

An aerial night view of a city skyline, likely Atlanta, Georgia, featuring several illuminated skyscrapers and a highway interchange. A white network diagram with circular nodes and connecting lines is overlaid on the image. The main title 'POWERING TRANSFORMATION' is centered in large, bold, white capital letters.

POWERING TRANSFORMATION

2022 SUSTAINABILITY REPORT



Southwire[®]

It's a great time to be in the electrical industry, and it's an even better time to be at Southwire. As one of North America's leading wire and cable producers and an emerging influence in the electrical industry, our technologies are playing a leading role in electrifying the planet. We continually innovate products, components and services that enable our customers to deliver solutions for industries that include automotive and transit, renewable energy and electric utilities, mining and construction, and more. As we grow our business through modernization and expand into adjacencies, we're putting sustainable best practices to work and creating an equitable, inclusive culture that empowers our team members. We're also serving our local communities to help build a better world for our neighbors — and for generations to come.

With a strong commitment to environmental sustainability and social responsibility, at Southwire, we're powering transformation.



CONTENTS

INTRODUCTION

A Message from Our Leadership	3
About Southwire	4
Our Approach to Sustainability	5
Advancing Our Sustainability Goals	7

OUR SOLUTIONS

Powering efficient, sustainable solutions to help our customers electrify the world

Our Solutions Snapshot	9
Customer Experience	12
Product Quality & Safety	13

SUSTAINABLE OPERATIONS

Powering facilities that put sustainable best practices to work

Sustainable Operations Snapshot	16
Energy & Emissions	17
Circularity & Waste Management	22
Water & Wastewater	24

TEAM MEMBERS & COMMUNITY

Powering a safe, inclusive, engaged and giving workplace

Team Members & Community Snapshot	28
Diversity, Equity & Inclusion (DEI)	29
Engagement & Satisfaction	33
Learning & Development	36
Safety & Well-Being	38
Supporting Team Member Well-Being	41
Giving Back	42

CORPORATE GOVERNANCE

We power ethical and responsible business practices — within and beyond our company's walls

Business & Governance Snapshot	49
Corporate Governance	50
Cybersecurity & Data Privacy	51
Ethics, Anti-Corruption & Transparency	53
Responsible Supply Chain	55

APPENDIX

About This Report	60
Stakeholder Engagement	60
GRI Index	61
UN SDGs Index	70

A MESSAGE FROM OUR LEADERSHIP

EMBRACING TRANSFORMATION TO POWER A RESILIENT FUTURE

For decades, we've seen the electrical industry mature, expand and evolve. Yet, never have we been so energized by the current industry landscape and the path ahead. The shift toward renewables and electrification is transforming the way we deliver power, and Southwire's technologies are playing a leading role.

Now is the time for our company to build momentum and accelerate the pace of sustainable change. We're well prepared to do so; over the past six years, we've focused on a strategic plan designed to position our company for future growth. The plan allows us to become a diversified electrical business built on our wire and cable foundation. Reflecting on our performance in 2022, it's clear our efforts are paying off.

"Now is the time for our company to build momentum and accelerate the pace of sustainable change."

"At this critical stage in our evolution, we remain anchored by our vision and core tenets: We Deliver Power... Responsibly® by Growing Green, Living Well, Giving Back, Doing Right and Building Worth."

Throughout the year, we generated \$9 billion in revenue, including \$600 million from solutions with sustainable attributes. Sustainability-focused projects represented more than half of our annual investment in Research & Development (R&D). We also launched new technologies for areas such as grid adaptation and electric transportation — products that support a reduced-carbon economy and community resilience over the long term.

We believe in leading by example, so we've deepened our commitment to environmental stewardship and reducing our company's carbon footprint. In several regions, we continued projects to modernize our facilities, and we were proud to open our new Copper Rod Plant in Carrollton, Ga. The facility will utilize 100% renewable electricity, bringing us closer to achieving Carbon Zero by 2025. We also laid the groundwork to target our supply chain emissions by launching Southwire's first Scope 3 emissions reduction goal.

Driving these initiatives was our dedicated team, which we expanded by nearly 18%. This highlighted the importance of strengthening our ONE Southwire culture so we can continue to attract, engage and advance diverse talent to support our rapid growth. To set a high bar for our company and industry, we've increased visibility around our diversity, equity and inclusion (DEI) initiatives. You can learn more about our efforts on our new DEI website, and in our forthcoming, inaugural DEI report. At this critical stage in our evolution, we remain anchored by our vision



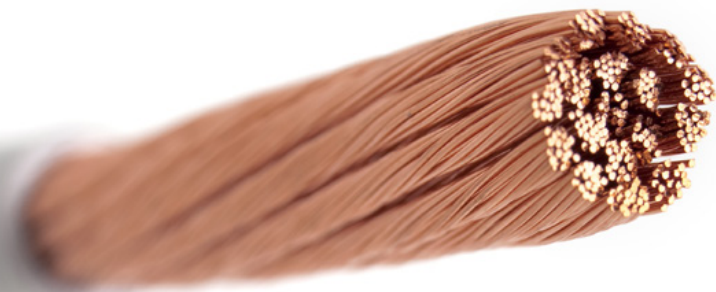
and core tenets: We Deliver Power... Responsibly® by Growing Green, Living Well, Giving Back, Doing Right and Building Worth. The actions we take today will shape the reality of future generations. That's why we're committed to living up to our company's values and aligning our efforts with the universal principles of the United Nations Global Compact (UNGC).

This is a unique moment for Southwire to stand tall as an industry leader. We will use this momentum to continue powering transformation — with an aim to make Southwire generationally sustainable for the next 100 years and beyond.

Rich Stinson
President and CEO



Burt M. Fealing
EVP, General Counsel and
Chief Sustainability Officer



ABOUT SOUTHWIRE

We Deliver Power...Responsibly®



WHO WE ARE

Carrollton, Ga

Headquarters

Founded
1950

8,500+
Employees

\$9B
Net Sales

- Established more than 70 years ago, Southwire is a leader in electrical technology and innovation as one of North America's largest wire and cable producers.
- Beyond wire and cable manufacturing, Southwire offers products and solutions such as tools and equipment, power management, lighting, electrical components, continuous casting technology, and cable installation and rejuvenation services.
- We are a family-owned business known for our commitment to operating responsibly and delivering innovative systems and solutions that enable our customers to achieve their energy goals.
- Southwire operates in more than 40 cities in the United States (U.S.), Mexico, Canada, Honduras and China, with 27 manufacturing and assembly plants in the U.S., Mexico, Honduras and China.

WHAT WE MAKE

- We offer 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.
- Our company produces 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, products and services help provide safe, reliable energy to millions of individuals and many businesses worldwide.

Our Brands

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



HOW WE DO IT

- From teams on the frontlines of our manufacturing and distribution sites to those working in our offices or with customers in the field, our people deliver the high-quality products and services that our customers expect.
- 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 and achieve our collective goals.
- Whether through business operations or social engagements, we are committed to making a positive impact on our people, our customers, our communities and the world.

OUR APPROACH TO SUSTAINABILITY

Guided by Our Five Tenets

As a family business, Southwire is committed to environmental stewardship and corporate sustainability to power a bright future for generations ahead. Our sustainability approach leverages five core tenets that guide and ground our efforts. The tenets are aligned with priority sustainability topics that matter most to our business and stakeholders.



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.

Focus areas:

- Energy and greenhouse gas (GHG) emissions
- Materials, recycling and circular economy
- Water and wastewater



LIVING WELL

We nurture the culture of a "Southwire family," and we work each day to enhance the lives of our employees 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.

Focus areas:

- DEI
- Team member engagement and retention
- Talent attraction
- Workplace safety and team member well-being



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.

Focus areas:

- Community engagement and partnerships
- Philanthropy and 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.

Focus areas:

- Cybersecurity and data privacy
- Ethics, anti-corruption and transparency
- Sustainable supply chain and procurement practices



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.

Focus areas:

- Climate change and zero carbon transition
- Customer experience
- Product quality and safety

ENSURING SUSTAINABLE OVERSIGHT FROM THE TOP

For more than 15 years, our Board of Directors' Sustainability Committee has provided Southwire with oversight, management guidance and advice. The committee helps our company stay true to our five core tenets and leverages them to support sustainable growth.

It provides sustainability leadership and decision making for:

- Environmental affairs
- Team member safety and health
- Ethics and compliance
- Long-term goal setting
- Resource commitments for sustainability initiatives

For more information on the committee and its associated responsibilities, please see our [Sustainability Committee Charter](#).

ALIGNING 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).

Learn more about our commitment to the [UNGC](#).



ADVANCING OUR SUSTAINABILITY GOALS

Our sustainability goals keep us focused on what we want to achieve and accountable for driving progress year over year. We have aligned each goal with one of our core tenets, in line with our sustainability approach.

GOAL

STATUS

PROGRESS TO DATE

GROWING GREEN

Achieve 100% zero carbon energy (Carbon Zero) for our operations by 2025, compared to our 2018 baseline.



Furthered our path toward Carbon Zero by achieving a 22% absolute reduction in our Scope 1 and 2 emissions, and by gaining Board approval of our Scope 3 carbon reduction goal.

LIVING WELL

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



Reported a TRIR of 1.02 and increased safety training and engagement to drive continual improvement.

GIVING BACK

100% of Southwire's Giving Back communities will lead 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.)



Engaged Project GIFT® volunteers to contribute 10,081 hours, including for our new Walk for Water signature event and for events related to disaster relief, community health, education and other Giving Back strands.

DOING RIGHT

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



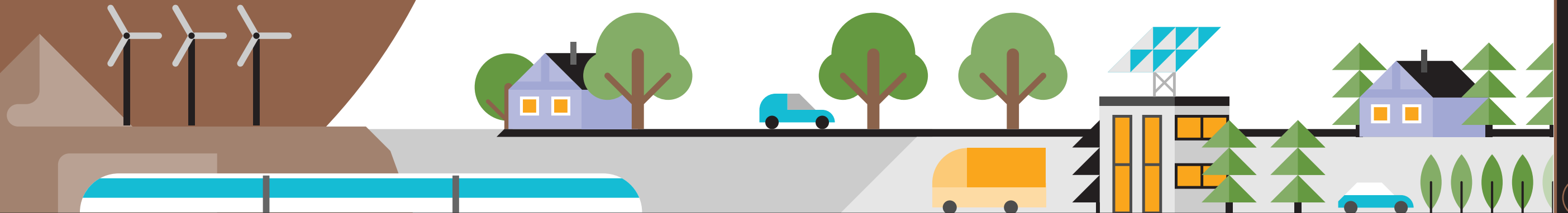
Continuing to implement action plans to address improvement opportunities identified in the Ethical Culture Survey, Ethisphere benchmarking, investigation data and Compliance Risk Assessments.

BUILDING WORTH

Grow revenue from our portfolio of innovative products, solutions and packaging that drive sustainability to \$1 billion in 2025.



Reached \$627 million in sales of sustainable products and solutions, with sustainability-focused projects representing 54% of our annual investment in R&D in 2022.





OUR SOLUTIONS

*Powering efficient,
sustainable solutions
to help our customers
electrify the world.*

OUR SOLUTIONS SNAPSHOT

No matter the challenge or project, Southwire is here to help our customers get the job done right. We proudly serve a variety of industries with innovative products and services — backed by exceptional quality and more than seven decades of experience. Today, nearly one in two homes built in the U.S. contains our wire, and we produce half the cable used to transmit and distribute electricity nationwide. As our company evolves, we are developing next-generation solutions to help our customers deliver power in more sustainable ways. From electric transportation to smart buildings, and from automated factories to hardened grids, we are illuminating new possibilities to responsibly power communities, businesses and homes.

2022 HIGHLIGHTS

Generated \$627 million in revenue from solutions with sustainable attributes.

Launched new solutions for grid hardening, electric transportation infrastructure, power efficiency and more.

Sustainability-focused projects represented 54% of our annual investment in R&D.

Improved customers' e-commerce experience by relaunching Southwire's Customer Hub.

Launched a virtual cable tying course and bi-monthly newsletter for our customers.

Achieved our 2022 goal to reduce our year-over-year (YOY) non-conforming parts per million (NPPM) by 19%, with a 38% decrease for manufacturing and a 6% decrease for distribution.

CORE TENET



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.



SOLUTIONS FOR A MORE SUSTAINABLE WORLD

The best power solutions meet the challenges of today and turn them into opportunities for innovation and growth. Right now, one of the most pressing issues our industry and society must address is the need to mitigate climate change.

We recognize that we must act swiftly. In that regard, shifting toward clean, renewable sources of energy is among the most effective steps we can take. With renewables projected to become the largest source of global electricity by 2025,¹ there's hope that a reduced carbon future is in sight. By embracing electrification and efficient renewable energy solutions, we can help create a more resilient and sustainable world.

At Southwire, we're collaborating with our customers to help them reduce their environmental impacts and build the infrastructure needed to accelerate the energy transition. In 2022, we expanded our portfolio with products to help our customers electrify transportation, reduce transmission congestion and harden grids. We also increased our investment in R&D to spark more sustainable innovation in the years ahead. Not only is this the right thing to do for our environment and communities — it's an opportunity to build worth for our company and the customers we serve.

Furthering a Clean Energy Future

Expanding infrastructure for electric vehicles (EVs)

In the automotive industry, EVs are paving the way for a reduced-carbon future. At Southwire, we're supporting the broad adoption of electric transportation with customized solutions from the grid to the charging station and beyond.

In 2022 we...

- Launched two new charging cables that deliver better form factor and lower energy losses, among other next-generation features.
- Prototyped and demonstrated a liquid-cooled charging cable that boosts power to reduce average charging times, with charging speeds up to one megawatt.

Making buildings smarter and more efficient

Energy efficiency is a priority for many companies looking to reduce operational emissions and costs. Southwire's products help companies bring their facilities into the future by optimizing day-to-day power usage.

In 2022 we...

- Launched a power-over-ethernet (PoE) cable for low-power distribution. The PoE cable also allows users to reduce installation costs and electrical infrastructure, which enables more flexible building design.

Building grid resilience and reliability from the ground up

Since 1950, Southwire has delivered solutions for power transmission and distribution. Our products also support grid adaptation and hardening — with requirements for consistent power delivery growing higher than ever before.

In 2022 we...

- Launched a high-voltage 500kV cable system that takes transmission underground at the highest voltage and power levels.
- Launched a state-of-the-art retrofit cable system to renew obsolete, oil-filled cable technology and increase grid capacity without disturbing the ground.
- Acquired Novinium, which utilizes the world's only cable rejuvenation technology to extend the life of underground cables and keep distribution systems operating at peak performance.



¹IEA, "Renewable power's growth is being turbocharged as countries seek to strengthen energy security."

OUR FOCUS ON RESEARCH AND DEVELOPMENT (R&D)

We invest in R&D to explore sustainable product innovations and accelerate their adoption on a broader scale. Our goal is to generate \$1 billion in revenue from solutions with at least two sustainable product attributes — or solutions that support a sustainable application, such as EVs or renewables — by 2025. To get there, we’re considering sustainability at each step of our product lifecycle, from raw material usage to end of life.

By continuing to invest in these attributes in 2022, we made progress toward our sustainable product revenue goal. During the year, we reached \$627 million in sales of sustainable products and solutions, with sustainability-focused projects representing 54% of our annual investment in R&D.

“Today, sustainability is an integral part of our processes for product road mapping, ideation and product development. We consider a multitude of sustainability criteria at every step of our innovation processes, including in the areas of raw materials, manufacturing, installation, product use and end of life. We have accelerated our investment in R&D and new products that enable the energy transition and electrification — with half of our projects providing substantial sustainability benefits.”

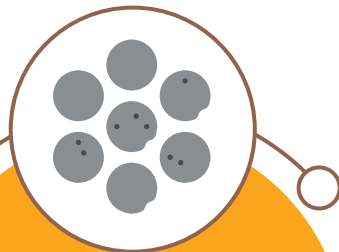
- Axel Schlumberger, Senior Vice President, Research & Development at Southwire

Incremental Revenue from Sustainable Products & Solutions²



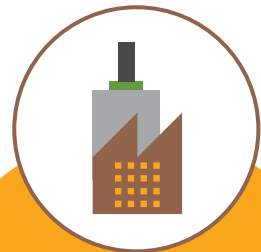
Enhancing Sustainability Throughout the Product Lifecycle*

*Each bullet point above represents a sustainable product attribute.



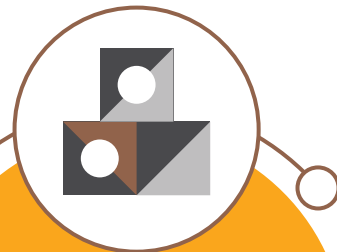
Raw Materials

- Lowering the carbon and/or environmental footprint of our products and redesigning products to conform to new or anticipated regulations.
- Reducing our use of raw materials/packaging and increasing our use of recycled/recyclable content.
- Eliminating/reducing our use of hazardous substances.



Manufacturing

- Reducing our use of raw materials, energy and water.
- Reducing our generation of scrap material and improving scrap recyclability.
- Eliminating/reducing hazardous substances and air emissions.
- Reducing non-value-added activities to be more efficient and productive.



Installation

- Reducing our material usage and scrap generation.
- Reducing our use of packaging and improving packaging recyclability.
- Eliminating/reducing hazardous substances.



Product Use

- Reducing energy loss and improving grid reliability/resilience.
- Supporting renewable energy and smart infrastructure markets.
- Increasing service life and reducing the risk of injury/environmental harm.
- Eliminating/reducing hazardous substances.



End of Life

- Improving product recyclability.
- Reducing the risk of injury when taking products out of use.
- Eliminating/reducing hazardous substances.

²Revenue numbers represent internal estimates, which may not include product returns, price changes, customer discounts and other GAAP revenue disclosure items.

CUSTOMER EXPERIENCE

Providing best-in-class products is just the start. At Southwire, we go beyond the expected to deliver a seamless experience for our customers and help them maintain a market edge.

We proactively engage our customers and other end users to build product awareness and understand their priorities, questions and concerns. This also allows us to connect contractors who use Southwire products with Solutions Provider Distributors who can service their project needs.

We pride ourselves on being highly responsive and delivering exceptional customer and end-user support. In 2022, we relaunched Southwire's Customer Hub in response to customer feedback and developed new trainings to promote safe and effective product use. Whether through online training, troubleshooting or updates on our services and products, we are energized to exceed our customers' expectations and facilitate their business growth.

CUSTOMER TRAINING & ENGAGEMENT

The industries we serve are dynamic. Likewise, the needs of our customers and other end users evolve over time. We connect with these groups through multiple touchpoints to ensure their ongoing satisfaction and success.

