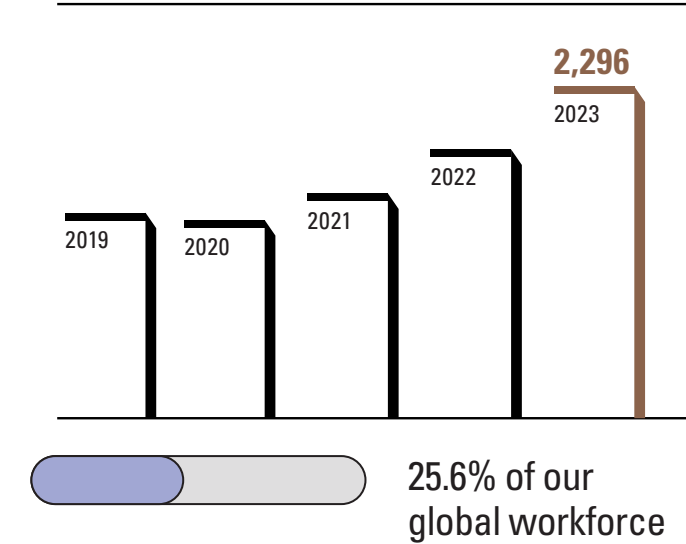


## 2023 WORKFORCE DIVERSITY SNAPSHOT<sup>6</sup>

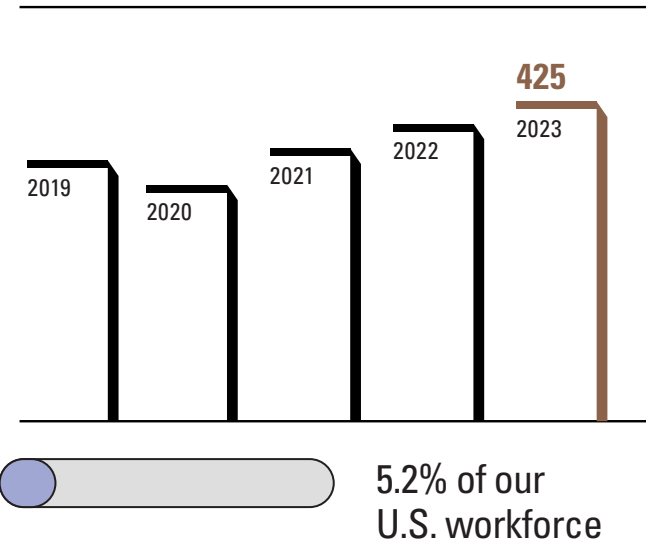
### WOMEN (U.S.)



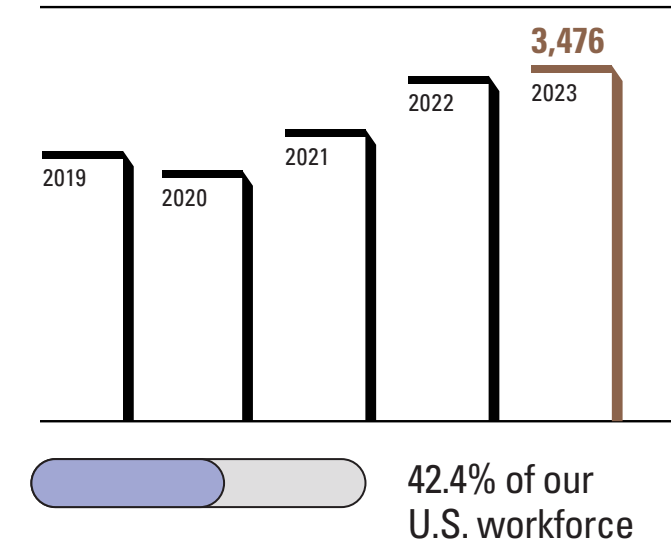
### WOMEN (GLOBAL)



### VETERANS (U.S.)



### UNDERREPRESENTED COMMUNITIES (U.S.)



<sup>6</sup> Diversity metrics are self-reported by team members.

## 2023 DEI Highlights

**50**

overall Employee Net Promoter Score (eNPS) score for DEI, +5 points from 2022

**\$750K+**

donated to support DEI-focused community initiatives

**400+**

team members in our Southwire Link mentorship program with three cohorts

**Top 10**

Enterprise-Wide ERG Recipient and on the Top 25 ERGs list for the Diversity Impact Awards™



Get the story behind the highlights: View our **website** to learn more about our DEI initiatives and progress.



**3/4**

completion of our initiative to provide clean, comfortable and compliant spaces for nursing mothers in our facilities

**~\$840M**

invested with small- and diverse-owned suppliers, +25% from 2022<sup>7</sup>

Named a **Top Diversity Employer** By Diversityjobs.com for the fourth consecutive year

<sup>7</sup> Small businesses self-report their designation. Any business self-reporting as a small business is attesting they qualify as defined by 12 U.S.C. 645(d).



# Engagement & Satisfaction

**Our engagement strategy aims to help team members fully integrate with our ONE SOUTHWIRE™ culture by making them feel connected, supported and heard. We take a “listening, learning and improving” approach to ensure we’re meeting our team members’ needs and position Southwire as an employer of choice.**

This work aligns with our emphasis on fostering a sense of belonging and helping our team members advance in their careers — both of which better enable us to attract, retain and nurture industry talent. In 2023, we continued to engage team members using various touchpoints throughout the year, including surveys, communications through our Circuit app and roundtables reaching from the site to the executive level.

## LEVERAGING TEAM MEMBER INSIGHTS

One of our most important engagement tools is our Living Well Engagement Survey, through which we collect honest, anonymous feedback from team members across our enterprise. The insights we gather help us better understand our team members’ perspectives, identify organizational strengths and trends and shape our workplace priorities for future years.



## 2023 Living Well Engagement Survey Highlights & Takeaways



### Listening

Overall, we saw strong participation and achieved a high eNPS score that put Southwire in the top 10% of all companies surveyed by our vendor. We also piloted quarterly surveys across our functional areas and specific sites to support robust, company-wide participation.

**88%**  
aggregated  
participation

**53**  
eNPS score,  
+8 points YOY

### Learning

We identified several strengths and priorities, some ongoing and some new. For example, while growth remained a priority, we were proud to see improvement in this area after enhancing our learning and development opportunities in 2023.

#### Key strengths:

- Goal setting
- Meaningful work
- Workload

#### Future priorities:

- Growth
- Freedom of opinion
- Autonomy



### Improving

Compared to 2022, we saw an upward trend on all performance drivers, with an increase among both hourly and salaried team members. We also saw strong scores from areas where we piloted quarterly surveys, including our commercial and functional groups.

**50**

Diversity score, +5 points YOY and 13 points above benchmark

**67**

Inclusion score, +8 YOY and 31 points above benchmark

## MAKING SOUTHWIRE AN EMPLOYER OF CHOICE

We aspire to make Southwire a company that people are excited to join and where they choose to stay and grow their careers. The feedback we receive from our team members provides a powerful advantage in this regard by helping us understand how we can continuously improve. In 2023, we worked with site leaders to implement action plans in response to the insights gathered through our Living Well Engagement Survey. Some of our areas of focus were enhancing shift flexibility and predictability, streamlining our onboarding process and expanding growth opportunities.

### Enhancing Shift Flexibility & Predictability

While the concepts of shift flexibility and predictability may sound at odds, both support similar workplace goals. Together, they help our team members achieve a sense of work-life balance, especially when raising families. In turn, this bolsters team member inclusion and overall well-being. We used a variety of methods to enhance these areas in 2023, such as providing site leaders with more autonomy when developing schedules. We also reinforced an existing policy that enables colleagues to trade shifts and maintain staffing across our sites. In parallel, we implemented firmer boundaries around the amount of overtime team members can work and administered training to site supervisors to ensure their compliance with pertinent policies and laws. Not only did these efforts help us strengthen our workplace, but they also played an important role in achieving Copper Mark certifications across three Southwire sites.

### Enhancing Orientation & Onboarding

Our onboarding and orientation programs are crucial in setting our team members up for long-term success from their first days on the job. In 2023, we continued our work to further define these programs and ensure their consistency for all hourly team members across our distribution centers and manufacturing sites. This work has substantially improved team member retention, and in doing so, increased business resilience, as well as our ability to provide a best-in-class workplace experience. When team members stay at our organization longer, we have more opportunities to invest in their development and fully integrate them into our ONE SOUTHWIRE™ culture. This also boosts workplace efficiency by reducing the rate at which we must recruit, hire and train new talent.



View **Responsible Sourcing and Human Rights** to learn more about our new certifications from The Copper Mark.

### Giving New Team Members a JUMPSTART

In 2024 we introduced JUMPSTART, a comprehensive onboarding program for all new salaried team members. Participants spend two days at our Carrollton, Georgia, headquarters, where we introduce them to our company culture and provide a standardized curriculum to help them transition into their Southwire roles. Here's how we set our team members up for success through the JUMPSTART journey:

- **Preboarding:** Hiring managers contact new team members to welcome them and discuss their onboarding plan.
- **Preparation:** We continue to build excitement with new hires and share further onboarding details.
- **Onboarding Experience:** New team members attend a two-day onboarding experience followed by location- and team-specific onboarding.
- **Training:** We train new team members to help them build confidence and acclimate to their teams and roles.
- **Integration:** We help new team members build their networks and connect with our strategy and culture. We also provide performance feedback and help them define clear objectives for growth.
- **Excel:** At the one-year mark, team members should feel fully immersed in our culture. We will continue to engage them in opportunities to build their skills, get involved with their communities and participate in our ERGs.

# Learning & Development

Whether they work in our manufacturing facilities, distribution centers, corporate offices or remote, we aim to provide every team member with opportunities to build new skills and advance their Southwire careers. These opportunities encourage team member engagement and enable us to upskill our workforce. This creates a ripple effect of benefits such as improved team member retention, heightened innovation and stronger business results.

Through recent team member engagement surveys, we've identified growth as a priority for our teams. In response, we significantly enhanced our learning and development opportunities in 2023. We emphasized programming to build the power skills that help team members across our organization succeed. We also expanded training and resources for our hourly team members and frontline leaders by implementing designated training specialists at each of our sites.

## EXPANDING OUR GROWTH OPPORTUNITIES

In addition to continuing several existing training and development programs, we launched two new flagship programs in 2023. We also introduced LinkedIn Learning for all salaried team members to increase accessibility to high-quality development content. Our expanded portfolio includes:

- **Leadership Foundations**, a flagship program launched in 2023 to support fundamental leadership development and build organizational capacity. The program is open to all people leaders with an emphasis on upskilling frontline supervisors and managers. During the year, we hosted sessions covering various topics, such as holding effective one-on-one meetings, positioning teams to get strong results and leading teams through times of change.
- **Manager Essentials**, a new people leader onboarding program launched in 2023. Participants include new hires at Southwire, as well as existing team members transitioning into their first people leader roles. The program is designed to help participants get up to speed on Southwire-specific processes, tools and functional skills.
- **LEAN Academy**, a new training for executive leaders focused on using LEAN principles to reduce organizational waste.
- **People and Culture Academy**, a new program consisting of quarterly workshops for people and culture managers. The workshops are designed to upskill these managers and help them drive our enterprise people and culture strategy forward at the site level.
- **Southwire Leadership Academy**, a culture-focused development program for high-potential leaders.
- **Executive Workshops**, such as our MARC Leadership Development program, an immersive workshop for executive leaders and others throughout our organization focused on fostering effective gender partnerships and inclusive leadership.
- **Southwire Link**, a company-wide, application-based mentorship program open to all team members. In 2023, we evolved the program's enrollment style, which allowed us to support more than 400 team members in three cohorts throughout the year.



View our **DEI Website** to learn more about how we fostered inclusive growth opportunities throughout the year.



## BUILDING OUR TALENT PIPELINE

In the years ahead, the need for STEM and manufacturing talent will continue to increase. We want Southwire to be prepared, so we've forged partnerships with various academic and technical institutions to provide skill-building opportunities and early career development programs. These initiatives help us ensure the generational sustainability of our business while forging strong connections with our Southwire communities. In recent years, we have maintained partnerships with Auburn University's 100 Women Strong and Engineering Academic Excellence programs, Georgia Tech's Office of Minority Educational Development and the Atlanta University Center Consortium. Other examples of our pipeline-building programs include:

### Southwire Maintenance Apprenticeship Program

Our two-year Maintenance Apprenticeship program helps us develop a pipeline of skilled maintenance technicians by providing on-the-job training and classroom instruction. The program is designed to position participants for full-time Southwire roles, and we were excited to welcome multiple new apprentices in 2023.

### University of West Georgia Partnership

In 2023, we forged a new sustainability partnership with the University of West Georgia (UWG), which we launched during our Southwire Sustainability Summit. By combining our expertise, resources and shared commitment to responsible practices, we will further initiatives related to pipeline development, student recruitment, business operations and environmental sustainability.

### 12 for LIFE®

Through our 12 for Life® program, we partner with local school systems in Georgia and Alabama to provide paid employment and training inside a modified Southwire manufacturing environment. The program includes classroom instruction, work and life-skill building and mentoring opportunities, with students receiving support to complete their high school diplomas. The 2023 cohort included more than 50 students. The program also partnered with the Atlanta and Georgia chapters of the Independent Electrical Contractors to provide a skills-based electrical installer program to its students, and with Carroll County Schools in Georgia to open a new Industrial Maintenance Lab for its students.

*"Southwire's strategy is to help drive sustainability through four lenses: local, state, national and global. Working with UWG is so important to our local lens because together, we can better support the well-being of our communities and the environment in which we live."*

**Burt Fealing**, Executive Vice President, General Counsel and Chief Sustainability Officer at Southwire



## FROM APPRENTICE TO SPECIALIST: LEARN HOW ONE 12 FOR LIFE® ALUMNUS HAS GROWN HIS SOUTHWIRE CAREER

Alexandre Martinez was 16 years old when his older sister told him about a program that she'd participated in called 12 for Life®. Intrigued by the program's integrated work and school model, Alexandre decided to apply. Several years later, after taking various positions at the company and attending college, he now works at Southwire as a full-time IT support specialist. Here's how the 12 for Life® program helped him pave the way for his Southwire career:

### What was the program experience like?

My parents would drop me off at school and I would use the 12 for Life® bus program to head to the facility. I worked a four-hour shift and then took a break before spending the afternoon taking classes for school inside the building. The school was fantastic. I had a lot of support, people who believed in me and access to a counselor. I started as a machine operator and spent my last two years working as a maintenance intern doing simple fixes and repairs.

### The program is known for providing hands-on experience and mentorship. What was your experience with your supervisor like?

It was very collaborative. I had to maintain close communication with my supervisors since I was an apprentice learning new things. They taught me the ins and outs of machines and how to replace certain parts. I still list my first supervisor as a reference on my resume, so it's been a lasting relationship that I can count on.

### How did the program help you prepare for life after graduation?

It raised my work ethic and showed me what real life would be like. And outside of work, we attended

conferences and networking events. I grew up as an antisocial kid, so the program brought me out of my shell and taught me to do things I never thought I could. We learned interview skills that have helped me get to where I am now and had financial literacy classes that taught me a lot. Today, I use many of the communication skills I learned. After graduating, I realized how important they are.

### How do you feel about the culture and team at Southwire?

I have a great team. I'm the only IT support specialist at Southwire Florence, so I get support from the site's management and engineers. No matter the role, everyone is willing to lend a helping hand. The best thing about Southwire is the sense of progression. I've been able to move up in the company and love the idea that I can always get better.

