



**STRONG.  
SUSTAINABLE.  
SOUTHWIRE.**



## 2020 SUSTAINABILITY SUMMARY

At Southwire, we remain committed to the sustainability of our company for the next 100 years and beyond. As we strengthen this commitment, we continue to work hard every day to discover, develop and distribute sustainable solutions that exceed the expectations of our stakeholders around the world. Building upon this spirit, we are pleased to present our 2020 Sustainability Summary.

The COVID-19 pandemic set the stage for a unique year in 2020. As an essential business, we continued to operate without significant interruption, and throughout the pandemic, we have been able to unite as ONE Southwire to overcome potential business disruptions by collaborating with our stakeholders and prioritizing safety.

Southwire has much to be proud of as we look at our accomplishments in 2020. Through the continued pursuit of our sustainability goals, we are confident that Southwire will continue to meet, and even exceed, the goals that we have set for our future. We are thankful for **The People Behind the Power™** who work hard to ensure that we will remain an industry and a community leader for years to come.

### GROWING GREEN & CARBON ZERO

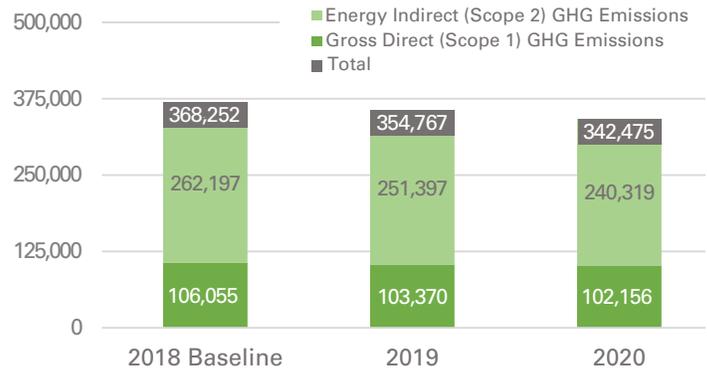
In July 2020, Southwire announced a goal to achieve 100% zero carbon energy for our operations by 2025 (2018 baseline). This objective—coined Carbon Zero—will address our Scope 1 and 2 greenhouse gas emissions. Southwire will achieve this goal through eco-efficiency projects to reduce energy consumption and increase the use of green energy—including owned or leased renewable energy sources, purchased green power and renewable energy credits and carbon offsets from the market.

In pursuit of Carbon Zero, Southwire will engage and build partnerships with suppliers, customers and other stakeholders to collaborate and reduce our carbon footprint.

\*Southwire uses a subscription software solution to consolidate GHGs (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub>) into CO<sub>2</sub>e. Global Warming Potential (GWP) values for natural gas, propane, etc. are based on the IPCC Fifth Assessment Report, 2014 (AR5). All sites are under operational control.

†Our subscription software consolidates GHGs (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub>) into CO<sub>2</sub>e. Factors in the system are either based on US EPA eGRID factors (electricity) or in-country equivalent or the best estimate for international sites; GWP values for natural gas, propane, etc. are based on the IPCC Fifth Assessment Report, 2014 (AR5). All sites are under operational control.

Scope 1 & Scope 2 GHG Emissions  
(metric tons of CO<sub>2</sub>e)\*†

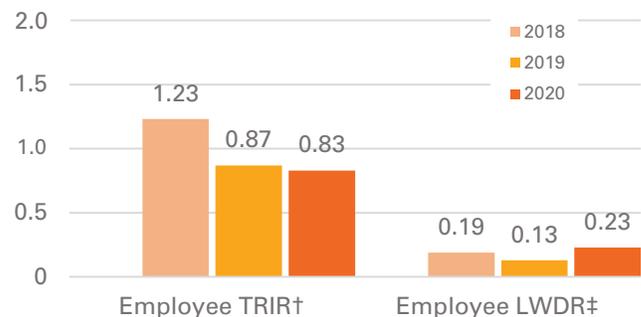


### LIVING WELL

Southwire's Living Well objective is to achieve a total recordable injury rate (TRIR) of 0.5 by 2023. In 2020, our efforts around worker health were dramatically influenced by COVID-19 and its impact on our ability to provide on-site services. Despite this challenge, Southwire completed 2020 with the best TRIR in our 70-year history with a 15% injury reduction on a year-over-year basis. Our TRIR of 0.83 improved on the previous historical best of 0.87, achieved in 2019.

\*Number of incidents per 200,000 hours worked. TRIR includes all "OSHA Recordable Injuries"—first aid is not included, fatalities are included.  
†The lost workday rate (LWDR) is calculated as work days missed per 200,000 hours worked, beginning with the first day the employee was to work next.