Every other year, Southwire conducts a comprehensive survey, in which we gather insights from the thousands of customers, contractors and other groups we serve. We also conduct quarterly pulse surveys to track our performance throughout the year. Together, these tools inform our Net Promoter Score (NPS), which we use to measure customer experience and forecast our company's growth. We also use an Ease of Doing Business rating to assess how easy it is for our customers to work with Southwire.

These key performance indicators inform our annual customer experience initiatives and goals. For example, after receiving customer requests for a great e-commerce experience, we relaunched our Customer Hub in 2022. The updated version includes new features to make the portal easier to use, which we will continue to roll out in coming months. Additionally, after challenging ourselves to increase our NPS by a certain percentage from the previous year, we exceeded our goal by achieving an NPS increase of 28%.


Other 2022 training and engagement initiatives included:

- **Launching a bi-monthly newsletter** for all Solutions Provider Distributors with safety tips and information on Southwire's products and solutions.
- **Launching a virtual cable tying course** to train customers and other end users to safely and effectively tie wire to reels.
- **Developing a virtual material handling course** that will launch in 2023 to train end users to safely handle products while maintaining their quality.

MANAGEMENT & ACCOUNTABILITY

Our vice president of customer service and specialty distribution oversees Southwire's customer experience strategy. Additionally, each of our inside sales department heads leads efforts to improve customer experience in their respective business units. Our Executive Leadership team also holds monthly meetings where they frequently discuss and evaluate Southwire's customer experience efforts.

We report data-driven survey insights to the commercial Wire & Cable team on a quarterly basis and use those insights to develop plans to leverage new opportunities and address matters that require corrective action.



When asked how well Southwire navigated supply chain challenges, 80% of customers and other end users said our performance met or exceeded expectations.

PRODUCT QUALITY & SAFETY

Providing products and services with exceptional quality is at the heart of Southwire's mission. For us, that extends to ensuring the solutions we deliver are safe.

Our Wire & Cable quality team regularly assesses our quality and safety systems while identifying opportunities to improve. We provide warranties for all products to further assure our customers and commit to proactively informing them, should a product recall arise.

Our high quality standards inform all aspects of product development, from the way we design our products to how they're manufactured and installed. Upholding these standards is critical to mitigating risks and maintaining our customers' and other stakeholders' trust.

Learn how we engaged team members across our organization to build a [proactive safety culture in 2022](#).

"In the pursuit of Southwire's journey to a world-class safety culture, we are taking steps to build our organizational capability. We are doing so through competency development, such as Six Sigma and other quality training courses, and by continuing to improve our daily Quality Management Systems within the organization."

- Todd Hester, Director of Quality, W&C, and Distribution at Southwire

FOCUSING ON A WORLD-CLASS SAFETY CULTURE

Zero safety incidents. Zero quality issues. That's our vision for a world-class safety culture at Southwire. This vision drives us to track and measure external product quality while maintaining strong internal quality controls.

We use a variety of quality assurance tools including failure mode and effects analyses, pilot runs, control plans and inspection test plans. For example, inspection test plans help us standardize our products and ensure they comply with regulatory and business requirements. We are currently working to harmonize these plans throughout our operations. In 2022, we completed this task for six product groups to ensure they are consistent across all manufacturing sites.

We also conduct periodic facility audits to assess our performance and identify potential process improvements. Similarly, our Acquisition Integration team 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.

Training & Capacity Building

To further a Culture of Zero, we are making our quality and safety systems smarter, more efficient and more robust. Our strategy is to invest in new tools to monitor and improve our performance while building the knowledge and capacity of our quality-focused teams.

Our Quality Training Matrix, which we implemented in 2021, helps manufacturing site leaders build critical competency skills pertaining to the following systems and tools:

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

In 2022, Southwire's quality-focused managers, engineers and supervisors completed 92% of all tier-one courses throughout our Quality Training Portal. We also completed Southwire Quality and Process Improvement training for 22 team members, focusing on Six Sigma quality-control methodology, which uses a define, measure, analyze, improve and control approach to reduce product defects and drive process improvements.

Moving forward, we will kick off tier-two courses through our Quality Training Portal and conduct additional trainings focused on Six Sigma.



Measuring Our Performance

In 2021, our Wire & Cable business implemented a Quality Health Scorecard to measure the strength of Quality Management Systems at each of our manufacturing facilities. The scorecard focuses on 10 elements related to our Quality Systems policies.

We continued to implement the scorecard in 2022, and introduced it to our distribution organization. In 2023, we plan to narrow our scorecard to focus on two primary objectives for our business.

Through our efforts to drive process improvements, we achieved our 2022 goal to reduce our NPPM by 19%. However, based on factors such as inflation, supply chain challenges, and the need to replace materials based on three quality alerts, we did not meet our cost of poor quality goal of \$1.15M. While the challenges that impeded our progress were external, we remain focused on improving our performance in the years to come.



2022 Product Quality Metrics

60%

Quality Health Score for manufacturing, representing a YOY improvement of 71%.

39.6%

YOY increase in Cost of Poor Quality, based on a rate of .96% in 2021 and 1.34% in 2022.

38%

YOY decrease in NPPM for manufacturing, based on a rate of 351 in 2021 and 254 in 2022.

6%

YOY decrease in NPPM for distribution, based on a rate of 635 in 2021 and 614 in 2022.

SUSTAINABLE OPERATIONS

*Powering facilities that
put sustainable best
practices to work.*



SUSTAINABLE OPERATIONS SNAPSHOT

We only have one planet. That's why we must commit to meaningful environmental and climate action to secure a vibrant future for our business and future generations. We put this principle to work each day — creating innovative products and services to help our customers transform the world through sustainable power solutions. Internally, we are engaging our global sites and teams to monitor and reduce our environmental impact. Our focus on making the most of the Earth's natural resources shapes our approach to optimizing energy and water and minimizing waste. Our Carbon Zero objective is to achieve 100% carbon neutral energy for our operations by 2025 (against a 2018 baseline³), and in 2022, we raised the bar by establishing our first Scope 3 emissions reduction goal. This is the path forward for our company, industry and stakeholders to continue Building Worth and Growing Green.

2022 HIGHLIGHTS

Achieved Board approval of our Scope 3 emissions reduction goal.

Announced modernization efforts to improve productivity and minimize waste at our Heflin, Ala., facility.

Launched a plastic reel recovery and reuse initiative at our 12 for Life[®] facility, resulting in over \$200,000 in annual savings and 78,000 pounds of plastic diverted from landfills.

Earned the inaugural Energy Matters Award for Best Sustainability by a Large Company and reduced our annual energy consumption by nearly 5%.

Introduced the use of Vanish[®] Stretch-film at our Carrollton Building Wire plant, resulting in \$16,900 in annual savings and 54,000 pounds of plastic diverted from landfills.

Reduced annual water usage at our El Paso, Texas, plant by 10% and kicked off a project to develop a water balance model across three Southwire sites.

CORE TENETS



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.

³ We define our baseline on a site basis, not an emissions basis. Our baseline consists of the sites owned by Southwire as of Jan. 1, 2018.



ENERGY & EMISSIONS

For decades, Southwire has been leading innovations that move the electrical industry forward. With each generation comes new challenges and opportunities that shape the future of our company, our industry and the world. In this era of our growth, climate change is a defining issue that we must actively address. That’s how we’ll ensure Southwire can continue to fulfill its mission for the next 100 years.

Our ambitious Carbon Zero objective drives our efforts to eliminate and offset our Scope 1 and 2 carbon emissions. The road to progress includes increasing the use of renewable energy and reducing our overall energy consumption. Building on this momentum, in 2022, our Board Sustainability Committee approved Southwire’s first Scope 3 emissions reduction goal. The objective: Implement six activities to reduce our Scope 3 carbon emissions by 2028. With the need for climate action more urgent than ever before, we’re energized to tackle our greenhouse gas (GHG) emissions across all three Scopes.

OUR APPROACH TO RESPONSIBLE ENERGY MANAGEMENT

Southwire’s environmental, health and safety (EHS) Management System, Policy and Principles outline our approach to protecting the environment and sustainably managing our energy usage through operational efficiency. We use internal and external benchmarking and audits to drive accountability while sharing best practices through our external partnerships and across Southwire’s management teams.

“Southwire has demonstrated great leadership by setting a 100% Carbon Zero goal for its operations by 2025. We’re proud to acknowledge the company’s commitment to sustainability, which serves as an inspiration to others. It will be the collective efforts of the PSC and businesses like Southwire that move Georgia forward.”

- Tim Echols, Vice Chairman of the Georgia PSC

Standing Out for Our Sustainability Strides

In July 2022, the Georgia Public Service Commission (PSC) presented Southwire with its inaugural Energy Matters Award for Best Sustainability by a Large Company. Some of our recent successes that contributed to the award include:

Committing to being a founding member of the Drawdown Georgia Business Compact.	Installing a solar canopy, solar-powered picnic tables and EV charging stations at our corporate headquarters.
Participating in Georgia Power’s Customer Renewal Supply Program.	Incorporating sustainability-linked pricing into our \$1 billion asset-based loan facility.
Opening a new Copper Rod Plant that will utilize 100% renewable electricity.	Demonstrating leadership through our Carbon Zero objective.



CLIMATE RISK & OPPORTUNITIES

Addressing complex challenges begins by identifying potential risks and seeking opportunities for innovation. In the case of climate change, these factors will evolve over time, but we can start with what we know today. Extreme weather events are projected to become more frequent and intense, increasing risks such as flooding and severe storms, and straining power systems and grids. However, with demand for sustainable, clean energy and renewable solutions forecasted to rise, our company and customers have an opportunity to build worth.

In 2022, Southwire initiated a third-party climate assessment, which we plan to finalize and begin integrating into our enterprise risk management process in 2023. This will empower us to identify, prepare for and respond to potential climate-related risks, while harnessing opportunities to align climate action with long-term business resilience and success.

These efforts build on our previous initiatives to create a flood emergency response plan and establish winterization procedures. We have also implemented climate-minded infrastructure improvements to harden our operations.

[Learn more](#) about how we're building worth for our business and stakeholders by developing sustainable services and products.

ACCELERATING CARBON ZERO

Our Scope 1 and 2 emissions are generated through our operational activities and the energy we purchase to power our sites. We must stay vigilant in our efforts to address both areas of emissions to keep Southwire on track to achieve our Carbon Zero goal.

In 2022, we invested in widespread efforts to modernize our operations. In the short term, these activities and other factors caused our Scope 1 and 2 GHG emissions to slightly increase. However, once completed, these modernization projects will enable us to operate more sustainably for years to come.

One example is our new investment with Sinclair Digital Services, which specializes in the design and implementation of advanced connected buildings. To boost energy efficiency, we partnered with Sinclair to design and implement PoE lighting at our Battery Atlanta office space in Georgia.

Meanwhile, in Carrollton, Ga., we completed construction of our new Southwire Continuous Rod (SCR®) plant — a 100,000-square-foot facility with capacity to produce more copper rod than any other SCR rod system in the world. Once the site is fully functional, it will replace an older plant, thereby reducing Southwire's carbon footprint. Southwire has contracted with the Carroll EMC utility to provide the facility with 100% renewable electricity, the benefits of which will be fully revealed in 2023.

We will also begin to see the full benefits of a multi-phase initiative to address our carbon footprint through renewable energy credits (RECs). In 2021, Southwire contracted with Georgia Power and Constellation Energy to provide the environmental attributes (in the form of RECs) associated with new solar installations, which came online in two phases in the summer and fall of 2022.

With an eye toward reducing transportation-based emissions, we added new EV charging stations at our plants in Heflin, Ala., and Bremen, Ind. This brings us to a total of seven EV charging locations — including our Carrollton headquarters — with another location in Florence, Ala., currently underway. As we expand this infrastructure, we are exploring the potential to invest in a corporate EV fleet. In 2022, we partnered with master's students at Georgia Tech's Scheller College of Business for a semester-long project to assess the potential to move this initiative forward.

[Learn more](#) about how we're partnering with local and national organizations to advance [our Carbon Zero goal](#).

Driving Targeted Energy Reductions

Low cost. Easy implementation. Big payoff. It's a savvy strategy to move the needle on our operational emissions and accelerate energy reductions on a large scale.

In 2022, we took this approach to implement simple but effective energy-reduction practices at 13 high-priority sites. Collectively, these sites accounted for about 90% of our total energy consumption, making them prime candidates for energy efficiency improvements.

The projects ranged from switching to LED lighting to improving the sites' compressed air systems through leak detection and repairs. Of about 100 improvements we identified through the initiative, we completed approximately 95 throughout the year. We expect to see the benefits of these efforts begin to add up in 2023.



LAUNCHING OUR SCOPE 3 GOAL

Our Scope 3 emissions occur through activities in our wider value chain, such as material sourcing and product use. While Southwire doesn't directly contribute to these emissions, we can work with our suppliers, shipping partners and customers to actively promote and support reduction practices.

Throughout 2022, we worked closely with our Board Sustainability Committee to develop and solidify a goal to implement six activities to reduce our Scope 3 carbon emissions by 2028. Now that we have received the Board's approval, we are engaging our Global Sustainability team and leaders and subject matter experts throughout our organization to identify high-potential projects.

Seven Ways We're Reducing Our GHG Emissions



COLLABORATING TOWARD PROGRESS

When we work together, we can power transformation on a larger scale. At Southwire, we're inspired by the bold sustainability initiatives being led by industry associations, academic institutions, and nongovernmental organizations worldwide and in our own backyard. We seek out opportunities to engage these groups and accelerate progress toward our respective sustainability goals.

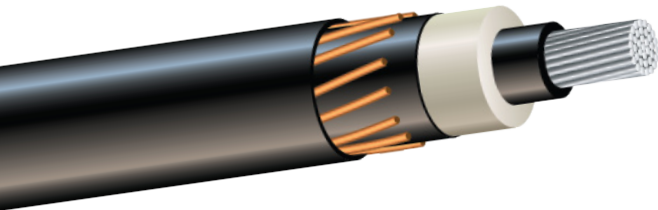
Our partnership with The Ray is a great example of how we can collaborate with organizations that align with our values and strengths. As one of their areas of focus, the Atlanta-based nonprofit promotes the deployment of roadside solar, EV charging and underground high-voltage transmission along interstate rights of way. Southwire team members serve on two of The Ray's councils, and our company provides the organization with funding and technical support. In September, we welcomed The Ray's Executive Director, Allie Kelly, as the keynote speaker of our annual Innovation Experience.

We also signed on as a partner with The Copper Mark, an assurance framework set up to promote the responsible production of copper along the value chain.

Lean more about our participation in [The Copper Mark's fabricator pilot](#).

In addition, we continue to engage with:

- 100 Miles
- Electric Utility Industry Sustainability Supply Chain Alliance
- Georgia Tech
- The Drawdown Georgia Business Compact



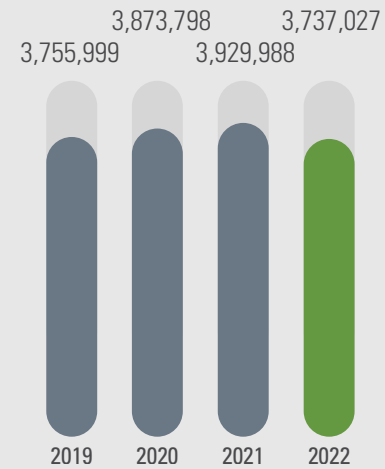
Overseeing & Integrating Our Energy & Emissions Strategy

Our corporate sustainability department manages our Energy and Emissions strategy, with support from our business group leaders, operations sustainability and environmental staff, energy procurement team and others. The sustainability and energy procurement staff evaluate opportunities to increase our use of renewable energy, while the operations teams seek opportunities to implement energy-saving measures at our sites.

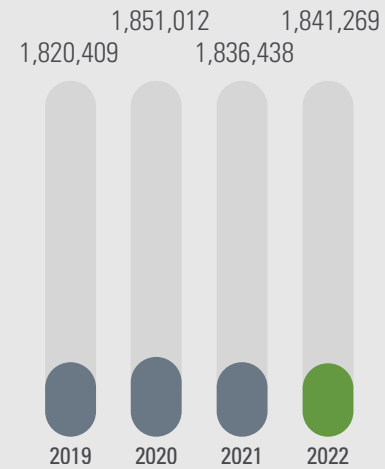
Our executive vice president, general counsel, and chief sustainability officer is responsible for overseeing energy- and emissions-related data collection, goal progress and reporting. He provides updates to the Board Sustainability Committee, which guides our Energy and Emissions strategy and provides additional oversight of our performance. [Learn more](#) about corporate and sustainability governance at Southwire.

ENERGY CONSUMPTION

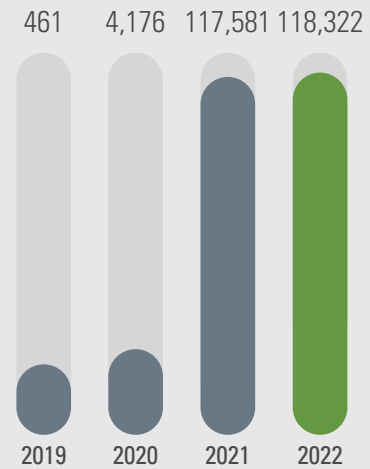
Total Energy Consumption (GJ)



Total Electricity Consumption (GJ)⁴



Total Energy Consumption from Renewable Sources (GJ)



SCOPE 1 & SCOPE 2 GHG EMISSIONS (MT)

2019



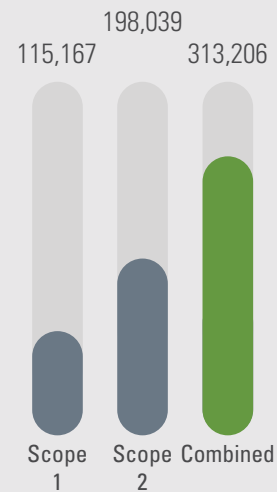
2020



2021



2022



⁴This 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

One of the fundamentals of our Growing Green tenet is to make the most of the Earth's natural resources. From metals to packaging to production materials, we take a circular approach to reducing our environmental impact.

Through careful materials management and collaboration — both across our sites and with external partners — we strive to “close the loop” on the products we create and the materials we use. We focus on incorporating recycled, biodegradable or otherwise sustainable content into our products and packaging where function and cost are not adversely impacted, including by enabling material reuse when our products reach end of life. It's the right thing to do for our ecosystems and climate — and it's a smart, sustainable and cost-effective way to continue Growing Green.