### What advice would you give to current high school students considering the program?

I think 12 for Life® gives you a good foundation and understanding of what to expect in your next job. If you're looking for a manufacturing or other career, you will gain a lot of experience and it will definitely take you far.



# Team Member Well-Being

**Our Living Well tenet drives us to cultivate an inclusive, well-balanced workplace that supports the overall well-being of our teams. This work is pivotal to attracting and retaining top talent and maintaining our status as an employer of choice. Through our Total Rewards program, we strive to provide essential benefits that enable our team members and their families to thrive. Our comprehensive benefits offerings encompass physical, mental, social and emotional health. In 2023, we significantly expanded our Total Rewards portfolio to further support our team members’ unique and evolving needs. Highlights include:**

## Bringing Mental Health to the Forefront

Through our partnership with Spring Health — a leading mental health and Employee Assistance Program (EAP) provider — we expanded access for our team members and their household family members to comprehensive mental health support. The additional benefits include therapy, coaching, support from a care navigator, work-life services and an on-demand library of mental well-being exercises. At the end of our first year offering this benefit, our team member utilization rate achieved a historically high rate for our mental health offerings.

## Supporting Innovative Family Planning

We expanded our partnership with Progyny by launching a new benefit to support our team members on their unique fertility and family-building journeys. Since beginning our partnership, we have provided family planning assistance to team members across the country, supporting new births as well as adoption planning. In addition, we extended bonding time for team members on paid maternity and paternity leave. Eligible mothers now receive 12 work weeks for parental bonding and recovery time after giving birth, while eligible fathers can take up to four work weeks of paid paternity leave. These benefits are a testament to our belief in the importance of promoting work-life balance and creating a healthy, fulfilling workplace for all Southwire team members.

## Promoting Musculoskeletal Health

Our partnership with Hinge Health has enabled us to support the physical and emotional health of 163 team members. Building on this progress, we launched a new virtual physical therapy benefit focused on musculoskeletal health in 2023. The partnership enabled team members to complete virtual physical therapy sessions, resulting in both pain reduction and reduction of the need for surgery.

Our emphasis on well-being runs through all aspects of our organization — from our facilities to our workplace and beyond. For example, in 2023, we started implementing comfort cooling to enhance the well-being of team members in high-temperature locations. We also updated our Impact Bonus to offer more value to our hourly team members. The updated bonus rewards factors such as strong attendance, increased tenures, strong safety performance and progress toward our customer experience goals.

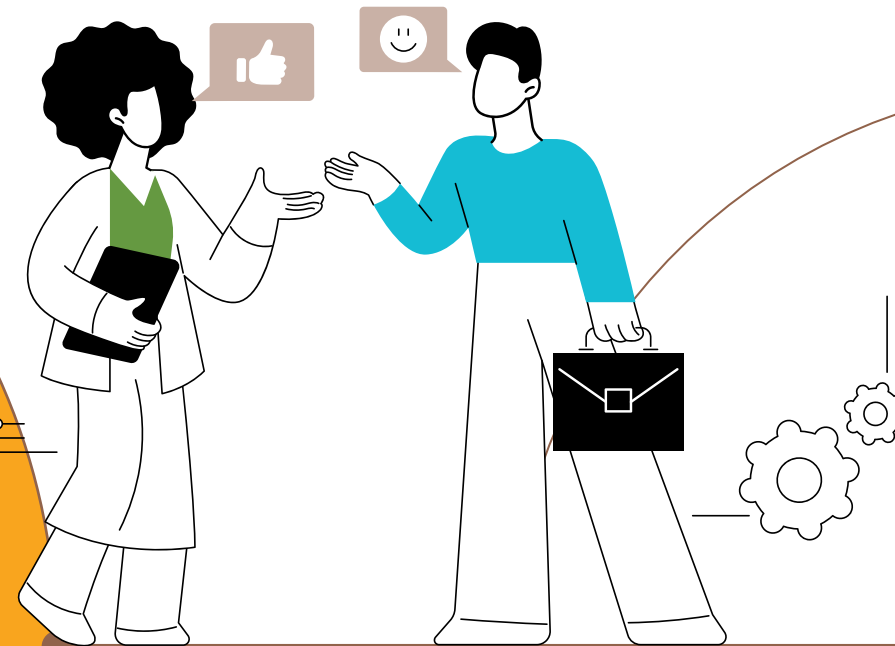
*“Spring Health has been a great way to access counseling and talk therapy in the convenience of my home with an experienced and well-rounded professional. I have begun working through mental health issues and am still in progress on this road to being a better parent, wife, daughter and coworker.”*

Southwire team member



**Total Rewards Benefits at a Glance**

- Competitive base pay, including performance-based incentives, paid time off, holiday bonuses, travel pay, relocation assistance, service awards and holiday gifts.
- A competitive 401(k) plan for U.S. team members with matching contributions.
- Pensions for our full-time, hourly U.S. team members.
- Life and short-term disability insurance.
- Four work weeks of fully paid paternity leave and 12 work weeks of fully paid maternity leave through our extended benefits for eligible new parents.
- Comprehensive family benefits, including fertility treatments, family planning and an adoption reimbursement assistance program.
- Access to a comprehensive mental health benefit and EAP.
- Access to quality health care, including a stipend to offset travel costs when care is not available near the team member's residence and our new virtual physical therapy benefit for musculoskeletal health.
- Retirement readiness counseling.
- A tuition reimbursement program.
- Access to on-site fitness centers and/or gym membership reimbursement.





# Occupational Health & Safety

**The health and safety of our teams are core values at Southwire. Both are fundamental components of what it means for us to help our teams live well. We are hyper-focused on our roadmap to achieving zero injuries and illnesses, while continually challenging ourselves to reduce our Total Recordable Injury Rate (TRIR).**

In 2023, we were proud to exceed our TRIR reduction target for the year and achieve a historical best performance. Our teams also achieved zero recordable injuries across 31 Southwire sites. We attribute this success to our proactive safety culture, as well as our use of risk-prevention processes and tools. Together, these factors help us identify and mitigate potential safety risks before an incident can occur.

## SHAPING OUR SAFETY APPROACH

All Southwire facilities are equipped with best-in-class safety guidelines and given the flexibility to deploy a site-specific strategy. We also identify site-specific performance targets and leading measures based on risk areas associated with a site's processes and historic incident trends. Our safety guidelines focus on:

- Leadership commitment
- Responsibility and accountability
- Communication and training
- Incident management
- Hazard identification and control
- Team member engagement

At the enterprise level, we guide our approach through short- and long-term targets that we identify by analyzing our performance each year. Our short-term targets help us develop strategies to reduce prevalent incidents and injuries, including fractures, lacerations, strains, sprains and contusions. Our most significant work-related hazards that pose a risk of high-consequence injury are mobile equipment interface; caught-in, caught-between and struck-by injuries.

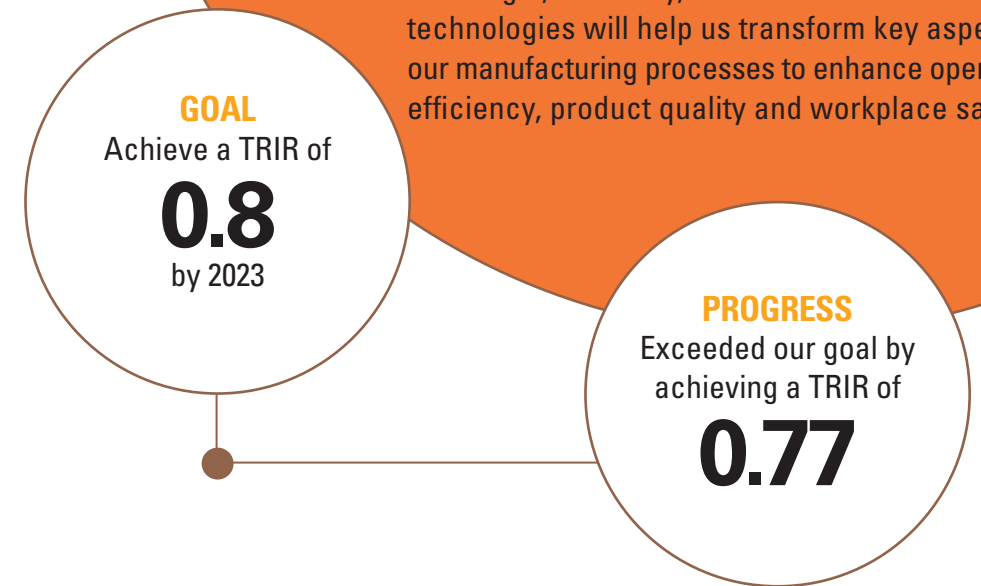
Our long-term goals focus on strategically growing our EHS management system, engaging team members in our world-class safety culture and significantly reducing serious injury or fatality (SIF) risks. In 2023, we added a heightened focus on life-altering events as part of our transition to Edison Electric Institute's SIF classification model. This addition also aligned with industry best practices, which will allow for further benchmarking within various industry sectors.

***"Our partnership with READY Robotics supports our ongoing assessment and initiative to provide a safe environment for all team members. Through close collaboration between READY Robotics and our Modernization, Health and Safety and Packaging Engineering teams, we plan to cultivate material handling safety and related automation for our existing assets and future investments."***

Se Oh, Vice President of Operations Sustainability at Southwire

## Piloting Smart Safety Solutions

In 2023, we announced a partnership with READY Robotics, a pioneer in cutting-edge automation solutions. Through the partnership, we will pilot various robotic technologies across Southwire facilities in Georgia, Kentucky, Alabama and Indiana. These technologies will help us transform key aspects of our manufacturing processes to enhance operational efficiency, product quality and workplace safety.



## SAFETY PERFORMANCE FOR PERMANENT & TEMPORARY TEAM MEMBERS

	2020	2021	2022	2023
Total Recordable Injury Rate	0.83	0.88	1.03	0.77

Our full list of critical areas of focus includes, but is not limited to:

- Electrical safety and work practices
- Control of hazardous energy
- Machine guarding
- Mobile equipment
- Confined spaces
- Fall prevention and walking/working surfaces
- Storage racking
- Robotics

## ENGAGING TEAM MEMBERS IN OUR WORLD-CLASS SAFETY CULTURE

We remain focused on fostering a proactive safety culture where team members have the skills, knowledge and power to identify risks and intervene. Our strategy emphasizes training, strict safety protocols and risk controls to eliminate hazards and drive improvements. This work begins during our team members' first days on the job, and in 2023, we upgraded our new team member onboarding process. We also continued our Stop Work training, which empowers team members to identify potential hazards and stop a job or process if they perceive a safety risk.

Site leaders play an important role in monitoring our safety performance and ensuring that team members are using safe practices in their day-to-day work. In 2023, we launched a new safety huddle process, in which site leaders meet to review the past and upcoming 24 hours of safety-related activities before starting a new shift. If any opportunities for improvement arise, they initiate a conversation with pertinent team members to discuss their concerns and implement corrective actions.

To make important safety lessons stick, we emphasized our safety storytelling initiative, which provides site leaders and frontline team members with a platform to share personal safety lessons and experiences with their teams. We also increased safety engagement activities during high-risk periods with a hyperfocus on our highest-risk sites, and we were encouraged by the results going into 2024. After engaging high-risk locations through site visits, safety roundtables, assessments, process audits and corrective actions, we reduced the list of high-risk locations going into 2024.



### Managing Health & Safety in Line With Leading Standards

Southwire is committed to meeting or exceeding internationally recognized workplace safety standards. Where applicable, we strive to have our manufacturing and warehousing operations certified to the standards of the Occupational Safety and Health Administration Voluntary Protection Program (OSHA VPP). Each site has a team-member-driven safety steering committee that is responsible for overseeing OSHA VPP compliance. We also pursue ISO 45001 or an in-country equivalent certification, depending on our facilities' unique locations and needs.

In 2023, our Heflin, Alabama, and Villa Rica, Georgia, plants underwent an intensive process to achieve OSHA VPP recertification.

## EVOLVING OUR EHS SYSTEMS & PROCESSES

The more we understand about our health and safety performance, the more effective measures we can take to pursue our vision of zero injuries and illnesses. One of our key tools in this regard is our safety analytics app, which allows supervisors and frontline leaders to access safety data and trends. The tool supports our efforts to report and track workplace injuries, illnesses, safety interactions and near misses. Our other tools and processes include:

### Safety Reporting

Our Injury-Free Event reporting process is available to all team members and includes physical and behavioral observations and near misses. In addition, our Just Ask program is an anonymous reporting system that allows team members to report issues and personal concerns about any topic, including safety.

### Risk Assessments

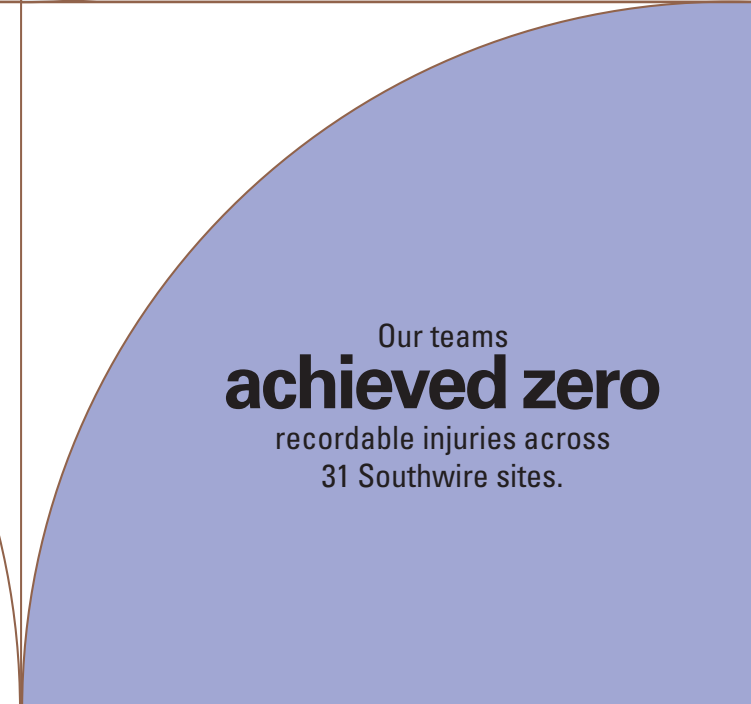
We conduct risk assessments at our sites to better understand their specific safety opportunities and challenges. In 2023, we shifted to an energy-based hazard recognition method designed to help users identify risks that may otherwise go unnoticed. The method uses an energy wheel to identify high-risk activities that could lead to life-altering events. In pilot tests at two universities, researchers found that the method improved hazard recognition by up to 30%.<sup>8</sup>

### Acquisition Onboarding

As we onboard new sites through acquisitions, we continued to use safety integration plans that leverage all aspects of our EHS management system. The plans help new team members quickly get up to speed on Southwire's safety culture and standards. In 2023, we built on these efforts by launching weekly meetings with our newly acquired teams to track their progress in developing site-specific action plans and targets.

### Corrective Actions

Both frontline team members and their leaders partake in incident reviews and develop and implement corrective actions. Our approach to corrective actions includes four pillars: workplace culture, risk assessment, injury/incident profile and sponsorship by our leaders. In 2023, we conducted cultural assessments at several sites by interviewing a broad cross-section of team members. We asked them questions related to their sense of safety at work, how they engage in safety with other team members, what challenges they face in their roles and how they work to drive change. We will continue this work in 2024 by analyzing the survey responses to identify opportunities and patterns.



Our teams  
**achieved zero**  
recordable injuries across  
31 Southwire sites.