SUSTAINABILITY CASE STUDIES:

HOW WE REDUCED WASTE IN 2022

Year after year, we set out to refine our material-management practices, and that mindset led us to execute new initiatives in 2022. We also began the development of several future projects, such as a pilot project to create hybrid pallets from recycled PVC/nylon. During the year, Southwire’s deep investments in modernization continued to impact our waste intensity. Yet we know the results will make our organization leaner, less wasteful and more productive over the long term. Examples of our 2022 waste-reduction initiatives include:

Reclaiming & Recycling Used Reels

One of the goals of our packaging group is to use 100% recycled materials in our packaging by 2023. In 2022, we supported this goal with an initiative out of our 12 for Life® facility to recover and reuse plastic reels.

Once the facility packages wire onto reels, it sends them to a local vender that cuts the wire into smaller sections. Historically, the vendor would discard the empty reels — many of which were still in good condition. Now, we re-purchase used reels from the vendor, buying them back at a greatly reduced cost. In 2022, our reels initiative enabled more than \$200,000 in savings and helped us divert 78,000 pounds of plastic from landfills. We also expanded our reel-recovery efforts to regions in the U.S. West and Midwest, with similar programs now in place at our Starkville, Miss., and Rancho Cucamonga, Calif., sites.

Southwire’s plastic spools and reels are now made of 100% reground, reclaimed and recycled plastic materials — that’s 10 million pounds of recycled plastic put to good use every year.

Shifting to Biodegradable Film

When we prepare many of our products for shipment, we use stretch film to secure them to our pallets for safe transportation. While stretch film is a useful product, we wanted to reduce our use of virgin plastic and avoid contributing to landfill waste.

In 2022, our Carrollton Building Wire plant introduced the use of Vanish® Stretch-film alternative, which has an additive that causes the plastic material to biodegrade by about 70% after two years. The remaining material is consumed by microorganisms, leaving no trace of the film behind. The new film is also stronger than its nonbiodegradable counterpart, so while it costs slightly more, the plant was able to use far less. The site achieved annual savings of \$16,900 and avoided contributing 54,000 pounds of plastic waste.

Modernizing Our Heflin, Ala., Facility

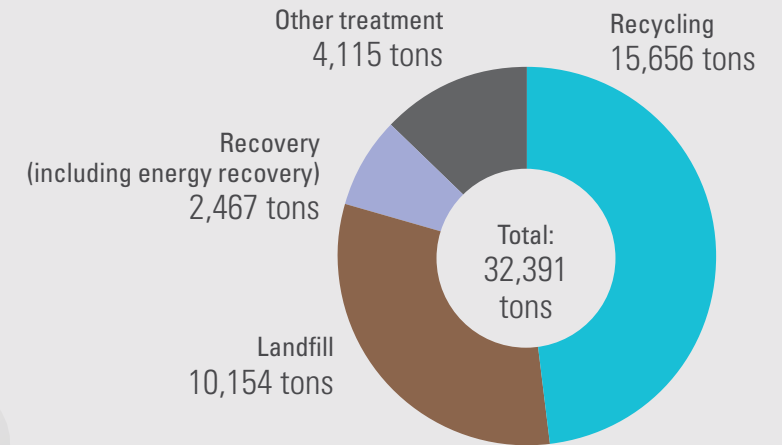
As part of our ongoing modernization efforts, we announced the installation of new medium-voltage technology at our Heflin manufacturing facility in 2022. The upgrades will help transform the plant into a world-class medium-voltage cable manufacturing facility with a focus on improving material flow, reducing raw material handling and modernizing existing assets.



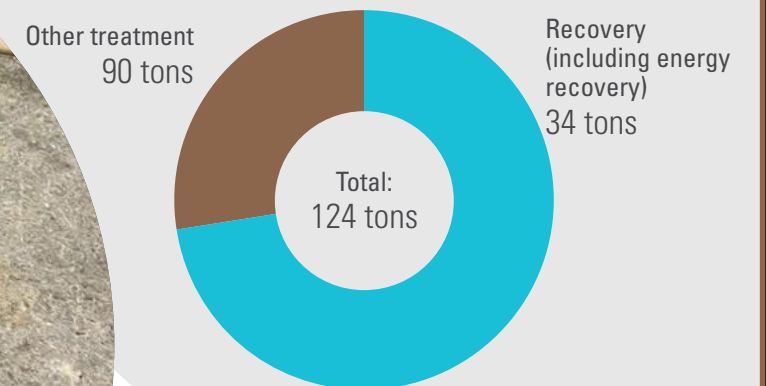
Sustainability Spotlight: Making Every Last Bit of Our Copper Count

Copper is at the heart of our operations, and we don’t want any of it to go to waste — even if it’s just a speck of copper dust. Southwire uses a solution system to break down large pieces of copper. During the process, the solution flows over copper filter paper, which collects pieces of copper dust. We then send the paper to a metal recycling partner. Southwire also sends all bare copper scrap back to our copper rod manufacturing plant in Carrollton, Ga., where it can be melted down and reused.

2022 Nonhazardous Waste by Management Method



2022 Hazardous Waste by Management Method



WATER & WASTEWATER

Clean, abundant water is essential to human and environmental health. Without it, communities struggle and ecosystems fall out of balance. At Southwire, we rely on water to support our operations.

Though most of our sites are not heavily water intensive, we do use water in many manufacturing operations. Therefore, responsible water management is an important element of our sustainability approach. Our teams actively seek ways to optimize water usage, with a focus on increasing water efficiency and reuse. We share our water resources with the communities where we operate, and we are dedicated to doing our part to help protect and preserve clean water for all.

In 2022, we kicked off an initiative to optimize water usage across three of our Carrolton, Ga., sites that we plan to implement in 2023. Each of the sites — including our Copper Rod Plant and nearby building wire and

utility products plants — have historically utilized storm and ground water, while operating independently. With an ultimate goal of zero discharge, we developed a water balance model for the sites to share and recycle water, enabling them to minimize their environmental impacts while reducing operational costs.

We also saw the results of an initiative launched in 2021, to implement a reverse osmosis treatment system for the cooling tower water at our plant in El Paso, Texas. The result: a 10% reduction in the site's water usage in 2022. Moving forward, we aim to take a holistic and stewardship-focused approach to continue enacting improvements at high-priority sites.

Making the Most of Our Water Resources

CONSERVING community water resources through efficiency best practices.

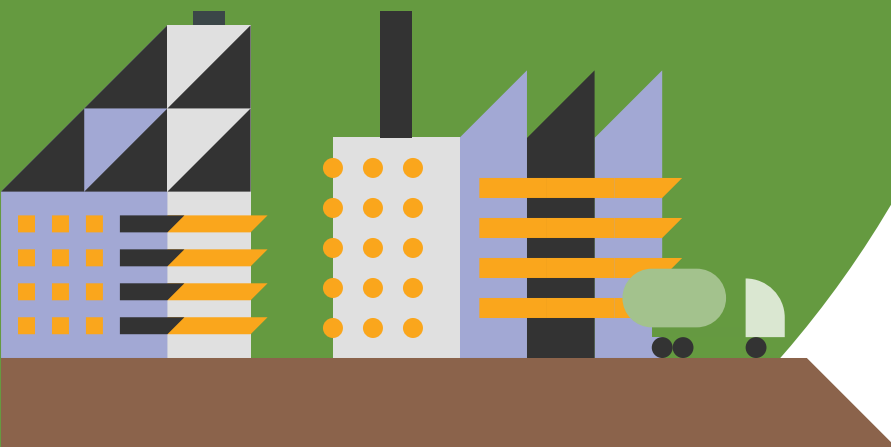
MAXIMIZING water recirculation and reuse.

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

MINIMIZING the output of physical or chemical contaminants.

MONITORING water withdrawals and embracing sustainable withdrawal practices.

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



WATER MANAGEMENT & ACCOUNTABILITY

Our 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.

Our water usage consists of municipal, groundwater, rainwater and direct surface withdrawal water, which we use at our manufacturing plants, offices and other locations. We monitor our total withdrawal by source so we can track our annual performance and identify opportunities to improve.

Across our sites, we ensure strict compliance with all regulatory requirements, including water quality standards for nearby rivers, lakes and streams. We strive to not only meet but exceed these standards when possible. Our facilities maintain applicable water withdrawal, stormwater discharge and sewer discharge permits — as well as stormwater no-exposure exemption certifications — and we work to minimize our release of physical or chemical contaminants.

Mitigating Water Risks

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 corrective actions, such as implementing enhanced management practices, administrative procedures and engineering controls.

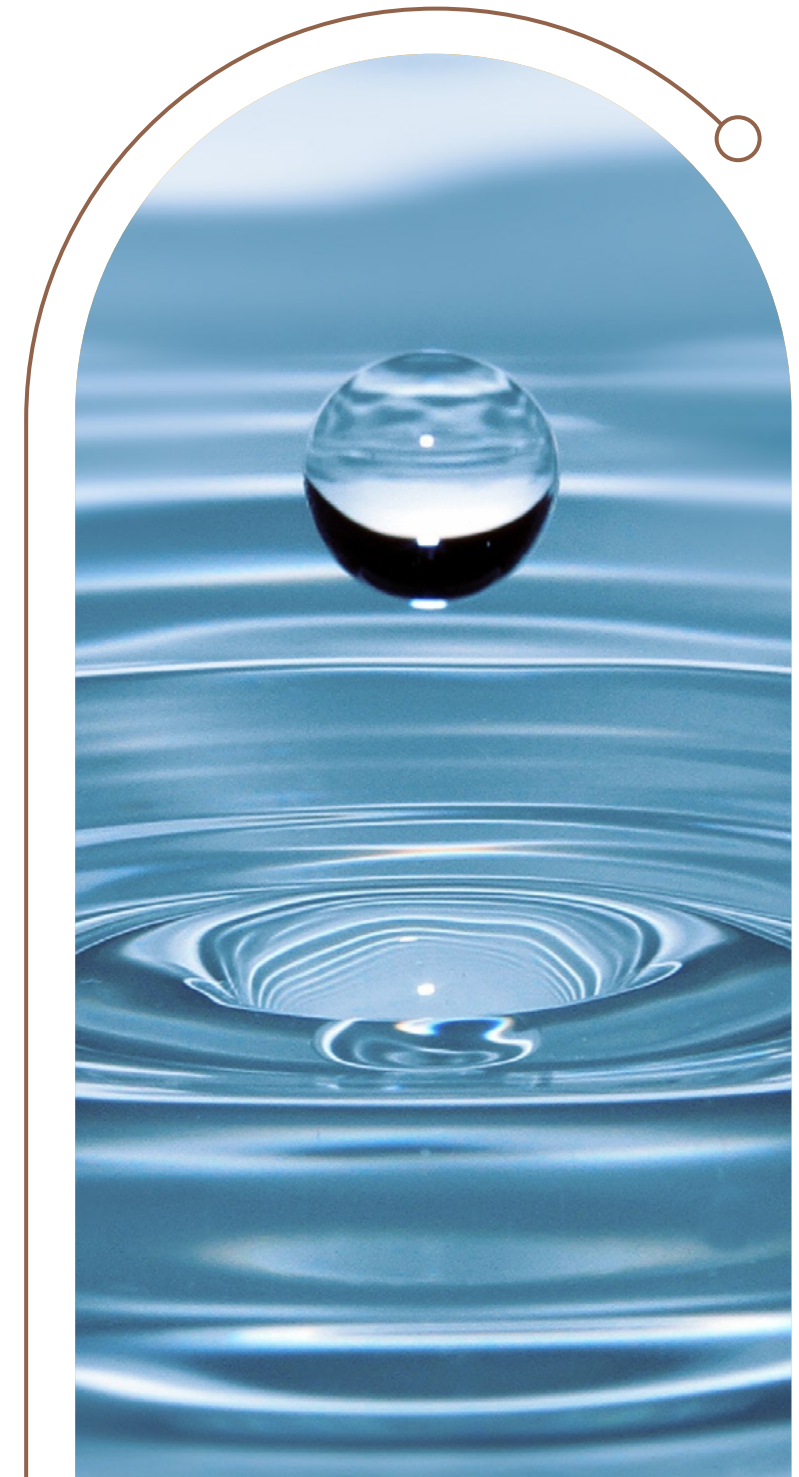
Four of our facilities have a third-party-verified EMS, and three of our plants hold ISO 14001 certifications for environmental management. Our Tecate, Mexico, plant is certified under Mexico's Clean Industry Program, and ISO-like EMS programs are in place at nine additional manufacturing locations.

As part of the Southwire 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.

Ensuring 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 two locations where adequate municipal sewer capacity is not available, Southwire discharges 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.





TOTAL WATER WITHDRAWAL BY SOURCE (ML)^{5,6}

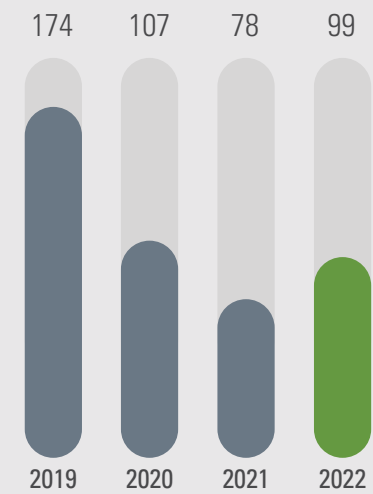
Total Water Withdrawal



Well Water/Groundwater



Rainwater



Municipal



⁵The number of sites changed; therefore, data is not consistent year over year.

⁶Water usage is for all sites (not just 2016 baseline sites) except for mid-year acquisitions.

TEAM MEMBERS & COMMUNITY

*Powering a safe,
inclusive, engaged
and giving workplace.*



TEAM MEMBERS & COMMUNITY SNAPSHOT

Our people are the driving force behind our business. They uphold our culture of inclusion, volunteer in our communities and are passionate about delivering strong and reliable solutions that help our customers meet their energy needs. We've been a family-owned business since our founding in 1950, and today we continue to uphold a sense of familial caring for our nearly 9,000 team members throughout the world. As a multigenerational company poised for sustainable growth, it's our ambition to make Southwire a great place to work today — and for generations to come. From investing in meaningful development programs to maintaining a safe and inclusive environment, we're building a workplace where all our people can thrive.

2022 HIGHLIGHTS

Launched our first-ever Diversity, Equity and Inclusion (DEI) website on southwire.com and set eight new DEI goals.

Launched new policies to increase workplace flexibility and improved predictable schedules.

Achieved an overall team member engagement rate of 62%.

Engaged Project GIFT® volunteers to contribute 10,081 hours, nearly doubling our volunteer hours from the previous year.

Conducted Inclusive Training for all career bands, with over 7,000 team members trained by end of year.

Announced a commitment to standardize safe, supportive and sanitary spaces for nursing mothers across Southwire by 2024.

Enhanced our onboarding experience to improve safety performance and set our new-hires up for success.

Achieved Employee Net Promoter Score of 45, a year-over-year (YOY) increase of 10 points.

Contributed a total of \$2.8 million in charitable contributions across our five charitable giving strands and increased our DEI-focused giving by \$175,000.

Continued to expand partnerships with Women in Manufacturing, Wounded Warrior Project, Historically Black Colleges and Universities, and more.

CORE TENETS



LIVING WELL

We nurture the culture of a “Southwire family,” and we work each day to enhance the lives of our employees 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.



DIVERSITY, EQUITY & INCLUSION

At Southwire, DEI is a business imperative. It's simple: When our teams are diverse and our culture is inclusive, we are more successful today and better equipped to build a sustainable, multigenerational business for the future.

In July 2023, Southwire will publish our inaugural Diversity, Equity & Inclusion Report. Visit the report to learn more about DEI priorities and progress across Southwire.



A YEAR OF DEI PROGRESS: 2022 AT A GLANCE

53%
of new U.S. hires are from underrepresented communities.

27%
of new hires are women.

7K+
U.S. team members participated in inclusion training.

\$672M
total investment with small- and diverse-owned suppliers.

19
U.S. team members participated in our Empowering Women in Production program.

Ranked
#7 as a Top 10 Enterprise-Wide Employee Resource Group (ERG) recipient by the Diversity Impact Awards™.

Named
a finalist for the DEI Program of the Year by the HRO Today Inclusion Awards.

Southwire
Canada named a Best Workplace™ for Hybrid Work by Great Place to Work®.

Named
a Top Diversity Employer for the third consecutive year by Diversityjobs.com.



Southwire's DEI mission is to build a culture that recognizes and celebrates the value of diverse backgrounds, equity in opportunity and inclusivity in action. Our commitment to DEI is holistic, going beyond what happens in the workplace to help improve equity and inclusion in our communities and across our value chain. Over the past several years, we have prioritized and accelerated our DEI efforts with a focus on seven strategic focus areas. We expect our focus areas to evolve as we drive our DEI mission forward in future years.

DEI Focus Areas



EMPLOYEE RESOURCE GROUPS (ERGS)

Our ERGs create a place for team members to connect and collaborate across their shared differences and celebrate the value of diversity at Southwire. We currently have six active ERGs that provide opportunities for learning, connection and development, and while they focus on bringing awareness around specific groups, all team members are welcome to join.



INCLUSIVE RECRUITING

We embrace various cultures, perspectives, values and experiences in our workforce and invest in initiatives to recruit and support diverse talent. By establishing, strengthening and maintaining partnerships with universities and other organizations, we support educational experiences and career opportunities that are more inclusive for all.



TALENT DEVELOPMENT

Our focus on talent goes beyond just getting new team members in the door. Through our talent development focus, we commit to investing in educational programs and other opportunities that help our team members develop their skills and pursue their professional goals.



SUPPLIERS

We embed the principles of DEI in our value chain by engaging and investing in small- and diverse-owned businesses. We also support potential suppliers in growing their businesses by encouraging them to become certified as diverse. Diverse suppliers currently represent 37% of our total supplier pool and we have increased our spending in this area by 48% over the past five years.



GIVING BACK

Our neighbors depend on us, just as we depend on them, and we are committed to improving the quality of life in the communities in which we work. DEI is among Southwire's five charitable giving strands, guiding us to 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.



ADVOCACY

We support policies and causes that align with our commitment to DEI, including through various partnerships and by recognizing and celebrating diverse groups and DEI-focused moments throughout the year. We strive to empower team members to make their own decisions about the issues they support while providing them with the tools to make educated choices and promote an inclusive culture for all.



EXTERNAL PARTNERSHIPS

Southwire's external partnerships are vital to building relationships with like-minded organizations that reflect our company's values and DEI goals. These partnerships strengthen our business by furthering our efforts to recruit and support diverse talent. They also provide our team members with opportunities to get involved.

MANAGEMENT & ACCOUNTABILITY

In 2022, Southwire established a new DEI governance model to ensure accountability at every level. The new model includes our CEO DEI Council, Executive DEI Council, Team Member DEI Council and Social Advisory Committee, along with required DEI performance objectives for all people leaders. To drive further accountability and progress, we established eight DEI goals which focus on our seven areas. We are proud of what we have achieved so far and know that there is still more to do. We share our achievements to date in our inaugural 2022 Diversity, Equity & Inclusion Report.