<sup>8</sup> Safety Function, "Energy-Based Hazard Recognition." Accessed April 2024.

# Giving Back

**Our ONE SOUTHWIRE™ culture reminds us that we are all in it together — from supporting local families and students to seeing our colleagues and neighbors through challenges and helping them bounce back. We enthusiastically share our time, talent and financial resources to uplift those in need. Our approach is to lead with service as we engage our team members to build more sustainable communities worldwide.**

Over the years, we have continually grown our volunteer network and stepped up our community investments. Today, we are pursuing a goal for all of Southwire’s Giving Back communities to engage with at least two annual Giving Back events by 2025. We furthered our progress in 2023 while creating new opportunities for global Southwire sites to get involved. We are inspired by our team members’ dedication to making a positive impact by Giving Back, and we remain on track to achieve our goal within the next two years.

## GOAL

### Achieve 100%

of Southwire’s Giving Back communities engaging with at least two annual Giving Back events by 2025.



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



## Our Giving Back Strategy Starts Here



### Why We Give Back

Our neighbors depend on us at Southwire, just as we depend on them. That's why **creating shared value is at the heart of our commitment to Giving Back**. We take time to understand the needs of our communities and engage them to provide purposeful support. In doing so, we strengthen our relationships with neighbors, customers and future talent while infusing our workforce with a sense of connection and pride.



### What We Focus On

We guide our community engagement efforts around **five charitable giving strands** that align with our values and broader sustainability approach:

**DEI** – We support initiatives that foster inclusion; promote diverse perspectives; and recognize the talent and inherent value of all people, regardless of gender, ethnicity or sexual orientation.

**ENVIRONMENT** – We support environmental efforts to build sustainable homes and communities, advance carbon reduction and clean technologies, protect and conserve our natural resources and foster environmental education.

**EDUCATION** – We support education initiatives focused on science, technology, engineering, arts and mathematics (STEAM) programming; innovation; and workforce development.

**COMMUNITY** – We support initiatives relating to human, community and social services, such as programs that serve underprivileged community members and youth, promote arts and culture, spur economic development and build awareness of charitable causes.

**CUSTOMER/AFFILIATE** – We support charitable initiatives that allow for collaboration with customers and community partners to create an even bigger impact on the places we call home.



### How We Maximize Our Impact



Our Communications and Giving Back team is responsible for our company's community engagement and philanthropy efforts. Our levers for this work include:

#### CORPORATE PHILANTHROPY

Southwire provides charitable donations to our Giving Back communities and nonprofit partners. Under this umbrella, we launched a new program in 2023:

- **Dollars For Doers**, a program created in collaboration with Southwire's DEI team, our new Dollars for Doers program is available to team members worldwide and enables them to give how and where they want. Team members can earn credit for their volunteer hours or personal charitable donations, which they may redeem to the eligible charity of their choice.

#### SOUTHWIRE CARES, INC.

Southwire CARES, Inc., a 501(c)(3) that oversees our not-for-profit initiatives and is governed by a Board of Directors comprised of leaders from throughout our organization. It encompasses:

- **Project GIFT®**, Southwire's team member volunteer program, which leads all service-related initiatives. Our signature Project GIFT® (Giving Inspiration for Tomorrow) events include our Walk for Water, Back-to-School Giveaway and Toys for Tots Collection Drive. The program also supports site specific efforts and disaster relief.
- **POWER Fund** (Providing Others with Emergency Relief), a program that provides short-term, emergency assistance to qualifying U.S. team members and family members who encounter hardships. Southwire contributes to the fund and will match recurring contributions made by team members — empowering team members to support their colleagues in need.



## GETTING OUR TEAM MEMBERS INVOLVED

We love to see the enthusiasm our team members have for Giving Back, whether they're long-time supporters of our signature initiatives or first-time volunteers. We keep a list of active volunteers and reach out to them using email, Southwire News Network digital displays and our Circuit app. The app links to our YourCause page and enables team members to sign up for community events.

In 2023, we evolved Southwire's YourCause platform to create a one-stop shop for Giving Back. This enabled us to launch new features that increase equitable access to our community engagement opportunities, especially for team members outside of the U.S. Examples include:

- Our new **Dollars for Doers** program provides team members with the flexibility to give how and where they want. Team members can earn credit for their volunteer hours or a credit reflecting their charitable donations, which they may redeem to the eligible charity of their choice.

- Our new **"give" feature** allows team members to make charitable donations to the POWER Fund or an eligible organization within the YourCause platform, enabling them to seamlessly track and manage their community impact contributions.
- Our new **"VolunteerMatch" feature** helps team members find volunteer opportunities within their regions, enabling them to serve anywhere, anytime.

Another focus was to provide team members with more flexibility in how they donate their resources and time. To support this, we promoted our "pick a project" option that enables team members to earn credit for their volunteer activities — even if they aren't related to Project GIFT®. Since making these updates to our Giving Back program, we have seen a spike in team member volunteerism. Throughout 2023, team members logged a total of 16,898 volunteer hours.

## LOOKING OUT FOR OUR COLLEAGUES

We see our colleagues as a Southwire family, and that means we show up for one another — especially when hardships arise. For the past couple of decades, Southwire's POWER Fund has served as a dedicated resource for team members faced with emergency circumstances outside of their control. These funds support team members dealing with a range of circumstances, such as serious illnesses or injuries, the effects of natural disasters or an immediate family member's loss of life.

Team members who become POWER Providers with a recurring gift of any amount receive a POWER Fund T-shirt in appreciation for their continued support. Southwire matches every recurring gift into the Fund to double its impact. In 2023, this enabled the Fund to distribute grants to uplift Southwire team members and their families, with the POWER Fund reaching \$900K in distributions in 2023. Building on Southwire's corporate contributions, team members donated to the Fund to ensure grants remained available as emergencies arose.

### Providing Disaster Relief

When natural disasters strike, the devastation is often widespread. It's a time when our neighbors need us most. In response to deadly storms that swept the Southeast U.S. in 2023, our team members rallied to provide critical support. Southwire volunteers in Starkville, Mississippi, distributed emergency supplies after hosting a collection to benefit several communities in the state. In West Georgia, volunteers donated cleanup supplies to Feed the Valley, a local nonprofit organization. Team members also joined residents in raising much-needed financial support. Later in August, our teams held another collection to provide disaster relief to communities impacted by wildfires in Hawaii. While we never want to see our neighbors face such challenges, we were proud to support them in their time of need.



<sup>9</sup> POWER Fund distribution amounts are estimated based on unaudited 2023 financial statements.

<sup>10</sup> Volunteer hours are self-reported by team members.

## LEADING WITH SERVICE

Our Project GIFT® programs bring Southwire team members together to volunteer in the communities where they work and live. In recent years, we've joined forces with many nonprofit organizations, as well as Southwire's ERGs. We continued this work in 2023 with a focus on three signature events: Walk for Water, our Back to School supply giveaway and our Holiday Giving efforts. Here's how our team members joined initiatives on the ground to deliver community resources and support:

### Walk for Water

We were excited to continue our Walk for Water event, which we launched in partnership with Water Mission in 2022. The international nonprofit — which we have previously supported through charitable donations — is dedicated to ending the global water crisis by developing sustainable and safe water, sanitation and hygiene solutions. Participants walked a course designed to represent the route that many people around the world take to get water each day. This year's event supported communities in Mexico and Honduras where Southwire also has operations facilities.

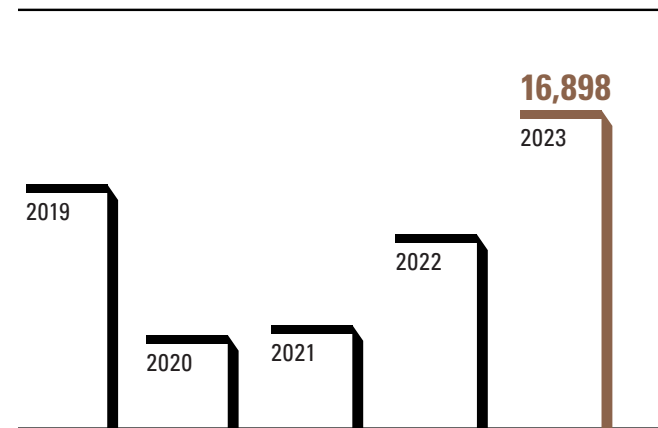
### Back to School Supply Giveaway

Southwire Project GIFT's 19th Annual Back to School event represents a nearly two-decade commitment to supporting local students and schools. In 2023, we saw broad engagement from nearly all Southwire locations, including sites in Canada, Mexico and Honduras, and throughout the U.S. After reduced in-person activity throughout the pandemic, we saw many sites return to hosting community-facing supply distribution events. Sites that did not host in-person distributions still made an impact by donating supplies directly to local school systems and nonprofit organizations. We always see strong participation in West Georgia — which is where the event began — and in Villa Rica, where team members distributed bags of supplies during a drive-thru event hosted by volunteers.

### Hope for the Holidays

Each December, our teams work to uplift their neighbors while spreading a sense of hope and joy. In 2023, we continued these efforts with various site-based initiatives, including our annual toy drive hosted by our Carrollton, Georgia, team. During the two-day drive, the team partnered with Carroll County Toys for Tots, along with other local volunteers, to collect thousands of toys for children in West Georgia. Other sites hosted drives in partnership with the Salvation Army's Angel Tree program and volunteered at local food banks. We intentionally give sites flexibility in how they show up for their communities during this time, so they can best serve their neighbors' specific needs.

### VOLUNTEER HOURS<sup>11</sup>



<sup>11</sup> Volunteer hours are self-reported by team members.

*"This event was very important for the Honduras team since our country benefits greatly from Water Mission, and because so many of our team members are always looking for opportunities to make an impact on their communities."*

Ana Henriquez, People and Culture Manager at Southwire Honduras

## Thousands

of bags filled with school supplies distributed to students in the U.S., Canada, Honduras and Mexico



### Promoting Diverse, Equitable & Inclusive Communities

One of our focuses in 2023 was to further align our strategies for Giving Back and DEI. For example, our Communications and Giving Back team partnered with our DEI team to roll out our new Dollars for Doers program. The program enables team members to earn donation credits to support the causes they care about most, creating more equity of access and choice for all Southwire team members who want to give back. We also continued to partner on community engagement initiatives, including supporting the University of Georgia’s Society of Women Engineers and donating to the King Center in Atlanta, Georgia, in collaboration with our Spectrum ERG.

In addition, Southwire has been a longtime partner of the Wounded Warrior Project® fundraising, and we were excited to expand our work with veterans in 2023. The highlight was an event called The Warrior Classic, which came together through a partnership between Project GIFT® volunteers, Southwire’s Veterans Network and the Atlanta Braves® Foundation. The event engaged veterans who had opportunities to meet former Braves® players and take batting practice on the field at Truist Park. Project GIFT volunteers even had opportunities to field balls during batting practice.

In total, Southwire contributed more than \$750,000 of our total charitable giving towards DEI initiatives throughout the year — up from \$500,000 the year before. This is an area where we aim to continue expanding our efforts in the coming years. View [Southwire’s DEI website](#) to learn more.

### INVESTING IN OUR LOCAL COMMUNITIES

Our model is to lead with service and follow with funding to support organizations powering positive change. We align our philanthropic efforts with our charitable giving strands and continued several ongoing partnerships in 2023. We also launched our Dollars for Doers program to provide global team members with new opportunities to maximize their charitable giving and volunteer time. This helped us contribute nearly \$3 million in charitable contributions during the year, including through local partnerships:

#### AMB Sports & Entertainment (AMBSE)

We continued our partnership with AMBSE, part of the Arthur M. Blank Family of Businesses and the parent company of the Atlanta Falcons, Atlanta United and Mercedes-Benz Stadium. Through the partnership, Southwire serves as the exclusive sponsor of two AMBSE programs: Thank You, Coach, which hosts former coaches of current Atlanta Falcons players each year to say “thank you” for their impact on the players’ lives, and Westside Works, which provides education and training to support employment opportunities and job success for Atlanta residents. We also teamed up with Westside Works and the Atlanta Falcons to host a holiday event for local families, and to participate in a Back-to-School event with the Atlanta City School District. The event enabled us to help provide school supplies for local students while their families had the opportunity to interview for Southwire roles.

#### Atlanta United and Trees Atlanta

For the second year, Southwire partnered with Atlanta United to host a Youth Summit for local students. Participants in Southwire’s 12 for Life® program joined students from the HOPE Strong and the Latin American Association to volunteer with Trees Atlanta, a nonprofit community group that protects and improves Atlanta’s urban forest. They also learned about the importance of skilled trades and got to attend a match between ATL United and Columbus Crew at Mercedes Benz Stadium.

#### West Georgia Technical College (WGTC)

In 2022, we launched a partnership with WGTC to support the advancement, education and training of its manufacturing students. The partnership includes a three-year, \$500,000 commitment from Southwire, the first year of which we completed in 2023. In addition to our financial contribution, we are providing equipment to the college and fostering corporate training through its Economic Development, Community Affairs and Adult Education divisions.





# Governance



## 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.



## 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.



# The Long View

**Our company’s strong reputation is built on a legacy of Doing Right. At Southwire, this is a responsibility shared across our organization. It begins with our Board of Directors, which provides effective oversight and guidance, and extends to our leaders and team members companywide. We also collaborate with our supply chain partners to promote sustainable, ethical practices on a broader scale. By focusing on our Vision — We Deliver Power... Responsibly® — we can maximize our positive impact and continue Building Worth over the long term.**

## 2023 Highlights

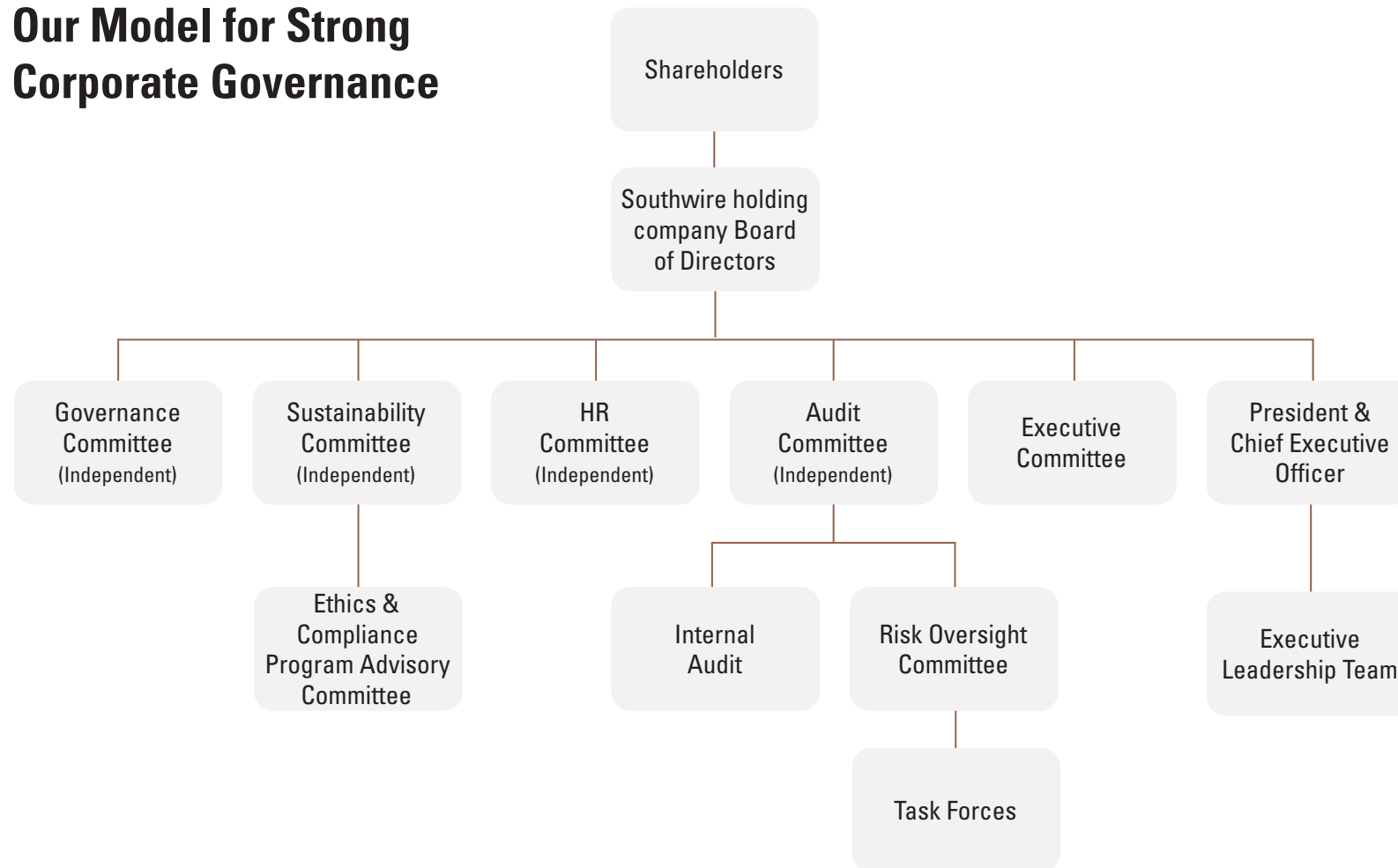
- Completed a third-party climate risk assessment and began creating a climate risk management action plan
- Named among the World’s Most Ethical Companies in 2024® by Ethisphere
- Engaged thousands of team members during Ethics and Compliance week by way of onsite visits
- Deployed our annual Ethical Culture Survey with 68% participation
- Established a new process for gathering annual conflict of interest disclosures
- Achieved Copper Mark Certification at three Southwire sites
- Entered an agreement with EcoVadis to enhance our ability to engage suppliers on sustainability topics and measure their performance
- Deployed ~\$840 million in our investment with small and diverse suppliers, a ~25% increase from 2022



# Corporate Governance

As we look to the future with solutions for electrification, we remain rooted in a family legacy that spans more than 70 years. Following in the footsteps of those who came before us, we strive to maintain our company’s good standing by prioritizing social responsibility, innovation and hard work. Our corporate governance program ensures strong leadership and accountability, as we position Southwire for future decades of sustainable growth. Areas of oversight and responsibilities for key sustainability areas span across our organization and extend up to Southwire’s Board.

## Our Model for Strong Corporate Governance



## SUSTAINABILITY GOVERNANCE

Our Board of Directors' Sustainability Committee helps us stay true to our core tenets while leveraging them to facilitate sustainable growth. Members of the committee meet at least three times per year to discuss sustainability topics and fulfill the following roles:

- **Overseeing** the development and implementation of significant policies and practices related to environmental and social risks and opportunities, team member health and safety and corporate citizenship.
- **Advising** our Board and management on significant public issues that are pertinent to our company and stakeholders.
- **Assisting** our management in establishing practices that create value for our company and stakeholders and setting and monitoring sustainable business goals.



For more information on the committee and its associated responsibilities, please see our **Sustainability Committee Charter**.



View **Appendix** to learn more.

### Aligning Our Practices With the UNGC & GRI

The United Nations Global Compact (UNGC) helps businesses commit to sustainability and take shared responsibility for achieving a better world. As a signatory, Southwire strives to align our sustainability strategies with the UNGC's universal principles on human rights, labor, environment and anti-corruption and drive internal awareness of these topics. We report on our progress toward the UNGC's Ten Principles on an annual basis. We also share our performance and approach to material sustainability topics in accordance with the Global Reporting Initiative (GRI).

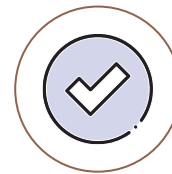


# Enterprise Risk Management

Every organization faces various risks, which shift as internal and external factors evolve. At Southwire, we look at risks holistically to identify the challenges and opportunities they may pose. Our Enterprise Risk Management (ERM) team proactively identifies, measures, monitors and manages pertinent risks to protect our business and support strategic growth. The team uses a standard tool to track, rate and prioritize key risks. We take a blended approach to engage all levels of our organization in this work, including through executive-level oversight and direction, monitoring and management by our senior leaders and tactical efforts by our team members on the ground.



## Our Risk Management Strategy Starts Here



### Identify key risks and opportunities

and relevant cause-and-effect relationships



### Monitor controls

for effectiveness and potential gaps or weaknesses



### Evaluate risks

based on their likelihood, potential impact, timeframe and causation to assign severity levels and prioritize mitigation



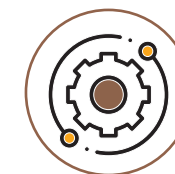
### Develop communications channels

to engage stakeholders throughout the organization and establish a reporting cadence to Southwire's management, executive leadership and Board



### Take action

by developing response plans to avoid, accept, transfer and/or mitigate risks



### Continuously review the risk landscape

while monitoring emerging risks and adjusting our strategies for risk management as needed

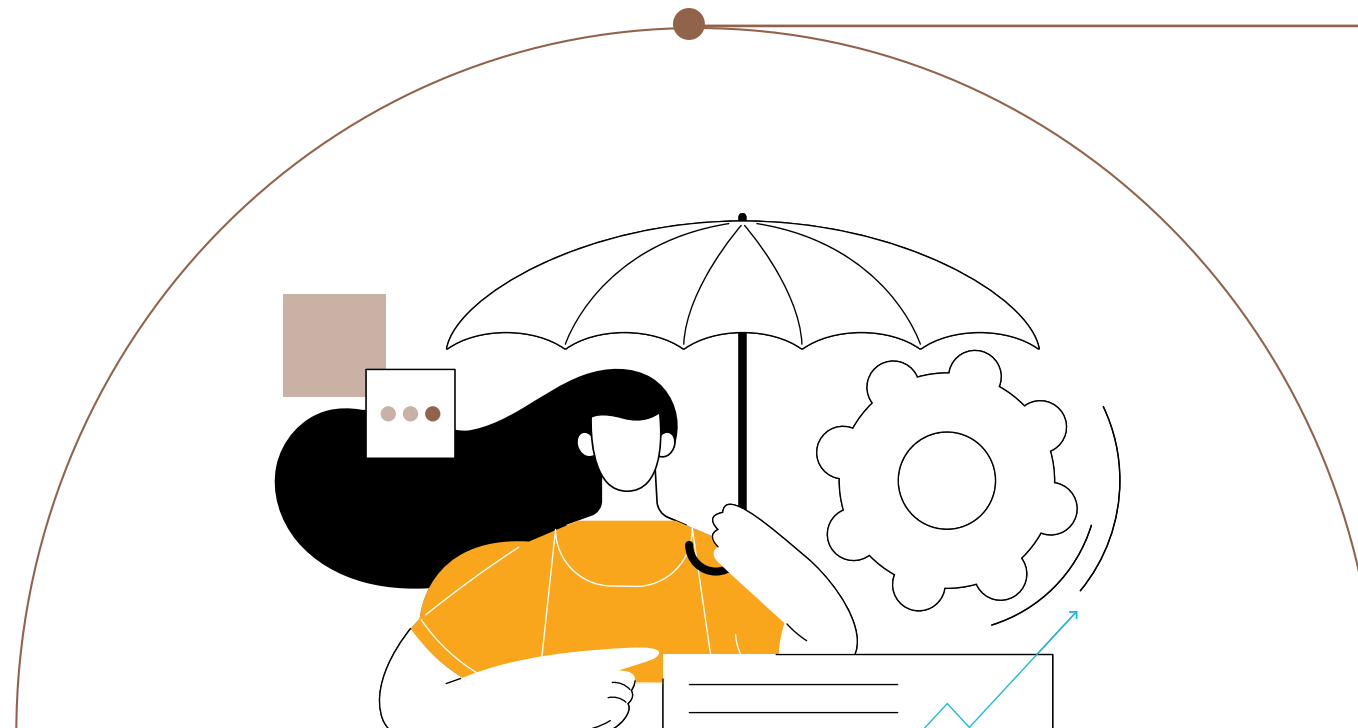
As we mature our risk management strategy, we are working to increase cross-functional awareness of various risks and management activities, in line with a ONE SOUTHWIRE™ approach. Communication and oversight are key to our strategy, so our ERM team regularly engages our leadership and Board. In 2023, the team provided reports to the Board’s Audit Committee and attended some of its quarterly meetings to present risk management updates and activities. During the year, we also worked to formalize the framework and charter of our new Risk Steering Committee, which meets monthly to review progress toward Southwire’s risk mitigation efforts.

### CLIMATE CHANGE RISKS & OPPORTUNITIES

The effects of climate change can lead to a range of challenges for our business, industry and stakeholders. For example, extreme weather events pose threats to global communities, supply chains, infrastructure and power systems. However, by innovating technologies for grid resilience, renewable energy and electrification, we are leveraging opportunities to fuel our company’s and customers’ growth.

In 2023, we completed a third-party climate assessment that aligns with a framework put forth by the Task Force on Climate-Related Financial Disclosures. After analyzing the assessment’s findings, we began building an action plan that will help us manage and mitigate pertinent risks. In collaboration with the ERM team, we used a standard tool to identify six key areas of climate risk, which relate to policy, market, reputation, technologies and company assets. Many of the activities outlined in our action plan align with our existing sustainability and business initiatives. We plan to further integrate these risk areas into our ERM process in 2024.

Looking ahead, we will also continue to maintain a flood plan for our building wire and utility plants in Carrollton, Georgia. In addition, we will implement a water-balance plan for our sites in Carrollton, Georgia. These activities build on our recent investments in modernizing and hardening our facilities. For example, as extreme heat becomes more of a factor across our operations, we continue to implement comfort cooling at our facilities in high-heat locations.



# Cybersecurity & Artificial Intelligence

The way we work at Southwire has become increasingly digital, and we've gained an edge by embracing new processes and tools. We also understand the importance of managing and mitigating cybersecurity risks. As we've introduced new technologies and processes into our workplace, we have implemented policies and mechanisms to protect our business and stakeholders. We are dedicated to upholding our responsibility to safeguard information relating to our company, customers, suppliers and teams.

We regularly monitor our cybersecurity landscape and we continued to conduct annual information security assessments in 2023. We also prioritized work to prevent unauthorized information access, disclosure or use. One of our initiatives during the year was to develop an enterprise-wide data governance system to centralize our data and ensure it is accurate and up to date. We also engaged Board members and senior leaders through training and interactive exercises to help them learn best practices and increase their awareness of key cybersecurity topics and trends. For our team members and their families, we offered educational resources to help them keep their data safe. Equipping our team members with this knowledge is part of our commitment to helping them live well — both at work and at home.

## Our Information Security Strategy Starts Here

**1 INCREASING END-USER AWARENESS** of cybersecurity best practices and risks



**2 PRIORITIZING IDENTITY AND ACCESS MANAGEMENT** to maintain critical functions of our business and mitigate risks



**3 EMPHASIZING CYBER RESILIENCE AND RISK MANAGEMENT** to protect our business and stakeholders



**4 ENHANCING SECURITY VISIBILITY AND AWARENESS** to ensure best practices among our leadership, partners and teams



## TRAINING & EDUCATION

Our commitment to securing our data and facilities extends to the very top of Southwire leadership. In 2023, we focused on providing training for our Board members to help them embrace cybersecurity best practices and increase their awareness of pertinent threats. Our Board oversees our cybersecurity policies, and we aim to equip them with the resources and know-how to make thoughtful decisions about our practices. By understanding what best-in-class cybersecurity looks like, our Board can better position the company to navigate emerging opportunities and risks.

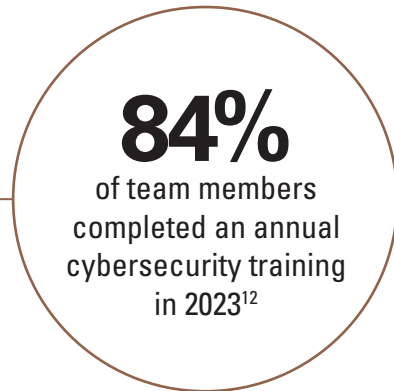
In addition to maintaining strong information technology capabilities, we also focused on strengthening our operational technology (OT) throughout the year. This will remain a focus as we modernize our business, bringing more machines online and, in turn, increasing the potential for cybersecurity risks. We brought together senior executives — along with Board members and leaders from our manufacturing, engineering and maintenance functions — for a series of tabletop exercises to better prepare them to identify and manage OT risks. During the interactive

exercises, participants assumed hypothetical roles and responsibilities to learn strategies to effectively respond to a breach in our OT security. The exercises engaged multiple Southwire leaders, helping us build a strong, OT-focused culture.

## RISK MANAGEMENT & THREAT DETECTION

A critical aspect of our cybersecurity and data privacy approach is to ensure that robust security systems, processes and controls are in place. Our Security Operations Center provides round-the-clock firewall, network device and critical infrastructure monitoring and endpoint detection. The center helps us optimize our Vulnerability Management program by regularly scanning websites, as well as internal and external endpoints, to rapidly identify and mitigate critical vulnerabilities and potential risks.

In 2023, we introduced a new External Threat Surface Management tool to help us identify vulnerabilities related to our external network. This system regularly scans our servers to identify where we might be at risk of an attack. Its automated approach helps us proactively address these issues and protect our business from future attacks or threats.



<sup>12</sup> Training completion percentage includes salaried, full-time team members only.

### Ensuring a Safe Approach to Artificial Intelligence

As we modernize our operations, artificial intelligence (AI) and machine learning offer opportunities to strengthen our business. There is also potential for these tools to support our sustainability goals. While assessing these opportunities, we are working diligently to ensure that our AI processes and tools are strategically aligned and, most importantly, safe and secure.

In 2023, we created an AI and business intelligence team to further this work. We also created an AI Council comprised of Southwire team members from departments across the enterprise, which meets monthly to review proposed use cases of AI within our business. Based on its approval, we pilot projects to determine the potential for implementation.

Our Cybersecurity and Legal teams collaborated to develop an official AI policy outlining the parameters and limits to our company's AI use. We also provided training for Southwire's executive leadership on AI so they can make well-informed decisions on how we use this technology.



# Ethics & Compliance

**Our commitment to Doing Right at Southwire means we build strong ethics and compliance programs and invest in a culture that encourages doing right and speaking up. These priorities have helped us build trust with our customers, team members and other stakeholders over the past 70 years. This is a longstanding area of focus for our company and one we made strides in during the past year.**

We are proud to share that Ethisphere named Southwire among the [World's Most Ethical Companies®](#) in 2024. This achievement is based on an intensive review process of our performance in 2023. The recognition represents the fulfillment of our sustainability goal to be named to the list by 2025. We attribute our success to the Company's major investment in a robust ethics and compliance program, including in our ONE SOUTHWIRE™ culture that encourages team members to do right and speak up.

## RESOURCES & POLICIES

Fair competition has become an increasingly important topic at Southwire. In 2023, we revamped our Anti-Trust policy and published resources for team members to increase awareness and provide guidance to our workforce of the policies and best practices. We also dedicated a day of our 2023 Ethics & Compliance Week programming to educating on and promoting fair competition and our policies.