Our 2022 Employee Net Promoter Score (eNPS) — one of the ways we measure team member engagement and satisfaction at Southwire — reflects our progress toward our DEI goals. The eNPS has four metrics which relate to DEI: diversity, nondiscrimination, inclusion and DEI overall. Each improved by at least seven points in 2022, compared to our scores from the previous year.

Learn more about [team member engagement and satisfaction at Southwire](#).

EMBEDDING DEI ACROSS SOUTHWIRE

To make DEI part of how we operate each day, we need to provide our teams with opportunities to get involved. Our goal is to embed inclusive and equitable practices throughout the team member experience. With participation at all Southwire locations in the U.S., Canada, Mexico and Honduras, our six active ERGs helped us advance this goal in 2022. Additionally, our 43 TEAM champions focused on providing DEI opportunities across the organization and at their local sites.

We continued to expand our annual Summer Enrichment Series, with more than 600 team members from 46 Southwire locations participating in 20 events. The activities included speed mentoring sessions, fireside leadership chats and keynotes with external DEI experts. Similarly, we saw meaningful growth in our Southwire Link Mentorship Program in 2022.

Powered by Southwire's DEI and Talent Development teams, Southwire Link is the first company-wide, application-based mentorship program open to all team members. The program focuses on collaboration across the organization to create a platform for knowledge sharing and professional development. The 2022 program included more than 45 team member participants, representing YOY growth of more than 75%. This included over 45% female representation and all career bands — making it a truly inclusive team member experience.

Empowering Women to Lead in Manufacturing

Female team members play an integral role in our company's evolution and success, and our commitment to supporting and advancing women in our workforce has never been stronger. As part of our commitment, we continue to grow our partnership with Women in Manufacturing (WiM), a nonprofit focused on empowering women workers and strengthening the manufacturing sector. In 2022, 19 female team members participated in WiM's Empowering Women in Production program. The 20-week course is designed to position women in manufacturing production roles for advancement and success with impactful training, coaching and a connected community of like-minded women.

"I'm proud to complete another successful program here at Southwire. As a Latina woman, it is an honor to progress inside this company and grow as a leader. Thanks to the Empowering Women in Production program, I've learned that being bilingual is a strength that I can use to my advantage."

- Jenny Rivera, North Campus Take-Up Operator at Southwire

Southwire also served as a sponsor and keynote speaker at the 2022 National Women in Manufacturing Summit. The event brought together more than 1,000 manufacturing professionals from 263 companies working to advance and promote women in the industry. Nearly 60 Southwire team members attended the summit, with several leading roundtable discussions and breakout sessions, providing presentations and hosting our exhibitor booth.

"For Southwire, delivering power is not just about electricity. Delivering power is also about empowering each Southwire team member to bring their whole selves to the workplace and to be a conduit for positive change in their communities. Providing an environment where individuals from diverse backgrounds feel empowered, included and comfortable expressing varied thoughts and perspectives is our priority, and Southwire maintains a strong commitment to ensuring our workforce continues to reflect our complex and evolving world. We foster an inclusive environment that recognizes the value and talent of diverse perspectives, regardless of gender and ethnicity."

- Fernando Esquivel, EVP, Chief People & Culture Officer at Southwire

DIVERSIFYING OUR WORKFORCE

Ensuring diverse representation across our workforce and leadership is critical to our long-term success. We recognize that initiatives to recruit, support and promote diverse talent have tangible business benefits tied to performance, productivity and innovation.

In 2022, we carried out a variety of initiatives to nurture diversity in our workforce and position our company as an employer of choice for future and current talent. We leveraged and grew external partnerships — such as those with the Atlanta University Center Consortium (AUCC) and WiM — to build our talent pipeline through engagement, education and awareness. We also continued to invest in and promote our ERGs, which support talent attraction and retention by providing team members with an avenue for development, networking and engagement. Our achievements in the DEI space earned recognition through four external awards. Powered by this momentum, we will build on these efforts in 2023 and beyond.

“Our goal is for all Southwire team members to feel empowered and engaged. We have made progress in building a culture in which DEI is a priority—where a diversity of people come together and can do their best work because they feel that they are valued for their perspectives and their unique differences. We will continue to prioritize efforts to build an inclusive and diverse workforce, positioning Southwire to be generationally sustainable for the next 100 years and beyond.”

- Cara Herzog, Chief Diversity, Equity & Inclusion Officer



Making Southwire an Employer of Choice for New Moms

It may just be a room, but its impact is tremendous. When a nursing mother comes back to work after maternity leave, a dedicated lactation room is essential to helping her transition back to the workplace and feel supported as both a team member and a mother.

To support new mothers in our workforce, Southwire announced a partnership with Nessel in 2022, to standardize dedicated spaces for nursing mothers across our organization. The lactation rooms provide a supportive, safe and sanitary space for breastfeeding mothers to help them thrive while pumping at work.

Our goal is to have this standard for clean, comfortable and compliant nursing mothers' stations integrated into every company facility by the end of 2024. Whether in a manufacturing facility in Texas or an office building in Canada, we want to ensure our team members have a convenient and private space to meet their needs.

U.S. Workforce Diversity at a Glance

42%

of team members are from underrepresented communities.

23%

of team members are women.

5%

of team members are veterans.

ENGAGEMENT & SATISFACTION

Southwire's success is a result of our dedicated team members who come together every day with a shared purpose of delivering great outcomes for our customers, society and each other.

Like many other companies, Southwire has recently felt the impact of the "Great Resignation," with higher than usual voluntary turnover rates emerging throughout our workforce. Our people are the heart of our company and retaining them is critical. Thus, maintaining high levels of team member engagement has never been more important. Our strategy for ongoing engagement encompasses the principle of "listening, learning and improving." It drives us to solicit team member feedback and use it to shape and continually enhance our workplace initiatives and priorities.

ENGAGING TEAM MEMBERS. ENHANCING OUR WORKPLACE.

Ensuring our team members feel valued and engaged in their work starts with listening to their voices. We do this through anonymous surveys, quarterly performance conversations, roundtables with our leadership and other touchpoints throughout the year.

We employ our Living Well Engagement Survey at least once a year to collect honest, anonymous team member feedback. By doing this, we are better able to identify areas for improvement and develop targeted actions to enhance the experience of team members across the organization — boosting engagement and retention in the process. This is critical during the first 90 days of employment, a time when we have historically experienced our highest rates of turnover.

To create a culture of continuous listening and allow our leaders to be more agile in responding to feedback, we changed our survey cadence in 2022. This included piloting quarterly surveys for frontline⁷ team members at six Southwire locations and rolling out a semi-annual survey cadence for functional team members.

⁷Frontline workers are defined as those who work in our manufacturing facilities.



2022 Living Well Engagement Survey Highlights

Achieved an eNPS of
45
a YOY increase of 10 points and
five points above our 2022 goal.

Ranked in the top
25%
of all companies on Workday's
Peakon platform.

Ended the year with
89%
aggregated participation
against a goal of 90%.

Trending upward on all
14
engagement drivers,
with eight drivers remaining
above Peakon's true benchmark.

In addition to these metrics, several trends emerged as we analyzed our latest survey results. For example, we identified workload and goal setting as topics that reflect our workplace strengths. Many team members — especially those in our manufacturing plants and Customer Service Centers — want to see a clear path for their growth within the organization, and team members prioritize the freedom to share their opinions. Moving forward, we will prioritize these topics to drive continuous improvement. In 2021, we began to measure the correlation between ERG participation and team member engagement. Compared to those who don't participate, team members who are actively engaged in our ERGs collectively showed significantly higher engagement scores in 2022.

It doesn't stop with listening — we're committed to turning insights into action. During the year, we focused on three priorities to enhance our workplace experience, based on insights gathered from our teams:

- Increasing workplace flexibility and shift predictability.
- Improving the first 90 days of the onboarding experience.
- Making team members feel heard and aligned with Southwire's values.

“When I was considering going to Southwire, the four-day workweek and flexible scheduling was the biggest draw.”

- Evan Roe, Process Engineer at Southwire



TURNING INSIGHTS INTO ACTION: OUR 2022 WORKPLACE PRIORITIES

Increasing Workplace Flexibility & Shift Predictability

THE SITUATION:

A flexible and predictable schedule is a huge driver of team member satisfaction. It's also an important element for inclusive recruitment. However, this can be challenging to provide for manufacturing roles, where team members are required to perform their work on site and where one team member's absence might impact another's schedule.

ACTIONS FOR IMPROVEMENT:

We are committed to increasing flexibility for all Southwire team members — whether they work in an office building, in the field, at a warehouse or at a manufacturing site. In 2022, we implemented key policy changes to improve workplace flexibility, particularly among frontline team members:

VACATION AND TIME-OFF REQUESTS

Our new vacation and time-off procedures are designed to make the process more consistent and equitable for all. These enhancements also benefit all team members by enabling more predictable schedules.

FLEX TIME

Our revised Flex Time Policy allows team members to have two occurrences from January to June and two occurrences from July to December. These occurrences are designed to be used for unexpected situations that keep team members from attending their scheduled shifts.

CROSS TRAINING

Our new staffing plan enables us to increase staffing and cover absences by training team members on cross-functional workplace skills.

ADDITIONAL FRONTLINE STAFF

To reduce the need for overtime, we increased our frontline workforce by more than 13%. This also enables us to enhance shift predictability by minimizing alterations to posted team member schedules.

SHIFT DIFFERENTIALS

We increased compensation for shifts considered to be less desirable — such as in the evening or overnight. This gives team members an opportunity to take on alternate shifts that better fit their lifestyle and scheduling needs.

HYBRID WORKING FOR ALL KNOWLEDGE WORKERS

We formalized our hybrid work policy for all team members working in a Southwire office to encourage them to work from home when possible.

Improving the Onboarding Experience

THE SITUATION:

In recent years, Southwire has experienced increased team member turnover, especially within the first 90 days of employment. This turnover is inefficient for the company and negatively impacts our culture. It also makes it difficult to adequately train team members to set them up for success.

ACTIONS FOR IMPROVEMENT:

We're focused on giving our team members a "wow" experience from day one at Southwire to set them up for success from the moment they walk through our doors. This begins by reimagining and streamlining our onboarding experience to ensure team members are equipped with the tools and training they need to succeed in their new roles. For those joining our frontline, we have targeted our efforts on the first week of employment. The goal is to give them a great introduction to the Southwire family, right from the start.

Making Team Members Feel Heard & Aligned with Southwire's Values

THE SITUATION:

In recent surveys, many team members shared how much they value freedom of opinion. They want outlets to share their insights broadly, as they are passionate about how they can contribute through their roles. This aligns with our efforts to foster an equitable and inclusive culture where diverse perspectives are welcomed, valued and heard.

ACTIONS FOR IMPROVEMENT:

We are committed to providing team members with safe spaces to ask questions, share their thoughts, and have open dialogue with leaders and colleagues. In 2022, we continued our Just Ask program, which allows all team members to ask questions anonymously and receive an answer from Southwire's leaders. We also rolled out Daily Huddle Processes (DHPs) to solicit team members' opinions about what's going well and what could be improved. Throughout the year, our CEO hosted regular roundtable sessions at our facilities to hear from our frontline team members firsthand. Team members also showed a passion for Giving Back, which provided an opportunity for us to get them involved in activities that align with our company's values.

Learn more about how we engaged team members to [serve our communities in 2022](#).



LEARNING & DEVELOPMENT

When our team members choose Southwire as their workplace, they invest in us, and we are committed to investing in them. Our goal is for team members to build meaningful and lasting Southwire careers. To do so, we provide flexible development opportunities, many of which are accessible to all team members, regardless of their location or role.

Each year we enhance our learning and development portfolio to meet the needs of our workplace and industry as they evolve. Examples of our 2022 learning and development initiatives include:

- **Your Learning Your Way**, an instructor-led learning and training forum aimed at supporting fundamental leadership development and building organizational capacity. The program is open to all team members. In 2022, we hosted 31 sessions covering 17 different topics ranging from power skills, like communication and adaptability, to more functional skills, like basics for Excel.
- **Leaders in Training**, a 12-week program for operations team members who are interested in moving into a supervisory or management position. The program helps participants gain the power skills needed to be effective leaders and progress their Southwire careers.
- **Learning Academy for Frontline Leaders**, a training conducted at 15 sites across the U.S. and Canada that impacted nearly 800 team members. The 2022 sessions focused on strategies for conflict resolution and tools to build emotional intelligence.
- **Southwire Leadership Academy**, a culture-focused development program that we resumed for the first time since 2019. The 2022 cohort included 26 high-potential leaders, 42% of whom were female and 23% of whom were from underrepresented communities.
- **Executive Workshops** for Southwire's executive team members and others throughout the organization, including a workshop with executives from Gartner, who discussed how Southwire can best align with emerging talent trends to better support our business and workforce in the future, and a training from leaders at Oratium on leading action through powerful, compelling communication.



TODAY'S YOUTH, TOMORROW'S LEADERS: BUILDING OUR TALENT PIPELINE

Experts estimate that 2.1 million manufacturing jobs could go unfilled by 2030, due to a manufacturing skills gap in the U.S.⁸ Southwire is working to close this gap by providing skill-building opportunities related to manufacturing and other key positions. We partner with numerous academic and technical institutions to provide early career programs that expand our vertical and regional recruitment efforts today and nurture a diverse pipeline of talent for our company and industry for the future.

Our partners include Auburn University's 100 Women Strong and Engineering Academic Excellence programs, Georgia Tech's Office of Minority Educational Development and the University of West Georgia. We also partner with the AUCC to provide expanded educational opportunities, scholarships, internships and job opportunities to Black and female students in the consortium's dual-degree engineering program. In 2022, we welcomed five AUCC interns at Southwire, who joined us for events such as a career day we hosted at Mercedes-Benz Stadium in Atlanta.

Additional programs to build our talent pipeline include:

⁸The Manufacturing Institute, "2.1 Million Manufacturing Jobs Could Go Unfilled by 2030." <https://www.themanufacturinginstitute.org/2-1-million-manufacturing-jobs-could-go-unfilled-by-2030-11330/>

"The Maintenance Apprenticeship program was a great opportunity to learn some very valuable skills that I was able to apply in the field. These skills enabled me to become a top performer amongst my peers in a rewarding profession, and my career has seen an enormous benefit from being an apprentice. I'm currently a Maintenance Supervisor with hopes of becoming a Maintenance Manager in the near future."

- Brandon Nunez, Maintenance Supervisor at North Campus

Learn how we're investing in workforce readiness for manufacturing students through our \$500,000 commitment to West Georgia Technical College.



12 FOR LIFE®

Now in its 15th year, our 12 for Life® program teams up with local school systems in Georgia and Alabama to provide employment and training inside a modified Southwire manufacturing environment, while allowing students to complete their high school diploma or GED. The program includes classroom instruction, work and life-skill building, and mentoring opportunities. Students earn wages for their work and, most importantly, develop skills they will need after graduation. The 2022 cohort included 31 students from school systems in Georgia's Carroll, Haralson, and Heard counties and Bremen City Schools, and 26 graduates from Alabama's Florence City Schools and Lauderdale County Schools. This marks a total of nearly 3,900 students who have completed 12 for Life® to date.



SOUTHWIRE BUSINESS LEADERS PROGRAM (SBLP)

Our collaboration with the University of West Georgia's Richards College of Business provides opportunities for students to work in tandem with Southwire's leadership teams to develop real-world business and community initiatives. Examples include enhancing our internal audit process, implementing an assets tracking system in IT, creating a Southwire Speed virtual warehouse and conducting a marketing study of Southwire's brand awareness. The third cohort of SBLP students successfully completed the program in 2022.



SOUTHWIRE MAINTENANCE APPRENTICESHIP PROGRAM

Our two-year Maintenance Apprenticeship program helps us develop a pipeline of skilled maintenance technicians by providing both classroom instruction and customized on-the-job training, which positions participants to be hired as full-time team members after the program's completion. We were proud to welcome 15 new apprentices into the program in 2022.

SAFETY & WELL-BEING

Safety and well-being are core to our culture at Southwire. Our heritage as a family-owned company and our daily commitment to our Living Well tenet inspire us to treat team members like family and care for their overall physical and emotional well-being. This is the foundation of our environmental, health and safety (EHS) management approach.

Across our operations, we ensure the highest standard of workplace health and safety. In fact, in 2022, 26 of our sites achieved an incident rate that is four times below the industry benchmark. We have set a goal to achieve a Total Recordable Injury Rate (TRIR) of 0.8 by 2023, as we work to continually improve our safety and health performance and reach our ambition of zero injuries and illnesses at the forefront.

In addition to our TRIR goal, Southwire is guided by long- and short-term internal health and safety targets, which we refine each year after formally analyzing our recent performance. We utilize short-term goals to develop strategies for incident and injury reduction. 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. Our SIF areas of focus include:

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

“At Southwire, we’re building upon lessons learned by improving operational excellence and safety through a strategic plan focused on strengthening our safety culture. We are executing this plan by driving an error-proofing mindset where safety becomes inherent to team members’ daily routines. To further reduce injuries, we are deploying error-prevention tools that foster active leadership, accountability and collaboration. This also supports our identification and control of near-misses by empowering team members to take ownership of safety initiatives and behaviors.”

- LaKisha Wilson, VP of Occupational Safety & Health at Southwire

In 2022, eight Southwire facilities were awarded with 2021 Safety Performance Contest Awards from the Georgia Association of Manufacturers. To be eligible for the award, facilities must achieve a TRIR below 3.1 — the manufacturing industry average — and experience zero lost-time accidents or disabling injuries.



TAKING ACTION TO ENHANCE WORKPLACE SAFETY

We are proud of Southwire’s proactive safety culture. We follow strict safety protocols, prioritize safety training, and use risk controls to eliminate hazards and enable team members to safely do their work. When our team members are safe, healthy and engaged, Southwire’s performance is at its best.

All of our facilities are equipped with best-in-class safety guidelines and given the flexibility to deploy a site-specific strategy. Our guidelines focus on:

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

Each facility also has its own performance targets and lead measures based on historic incident trends (leading and lagging) and risk areas associated with site-specific processes. Southwire’s main types of workforce injuries include lacerations, strains, sprains and contusions. Our most significant work-related hazards that pose a risk of high-consequence injury include mobile equipment interface; pinch points; and caught-in, caught-between and struck-by injuries.

In 2022, Southwire onboarded a large volume of new team members as a result of team member turnover and our acquisition of three companies. This contributed to a rise in our TRIR and LWDR due to the need to continually onboard new team members and train them on safety protocols.