In addition to these updates, we continued to promote our long-standing ethics and compliance policies. Key among them is our Code of Business Conduct (Code), which sets forth the guiding principles and policies we have established to promote and ensure ethical behavior across our organization. The Code, including localized and translated versions, applies to all team members of Southwire and its subsidiaries and other affiliates worldwide. This is a key element of our robust Ethics & Compliance program, through which we manage the company's ethics, compliance and risk-related activities and goals. We also continued to build awareness, processes and training on policies addressing risk areas such as anti-corruption, anti-retaliation, conflict of interest, human trafficking and whistleblowing.

[View our website](#) to view additional governing documents, including:

- Ethics & Compliance Program Charter
- Supplier Code of Conduct
- Board of Directors Code of Conduct

Team members, third parties, other stakeholders and the public can also access our [Doing Right Connection web page](#) and team member portal to view additional policies, resources and build their awareness of our values and expectations. On these sites, team members and other stakeholders can use the company's Doing Right Helpline to anonymously ask an ethics or compliance question; inquire about a company policy; or report legal, ethical or other workplace concerns. The helpline is managed by a third-party provider and is available 24/7, around the clock, every day of the year.

Southwire fully supports Principle 10 of the UNGC, Anti-Corruption. Our Code outlines actions to address corruption and we have policies on bribery, money laundering, human trafficking, whistleblower retaliation and more.



## ASSESSING OUR PERFORMANCE

Our business is **Powered by Integrity**, and we aspire to maintain a workplace that lives up to these values. To do so, we regularly engage our team members to understand how they experience ethics and compliance in their day-to-day roles. In 2023, we partnered with Ethisphere to deploy our Ethical Culture Survey across our organization. We achieved a 68% completion rate, surpassing Ethisphere's 56% benchmark.

We used insights from the survey to develop site-specific culture reports, which we provided to Southwire's site leaders with guidance on how they can continue to improve their performance. We also shared resources on how to discuss the results with team members. In addition, we reported on the survey results during a call on the state of ethics and compliance at our company that included leaders at the director level and above, including Southwire's CEO. As part of our communications following the survey, we also distributed a video on the survey results and key learnings as part of our 2023 Ethics & Compliance Week.

## CREATING A SPEAK UP CULTURE

It is imperative that we foster a culture where team members feel empowered to identify and report potential ethics violations. In 2023, we continued our Speak-Up campaign, through which we raised awareness of how team members can share any ethics or compliance questions or concerns. We also created supporting signage, and after receiving feedback that some team members felt uncomfortable viewing this content in front of colleagues, we strategically displayed the signs in private locations, such as the back of bathroom stall doors.

To provide greater visibility into our reporting process, we launched a quarterly ethics and compliance newsletter for team members via email and our Circuit app.

We leveraged the newsletter to share data on reported concerns and investigations, as well as lessons from company investigations through anonymized reports. Similarly, we began to promote ethics and compliance content in quarterly newsletters for our suppliers. In addition, we rolled out several new initiatives to enhance our ethical culture in 2023:

### Updating Code of Conduct Training

Team members now complete annual training on our Code of Conduct on a rolling basis. Previously, we deployed the training to all team members in a mass deployment at the same time, which caused challenges for our team members and operations. In 2023, we adjusted our process to establish a cadence based on team members' anniversary start dates. For example, if a team member began work at Southwire in May, they would complete the training upon hire and then the latest version of the training on an annual basis each May.

### Expanding Conflict of Interest Disclosure

To enhance our efforts to monitor and mitigate conflicts of interest, we broadened our approach to team member disclosure in 2023. We now require all Southwire team members at the manager level or above to complete a form detailing any potential conflicts upon hire and on an annual basis thereafter. Additionally, all team members are required to self-disclose potential conflicts as they arise in real time.

### Partnering With Sustainability Champions

Southwire's Sustainability Champions drive awareness and advocacy of our sustainability efforts at the site level. Realizing an opportunity to expand their impact, we worked with our Sustainability Champions to expand their responsibility to serve as champions for our Ethics & Compliance program. For example, they worked locally to increase awareness of Ethics & Compliance Week in 2023. This enables us to leverage an existing resource to increase engagement across sites. Based on the initiative's success, we plan to continue this approach in 2024.

## Cultivating Our Ethical Culture During Ethics & Compliance Week

To enhance ethics and compliance across our organization, we need to keep these topics at the front of our team members' minds. One of our most impactful ways of doing so is by engaging team members during our annual Ethics & Compliance Week. Before celebrating in September of 2023, we emphasized communication to ramp up team member excitement and engagement. Once the week was underway, we leveraged interactive learning platforms, games and other activities to increase our teams' awareness of key topics. We also shared results from our Ethical Culture Survey with Southwire's leaders and teams. In addition, we held a meeting to discuss survey insights and other updates with members of Southwire's Board. Among the highlights of the week was a movie night co-hosted by Southwire and the University of West Georgia for students and Southwire team members. The night was a fun way to further our ongoing partnership with the university while promoting awareness and bringing our community together to celebrate our shared commitment to Doing Right.



# Responsible Sourcing & Human Rights

Southwire’s impact extends beyond our facility walls to the way we source materials for our operations and products. We are dedicated to maintaining a supply chain that aligns with our company’s values and our goals to foster sustainable business growth. Through proactive supply chain management, we support environmental sustainability, supplier diversity, responsible mineral sourcing and human rights — all while delivering the resources our company and customers need.

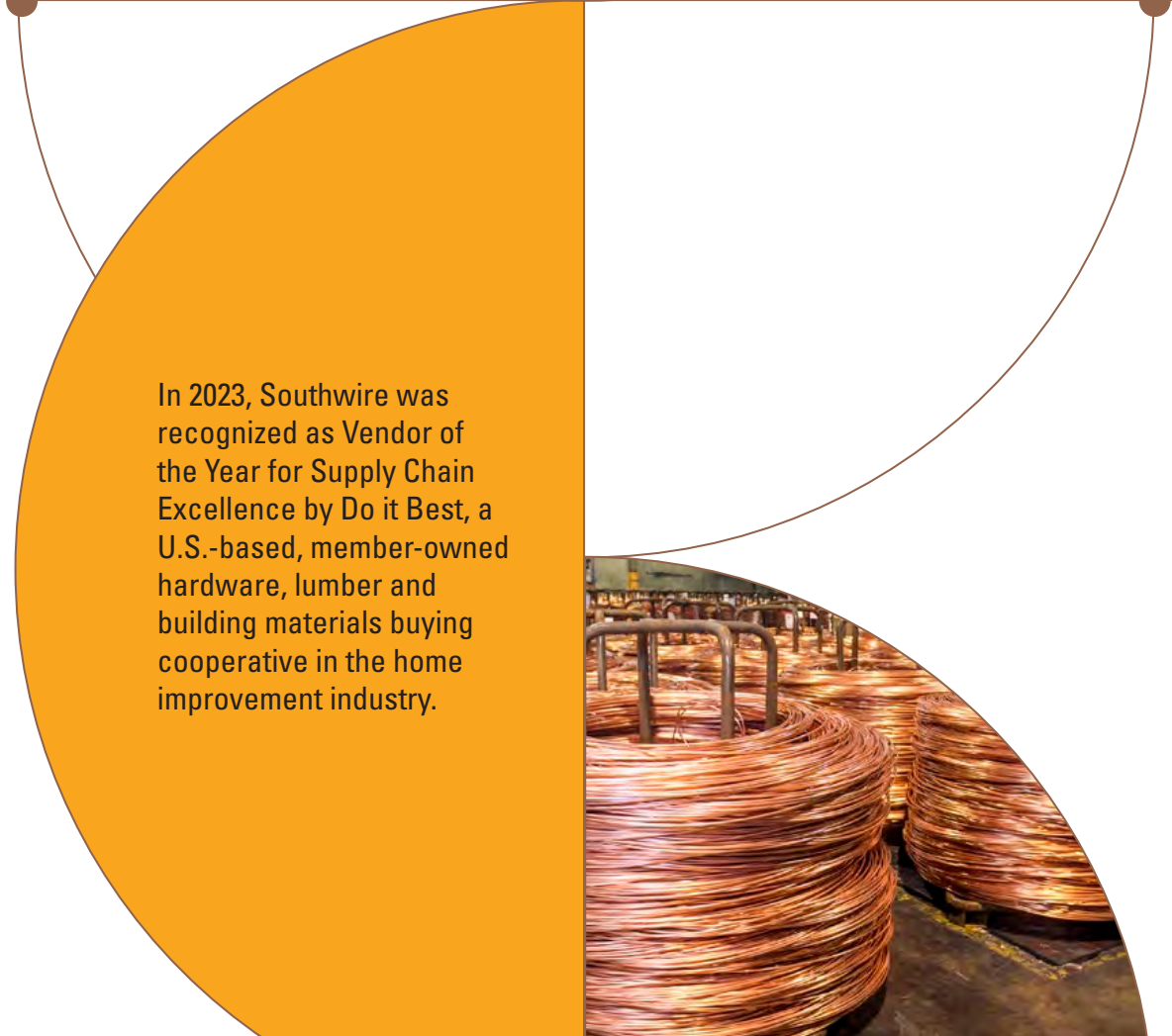
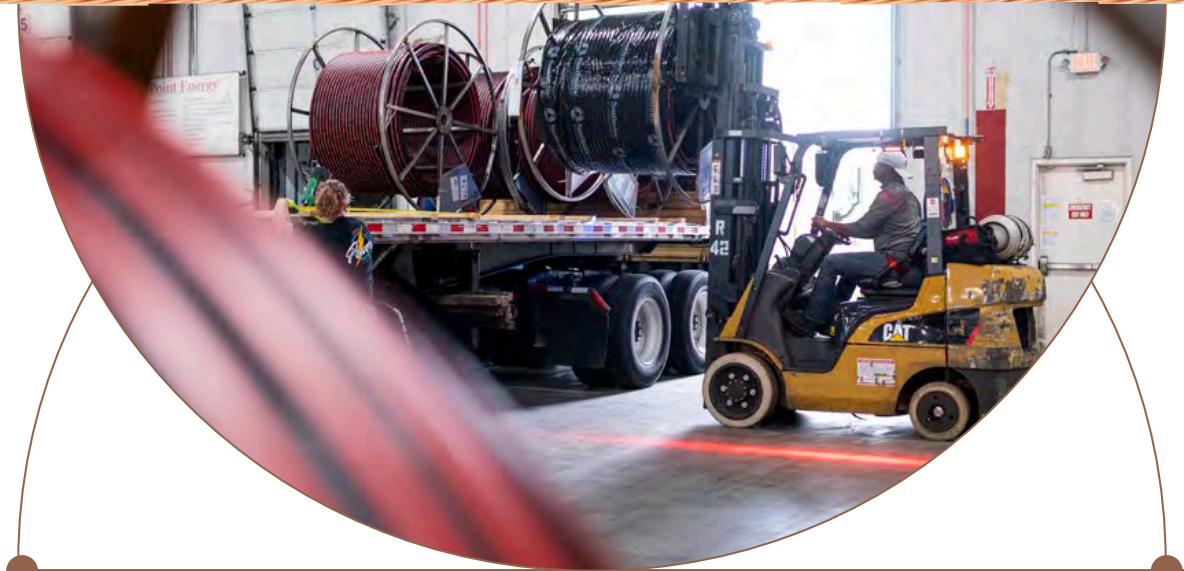
## ENHANCING SUPPLY CHAIN SUSTAINABILITY

In line with our core tenets, our Supplier Sustainability program establishes rigorous procurement practices that make our company more competitive, resilient and sustainable over time. The program helps us build strong connections with our suppliers while living up to our customers’ expectations for supply chain transparency and safe, high-quality products. Our Strategic Sourcing team, led by our chief supply chain officer, monitors and manages our Supplier Sustainability program, through which we continued to carry out the following activities in 2023:

- Actively managing our high-volume and essential-component suppliers, which collectively represent a majority of our raw material spend (excluding metals)
- Distributing our Global Supplier Sustainability Manual
- Requesting annual supplier information on sustainability topics
- Conducting audits of suppliers’ sustainability and quality-management systems using measures including quality, on-time delivery, cost containment and customer satisfaction via our biannual Supplier Scorecard
- Engaging various suppliers through on-site visits
- Addressing supplier performance issues by logging Quality Notifications and following up with corrective actions as needed



**View our website** to download our Supplier Code of Business Conduct, which outlines our standards and expectations for our supplier activities.



In 2023, Southwire was recognized as Vendor of the Year for Supply Chain Excellence by Do it Best, a U.S.-based, member-owned hardware, lumber and building materials buying cooperative in the home improvement industry.



## Supply Chain Sustainability Starts Here

Through our focus on supply chain sustainability, we continue to build value for our company and stakeholders while promoting sustainability across our value chain and beyond. Our approach includes:

### Maintaining a stable, cost-competitive supply of materials including:

- Copper, aluminum and other metals
- Packaging, with an emphasis on recycled and sustainable materials
- Production materials such as insulation and jacketing compounds

### Promoting environmental sustainability by:

- Engaging our top suppliers to gather information on their environmental impacts and goals
- Leveraging initiatives to deliver environmentally friendly products
- Collaborating with our industry to promote responsible sourcing and production

### Sourcing metals responsibly by:

- Emphasizing mineral due diligence
- Achieving Copper Mark certification
- Laying the foundation to begin aligning sourcing of brands to OECD-aligned best practices



### Increasing supply chain diversity by:

- Investing in businesses owned and operated by minorities, women and veterans
- Engaging diverse and small businesses through our questionnaire and at industry events
- Supporting qualifying businesses to become certified as diverse
- Creating opportunities for diverse and small businesses to participate in our bidding process

### Upholding human rights through:

- Our Human Rights and Prevention of Human Trafficking Policy
- Risk-based due diligence and monitoring for “red flags” and misconduct



## PROMOTING ENVIRONMENTAL SUSTAINABILITY

Southwire’s supply chain emissions are not within our direct control; however, they contribute to our overall GHG footprint. Therefore, we need to collaborate with our suppliers to support mutual climate progress and address emissions from our upstream activities. In 2022, we completed a third-party risk assessment of our critical nonmetal, raw material suppliers and found a significant number had published ESG goals. We built on that work in 2023 by increasing our engagement with our high-volume, non-metal raw material suppliers to help them formalize their sustainability efforts.

In addition, we established a partnership with EcoVadis that will enhance our ability to engage suppliers around sustainability topics, establish a baseline for their performance and track their progress over time. We identified key suppliers that we are aiming to engage through EcoVadis and began the onboarding process, which we will continue in 2024. We will also leverage EcoVadis to administer a carbon module for key suppliers, and we plan to enhance our oversight processes by tracking key suppliers’ EcoVadis scores.

## SOURCING METALS RESPONSIBLY

Our business relies on the sourcing of copper, aluminum and other metals, and we are dedicated to sourcing them responsibly. Nearly all of Southwire’s metal suppliers belong to the International Council on Mining & Metals (ICMM), a CEO-led leadership organization created to improve sustainable development performance in the mining and metals industry. The ICMM encourages stakeholder communication — including with the government, international organizations, local communities and others in the supply chain — to ensure companies can meet all environmental and social regulations. We reinforce supplier ICMM guidance by including their principles in our Global Supplier Sustainability Manual.

We also require that our suppliers comply with all Southwire Conflict Minerals Policy guidelines and adhere to the principles of the UNGC. The principles encompass human rights, labor, environment and anti-corruption and drive the advancement of the UN’s Sustainable Development Goals.