In response, we expanded our safety-focused training and engagement efforts by asking every new team member to become actively engaged in a safety initiative. This created a sense of accountability and empowerment that we plan to build on in 2023. By improving and expanding our Health and Safety program, we aim to improve our safety performance and deepen a proactive safety culture where our team members’ well-being comes first.

Meeting the Highest Standards of Workplace Safety

Our commitment to internationally recognized workplace safety standards goes beyond regulatory requirements — it drives us to embrace systems focused on effective management, team member involvement and driving improvements over time.

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), where applicable. Each site has a team-member-driven safety steering committee, which 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.

Southwire’s current health and safety management systems and certifications include:

- Fourteen sites with OSHA VPP Star status
- One site with Empresa Segura distinction (the Mexican standard)
- One site with OSHA’s 18001 status (a precursor standard to ISO 45001)

SAFETY PERFORMANCE FOR PERMANENT & TEMPORARY TEAM MEMBERS

	2020	2021	2022
TOTAL RECORDABLE INJURY RATE (TRIR)	0.83	0.88	1.03
LOST WORK DAY RATE (LWDR)	0.23	0.13	0.21





ELEMENTS OF SOUTHWIRE'S HEALTH & SAFETY PROGRAM

Frontline Leadership training

More than 300 Southwire supervisors completed our Frontline Leadership training, which we rolled out in 2022. We began the training at sites where we saw key opportunities to improve our performance — either because of an uptick in safety incidents, recent leadership changes or turnover of EHS personnel. During the trainings, we asked leadership members and executives to share their safety expectations. We also asked team members from sites with high safety performance to share examples of “safety wins.” Our goal was to increase awareness of best practices and reinforce key safety tools.

New-hires safety initiatives

In 2022, we introduced onboarding processes to set up our new-hires for successful — and safe — careers. Our week-one onboarding process now places an emphasis on safety protocols to ensure our team members have the tools and knowledge to do their jobs safely and effectively right from the start. We also ask every new-hire to become actively involved in one of our on-site safety initiatives.

Stop Work training

If it doesn't feel safe, just stop. That's the message behind our Stop Work training, which empowers team members to identify potential hazards in the workplace and stop a job or process if there is a perceived safety risk.

Safety storytelling

How can we make safety messages stick? This question led to our safety storytelling initiative, which we developed in 2022 and launched in 2023. The initiative provides leaders and frontline team members with a platform to share their own safety lessons and experiences in a way that's personal, relatable, and resonant.

Safety analytics app

Real-time insights. Real results. That's the idea behind our innovative safety analytics app, which we designed in house and launched in 2022. The app

allows frontline supervisors and team members to access key safety data and trends, which they can discuss during daily safety huddles. Supervisors can also use the app to flag behaviors that put team members at risk and use the visual interface to help team members understand and correct the issue.

Risk assessments

To assess risk, we conduct focused assessments in key areas, including machine guarding, vehicle-pedestrian interfaces, and electrical and mobile equipment. We regularly conduct inspections to identify the potential for SIF risks. The findings from these audits are risk-ranked based upon severity, frequency, and probability of injury to help leaders prioritize corrective actions at each site.

Integration plans for new acquisitions

After acquiring three companies in late 2021 and early 2022, we developed comprehensive safety integration plans based on our existing EHS framework. These plans help our new facilities quickly get up to speed on Southwire's safety culture, standards and best practices.

Incident and near miss reporting

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

Corrective action

Both frontline team members and their leaders partake in incident reviews and develop and implement corrective actions. All sites utilize the DHP for problem-solving events with cross-functional teams to address EHS incidents. We conduct problem-solving events for leading indicators — not just lagging events — including near-miss events, reportable releases, notices of violations, first aid events, and significant injuries or illnesses. Our methods for investigation include: 5-Why, failure mode and effects analyses, 8D, and the Fish Bone Process. We also have post-incident learning teams that conduct deep dives into latent health and safety conditions and evaluate at-risk behaviors associated with incidents.

SUPPORTING TEAM MEMBER WELL-BEING

We work hard each day to create a supportive, inclusive and balanced workplace centered on our team members' overall well-being. This helps us attract and retain the best talent in our industry and positions Southwire and our team members for continued success.

We offer a variety of benefits and resources to help our team members maintain strong physical and mental health, manage their finances, engage with their communities and find a critical balance between work and life. We know the needs of our team members can vary over time and have made it a top priority to ensure we are offering crucial benefits to help our team members and their families thrive.

As we work to provide the best work-life benefits possible, we have partnered with multiple industry-leading organizations to grow our offerings and make them inclusive of all team members' needs. This includes our new partnership with Spring Health, a new mental health and Employee Assistance Program (EAP), which enables us to provide team members and their household family members with access to therapy visits, coaching, support from a Care Navigator, work-life services and an on-demand library of self-guided exercises to improve mental well-being. These services support our team members in managing issues such as stress, anxiety, sadness and more.

Throughout 2022, we developed plans to establish additional updates and benefits to support Southwire families in the coming year. These updates include significantly increasing bonding time in our maternity and paid parental leave. We are also embarking on a partnership with Progyny, the nation's leading fertility specialists, to bring Southwire team members and their spouses a smarter approach with better care, more successful outcomes and better treatment options to support all paths to parenthood. Within the Progyny benefit, Southwire will include an adoption reimbursement assistance program for team members going through the adoption process to build their family.

"The four-day schedule has allowed me to make choices that are more positive for my health. I have even run my first marathon — you should have seen me at the finish line! I felt like Southwire was right there with me."

- Shannon Milliman, Training Manager at Southwire



"I have a 19-month-old, and getting the flexibility to spend extra time at home with him means the world to me."

- Jorge Nuno, Senior Lean Specialist at Southwire

We proudly offer the following total rewards to eligible team members:

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 contribution.

Pensions for our full-time, hourly U.S. team members.

Life and short-term disability insurance.

Four weeks of fully paid parental leave and eight full weeks of fully paid maternity leave at 100%.

Family benefits including fertility treatments, family planning and an adoption reimbursement assistance program.

Access to quality health care by providing a stipend to offset travel costs when care is not available near the team member's residence.

Retirement readiness counseling.

A tuition reimbursement program.

Access to on-site fitness centers and/or gym membership reimbursement.

Access to a comprehensive mental health benefit and EAP to provide a holistic approach to team members' and their household family members' well-being.

GIVING BACK

Creating a workplace that we can be proud of is about more than being a great employer. It's about being a compassionate neighbor and realizing our Giving Back tenet in the most meaningful ways we can.

At Southwire, we are committed to improving the quality of life in the places we call home. We enthusiastically share our time, talent and financial resources to help uplift those in need. Our goal is to enable and engage our workforce in building more sustainable communities. Through volunteerism, community partnerships and charitable giving, we are bringing this goal to life.

CREATING SHARED VALUE

Our neighbors depend on us, and we depend on them, too. That's why creating shared value is at the heart of Southwire's commitment to Giving Back.

We take time to understand the needs of our communities and engage them to provide purposeful support. Along the way, we create value for Southwire by strengthening our relationships with team members, neighbors and future talent. Our charitable giving strands include:



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.

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.

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.

Within our goal to build more sustainable communities, we have established a target that 100% of Southwire's Giving Back communities will lead at least two annual Giving Back events by 2025. One of the events will connect to a Southwire signature event, and the other should align with our charitable giving strands. We developed this target to broaden the scope of our Giving Back activities and empower individual sites to take ownership of initiatives that are relevant to the communities they serve.

Throughout 2022, our teams made progress toward this target as they continued to put their efforts behind Southwire's signature events. Our sites and ERGs also got involved in events focused on community health, cultural awareness and disaster relief. At an enterprise level, we invested in partnerships to provide local youth and residents with the skills and support needed for long-term workforce success.



HOW WE GIVE BACK

Southwire's Communications and Giving Back team is responsible for our company's community engagement and philanthropy efforts, including:

CORPORATE PHILANTHROPY

Southwire provides charitable donations to our Giving Back communities and nonprofit partners.

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.

Southwire CARES, Inc. 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) — 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.

"It's important to give back and take care of others, locally and globally. When the need arises, Southwire continues to step up and answer the call."

- Fernando Esquivel, Executive Vice President of People & Culture at Southwire

FOSTERING A CULTURE OF SERVICE THROUGH PROJECT GIFT®

When we look to support our Giving Back communities, the first thing we do is serve. Project GIFT® programs empower our team members to volunteer for causes that make a difference in their neighbors' lives. Throughout the years, we have partnered on initiatives with Toys for Tots, Angel Tree, Water Mission, the American Cancer Society, Habitat for Humanity, Feeding America and many others. Here's how we engaged our team member volunteers to serve our communities in 2022:

Walk for Water

Our newest signature event is Walk for Water, which we developed in partnership with Water Mission. The international nonprofit is dedicated to ending the global water crisis by developing sustainable and safe water, sanitation and hygiene solutions. Southwire has previously supported Water Mission through charitable donations, and we were excited to build on that relationship with our first Walk for Water event in May. The course — which team members could walk in-person or virtually — was designed to raise awareness of the distance many people walk to meet their daily water needs. Participants walked 1.5 miles to a water source, where they filled buckets that they carried back and used to water trees and plants.

“Southwire’s partnership with Water Mission ensures that we are doing everything in our power to eliminate the global water crisis and create an equal playing field for people around the world.”

- Wil Rainey, Project GIFT® Coordinator at Southwire

“I am thankful that Southwire provides us with the opportunity to make a difference in communities that need help the most, and I look forward to seeing the smiles on children’s faces as we help equip them for the upcoming school year.”

- Mariah Melis, Project Specialist at Southwire

Together, they raised more than \$25,000 in charitable donations to support Walk for Water’s work. The University of West Georgia served as an elite partner for the event, with additional partners including SERVPRO, Addison Smith, Aubrey Silvey, Times–Georgian, NewLeaf Marketing, Gradick Communications, Tisinger Vance and Phoenix Wood Products.

Back to School Drive

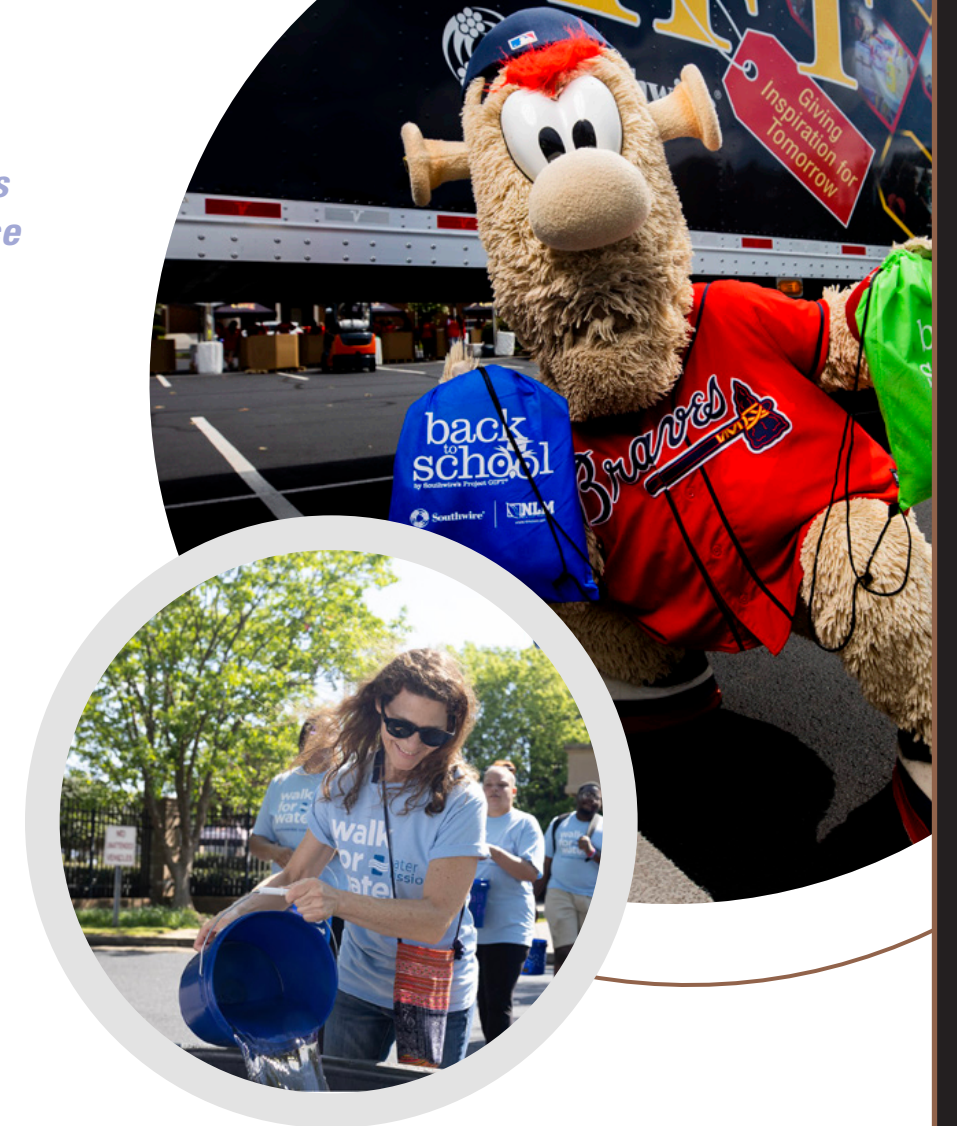
Over the summer, we held our annual Back-to-School Giveaway, with participation across multiple sites. Nearly 100 Project GIFT® volunteers held a drive-thru event in Villa Rica, Ga., where they distributed more than 4,000 bags of school supplies to students in need. The location also donated 1,200 bags to local nonprofits serving students throughout West Georgia and East Alabama. Team members held similar in-person events at sites throughout Georgia, as well as in California, Indiana, New York, Texas and Honduras. Across all Southwire facilities, we donated a total of 30,000 bags in 2022.

Toys for Tots Collection Drive

Nothing puts us in the holiday spirit like Giving Back. In December, we were excited to host our annual toy drive with the help of Project GIFT® volunteers and community members in Carrollton, Ga. This was a special year, as it marked Toys for Tots’ 75th anniversary of bringing hope and joy to less fortunate children throughout the U.S. To mark the occasion, we set an ambitious goal to collect 7,500 new, unwrapped toys for children in Carroll County. During the drive-thru event, volunteers nearly achieved this target by collecting more than 6,500 toys.

“Though it may seem small to some, no parent wants their child to go without, especially at Christmas. This incredible partnership allows us to do our part in ensuring that doesn’t happen to the children in our community.”

- Kristian Whittington, Manager of Giving Back at Southwire



Disaster Relief

In response to Hurricane Ian, a Category 4 hurricane that touched down in Southwest Florida, Project GIFT® volunteers hosted a disaster relief drive to collect monetary donations and essential supplies. In total, 41 team members served 120 hours and raised nearly six tractor trailers of much-needed supplies to support those affected by the storm. Volunteers also responded to deadly flooding that ravaged communities throughout Kentucky in late July. More than 30 team members served over 125 hours hosting disaster relief drives in August, which raised nearly \$10,000 in addition to other supplies.

Support for Ukraine

Many Southwire team members were eager to contribute to relief efforts for the people of Ukraine. In response, the Project GIFT® organization partnered with Project HOPE, a nonprofit that addresses disasters and health crises, among other global issues. Through the partnership, we committed \$25,000 to support refugees throughout Ukraine and beyond. Volunteers also took part in a weeklong collection effort, which raised an additional \$6,145.

Recognizing Breast Cancer Awareness Month & LGBTQ+ History Month

In October, Southwire recognizes Breast Cancer Awareness Month and LGBTQ+ History Month with resources and opportunities to get involved. Our Women's Network ERG partnered with the Project GIFT® organization

“Nathan’s wish was a wonderful opportunity for our volunteers to do what they do best — serve with their time and talents. It was a joy getting to see our team building, problem solving and designing something so meaningful for such a sweet family.”

- Kristian Whittington, Manager of Giving Back at Southwire

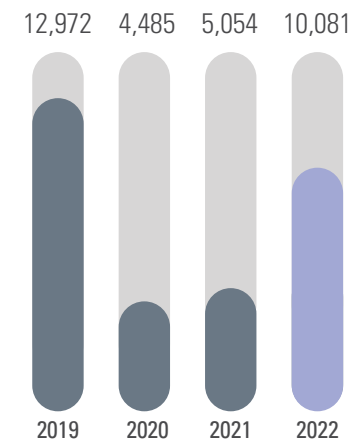
to host a virtual auction and 5K to benefit Hope for the Journey, raising nearly \$10,000 to provide services for families impacted by breast cancer in West Georgia. Through this and other events held across Southwire sites, team members raised more than \$15,000 to support those affected by breast cancer and international cancer research.

Meanwhile, Southwire’s Allied ERG provided resources to bring awareness of LGBTQ+ history. Southwire also sponsored the Atlanta Pride Parade and Festival, with participants walking in the parade and volunteering at Southwire’s booth.

Make-A-Wish Complete Room Makeover

Over the summer, 15 Project GIFT® volunteers came together to make one boy’s wish come true. They partnered with Make-A-Wish, a nonprofit established to grant the wishes of children with critical illness, to do a complete room makeover for a recipient named Nathan. Nathan is an 11-year-old diagnosed with acute lymphocytic leukemia who dreamed of having an Alabama “Roll Tide” themed room. To create it, the volunteers spent two days painting walls, assembling furniture and setting up decorations. Southwire leaders pitched in with Project GIFT® donations to help fund the transformation.

Project GIFT® Volunteer Hours



“Southwire demonstrated the importance of DEI by promoting the parade and providing an unforgettable experience to learn more about the LGBTQ+ community. It is important that we continue to build and expand a safe space for everyone to be their authentic selves and, more importantly, be an ally in promoting diversity and inclusion.”

- Dixon Lee, Insights and Innovation Manager at Southwire Canada

“The community, volunteers and incredible partners who came together and put their differences aside to help those whose lives will never be the same is a big reason why I am so thankful to be a part of something like this.”

- Donnie Sanders, Operational Strategy Manager and Giving Back Coordinator at Southwire’s Hawesville Kentucky Plant

TAKING CARE OF THE PEOPLE BEHIND THE POWER™ WITH THE POWER FUND

Now in its 17th year, the POWER Fund remains focused on taking care of Southwire team members faced with emergency circumstances outside of their control. In 2022, the POWER Fund distributed more than 600 grants to team members in need, totaling \$885,087.

Among other circumstances, these funds supported team members dealing with a serious illness or injury, the effects of a natural disaster and an immediate family member's loss of life. In addition to Southwire's corporate contributions, nearly 55% of team members donated to the Fund to ensure grants remained available as emergency situations arose.

Team members who commit to becoming POWER Providers with a recurring gift of any amount receive a POWER Fund T-shirt in appreciation for their continued support of their fellow coworkers. Southwire matches every recurring gift into the Fund, doubling the impact!

"If it wasn't for the POWER Fund, we wouldn't have made it. It's just that simple."

- Jeff Russell, Production Lead at Southwire, who used the POWER Fund to help support his family as his son recovered from a traumatic brain injury caused by a car accident.

POWER Fund at a Glance

\$11.5M+ \$885K+

total distribution
to date

distributed through
603 grants in 2022

~55%

team member
participation in 2022



Engaging Our Team Members in Giving Back

Southwire's Communications and Giving Back teams keep a list of active volunteers, to whom we reach out through emails and other channels. For example, we use digital screens at our facilities to post opportunities that are both local and organization-wide.

In 2022, we launched a new Southwire app that team members can use to access volunteer opportunities from their phones. The app has been a gamechanger for streamlining our Giving Back communications, and team members can use it to connect with a YourCause page where they can sign up to volunteer.

Those who volunteer at least twice per year earn "active black shirt status" and receive one of our signature Project GIFT® black shirts. It's a badge of honor that can only be earned through putting in the time and effort to get involved and give back.

MAXIMIZING OUR IMPACT THROUGH PHILANTHROPY

Southwire partners with organizations that align with our values to power positive change in the communities we serve. In 2022, we contributed a total of \$2.8 million in charitable contributions across our five charitable giving strands. As we continued to grow our DEI efforts, we increased our charitable giving in this area from \$325,000 to \$500,000. To maximize our efforts, we partnered with organizations including the Wounded Warrior Project, AUCC, WiM, Chris 180, the MLK Center of Atlanta and more. We also gave nearly \$200,000 to support environmental initiatives, while working with organizations including The Ray, One Hundred Miles and local chapters of Keep America Beautiful. Our additional partnerships throughout the year included:

AMB Sports & Entertainment

In February, we announced our partnership with AMB Sports and Entertainment (AMBSE), part of the Arthur M. Blank Family of Businesses. AMBSE is also the parent company of the Atlanta Falcons, Atlanta United and Mercedes-Benz Stadium. As part of this partnership, Southwire is now the exclusive sponsor of two AMBSE programs:

- **Westside Works**, which provides education and training to support employment opportunities and job success for Atlanta residents.
- **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.

West Georgia Technical College

In November, we celebrated our partnership with West Georgia Technical College (WGTC), which held a lab-naming reception to unveil the new Southwire Precision Manufacturing and Maintenance Lab at its Carroll Campus. We have proudly committed a total contribution of \$500,000 to support the advancement, education and training of WGTC’s manufacturing students over the next three years. We will also provide equipment to the college and foster corporate training through its Economic Development, Community Affairs and Adult Education divisions.

Atlanta United & Trees Atlanta

At the end of August, Southwire partnered with Atlanta United to host a two-day Youth Summit event. Throughout the weekend, students from 12 for Life® and the Latin American Association volunteered with Trees Atlanta, a nonprofit community group that protects and improves Atlanta’s urban forest. They also participated in a program focused on the importance of skilled trades, including in relation to sports. As a highlight, they enjoyed a pre-match experience, followed by the Atlanta United vs. D.C. United match.

Southwire also teamed up with Atlanta United and Trees Atlanta for a Greener Goals event. Together, we hosted 20 Atlanta Public School students for an educational program at the Georgia Aquarium, in which students learned about recycling, the impact of plastic pollution, the effects of the water cycle on our global climate and the importance of urban planting.





CORPORATE GOVERNANCE

We power ethical and responsible business practices — within and beyond our company's walls.

BUSINESS & GOVERNANCE SNAPSHOT

Our vision says it all: We Deliver Power...Responsibly®. At Southwire, that means we stay true to our company's legacy of acting with honesty and integrity and treating one another with mutual respect. This sentiment applies to all aspects of the way we operate — driving us to model effective leadership, practice sustainable sourcing and act ethically each day. It shapes our proactive approach to risk management and our promise to be transparent and responsive when challenges arise. We hold our heads high, knowing we've built a reputation as a company our stakeholders can trust.

2022 HIGHLIGHTS

Achieved both 2022 targets for our Supplier Diversity Program.

Achieved a total spend of \$672 million with small- and diverse-owned businesses, which made up 37% of our supply chain.

Completed an end-to-end risk assessment for nonmetals suppliers.

Continued our partnership with BHP and advanced to phase two of a Carbon Neutral product pilot.

Celebrated our third-annual Ethics & Compliance Week.

Deployed a new Third-Party Compliance Risk Screening Policy.

Began a partnership with The Copper Mark and advanced our participation in The Copper Mark's Fabricator pilot.

Introduced new training, technologies and services to enhance cybersecurity in a remote-work environment, with 83% of team members completing our annual cybersecurity training — a YOY increase of 25%.

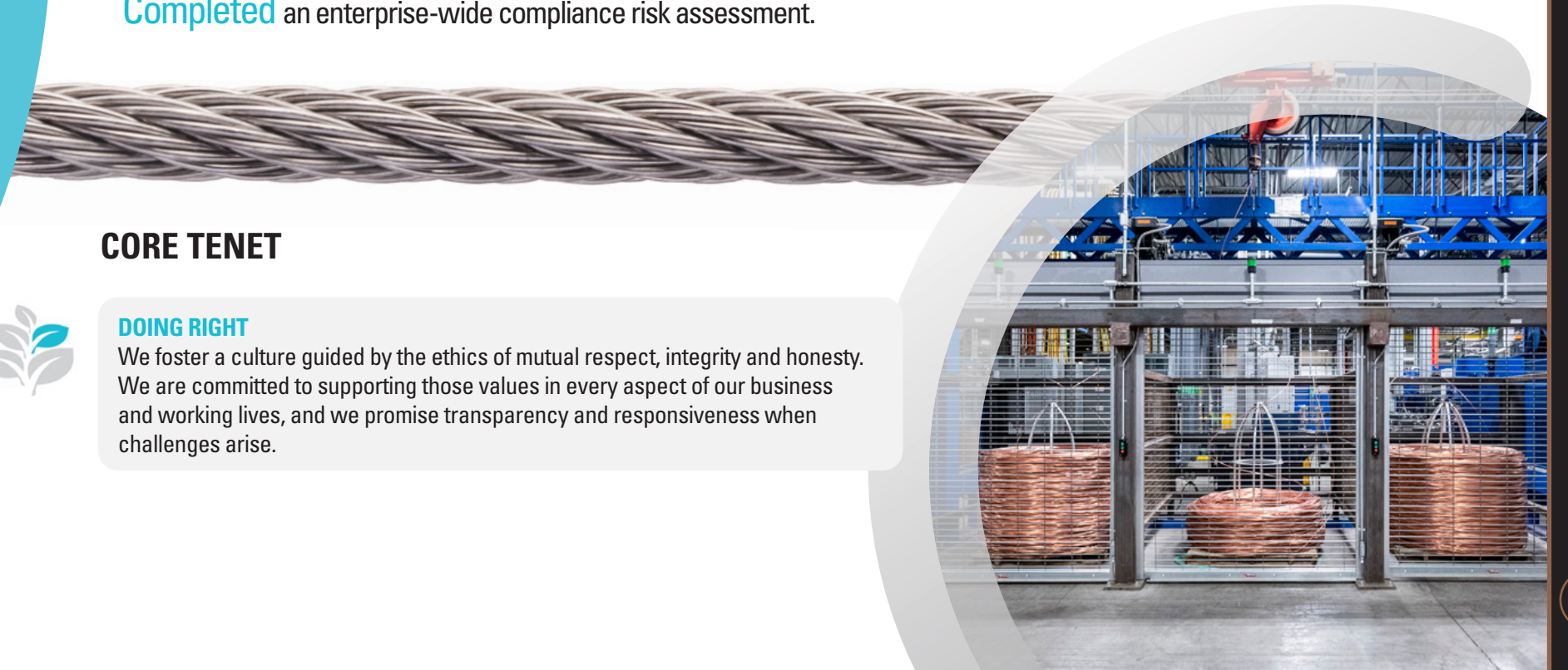
Completed an enterprise-wide compliance risk assessment.

CORE TENET



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.



CORPORATE GOVERNANCE

Leadership and accountability are the driving forces that help us propel our sustainability initiatives forward. Southwire's strong corporate governance program provides the foundation for these efforts, with oversight and responsibility of key sustainability areas extending up to our Board.

SUSTAINABILITY GOVERNANCE

The Board's Sustainability Committee oversees the development and implementation of significant policies and practices related to the following sustainability areas:

- Environmental and social risks and opportunities
- Team member health and safety
- Corporate citizenship

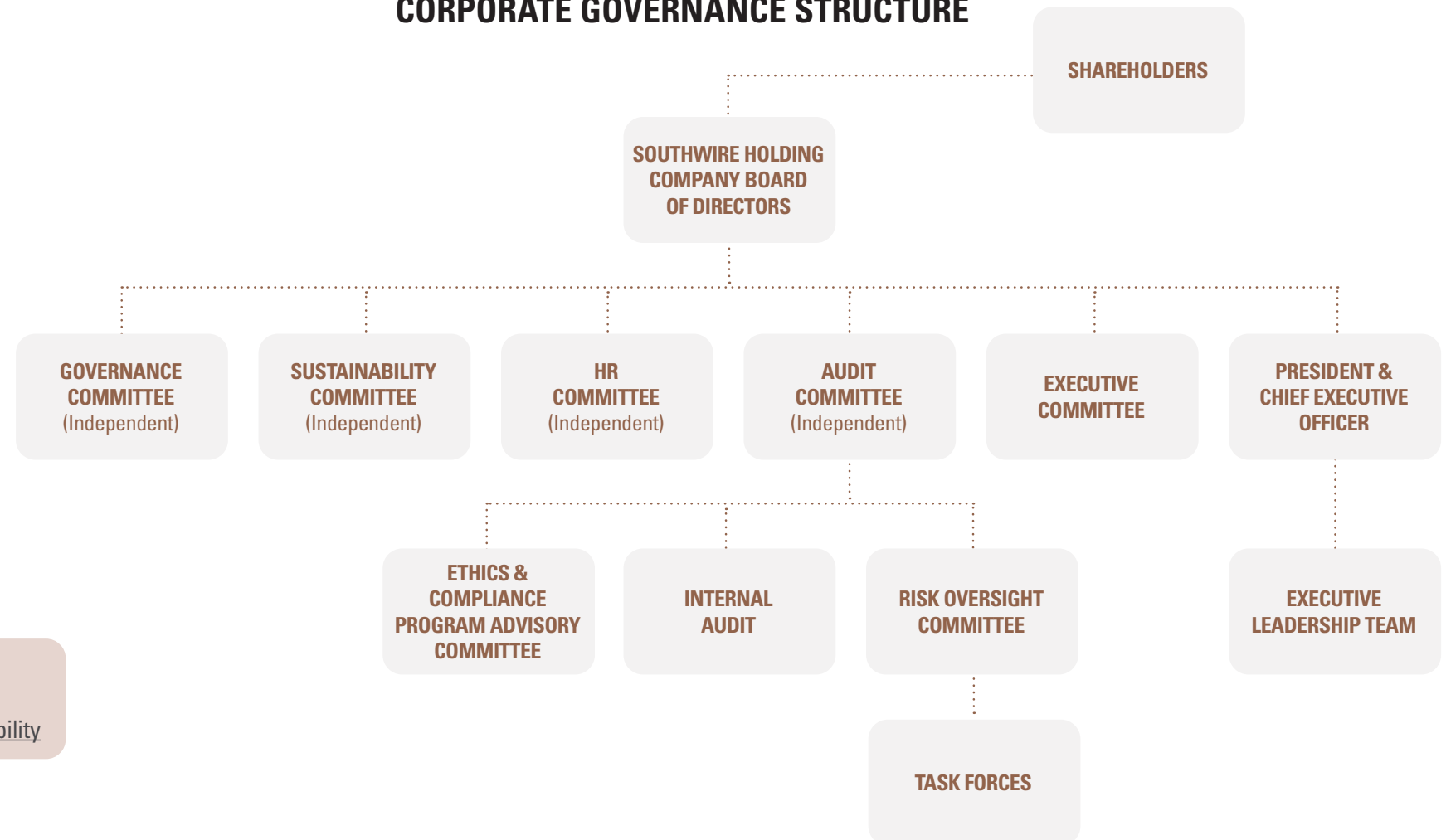
Additionally, the committee assists Southwire's management in setting and monitoring sustainable business goals and establishing practices that create value for our company, shareholders, team members, suppliers and customers. It also advises our Board and management on significant public issues that are pertinent to our company and stakeholders.

Members of the committee meet at least three times per year to discuss and act on key sustainability topics. They help our company align our operations with our five core tenets of Growing Green, Living Well, Giving Back, Doing Right and Building Worth. In 2022, the committee was integral to the development and approval of Southwire's new Scope 3 emissions-reduction goal.

Learn more about our approach to ensuring management and accountability in key sustainability areas:

[Safety](#) [Energy & Emissions](#) [Diversity, Equity & Inclusion \(DEI\)](#) [Supplier Sustainability](#)

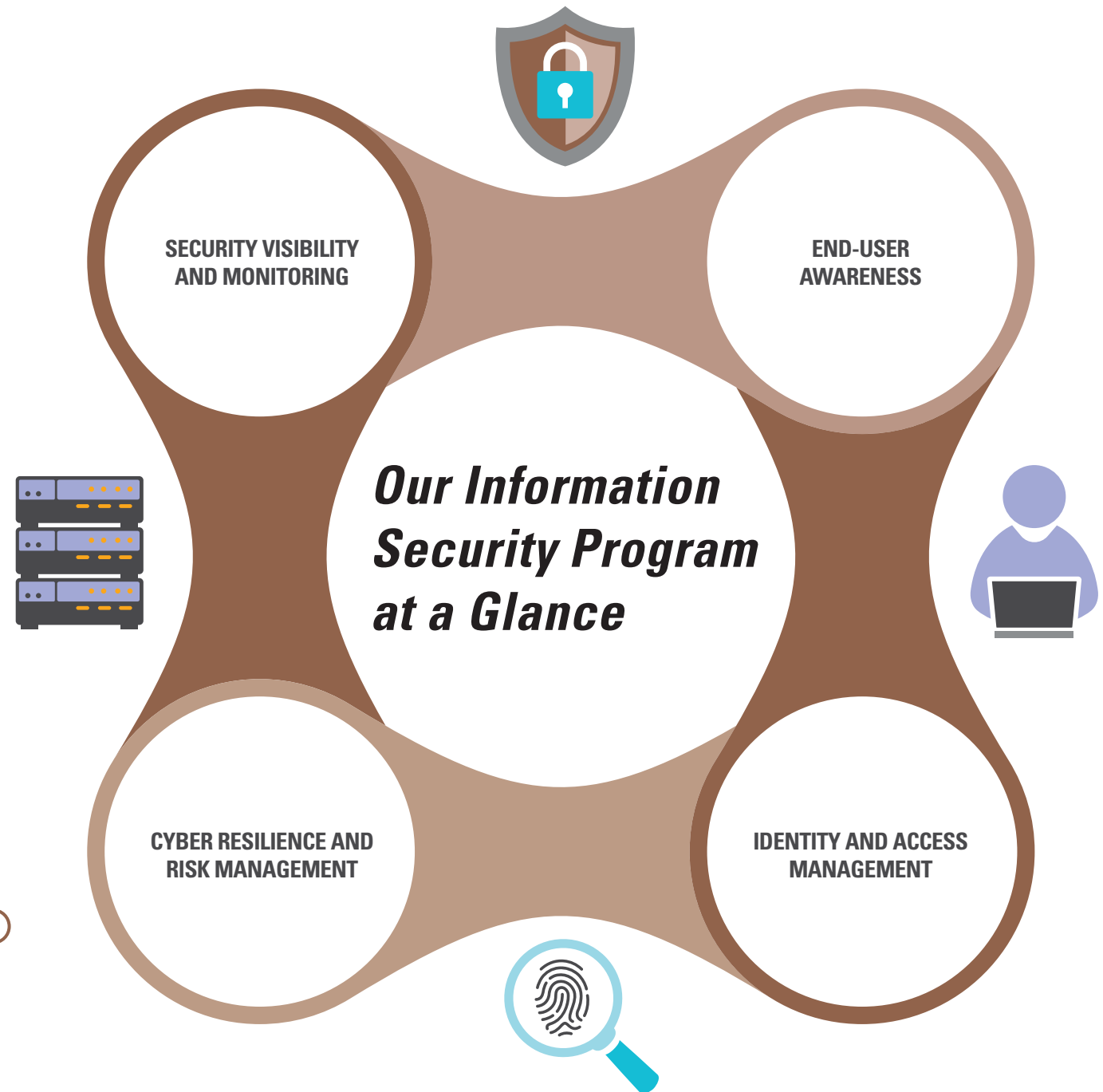
CORPORATE GOVERNANCE STRUCTURE



CYBERSECURITY & DATA PRIVACY

In an increasingly digitized world, cybersecurity and data privacy are core components of risk management and business resilience. We take seriously our responsibility to safeguard information relating to our company, customers, suppliers and team members.

The cybersecurity landscape is ever evolving, with new risks, best practices and technologies continuing to emerge. Therefore, we take a proactive approach to educating our team members about these topics while continually enhancing our data and information security systems to prevent breakdowns and security breaches. We invest in resources to protect against unauthorized information access, disclosure or use. We also perform information security assessments and penetration tests on a yearly basis.



CYBERSECURITY & DATA PRIVACY MANAGEMENT & ACCOUNTABILITY

We focus on embedding information security considerations across our business activities, and our Information Security Program complies with the National Institute of Standards and Technology cybersecurity framework. Southwire's vice president of Enterprise Information Security leads the program and reports updates and incidents to the Information Security Oversight Committee (ISOC), Executive Leadership team and Board of Directors Audit Committee. The ISOC includes Southwire executives from Operations, Legal, IT, People & Culture, Modernization, Physical Security and Communications, and Giving Back.

TEAM MEMBER TRAINING & EDUCATION

We encourage every Southwire team member to be a security champion. Our training and engagement efforts are designed to support team members with strategies to identify, avoid and effectively respond to potential threats — both in and out of the workplace.

All team members actively participate in our Information Security program by engaging in regular phishing assessments, completing annual and monthly cybersecurity training, and reporting suspicious activity to the Cybersecurity team. In 2022, we introduced new end-user training covering threats that workers may be more likely to face when working remotely. Southwire also procured new technologies and services to further secure our remote-work environment.