*“The efforts of those involved before, during and even after the assurance process show others within our industry that we mean what we say when it comes to sustainability. Receiving The Copper Mark communicates our collective commitment to benefiting our stakeholders and adding value throughout the copper supply chain.”*

**Charlie Murrah**, Executive Vice President and Chief Supply Chain Officer at Southwire



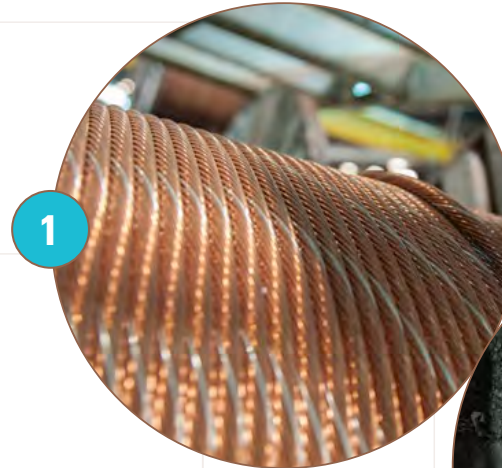
As one of the largest consumers of copper in North America, Southwire is dedicated to promoting transparency and accountability in the production of copper, especially given its critical role in the transition to a low-carbon economy. In 2023, we received certifications from The Copper Mark for our facilities in Denton, Texas; Bremen, Indiana; and Lafayette, Indiana. The Copper Mark is the leading assurance framework for promoting the responsible production, sourcing and recycling of metals. Its criteria for certification cover a variety of sustainability topics, including community impact, employee health and safety, gender equality, working hours, GHG emissions, energy consumption and more. In the future, we plan to certify all Southwire facilities that process copper in the U.S.



## Our Process for Conducting Mineral Due Diligence

### ESTABLISH STRONG COMPANY MANAGEMENT SYSTEMS

- Include the ICMM's principles in our Global Supplier Sustainability Manual.
- Require suppliers to comply with our Responsible Minerals Sourcing Policy guidelines and adhere to the principles of the UNGC.



1

### DESIGN AND IMPLEMENT A STRATEGY TO RESPOND TO IDENTIFIED RISKS

Results and corresponding actions can include:

- Acceptable, low-risk exposure: Continue sourcing without restrictions.
- Moderate risk exposure: Continue sourcing with an action plan implemented in collaboration with the supplier.
- Unacceptable risk exposure (red flag): Supplier termination or non-acceptance.



3

### REPORT ANNUALLY ON SUPPLY CHAIN DUE DILIGENCE AND CONTINUE TO FOCUS ON RISK MITIGATION

We didn't identify any red flags through our risk assessment in 2023, and we addressed any moderate risks using action plans created with our suppliers. We will continue to monitor and track our brand suppliers' performance over time.



5



2

### IDENTIFY AND ASSESS RISK IN THE SUPPLY CHAIN

Utilize resources such as Diligent and the TDi Index Tool to identify conflict-affected and high-risk areas within our copper brand sources.



4

### LEVERAGE INDEPENDENT AUDITS OF SUPPLY CHAIN DUE DILIGENCE

We will align our brands list with industry-recognized sourcing best practices including OECD requirements in the LME and Copper Mark standards.

## INCREASING SUPPLIER DIVERSITY

We include everyone at Southwire, both within our workforce and in our supply chain. By working with small and diverse suppliers, we gain access to unique perspectives and solutions that can help us boost innovation and industry competitiveness. In the process, we're able to invest in our Southwire communities, in alignment with our tenets of Building Worth and Doing Right.

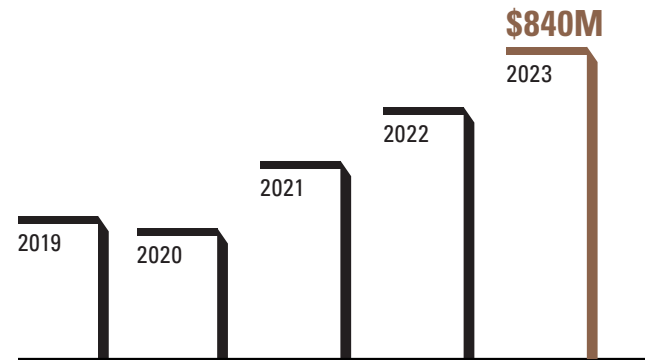
Through our Supplier Diversity program, we engage with small and diverse businesses owned and operated by women, minorities and veterans. We use a questionnaire to assess new suppliers on ethics, compliance and sustainability topics, including those related to DEI. As we identify qualified suppliers, we assist them in achieving certification and provide them with opportunities to participate in bids. To identify and engage diverse suppliers, we participate in conferences, seminars and other industry events. We also work with organizations that advocate for small and diverse businesses, including the Greater Women's Business Council and the Georgia Minority Supplier Development Council (GMSDC). In 2023, we sponsored a food truck at one of GMSDC's business engagement events.

Southwire leaders — including those outside our procurement function — also attended the event to get to know potential suppliers. These efforts helped us reach nearly \$840 million in our investment with small and diverse suppliers during the year, an increase of about 25% from 2022.

## UPHOLDING HUMAN RIGHTS

Respect for human rights is a fundamental Southwire principle that aligns with our commitment to Doing Right. We expect our suppliers, contractors, and team members to uphold the human rights of all individuals associated with their organizations, and we maintain a zero-tolerance policy for human trafficking, forced labor and child labor. We define our obligation to protect human rights in our [Human Rights and Prevention of Human Trafficking Policy](#) and strive to continually enhance our performance. Our suppliers and business partners are bound to policy terms with contracts and written certifications to help ensure compliance. Southwire conducts risk-based due diligence, and many of our overseas suppliers are subject to on-site Responsible Sourcing Audits conducted by an independent third party. We also actively monitor our supply chain for "red flags" or indications of misconduct.

### SMALL AND DIVERSE SUPPLIER SPEND<sup>13</sup>



**~25%**  
increase in small and diverse supplier spend from 2022

**~\$840M**  
total small and diverse supplier spend



<sup>13</sup> Small businesses self-report their designation. Any business self-reporting as a small business is attesting they qualify as defined by 12 U.S.C. 645(d).



# Appendix



# About This Report

**Generational sustainability starts here — from our commitments to protect the environment and operate responsibly to the technologies we’re innovating to help our customers electrify the world.** Our 2023 Sustainability Report is an extension of that commitment. Through it, we measure our annual performance against Southwire’s sustainability goals and ensure transparency in our sustainability journey.

This report focuses on our sustainability commitments and practices, covering all company operations and locations in the calendar year of 2023, unless otherwise noted. We’ve prepared the report with reference to Global Reporting Initiative (GRI) Standards. In some cases, data and information in this report relating to our priority areas may include programs and activities that were underway before or after the 2023 reporting year.

We published our previous sustainability report in August 2023, and we share our sustainability progress annually in our GRI report. Report content is assured through an internal review process, including executive oversight and subject matter reviews and validation. A third-party consultant performed limited assurance to review and verify the accuracy of Southwire’s progress toward its four strategic goals: Carbon Zero, TRIR, Giving Back events, and Ethisphere.

We welcome feedback and questions about this report. Please direct inquiries regarding our sustainability disclosures, efforts and commitments to [sustainability@southwire.com](mailto:sustainability@southwire.com).

# Stakeholder Engagement

Our business and sustainability activities have an impact on Southwire’s stakeholders, so we use their insights to help shape our sustainability approach. We regularly engage key stakeholders through formal and informal processes that allow us to understand their perspectives and ensure we’re addressing the issues they care about most.

Our stakeholder groups include customers, suppliers, shareholders and Board members, regulators, industry associations, nongovernmental organizations, community members and team members. Within these groups, we select stakeholders for engagement based on their knowledge and understanding of Southwire’s overall operations, industry positions, regulatory history and community involvement.

In 2023, we engaged an independent third-party advisor to update our sustainability materiality assessment. Adhering to the requirements of GRI and guided by a double materiality approach, the assessment process identified, mapped and prioritized sustainability issues, risks and opportunities in terms of their financial importance to Southwire’s business and impact to internal and external stakeholders. We classified topics as tier-one and tier-two based on their impact and importance. The tier-one, high-impact and high-importance material topics we identified include:



# Global Reporting Initiative (GRI) Index

Southwire Company LLC has reported the information cited in this GRI content index for the period January 1, 2023 to December 31, 2023 with reference to the GRI Standards.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE																											
<b>GRI 2: General Disclosures 2021</b>																													
The organization and its reporting																													
2-1	Organizational details	Southwire Company, LLC Carrollton, Georgia																											
2-2	Entities included in the organization’s sustainability reporting	As a private company, Southwire does not publicly disclose our financial statements, nor the entities within our operational control.																											
2-3	Reporting period, frequency and contact point	Annually <a href="mailto:sustainability@southwire.com">sustainability@southwire.com</a>																											
2-4	Restatements of information	None																											
2-5	External assurance	For a full scope of which metrics have been assured please see the <a href="#">Limited Assurance</a> section in this appendix.																											
Activities and workers																													
2-6	Activities, value chain and other business relationships	2023 Sustainability Report > Introduction > At Southwire, We Deliver Power..Responsibly > <a href="#">Our brands</a>																											
2-7	Employees	<table border="1"> <thead> <tr> <th colspan="2">2023 EMPLOYEES</th> <th>EMPLOYMENT CONTRACT PERMANENT</th> <th>EMPLOYMENT TYPE: FULL TIME</th> <th>EMPLOYMENT TYPE: PART-TIME</th> </tr> </thead> <tbody> <tr> <td>Region</td> <td>United States</td> <td>8,204</td> <td rowspan="5"></td> <td rowspan="5"></td> </tr> <tr> <td></td> <td>Honduras</td> <td>315</td> </tr> <tr> <td></td> <td>Mexico</td> <td>247</td> </tr> <tr> <td></td> <td>Canada</td> <td>142</td> </tr> <tr> <td></td> <td>China</td> <td>49</td> </tr> <tr> <td><b>2023 Total</b></td> <td></td> <td><b>8,957</b></td> <td><b>8,680</b></td> <td><b>277</b></td> </tr> </tbody> </table>	2023 EMPLOYEES		EMPLOYMENT CONTRACT PERMANENT	EMPLOYMENT TYPE: FULL TIME	EMPLOYMENT TYPE: PART-TIME	Region	United States	8,204				Honduras	315		Mexico	247		Canada	142		China	49	<b>2023 Total</b>		<b>8,957</b>	<b>8,680</b>	<b>277</b>
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Employment Type: Part-Time refers to part-time employees, interns, co-ops, and 12 for Life students.																													
2-8	Workers who are not employees	Southwire does not report on temporary employees, as we do not track temporary employees in our human capital management software system.																											

# GRI Index

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
2-9	Governance structure and composition	<p>As a family-owned company, our shareholders consider potential reputational risk for themselves and their families. Southwire’s leadership team is committed to maintaining the highest level of financial and business integrity. Strong governance ensures accountability and good management practices across the organization. Clear communication up and down the organization supports Southwire’s robust governance structure.</p> <p>Southwire works to align our governance structure with the regulations typically imposed on publicly-owned companies, incorporating a majority of independent directors on the Board and requiring financial accountability. We strive to implement this model while continuing to benefit from the flexibility, confidentiality and long-term investment perspective that comes with private ownership.</p> <p>Based on our commitment to strong governance, our Board includes shareholders, top management, and a majority that serve as independent directors elected to the Board by the company’s shareholders. While Southwire is a family-owned company, we take pride in our independent leadership. Our management committees report directly to our independent Board members and oversee sustainability, risk, governance, and Ethics &amp; Compliance. Southwire’s governance structure promotes ethical and accountable decision-making that holistically considers the effects of Southwire’s business on all stakeholders.</p> <p>To learn more about our Board committee and leadership structure, visit our <a href="#">Governance</a> page.</p>
2-10	Nomination and selection of the highest governance body	<p>The Board recommends nominees for election to the Board by the company’s shareholders. In addition, the Board fills vacancies on the Board when necessary or appropriate. The Board utilizes its Governance Committee to screen and recommend to the Board candidates based on input from whatever sources the Governance Committee may reasonably choose. See our <a href="#">Governance Committee Charter</a> for more information.</p>
2-11	Chair of the highest governance body	<p>Roy Richards, Jr. serves as the chairman of the Board.</p>
2-12	Role of the highest governance body in overseeing the management of impacts	<p>The Board, with assistance as necessary from its committees, oversees the company’s management of financial, operational, information technology, market, capital, liquidity, reputation, strategic, legal, compliance and other risks. The Board also oversees the company’s enterprise management framework.</p>
2-13	Delegation of responsibility for managing impacts	<p>The Sustainability Committee has direct responsibility for developing and overseeing the company’s sustainability efforts and practices. It reviews company sustainability objectives, plans and performance and recommends actions, as necessary, to facilitate continuous improvement and align with stakeholder expectations.</p>

# GRI Index

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
2-14	Role of the highest governance body in sustainability reporting	<p>Southwire’s independent Sustainability Committee regularly reviews our sustainability practices and provides guidance as needed. The committee oversees broad areas of decision making affecting the company’s overall sustainability including environmental affairs, customer and employee Health &amp; Safety, Ethics &amp; Compliance program, new and innovative technologies, goal setting and adequate resource dedication to sustainability related initiatives.</p> <p>More information on the committee’s responsibilities can be found in our <a href="#">Sustainability Committee Charter</a>.</p>
2-15	Conflicts of interest	<p><a href="#">Board of Directors Code of Conduct</a></p> <p><a href="#">Ethics &amp; Compliance Program Charter</a></p> <p>In addition to the Program Charter and Code of Conduct, the governance committee also assists in its review of Board performance and identifies and reports any conflicts of interest to the Board. See our <a href="#">Governance Committee Charter</a> for more information.</p>
2-16	Communication of critical concerns	<p>Southwire’s working teams are generally issue-specific and established as needed. The teams meet regularly and report their progress through regular updates from the executive leader of sustainability to the Board. Southwire’s executive leader of sustainability provides at least quarterly updates to the Board’s Sustainability Committee and our full Board of Directors regarding initiatives.</p>
2-17	Collective knowledge of the highest governance body	<p>Knowledge is the foundation for assuring a safe and sound corporation. Each Director shall participate in periodic in-meeting presentations as well as site visits. Directors will be reimbursed for accredited seminars to facilitate continuing education. Additionally, each Director is required to periodically complete approved continuing education.</p>
2-18	Evaluation of the performance of the highest governance body	<p>The Board performs a self-assessment of the Board’s performance at least annually to improve the performance of the Board. The Governance Committee oversees the conduct of the assessment, identifies the subject matters to be addressed by the assessment, seeks comments from all Directors, and communicates the results of any such assessment to the Board for discussion. The Governance Committee may engage third-party facilitators in connection with any assessment or to report results to the Board.</p>
2-19	Remuneration policies	<p>The Governance Committee of the Board periodically assesses the compensation of Directors in relation to other companies. The Board reviews the recommendations of the Governance Committee and determines the compensation of the non-employee Directors.</p>
2-20	Process to determine remuneration	

# GRI Index

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	2023 Sustainability Report > Introduction > <a href="#">A Message From Our Leadership</a>
		<a href="#">Ethics &amp; Compliance Program Charter</a>
		<a href="#">Supplier Code of Conduct</a>
2-23	Policy commitments	<a href="#">Board of Directors Code of Conduct</a>
		<a href="#">Responsible Minerals Policy</a>
		<a href="#">Human Rights and Prevention of Human Trafficking Policy</a>
2-24	Embedding policy commitments	2023 Sustainability Report > Governance > Ethics & Compliance > Resources & Policies; Responsible Sourcing & Human Rights > <a href="#">Sourcing Metals Responsibly, Upholding Human Rights</a>
2-25	Processes to remediate negative impacts	2023 Sustainability Report > Governance > Ethics & Compliance > <a href="#">Resources &amp; Policies; Creating a Speak Up Culture</a>
2-26	Mechanisms for seeking advice and raising concerns	2023 Sustainability Report > Governance > Ethics & Compliance > <a href="#">Creating a Speak Up Culture</a>
2-27	Compliance with laws and regulations	To view environmental regulatory actions addressed in 2023, visit our <a href="#">Regulatory Actions</a> page.
2-28	Membership associations	Southwire strongly supports and participates in industry associations that champion our key customers' needs. Our engineers and leaders work to maintain and create our industry partnerships. As we engage our customers and other industry interest groups through these associations, we request feedback on our products' performance and identify needs or gaps around products or services that may or may not exist.