RISK MANAGEMENT & THREAT DETECTION

Our risk management approach uses actionable metrics, data and threat intelligence to monitor, protect, and provide visibility into our cybersecurity efforts. We also engage expert service providers as needed to develop additional threat responses.

We have established a Security Operations Center, which provides 24/7 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. Additionally, throughout the year, we host regular security-incident response tabletop exercises with various business units, vendors and partners as part of our Cyber Readiness program.



ETHICS, ANTI-CORRUPTION & TRANSPARENCY

Our firm commitment to ethics, anti-corruption, and transparency is at the heart of our Doing Right tenet. These fundamentals are woven into Southwire's rich history and have helped us continue to build and maintain our stakeholders' trust.

Throughout our operations, we strive to uphold the highest standard of ethical, responsible conduct. We work with third-party consultants and leverage risk assessments, case-management analyses, benchmarking, and our Ethical Culture Survey to identify and address potential ethics or compliance risks.

In 2022, we published a new Third-Party Compliance Risk Screening Policy and completed an enterprise-wide compliance risk assessment. By continuing to mature our Ethics & Compliance program, we aim to achieve recognition on Ethisphere's list of the World's Most Ethical Companies by 2025.

RESOURCES & POLICIES

- Our Code of Business Conduct — Doing Right, The Right Way (Code), sets forth the guiding principles and policies we have established to promote and ensure ethical behavior. 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-management-related activities and goals.

- We continue to build awareness, processes and trainings on policies addressing risk areas such as anti-corruption, anti-retaliation, anti-competition, anti-money laundering, conflict of interest, human trafficking and whistleblowing.
- Additional governing documents that support the program include:
 - Ethics & Compliance Program Charter
 - Supplier Code of Conduct
 - Board of Directors Code of Conduct

To view these documents, visit the [Governance](#) and [Doing Right](#) pages of our website.

Team members and third-party affiliates also can access our Doing Right Connection web page and team member portal to build their awareness of our values and expectations and access the Ethics & Compliance policies and resources. The portal links to our Doing Right Helpline, which enables team members and stakeholders 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 available 24/7, 365 days a year.

ANTI-CORRUPTION PROGRAM

As a signatory to the UNGC, Southwire fully supports Principle 10 — Anti-Corruption — and fights all forms of corruption, including extortion and bribery. In addition, the Fair Competition and Conflicts of Interest sections of our Code — along with dedicated policies on anti-bribery, competition law, money laundering, human trafficking, conflict of interest, gifts and entertainment, whistleblower protection and anti-retaliation — provide for actions to address ethics and corruption issues.

The PEOPLE behind the POWER™

 SENIOR LEADERSHIP TEAM



RICH STINSON
PRESIDENT & CEO
Southwire Company

NORMAN ADKINS
PRESIDENT
Wire & Cable
Chief Operating Officer

GUYTON COCHRAN
EVP
Chief Financial Officer

TOM COURTNEY
SVP
Services

FERNANDO ESQUIVEL
EVP
Chief People & Culture Officer



BURT FEALING
EVP
General Counsel, Chief Compliance Officer, Chief Sustainability Officer & Corporate Secretary



CHRIS GRANT
SVP
Chief Strategy Officer



CARA HERZOG
VP
Chief DEI Officer



CHARLIE MURRAH
EVP
Chief Supply Chain Officer



TRAINING & ENGAGEMENT

We want every team member to have the knowledge and resources needed to thrive in our Doing Right culture. Accordingly, we engage our team members and leaders through various activities, such as surveys, discussion sessions and training.

In 2022, we provided our second enterprise-wide Ethics & Compliance update and hosted our third annual Ethics & Compliance Week. For the update, we held Ethics & Compliance sessions with Southwire's top leaders and leaders from our various sites, while our various local and department leaders engaged with their teams. In the local leader-led sessions, leaders discussed their team's Ethical Culture Survey results, the investigation program, ways to report concerns and other elements of the Ethics & Compliance program. The site leaders also used location-specific results from our Ethical Culture Survey to implement improvements.

During our Ethics & Compliance Week, we promoted awareness and reporting through a variety of programs and communications. For example, we hosted a trivia activity that included participation by 664 participants across 37 locations. In 2022, we also hosted a multi-day, in-person Internal Investigations Workshop to train investigators from our People & Culture, Internal Audit, Corporate Security and Ethics & Compliance teams. Outside of these activities, we engaged team members through Speak-Up campaigns focused on increasing internal reporting. As a result, in 2022, we received 174 reports through our various reporting channels — up from 87 reports the previous year. We use learnings from the investigations into these reports to help increase awareness and implement process improvements.

Training Our Teams & Responding to Violations

Southwire conducts annual compliance training to ensure all team members understand our commitment to ethical practices. We also conduct various other role-based trainings based on business risk. We use a leading eLearning platform to conduct Code of Conduct and Anti-Corruption

trainings and track the completion of training sessions in real time. By the end of 2022, 100% of legacy U.S. and international team members participated in our Code of Conduct training, with additional efforts to train team members who joined Southwire via acquisition in later months. Beginning in the fall of 2022, Southwire also launched a customized Code of Conduct training for all new hires. Additionally, all assigned team members completed Anti-Corruption training.

During the year, as we continued to promote a “speak up” culture and educate on the importance of reporting, we saw an uptick in reports of workplace violence and threats. Other common violations included harassment and employee relations issues, bullying, and theft and discrimination. To help address these issues, we developed quick-reference cards to trigger prompt reporting while focusing on awareness communications during our Ethics & Compliance Week. Additionally, our Security team deployed computer-based training on workplace violence. We also engaged nearly 800 team members in our Learning Academy for Frontline Leaders, which focused on strategies for emotional intelligence and conflict resolution.

Measuring Our Performance

To further assess our Ethics & Compliance performance, we work with Ethisphere — a global leader in corporate ethical standards — to administer an enterprise-wide Ethical Culture Survey. We administered a survey at the end of 2021, and achieved an above-benchmark participation rate of 53%.

As we continue to have our Ethics & Compliance program assessed by Ethisphere, we have challenged ourselves to achieve recognition on its World's Most Ethical Companies list by 2025. In 2022, we completed an exercise to benchmark Southwire's ethical performance against companies that are currently on the list.

RESPONSIBLE SUPPLY CHAIN

Southwire's supply chain fuels our global operations and reflects our internal priorities and commitments. We invest in supplier relationships modeled on our company's values of empowerment, trust, consistency and inclusion — values that guide our ethical sourcing practices related to the environment, supplier diversity and human rights.

Our Supplier Sustainability program sets the foundation for rigorous procurement practices that support the resilience, competitiveness and longevity of our company. Through the program, we continue to meet our customers' high expectations around providing supply-chain transparency and delivering best-in-class products, services and components. Our goal is to continually strengthen our supply chain's business and sustainability performance so we can build on our family-owned business' long legacy of success.

SUPPLIER SUSTAINABILITY PROGRAM

Our Strategic Sourcing team, led by our chief supply chain officer (CSCO), monitors and manages our Supplier Sustainability program. Through the program, we actively manage 30 of Southwire's high-volume and essential-component suppliers, which collectively represent 80% of our raw material spend (excluding metals). We leverage the program to:

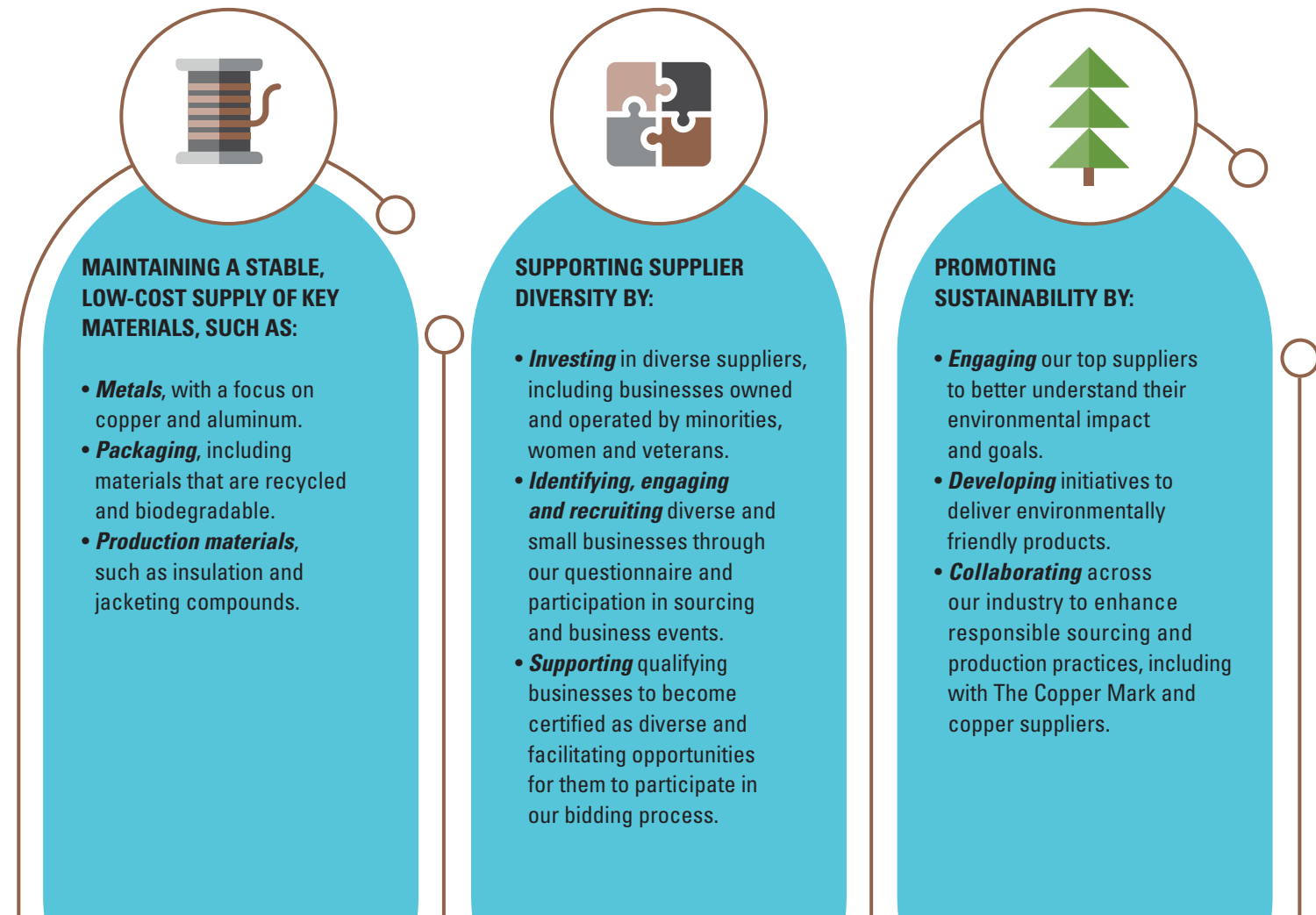
- Distribute our Global Supplier Sustainability Manual.
- Request annual supplier information on social, environmental and other sustainability topics.
- Conduct audits of suppliers' sustainability and quality-management systems using measures including quality, on-time delivery, cost containment and customer satisfaction via our biannual Supplier Scorecard.

In the case that a supplier is underperforming in any of the above areas, we will typically log a Quality Notification and follow up with appropriate corrective actions.

In 2022, our Strategic Sourcing team worked with a third party to perform an end-to-end risk assessment of our nonmetal raw material supply chain.

One of our insights through the assessment — and through observations over the past several years — is the importance of leveraging our size and scale to add additional supply sources to Southwire, with a focus on those located outside of hurricane-prone areas, such as the U.S. Gulf Coast. Based on this insight, we have initiated actions such as qualifying a new PVC resin supplier located outside the hurricane zone.

How We're Building a Strong, Sustainable Supply Chain



The assessment also evaluated our organizational structure to help us develop a roadmap for further mitigating risk in the coming years. We are now working to put a more formal governance structure in place to support future compliance, resilience and growth. In 2022, we began to grow this team by promoting existing team members and putting new positions in place. For example, we promoted an existing team member to the position of director of Strategic Sourcing and hired new managers of Maintenance, Repair, and Operations and of our Supply Chain Governance team.

Southwire's Supplier Code of Business Conduct outlines our standards and expectations for our supplier activities, including anti-bribery and anti-corruption, labor and human rights, conflict minerals, health and safety, and environmental impact. Learn more about how we're living up to our [Doing Right values](#).

REDUCING OUR SUPPLY CHAIN EMISSIONS

To make meaningful progress in reducing our carbon footprint, we must address Southwire's supply chain emissions. Our goal is to implement six activities to reduce our Scope 3 carbon emissions by 2028. While we haven't yet defined these activities, upstream emissions comprise a significant portion of our Scope 3 footprint. Thus, we engaged our suppliers to better understand their sustainability performance in 2022.

During our third-party risk assessment of critical nonmetal, raw material suppliers, we learned that more than 60% have published environmental, social and governance goals. We are now engaging our top suppliers by spend to better understand their carbon footprint and active sustainability programs, and to develop joint initiatives to advance sustainability-minded products.

On the industry side, we advanced to the second phase of a pilot program we began in 2021 with the resource company BHP to trace low- and net-zero carbon copper products as they travel throughout the supply chain. During phase one of the pilot, we traced the emissions of copper extracted by BHP through the shipping process and to its production at our copper rod mill in

Carrollton, Ga. In 2022, we completed phase two by extending the tracking to include wire construction. We also identified a customer who will work with us to extend tracking throughout the shipping process for the third phase of the pilot in 2023 and 2024.

Managing & Reducing Transportation-Based Emissions

Road transportation is a major contributor to global emissions, so we are focused on addressing this area of our supply chain, as well. For example, we analyze raw material locations so we can source locally when possible, reducing both greenhouse gas emissions and costs. We also use rail and intermodal transportation when feasible, as they are less emissions-intensive than traditional trucking. To improve route efficiency, we encourage our contract carriers to participate in the Environmental Protection Agency's SmartWay® program. In 2022, we dedicated 91% of our annual freight spend to SmartWay®-certified carriers.

METAL SOURCING

Copper, aluminum and other metals are integral to Southwire's business. Nearly all our 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 10 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 Ten Principles of the UNGC. The principles encompass human rights, labor, environment and anti-corruption, and drive the advancement of the U.N.'s Sustainable Development Goals.

Promoting Responsible Copper Production with The Copper Mark

Our new partnership with The Copper Mark demonstrates our ongoing commitment to delivering power responsibly. The organization works with companies to support sustainable, responsible copper production and provide comprehensive social and environmental assurance.

In 2022, we kicked off our participation in The Copper Mark's Fabricator Pilot, which aims to ensure a smooth expansion of the assurance process to fabricator sites. We will continue our participation in 2023, by engaging in on-site audits at our copper rod mill in Carrollton, Ga.; and our plants in Denton, Texas, and Lafayette and Bremen, Ind. Our goal is to complete the audits and achieve Copper Mark certification for these sites in 2023.



SUPPLIER DIVERSITY

Increasing supplier diversity aligns with our value of Doing Right and gives Southwire a competitive edge. Through our industry-leading Supplier Diversity program, we continue to embed the principles of DEI in our value chain by engaging with small businesses and businesses owned and operated by women, minorities and veterans.

We seek opportunities to identify and engage diverse suppliers by participating in conferences, seminars and other industry events. We are also an active corporate member of the Georgia Minority Supplier Development Council and the Greater Women's Business Council. 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 of \$50,000 or more.

Year over year, we challenge ourselves to increase Southwire's annual investment with diverse suppliers. Over the past five years, we have increased our spending in this area by 48%, with diverse suppliers now representing 37% of our total supplier pool. In 2022, we achieved our goal to increase the percentage of women- and minority-owned businesses in our supplier pool by 3%. To support this goal, we set and achieved an objective for our purchasing team to include at least one minority-owned business in its competitive bid for a specific project.

We included two diverse-owned suppliers in the bid for our Battery Atlanta office construction project and awarded the contract to Rand Construction, a certified, woman-owned supplier with a strong commitment to diversity. In 2022, they accounted for \$2.3 million of our diverse supplier spend.

2022 Supplier Diversity Highlights

\$672M

total diverse- and small-supplier spend.

28.6%

year-over-year increase in diverse- and small-supplier spend.

4%

of our certified-diverse suppliers were businesses that are women- and/or minority-owned.

Representation of Diverse Suppliers in Our Total Supplier Base
(as percentage)



Diverse Supplier Spend
(dollars in millions)



HUMAN RIGHTS

In every aspect of our business, we are committed to promoting and upholding human rights, including dignity, equality, justice and peace. From our global workforce to our network of suppliers, we work hard to ensure that every person who works with our company is treated fairly and with respect. We expect our suppliers, contractors, and associates to uphold the human rights of all individuals, 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. We also conduct risk-based due diligence and monitoring for “red flags” and misconduct. For example, many of Southwire’s overseas suppliers are subject to on-site Responsible Sourcing Audits conducted by an independent third party.



APPENDIX



ABOUT THIS REPORT

At Southwire, we are powering transformation through the innovative solutions we provide and our strong commitments to environmental sustainability and social responsibility. Our 2022 Sustainability Report is an extension of that commitment — demonstrating our emphasis on being transparent about our sustainability performance year over year.

This 2022 Sustainability Report focuses on Southwire’s sustainability commitments and practices, covering all company operations and locations in the calendar year of 2022, unless otherwise noted. This report is prepared in accordance with and in reference to Global Reporting Initiative (GRI) Standards. In some cases, data and information in this report related to our priority areas may include programs and activities underway prior to our most recent reporting year.

We published our previous sustainability report in July 2022, 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 reviews and verifies the accuracy of our Scope 1 and 2 emissions data using the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard.

We welcome feedback and questions about this report. Please direct inquiries regarding our sustainability disclosures, efforts and commitments to sustainability@southwire.com.