# GRI Index

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
Stakeholder engagement		
2-29	Approach to stakeholder engagement	2023 Sustainability Report > Appendix > <a href="#">Stakeholder Engagement</a>
2-30	Collective bargaining agreements	Southwire provides a desirable workplace for our employees with fair compensation and a well-developed company culture based on a “family feel.” The majority of Southwire’s employees are full-time, hourly workers. With positive employee relations, collective bargaining agreements covered 0% of our full-time employees in 2023.
<b>Material topics</b>		
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	2023 Sustainability Report > Appendix > <a href="#">Stakeholder Engagement</a>
3-2	List of material topics	2023 Sustainability Report > Appendix > <a href="#">Stakeholder Engagement</a>
<b>GRI 200: Economic</b>		
GRI 205: Anti-corruption		
3-3	Management of material topic	2023 Sustainability Report > Governance > Ethics & Compliance > <a href="#">Resources &amp; Policies</a>
205-1	Operations assessed for risks related to corruption	2023 Sustainability Report > Governance > Ethics & Compliance > <a href="#">Resources &amp; Policies</a>
205-2	Communication and training about anti-corruption policies and procedures	2023 Sustainability Report > Governance > Ethics & Compliance > <a href="#">Resources &amp; Policies</a>
<b>GRI 300: Environmental</b>		
GRI 301: Materials		
3-3	Management of material topic	2023 Sustainability Report > Sustainable Operations > <a href="#">Circularity &amp; Waste Management</a>
301-1	Materials used by weight or volume	2023 Sustainability Report > Sustainable Operations > <a href="#">Circularity &amp; Waste Management</a>
301-2	Recycled input materials used	2023 Sustainability Report > Sustainable Operations > <a href="#">Circularity &amp; Waste Management</a>
301-3	Reclaimed products and their packaging materials	2023 Sustainability Report > Sustainable Operations > <a href="#">Circularity &amp; Waste Management</a>

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
GRI 302: Energy		
3-3	Management of material topic	2023 Sustainability Report > Sustainable Operations > <a href="#">Energy &amp; Emissions</a>
302-1	Energy consumption within the organization	2023 Sustainability Report > Sustainable Operations > Energy & Emissions > <a href="#">Energy Consumption</a>
302-2	Energy consumption outside of the organization	2023 Sustainability Report > Sustainable Operations > Energy & Emissions > <a href="#">Energy Consumption</a>
302-4	Reduction of energy consumption	2023 Sustainability Report > Sustainable Operations > Energy & Emissions > <a href="#">Energy Consumption</a>
302-5	Reductions in energy requirements of products and services	2023 Sustainability Report > Sustainable Operations > <a href="#">Circularity &amp; Waste Management</a>
GRI 303: Water and Effluents		
3-3	Management of material topic	2023 Sustainability Report > Sustainable Operations > <a href="#">Water &amp; Wastewater</a>
303-1	Interactions with water as a shared resource	2023 Sustainability Report > Sustainable Operations > Water & Wastewater > <a href="#">Ensuring Responsible Water Use</a>
303-2	Management of water discharge-related impacts	2023 Sustainability Report > Sustainable Operations > Water & Wastewater > <a href="#">Ensuring Responsible Water Use</a>
303-3	Water withdrawal	2023 Sustainability Report > Sustainable Operations > Water & Wastewater > <a href="#">Water Withdrawal by Source</a>
303-4	Water discharge	2023 Sustainability Report > Sustainable Operations > Water & Wastewater > <a href="#">Responsible Discharge</a>
303-5	Water consumption	2023 Sustainability Report > Sustainable Operations > <a href="#">Water &amp; Wastewater</a>

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
GRI 305: Emissions		
3-3	Management of material topic	2023 Sustainability Report > Sustainable Operations > <a href="#">Energy &amp; Emissions</a>
305-1	Direct (Scope 1) GHG emissions	2023 Sustainability Report > Sustainable Operations > Energy & Emissions > <a href="#">Scopes 1 &amp; 2 GHG Emissions</a>
305-2	Energy indirect (Scope 2) GHG emissions	2023 Sustainability Report > Sustainable Operations > Energy & Emissions > <a href="#">Scopes 1 &amp; 2 GHG Emissions</a>
305-3	Other indirect (Scope 3) GHG emissions	2023 Sustainability Report > Sustainable Operations > Energy & Emissions > <a href="#">Addressing Our Value Chain Emissions</a>
305-5	Reduction of GHG emissions	2023 Sustainability Report > Sustainable Operations > <a href="#">Energy &amp; Emissions</a>
GRI 306: Waste		
3-3	Management of material topic	2023 Sustainability Report > Sustainable Operations > <a href="#">Circularity &amp; Waste Management</a>
306-1	Waste generation and significant waste-related impacts	2023 Sustainability Report > Sustainable Operations > Circularity & Waste Management > <a href="#">Leveraging Lean Principles &amp; Closing the Loop</a>
306-2	Management of significant waste-related impacts	2023 Sustainability Report > Sustainable Operations > Circularity & Waste Management > <a href="#">Leveraging Lean Principles &amp; Closing the Loop</a>
306-3	Waste generated	2023 Sustainability Report > Sustainable Operations > Circularity & Waste Management > <a href="#">Waste by Management Method</a>
306-4	Waste diverted from disposal	2023 Sustainability Report > Sustainable Operations > Circularity & Waste Management > <a href="#">Waste by Management Method</a>
306-5	Waste directed to disposal	2023 Sustainability Report > Sustainable Operations > Circularity & Waste Management > <a href="#">Waste by Management Method</a>
GRI 308: Supplier Environmental Assessment		
3-3	Management of material topic	2023 Sustainability Report > Governance > <a href="#">Responsible Sourcing &amp; Human Rights</a>
308-1	New suppliers that were screened using environmental criteria	2023 Sustainability Report > Governance > Responsible Sourcing & Human Rights > <a href="#">Enhancing Supply Chain Sustainability</a>
308-2	Negative environmental impacts in the supply chain and actions taken	2023 Sustainability Report > Governance > Responsible Sourcing & Human Rights > <a href="#">Promoting Environmental Sustainability</a>



# GRI Index

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
<b>GRI 400: Social</b>		
GRI 401: Employment		
<b>3-3</b>	Management of material topic	2023 Sustainability Report > <a href="#">Team Members &amp; Communities</a>
<b>401-1</b>	New employee hires and employee turnover	2023 Sustainability Report > Team Members & Communities > Diversity, Equity & Inclusion > DEI Highlights; Engagement & Satisfaction > <a href="#">Enhancing Orientation &amp; Onboarding</a>
<b>401-2</b>	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2023 Sustainability Report > Team Members & Communities > <a href="#">Team Member Well-Being</a>
<b>401-3</b>	Parental leave	2023 Sustainability Report > Team Members & Communities > Team Member Well-Being > <a href="#">Supporting Innovative Family Planning</a>
GRI 403: Occupational Health & Safety		
<b>3-3</b>	Management of material topic	2023 Sustainability Report > Team Members & Communities > <a href="#">Occupational Health &amp; Safety</a>
<b>403-1</b>	Occupational Health & Safety management system	2023 Sustainability Report > Team Members & Communities > Occupational Health & Safety > <a href="#">Evolving Our EHS Systems &amp; Processes</a>
<b>403-2</b>	Hazard identification, risk assessment, and incident investigation	2023 Sustainability Report > Team Members & Communities > Occupational Health & Safety > <a href="#">Evolving Our EHS Systems &amp; Processes</a>
<b>403-3</b>	Occupational health services	2023 Sustainability Report > Team Members & Communities > Team Member Well-Being > Promoting Musculoskeletal Health; Occupational Health & Safety > <a href="#">Shaping Our Safety Approach</a>
<b>403-4</b>	Worker participation, consultation, and communication on occupational Health & Safety	2023 Sustainability Report > Team Members & Communities > Occupational Health & Safety > <a href="#">Engaging Team Members in Our World-Class Safety Culture</a>
<b>403-5</b>	Worker training on occupational Health & Safety	2023 Sustainability Report > Team Members & Communities > Occupational Health & Safety > <a href="#">Engaging Team Members in Our World-Class Safety Culture</a>
<b>403-6</b>	Promotion of worker health	2023 Sustainability Report > Team Members & Communities > <a href="#">Team Member Well-Being</a> ; <a href="#">Occupational Health &amp; Safety</a>
<b>403-7</b>	Prevention and mitigation of occupational Health & Safety impacts directly linked by business relationships	2023 Sustainability Report > Team Members & Communities > Occupational Health & Safety > <a href="#">Evolving Our EHS Systems &amp; Processes</a>
<b>403-8</b>	Workers covered by an occupational Health & Safety management system	2023 Sustainability Report > Team Members & Communities > Occupational Health & Safety > <a href="#">Evolving Our EHS Systems &amp; Processes</a>

# GRI Index

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
403-9	Work-related injuries	2023 Sustainability Report > Team Members & Communities > Occupational Health & Safety > <a href="#">Safety Performance for Permanent &amp; Temporary Team Members</a>
403-10	Work-related ill health	2023 Sustainability Report > Team Members & Communities > Occupational Health & Safety > <a href="#">Evolving Our EHS Systems &amp; Processes</a>
GRI 404: Training and Education		
3-3	Management of material topic	2023 Sustainability Report > Team Members & Communities > <a href="#">Learning &amp; Development</a>
404-2	Programs for upgrading employee skills and transition assistance programs	2023 Sustainability Report > Team Members & Communities > <a href="#">Learning &amp; Development</a>
404-3	Percentage of employees receiving regular performance and career development reviews	All full-time Southwire employees were required to undergo an annual performance review in 2023.
GRI 405: Diversity and Equal Opportunity		
3-3	Management of material topic	2023 Sustainability Report > Team Members & Communities > <a href="#">Diversity, Equity &amp; Inclusion</a>
405-1	Diversity of governance bodies and employees	2023 Sustainability Report > Team Members & Communities > Diversity, Equity & Inclusion > <a href="#">Diversifying Our Workforce</a>
405-2	Ratio of basic salary and remuneration of women to men	2023 Sustainability Report > Team Members & Communities > <a href="#">Diversity, Equity &amp; Inclusion</a>
GRI 406: Non-discrimination		
3-3	Management of material topic	2023 Sustainability Report > Team Members & Communities > <a href="#">Diversity, Equity &amp; Inclusion</a>
406-1	Incidents of discrimination and corrective actions taken	All reports of discrimination were investigated, and all substantiated cases were addressed. For more information see the <a href="#">Ethics &amp; Compliance</a> section of this report.
GRI 413: Local Communities		
3-3	Management of material topic	2023 Sustainability Report > <a href="#">Team Members &amp; Communities</a>
413-1	Operations with local community engagement, impact assessments, and development programs	2023 Sustainability Report > Team Members & Communities > <a href="#">Giving Back</a>

# GRI Index

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
413-2	Operations with significant actual and potential negative impacts on local communities	<p>At Southwire, we monitor the impacts of our operations to the local community, actively investigate and respond to community grievances, and proactively connect with community stakeholders when significant impacts are expected from operational changes. The company complies with applicable local state and federal environmental regulatory standards required by authorities and in compliance with established human health and environmental protection standards. Additionally, Southwire offers grievance mechanisms for the local community and any community member may report an instance of non-compliance through the <a href="#">Doing Right Connection</a> website. Southwire investigates and addresses all reports of negative impacts to local communities.</p> <p>For more information on our local community engagement, see the <a href="#">Giving Back</a> section of our 2023 Sustainability Report.</p>
GRI 414: Supplier Social Assessment		
3-3	Management of material topic	2023 Sustainability Report > Efficient, Sustainable Solutions > <a href="#">The Long View</a> ; <a href="#">Product Safety &amp; Quality</a>
414-1	New suppliers that were screened using social criteria	2023 Sustainability Report > Governance > Responsible Sourcing & Human Rights > <a href="#">Enhancing Supply Chain Sustainability</a>
414-2	Negative social impacts in the supply chain and actions taken	2023 Sustainability Report > Governance > Responsible Sourcing & Human Rights > <a href="#">Enhancing Supply Chain Sustainability</a>
GRI 416: Customer Health & Safety		
3-3	Management of material topic	2023 Sustainability Report > Efficient, Sustainable Solutions > <a href="#">The Long View</a> ; <a href="#">Product Safety &amp; Quality</a>
416-1	Assessment of the Health & Safety impacts of product and service categories	2023 Sustainability Report > Efficient, Sustainable Solutions > <a href="#">Product Safety &amp; Quality</a>
416-2	Incidents of non-compliance concerning the Health & Safety impacts of products and services	2023 Sustainability Report > Efficient, Sustainable Solutions > Product Safety & Quality > <a href="#">Due Diligence &amp; Corrective Actions</a>
GRI 418: Customer Privacy		
3-3	Management of material topic	2023 Sustainability Report > Governance > <a href="#">Cybersecurity &amp; Artificial Intelligence (AI)</a>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>Southwire is aware of the significant negative risks cyber-attacks and data breaches can have on a company's success, relationships and reputation. In addition to abiding by the National Institute of Standards and Technology (NIST) cybersecurity framework and maintaining strong governance, we protect our systems by training and educating our workforce. We closely track the completion of our annual trainings to ensure the security of our systems and our employees' ability to detect threats.</p>

# Task Force on Financial-related Climate Disclosures (TCFD)

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	2023 REFERENCE
Governance		
Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	<p><b>Sustainability Committee (Independent)</b>                      Southwire's independent Sustainability Committee regularly reviews our sustainability practices and provides guidance as needed. The committee oversees the development and implementation of significant policies and practices related to sustainability including environmental, climate and social risks and opportunities, employee health and safety and corporate citizenship, new and innovative technologies, goal setting and adequate resource dedication to sustainability related initiatives.</p> <p>More information on the committee's responsibilities can be found in our <a href="#">Sustainability Committee Charter</a>.</p>
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	<p>Southwire's corporate sustainability team and Enterprise Risk Management (ERM) team partner to evaluate climate-related risks and opportunities, form action plans to address risks and opportunities, and work to integrate climate-related risks into ERM planning and procedures. Both teams are overseen by Southwire's EVP, General Counsel, with information flowing up to the executive leadership team.</p>