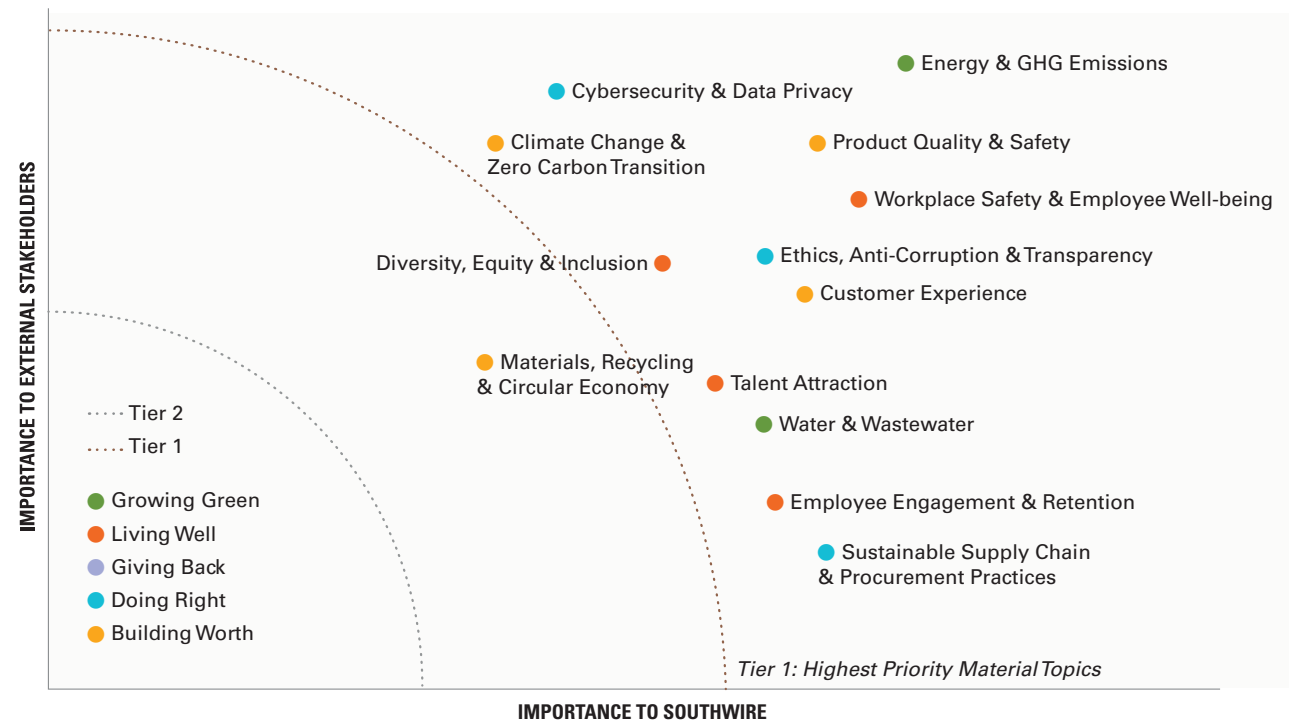
STAKEHOLDER ENGAGEMENT

We don’t shape our sustainability approach alone — we do it by engaging key stakeholders to understand their perspectives and identify the issues they care about most. We regularly engage our stakeholders through both formal and informal processes that allow us to identify and proactively address emerging sustainability needs, opportunities and risks.

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 2021, we engaged an independent third-party advisor to update our sustainability materiality assessment. Adhering to requirements of GRI, the assessment process identified, mapped, and prioritized sustainability issues, risks, and opportunities in terms of importance to Southwire’s business and to our stakeholders. The high-impact, high-importance material topics we identified include:

2021 Tier 1 Top Material Topics



GLOBAL REPORTING INITIATIVE (GRI) INDEX

Southwire Company LLC has reported the information cited in this GRI content index for the period January 1, 2022 to December 31, 2022 with reference to the GRI Standards.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE																											
GENERAL DISCLOSURES																													
GRI 2: GENERAL DISCLOSURES 2021																													
THE ORGANIZATION AND ITS REPORTING																													
2-1	Organizational details	Southwire Company, LLC Carrollton, GA																											
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 sustainability@southwire.com																											
2-4	Restatements of information	Southwire has no restatements for the 2022 reporting period.																											
2-5	External assurance	A third-party consultant calculates and verifies the accuracy of our Scope 1 and 2 emissions data using the GHG Protocol Corporate Accounting and Reporting Standard.																											
ACTIVITIES AND WORKERS																													
2-6	Activities, value chain and other business relationships	2022 Sustainability Report> Powering Transformation> Our Brands																											
2-7	Employees	<table border="1"> <thead> <tr> <th colspan="2">2022 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>8,033</td> <td rowspan="5"></td> <td rowspan="5"></td> </tr> <tr> <td></td> <td>Honduras</td> <td>314</td> </tr> <tr> <td></td> <td>Mexico</td> <td>253</td> </tr> <tr> <td></td> <td>Canada</td> <td>140</td> </tr> <tr> <td></td> <td>China</td> <td>51</td> </tr> <tr> <td>2022 Total</td> <td>8,791</td> <td>8,791</td> <td>8,469</td> <td>322</td> </tr> </tbody> </table>	2022 EMPLOYEES		EMPLOYMENT CONTRACT PERMANENT	EMPLOYMENT TYPE: FULL TIME	EMPLOYMENT TYPE: PART-TIME	Region	United States	8,033				Honduras	314		Mexico	253		Canada	140		China	51	2022 Total	8,791	8,791	8,469	322
		2022 EMPLOYEES		EMPLOYMENT CONTRACT PERMANENT	EMPLOYMENT TYPE: FULL TIME	EMPLOYMENT TYPE: PART-TIME																							
		Region	United States	8,033																									
			Honduras	314																									
			Mexico	253																									
			Canada	140																									
			China	51																									
2022 Total	8,791	8,791	8,469	322																									
Netherlands office closed in 2022.																													
2-8	Workers who are not employees	Southwire did not employ any temporary employees in 2022.																											

**GRI STANDARD/
OTHER SOURCE**

DISCLOSURE

LOCATION/RESPONSE

GOVERNANCE		
		<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>
2-9	Governance structure and composition	<p>Based on our commitment to strong governance, our board includes 12 members: three are shareholders, one represents top management and eight — a majority — 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 and 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 Governance page.</p>
2-10	Nomination and selection of the highest governance body	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.
2-11	Chair of the highest governance body	Rich Stinson serves as the President and CEO of Southwire.
2-12	Role of the highest governance body in overseeing the management of impacts	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.
2-13	Delegation of responsibility for managing impacts	The Sustainability Committee has direct responsibility for developing and overseeing the Company’s sustainability efforts and practices. It will review Company sustainability objectives, plans and performance and recommend actions, as necessary, to facilitate continuous improvement and align with stakeholder expectations.

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 and safety, ethics and compliance program, new and innovative technologies, sustainable goal setting and adequate resource dedication to sustainability related initiatives.</p> <p>More information on the committee’s responsibilities can be found in our Sustainability Committee Charter.</p>
2-15	Conflicts of interest	<p>Board of Directors Code of Conduct Ethics & Compliance Program Charter</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. Our Governance Committee Charter is available for review.</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 and supplier visits. Directors will be reimbursed for accredited seminars to facilitate continuing education. Additionally, each Director is required to complete at least 10 hours of approved continuing education every three calendar years.</p>
2-18	Evaluation of the performance of the highest governance body	<p>The Board will perform a self-assessment of the Board’s performance at least annually to improve the performance of the Board. The Governance Committee will oversee the conduct of the assessment, identify the subject matters to be addressed by the assessment, seek comments from all Directors, and communicate the results of any such assessment to the Board for discussion. The Governance Committee may periodically hire 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 STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
STRATEGY, POLICIES AND PRACTICES		
2-22	Statement on sustainable development strategy	2022 Sustainability Report> Powering Transformation> A Message from Our Leadership
2-23	Policy commitments	Ethics & Compliance Program Charter Supplier Code of Conduct Board of Directors Code of Conduct For more information on our policy commitments, please visit our Doing Right page .
2-24	Embedding policy commitments	2022 Sustainability Report> Business & Governance> Ethics, Anti-Corruption & Transparency
2-25	Processes to remediate negative impacts	2022 Sustainability Report> Business & Governance> Ethics, Anti-Corruption & Transparency
2-26	Mechanisms for seeking advice and raising concerns	2022 Sustainability Report> Business & Governance> Ethics, Anti-Corruption & Transparency
2-27	Compliance with laws and regulations	There were three instances of non-compliance in 2022. For more information, please visit our Regulator Actions archive site.
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.
STAKEHOLDER ENGAGEMENT		
2-29	Approach to stakeholder engagement	2022 Sustainability Report> Appendix> Stakeholder Engagement
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 approximately 0.2% of our full-time employees in 2022.
MATERIAL TOPICS		
GRI 3: MATERIAL TOPICS 2021		
3-1	Process to determine material topics	2022 Sustainability Report> Appendix> Stakeholder Engagement

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
3-2	List of material topics	2022 Sustainability Report> Appendix> Stakeholder Engagement
GRI 200: ECONOMIC		
GRI 205: ANTI-CORRUPTION		
3-3	Management of material topic	2022 Sustainability Report>Business & Governance> Ethics, Anti-Corruption & Transparency
205-1	Operations assessed for risks related to corruption	2022 Sustainability Report>Business & Governance> Ethics, Anti-Corruption & Transparency > Anti-Corruption Program
205-2	Communication and training about anti-corruption policies and procedures	2022 Sustainability Report>Business & Governance> Ethics, Anti-Corruption & Transparency > Training & Engagement
205-3	Confirmed incidents of corruption and actions taken	2022 Sustainability Report>Business & Governance> Ethics, Anti-Corruption & Transparency > Training & Engagement
GRI 300: ENVIRONMENTAL		
GRI 301: MATERIALS		
3-3	Management of material topic	2022 Sustainability Report> Sustainable Operations> Circularity & Waste Management
301-1	Materials used by weight or volume	2022 Sustainability Report> Sustainable Operations> Circularity & Waste Management
301-2	Recycled input materials used	2022 Sustainability Report> Sustainable Operations> Circularity & Waste Management > Reclaiming & Recycling Used Reels
301-3	Reclaimed products and their packaging materials	2022 Sustainability Report> Sustainable Operations> Circularity & Waste Management > Reclaiming & Recycling Used Reels
GRI 302: ENERGY		
3-3	Management of material topic	2022 Sustainability Report> Sustainable Operations> Energy & Emissions
302-1	Energy consumption within the organization	2022 Sustainability Report> Sustainable Operations> Energy & Emissions > Collaborating Toward Progress
302-2	Energy consumption outside of the organization	2022 Sustainability Report> Sustainable Operations> Energy & Emissions > Launching Our Scope 3 Goal
302-3	Energy intensity	2022 Sustainability Report> Sustainable Operations> Energy & Emissions > Collaborating Toward Progress
302-4	Reduction of energy consumption	2022 Sustainability Report> Sustainable Operations> Energy & Emissions > Collaborating Toward Progress






GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
302-5	Reductions in energy requirements of products and services	2022 Sustainability Report> Sustainable Operations>Energy & Emissions> Collaborating Toward Progress
GRI 303: WATER AND EFFLUENTS		
3-3	Management of material topic	2022 Sustainability Report> Sustainable Operations> Water & Wastewater
303-1	Interactions with water as a shared resource	2022 Sustainability Report> Sustainable Operations> Water & Wastewater> Water Management & Accountability
303-2	Management of water discharge-related impacts	2022 Sustainability Report> Sustainable Operations> Water & Wastewater> Water Management & Accountability
303-3	Water withdrawal	2022 Sustainability Report> Sustainable Operations> Water & Wastewater> Water Management & Accountability
303-4	Water discharge	2022 Sustainability Report> Sustainable Operations> Water & Wastewater> Water Management & Accountability
303-5	Water consumption	2022 Sustainability Report> Sustainable Operations> Water & Wastewater> Water Management & Accountability
GRI 305: EMISSIONS		
3-3	Management of material topic	2022 Sustainability Report> Sustainable Operations> Energy & Emissions
305-1	Direct (Scope 1) GHG emissions	2022 Sustainability Report> Sustainable Operations>Energy & Emissions> Collaborating Toward Progress
305-2	Energy indirect (Scope 2) GHG emissions	2022 Sustainability Report> Sustainable Operations>Energy & Emissions> Collaborating Toward Progress
305-3	Other indirect (Scope 3) GHG emissions	2022 Sustainability Report> Sustainable Operations>Energy & Emissions> Collaborating Toward Progress
305-4	GHG emissions intensity	2022 Sustainability Report> Sustainable Operations>Energy & Emissions> Collaborating Toward Progress
305-5	Reduction of GHG emissions	2022 Sustainability Report> Sustainable Operations>Energy & Emissions> Collaborating Toward Progress
GRI 306: WASTE		
3-3	Management of material topic	2022 Sustainability Report> Sustainable Operations> Circularity & Waste Management
306-1	Waste generation and significant waste-related impacts	2022 Sustainability Report> Sustainable Operations> Circularity & Waste Management
306-2	Management of significant waste-related impacts	2022 Sustainability Report> Sustainable Operations> Circularity & Waste Management
306-3	Waste generated	2022 Sustainability Report> Sustainable Operations> Circularity & Waste Management
306-4	Waste diverted from disposal	2022 Sustainability Report> Sustainable Operations> Circularity & Waste Management

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
306-5	Waste directed to disposal	2022 Sustainability Report> Sustainable Operations> Circularity & Waste Management
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT		
3-3	Management of material topic	2022 Sustainability Report>Business & Governance> Responsible Supply Chain
308-1	New suppliers that were screened using environmental criteria	2022 Sustainability Report>Business & Governance> Responsible Supply Chain
308-2	Negative environmental impacts in the supply chain and actions taken	2022 Sustainability Report> Business & Governance> Supplier Sustainability Program
GRI 400: SOCIAL		
GRI 401: EMPLOYMENT		
3-3	Management of material topic	2022 Sustainability Report> Team Members & Community
401-1	New employee hires and employee turnover	2022 Sustainability Report> Team Members & Community> Engaging Team Members. Enhancing Our Workplace
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2022 Sustainability Report> Supporting Team Member Well-Being
401-3	Parental leave	2022 Sustainability Report> Supporting Team Member Well-Being
GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
3-3	Management of material topic	2022 Sustainability Report> Team Members & Community> Safety & Well-being
403-1	Occupational health and safety management system	2022 Sustainability Report> Team Members & Community> Safety & Well-being
403-2	Hazard identification, risk assessment, and incident investigation	2022 Sustainability Report> Team Members & Community> Safety & Well-being
403-3	Occupational health services	2022 Sustainability Report> Team Members & Community> Safety & Well-being
403-4	Worker participation, consultation, and communication on occupational health and safety	2022 Sustainability Report> Team Members & Community> Safety & Well-being
403-5	Worker training on occupational health and safety	2022 Sustainability Report> Team Members & Community> Safety & Well-being
403-6	Promotion of worker health	2022 Sustainability Report> Team Members & Community> Safety & Well-being
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2022 Sustainability Report> Team Members & Community> Safety & Well-being

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
403-8	Workers covered by an occupational health and safety management system	2022 Sustainability Report> Team Members & Community> Safety & Well-being
403-9	Work-related injuries	2022 Sustainability Report> Team Members & Community> Safety & Well-being
403-10	Work-related ill health	2022 Sustainability Report> Team Members & Community> Safety & Well-being
GRI 404: TRAINING AND EDUCATION		
3-3	Management of material topic	2022 Sustainability Report> Team Members & Community> Learning & Development
404-2	Programs for upgrading employee skills and transition assistance programs	2022 Sustainability Report> Team Members & Community> Learning & Development
404-3	Percentage of employees receiving regular performance and career development reviews	All Southwire employees received an annual performance review in 2022.
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY		
3-3	Management of material topic	2022 Sustainability Report> Team Members & Community> Diversity, Equity & Inclusion
405-1	Diversity of governance bodies and employees	2022 Sustainability Report> Team Members & Community> Diversity, Equity & Inclusion
405-2	Ratio of basic salary and remuneration of women to men	2022 Sustainability Report> Team Members & Community> Diversity, Equity & Inclusion
GRI 406: NON-DISCRIMINATION		
3-3	Management of material topic	2022 Sustainability Report> Team Members & Community> Diversity, Equity & Inclusion> Management & Accountability
406-1	Incidents of discrimination and corrective actions taken	2022 Sustainability Report> Team Members & Community> Diversity, Equity & Inclusion> Management & Accountability

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
GRI 413: LOCAL COMMUNITIES		
3-3	Management of material topic	2022 Sustainability Report> Team Members & Community
413-1	Operations with local community engagement, impact assessments, and development programs	2022 Sustainability Report> Team Members & Community > Giving Back
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 Doing Right Connection 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 Giving Back section of our 2022 Sustainability Report.</p>
GRI 414: SUPPLIER SOCIAL ASSESSMENT		
3-3	Management of material topic	2022 Sustainability Report> Business & Governance > Responsible Supply Chain
414-1	New suppliers that were screened using social criteria	2022 Sustainability Report> Business & Governance > Responsible Supply Chain > Supplier Sustainability Program
414-2	Negative social impacts in the supply chain and actions taken	2022 Sustainability Report> Business & Governance > Responsible Supply Chain > Supplier Sustainability Program
GRI 416: CUSTOMER HEALTH AND SAFETY		
3-3	Management of material topic	2022 Sustainability Report> Solutions > Product Quality & Safety 2022 Sustainability Report> Solutions > Customer Experience
416-1	Assessment of the health and safety impacts of product and service categories	2022 Sustainability Report> Solutions > Product Quality & Safety 2022 Sustainability Report> Solutions > Customer Experience
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2022 Sustainability Report> Solutions > Customer Experience
GRI 418: CUSTOMER PRIVACY		
3-3	Management of material topic	2022 Sustainability Report> Business & Governance > Cybersecurity & Data Privacy
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	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 education 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.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGS)

SUSTAINABLE DEVELOPMENT GOAL		SOUTHWIRE MATERIAL TOPICS	HOW WE CONTRIBUTE
SDG 3: Ensure healthy lives and promote well-being for all at all ages		Workplace Safety & Well-being Employee Engagement & Retention Talent Attraction	Engagement & Satisfaction Safety & Well-Being Giving Back
SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation		Materials, Recycling & Circular Economy Climate Change & Zero Carbon Transition	Solutions for a More Sustainable World Circularity & Waste Management
SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable		Energy & GHG Emissions Water & Wastewater Climate Change & Zero Carbon Transition	Energy & Emissions Circularity & Waste Management Water & Wastewater Solutions for a More Sustainable World Giving Back
SDG 12: Ensure sustainable consumption and production patterns		Energy & GHG Emissions Product Quality & Safety Customer Experience Sustainable Supply Chain & Procurement Climate Change & Zero Carbon Transition Materials, Recycling & Circular Economy Water & Wastewater	Energy & Emissions Circularity & Waste Management Water & Wastewater Solutions for a More Sustainable World Product Quality & Safety
SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		Cybersecurity & Data Privacy Ethics, Anti-Corruption & Transparency Diversity, Equity & Inclusion	Cybersecurity & Data Privacy Ethics, Anti-Corruption & Transparency Human Rights Diversity, Equity & Inclusion



STAY UP TO DATE WITH OUR SUSTAINABILITY EFFORTS AT
[HTTPS://WWW.SOUTHWIRE.COM/SUSTAINABILITY](https://www.southwire.com/sustainability)

ONE SOUTHWIRE DRIVE
CARROLLTON, GA, 30119