# TCFD Index

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	2023 REFERENCE
Strategy		<p>2023 Sustainability Report &gt; Governance &gt; <a href="#">Climate Change Risks &amp; Opportunities</a></p> <p>The following risks were identified in the 2023 Climate Risk Assessment:</p> <ol style="list-style-type: none"> <li>1. Policy Risk Exposure (medium risk): shows the potential increase in carbon pricing risk under three different scenarios of policy intervention: low (based on current policy commitments, 2-3°C aligned), high (below 2°C aligned), and moderate (below 2°C aligned delayed action). The majority of Southwire’s policy risk exposure arises from carbon pricing risk around Scope 3 emissions.</li> <li>2. Suppliers (medium risk): Southwire’s suppliers, in particular metals and chemicals suppliers, if faced with increased carbon taxes may elect to pass along these added costs to Southwire.</li> <li>3. Customers (low risk): Southwire’s customers, in particular utility customers, if faced with increased carbon taxes may seek to pass the increases on via higher priced products and services.</li> <li>4. Reputation (high risk): Increased stakeholder concern or negative stakeholder feedback can elevate an organization’s reputational risk and cause challenges regarding talent attraction and retention, long-term customer relationships, license to operate and access to capital. Southwire is exposed to high reputational risk due to operating in a high-emissions industry without a current pathway to net zero across all 3 scopes.</li> <li>5. Technology (low risk; medium opportunity): risks associated with lack of investment in more energy efficient and less resource-intensive products. Technology also represents an opportunity for Southwire as the company’s products play a key role in global electrification and the transition to renewable energy, with significant potential for market growth.</li> <li>6. Physical Risks at Sites (low risk): risks associated with natural disasters and extreme weather events impacting sites of operation. The highest risk areas of physical risk to Southwire sites included temperature extremes and fluvial flooding.</li> </ol>
Disclose the organization’s governance around climate-related risks and opportunities.	b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	<p>2023 Sustainability Report &gt; Governance &gt; <a href="#">Climate Change Risks &amp; Opportunities</a></p> <ol style="list-style-type: none"> <li>1. Policy Risk Exposure (medium risk): In addition to Southwire’s existing Scope 3 goal, the company is evaluating specific numeric reduction targets, including a net zero Scope 3 target in alignment with the Paris Agreement.</li> <li>2. Suppliers (medium risk): In addition to Southwire’s efforts to reduce Scope 3 emissions with a focus on supply chain emissions, Southwire has engaged with EcoVadis to survey key suppliers and engage with them on our decarbonization journey.</li> <li>3. Customers (low risk): Southwire will continue to support the decarbonization of customer industries by providing products and services that contribute to renewable energy generation and transmission, energy storage, energy efficiency and electrification.</li> <li>4. Reputation (high risk): Southwire is evaluating a path to carbon neutrality across all scopes without the use of carbon offsets, and we anticipate setting a new goal in 2024.</li> <li>5. Technology (low risk): Southwire plans to continue to increase R&amp;D investment into low-carbon product development and technologies and innovate to support renewable energy, electric vehicle charging and other verticals that drive energy transformation.</li> <li>6. Physical Risks at Sites (low risk): In addition to existing business continuity initiatives, Southwire will continue to implement comfort cooling and flood control planning at high-risk sites.</li> </ol>
	c) Describe the potential impact of different scenarios, including a 2°C scenario, on the organization’s businesses, strategy, and financial planning.	<p>2023 Sustainability Report &gt; Governance &gt; <a href="#">Climate Change Risks &amp; Opportunities</a></p> <p>The 2023 Climate Risk Assessment shows the potential increase in carbon price risk under three different scenarios of policy intervention: low (based on current policy commitments, 2-3°C aligned), high (below 2°C aligned), and moderate (below 2°C aligned delayed action). The Assessment allows Southwire to identify upstream and downstream parts of the value chain that are subject to carbon pricing risks under a 2°C scenario. Southwire’s strategy in response to climate-related risks, as described in b), is based on a 2°C scenario.</p>

# TCFD Index

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	2023 REFERENCE
<b>Risk Management</b>		
Disclose how the organization identifies, assesses and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	2023 Sustainability Report > Governance > <a href="#">Climate Change Risks &amp; Opportunities</a> In 2023, Southwire engaged a third party to conduct a Climate Risk Assessment.
	b) Describe the organization's processes for managing climate-related risks.	2023 Sustainability Report > Governance > <a href="#">Climate Change Risks &amp; Opportunities</a>
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	2023 Sustainability Report > Governance > <a href="#">Climate Change Risks &amp; Opportunities</a>
<b>Metrics and Targets</b>		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	2023 Sustainability Report > <a href="#">Sustainable Operations</a>
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	2023 Sustainability Report > Sustainable Operations > <a href="#">Energy &amp; Emissions</a>
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2023 Sustainability Report > Sustainable Operations > <a href="#">Energy &amp; Emissions</a> ; <a href="#">Circularity &amp; Waste Management</a> ; <a href="#">Water &amp; Wastewater</a>

# United Nations Sustainable Development Goals (UN SDGs)

UN SDG	2023 MATERIAL TOPICS	HOW WE CONTRIBUTE
<p><b>SDG 3:</b> Ensure healthy lives and promote well-being for all at all ages</p> 	<p>Occupational Health &amp; Safety</p> <p>DEI &amp; Equal Opportunity</p> <p>Employee Experience &amp; Relations</p> <p>Local Communities, Philanthropy &amp; Volunteerism</p>	<p><u>Engagement &amp; Satisfaction</u></p> <p><u>Team Member Well-Being</u></p> <p><u>Occupational Health &amp; Safety</u></p> <p>Giving Back &gt; <u>Looking Out for Our Colleagues</u></p>
<p><b>SDG 9:</b> Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p> 	<p>Product Innovation</p> <p>DEI &amp; Equal Opportunity</p> <p>Energy Consumption &amp; GHG Emissions</p> <p>Sustainable Materials &amp; Circular Economy</p>	<p><u>Product Innovation</u></p> <p><u>Energy &amp; Emissions</u></p> <p><u>Circularity &amp; Waste Management</u></p>
<p><b>SDG 11:</b> Make cities and human settlements inclusive, safe, resilient and sustainable</p> 	<p>Energy Consumption &amp; GHG Emissions</p> <p>Waste Management</p> <p>DEI &amp; Equal Opportunity</p> <p>Product Innovation</p> <p>Capital Deployment</p> <p>Local Communities, Philanthropy &amp; Volunteerism</p> <p>Water &amp; Wastewater</p> <p>Climate Change Risks &amp; Opportunities</p>	<p><u>Energy &amp; Emissions</u></p> <p><u>Circularity &amp; Waste Management</u></p> <p><u>Water &amp; Wastewater</u></p> <p><u>Product Innovation</u></p> <p>Giving Back &gt; <u>Investing in Our Local Communities</u></p>

# UN SDGs

UN SDG	2023 MATERIAL TOPICS	HOW WE CONTRIBUTE	
<p><b>SDG 12:</b> Ensure sustainable consumption and production patterns</p>		<p>Sustainable Materials &amp; Circular Economy</p> <hr/> <p>Product Safety &amp; Quality</p> <hr/> <p>Product Innovation</p> <hr/> <p>Responsible Sourcing &amp; Human Rights</p> <hr/> <p>Water &amp; Wastewater</p> <hr/> <p>Energy Consumption &amp; GHG Emissions</p> <hr/> <p>Waste Management</p>	<p><u>Energy &amp; Emissions</u>  <u>Circularity &amp; Waste Management</u>  <u>Water &amp; Wastewater</u>  <u>Product Innovation</u>  <u>Product Safety &amp; Quality</u></p>
<p><b>SDG 16:</b> Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p>		<p>DEI &amp; Equal Opportunity</p> <hr/> <p>Cybersecurity &amp; AI</p> <hr/> <p>Ethics &amp; Compliance</p> <hr/> <p>Local Communities, Philanthropy &amp; Volunteerism</p> <hr/> <p>Responsible Sourcing &amp; Human Rights</p>	<p><u>Cybersecurity &amp; Artificial Intelligence (AI)</u>  <u>Ethics &amp; Compliance</u>  <u>Responsible Sourcing &amp; Human Rights</u>  <u>Diversity, Equity &amp; Inclusion</u></p>



# Basis of Reporting

Metric	Scope 1 Greenhouse Gas Emissions
Definition	Total Scope 1 (direct) carbon emissions from natural gas-fuel and propane-fueled source activities operated by Southwire. Other sources of Scope 1 emissions are not included as they are not material to Southwire operations.  Reported emissions include carbon dioxide (CO <sub>2</sub> ), methane (CH <sub>4</sub> ), and nitrous oxide (N <sub>2</sub> O). Other emissions are not included as they are not material to Southwire operations. CH <sub>4</sub> and N <sub>2</sub> O emissions are converted to CO <sub>2</sub> equivalent (CO <sub>2</sub> e) using the 100-year Global Warming Potential (GWP) recommended by the Fourth Assessment Report of the Inter-governmental Panel on Climate Change (IPCC).
Reporting Period	1/1/2023-12/31/2023
Scope	For Southwire’s Carbon Zero goal, the baseline was set as 2018, and the target year was set as 2025. The goal/scope includes all sites owned by Southwire for the entirety of 2018. Sites acquired by Southwire after 2018 are not included in the scope. The impact of offices and other support facilities with fewer than 25 employees was determined to be immaterial; therefore, emissions from these sites may not be included in the scope.
Units	Metric tons of carbon dioxide equivalents (MT CO <sub>2</sub> e or MT carbon)
Method	40 CFR 98 Subpart C — General Stationary Fuel Combustion Sources Carbon Offsets (through either the American Carbon Registry or the Climate Action Reserve) were applied to reduce site emissions in some cases.
Metric	Scope 2 Greenhouse Gas Emissions
Definition	Total Scope 2 (indirect) carbon emissions from electricity consumption from source activities operated by Southwire.
Reporting Period	1/1/2023-12/31/2023
Scope	For Southwire’s Carbon Zero goal, the baseline was set as 2018, and the target year was set as 2025. The goal/scope includes all sites owned by Southwire for the entirety of 2018. Sites acquired by Southwire after 2018 are not included in the scope. The impact of offices and other support facilities with fewer than 25 employees was determined to be immaterial; therefore, emissions from these sites may not be included in the scope.
Units	Metric tons of carbon dioxide equivalents (MT CO <sub>2</sub> e or MT carbon)
Method	United States: <ul style="list-style-type: none"> <li>• Location-Based Method: US EPA eGRID region 2022 emission factors (released 1/30/2024)</li> <li>• Market-Based Method: For locations that purchased renewable energy (direct contracts) or through the application of unbundled renewable energy credits</li> </ul> International: <ul style="list-style-type: none"> <li>• Location-Based Method: International Energy Agency (IEA) 2022 emission factors (released in 2023)</li> </ul>

# Basis of Reporting

<b>Metric</b>	<b>Total Recordable Incident Rate (TRIR)</b>
Definition	The Total Recordable Incident Rate (TRIR) is the total number of TRIs recorded compared to the total hours worked.
Reporting Period	1/1/2023-12/31/2023
Scope	TRIR is tracked across all active Southwire facilities, including recent acquisitions.
Units	Number of TRIs per 200,000 hours worked
Method	Incidents are recorded by site EHS personnel into the Vigilant information management system. Incidents with SIF potential are reviewed bi-weekly by site leadership. The corporate safety team aggregates and reviews TRIR across all sites. TRIR is verified internally by multiple individuals. At VPP-certified sites, OSHA VPP auditing teams will audit and verify TRIR information during onsite recertification audits.
<b>Metric</b>	<b>Giving Back communities that engaged with at least two events</b>
Definition	The percentage of Southwire’s Giving Back communities (defined as regions with at least one Southwire facility) that engage with at least two volunteer events per year. Events must align with at least one of Southwire’s giving strands: Environment, Education, DEI or Community.
Reporting Period	1/1/2023-12/31/2023
Scope	The metric is tracked across all active Southwire communities with the exception of China, due to regional regulations.
Units	% of Giving Back communities
Method	Southwire facilities that engage with volunteer events document volunteer hours performed within YourCause, a software platform. The Giving Back team aggregates volunteer hours logged per facility into volunteer events engaged with per community. These records are reviewed by multiple members of the Giving Back team for accuracy.

### Independent Limited Assurance Report to Southwire Company LLC

ERM Certification & Verification Services Incorporated (“ERM CVS”) was engaged by Southwire Company LLC (“Southwire”) to provide limited assurance in relation to the selected information set out below and presented in Southwire’s 2023 Sustainability Report (the “Report”).

Engagement summary	
<b>Scope of our assurance engagement</b>	<p>Whether the 2023 data for the following selected disclosures, are fairly presented in the Report, in all material respects, in accordance with the reporting criteria:</p> <ul style="list-style-type: none"> <li>Total Scope 1 GHG emissions [metric tonnes CO2e]</li> <li>Total Scope 2 GHG emissions (location-based) [metric tonnes CO2e]</li> <li>Total Scope 2 GHG emissions (market-based) [metric tonnes CO2e]</li> <li>Total change in Total Scope 1 and Scope 2 GHG emissions between 2018 and 2023 [%]</li> <li>Total Recordable Incident Rate [number of incidents per 200,000 hours worked]</li> <li>Percentage of Southwire’s Giving Back communities that led at least two annual events in 2023 [%]</li> <li>Achievement of recognition by Ethisphere’s World’s Most Ethical Companies List [Yes/No]</li> </ul> <p>Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.</p>
<b>Reporting period</b>	1 January 2023 – 31 December 2023
<b>Reporting criteria</b>	<ul style="list-style-type: none"> <li>Southwire’s Basis of Reporting as described on pages 81-82</li> <li>The GHG Protocol Corporate Accounting and Reporting Standard (WBCSD/WRI Revised Edition 2015) for Scope 1 and Scope 2 GHG emissions</li> <li>GHG Protocol Scope 2 Guidance (An amendment to the GHG Protocol Corporate Standard (WRI 2015) for Scope 2 GHG emissions</li> <li>OSHA Injury and Illness Recordkeeping and Reporting definitions.</li> </ul>
<b>Assurance standard and level of assurance</b>	<p>We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) ‘Assurance Engagements other than Audits or Reviews of Historical Financial Information’.</p> <p>The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.</p>
<b>Respective responsibilities</b>	<p>Southwire is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing, and maintaining of internal controls relevant to the preparation and presentation of the selected information.</p> <p>ERM CVS’ responsibility is to provide a conclusion to Southwire on the agreed scope based on our engagement terms with Southwire, the assurance activities performed and exercising our professional judgement.</p>

**Our conclusion**

Based on our activities, as described below, nothing has come to our attention to indicate that the 2023 data and information for the disclosures listed under ‘Scope’ above are not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

**Our assurance activities**

Considering the level of assurance and our assessment of the risk of material misstatement of the selected information, a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the selected information;
- Interviewing management representatives responsible for managing the data for the selected disclosures;
- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the selected disclosures;
- Reviewing of a sample of qualitative and quantitative evidence supporting the reported information at a corporate level;
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated 2023 group data for the selected GHG emissions and safety disclosures which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Conducting a virtual site visit to one Southwire site (Bremen, United States of America) to review source data and local reporting systems and controls;
- Evaluating the conversion and emission factors and assumptions used for the GHG emissions disclosures; and
- Reviewing the presentation of information relevant to the scope of our work in the Report to ensure consistency with our findings.

**The limitations of our engagement**

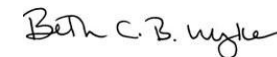
The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

**Our independence, integrity and quality control**

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Southwire in any respect.



Beth Wyke  
Head of Corporate Assurance Services  
Malvern, PA

July 29, 2024

On behalf of:  
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Visit our website for the latest news  
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