OSHA Total Recordable Injury Rate  
(TRIR)  
& Lost Work Day Rate (LWDR)—  
Permanent & Temporary Employees \*†



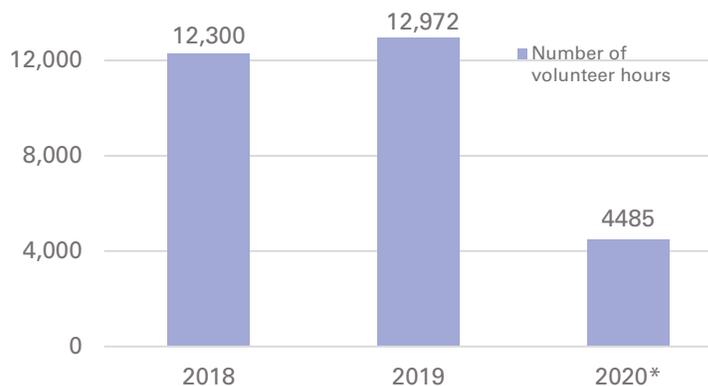
## GIVING BACK

Southwire's Giving Back goal is to enable and engage our workforce in building more sustainable communities. Specifically, we are seeking to launch electronics recycling programs in 100% of the communities in which we operate by 2023.

For our communities, Southwire's efforts toward Giving Back did not waver through the pandemic though our in-person activities were curtailed. Through our company's giving and our volunteers' efforts to find ways to serve virtually, we were able to continue making an impact in the places we call home. We remain inspired and encouraged by the generosity of our people and Project GIFT teams and are proud of our commitment to Giving Back in the places we work, live and serve. During the pandemic, we contributed more than \$1 million toward COVID-related efforts, and our volunteers participated in many virtual events and service opportunities throughout the year.

\*2020 in-person community engagement activities curtailed due to COVID-19.

### Southwire Volunteerism



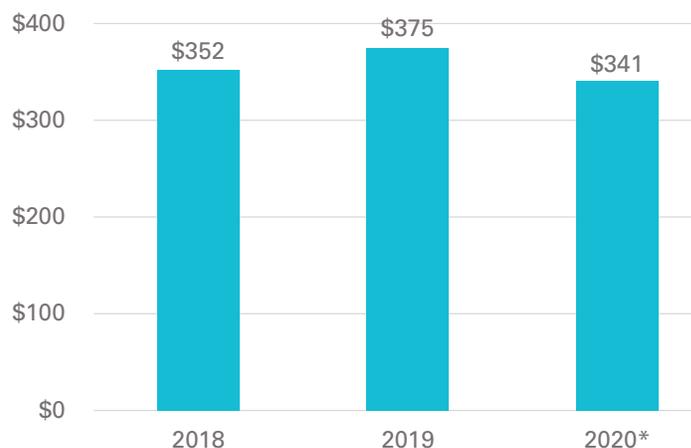
## DOING RIGHT

Southwire is seeking to ensure the highest standard of ethical business practices within all of our operations. Specifically, we have set a goal to achieve recognition on Ethisphere's World's Most Ethical Companies list by 2025. In 2020, we made terrific progress in enhancing our Ethics and Compliance program, which included a new Code of Business Conduct and new compliance policies, trainings on critical compliance topics, and enhancements to our investigation program, third-party helpline and third-party due diligence program. Additionally, Southwire deployed an enterprise-wide Ethical Culture Survey that provided valuable information from employees that allows the Company to target resources and serves to create greater awareness of the Ethics and Compliance program.

Southwire's Strategic Sourcing group makes concerted efforts to include diverse suppliers in new bids and has contacted existing suppliers to determine whether they qualify as minority owned. Through these efforts, Southwire added 67 new small or diverse businesses to the list of approved suppliers in 2020, and diverse businesses represent 23% of Southwire's active supplier base for the year.

\*Due to changes related to COVID-19, Southwire's total spend – including spend on small and diverse suppliers – decreased in 2020.

### Spend on Diverse Suppliers (Millions of Dollars)



## BUILDING WORTH

In 2021, we recast our Building Worth goal to be more forward-looking and incorporate an improved description and schedule for our metric around increasing sales of our portfolio of sustainable products and solutions. The new goal is "Grow revenue from our portfolio of innovative products, solutions and packaging that drive sustainability from approximately \$390 million in 2020 to \$1 billion in 2025."

Our business groups communicate the desired solutions based on insights gained from observing and getting feedback on customers' use of our products. Southwire's innovation is a successful interweaving of the product managers' understanding of customers' needs and R&D's mastering the science necessary to implement a product design that satisfies those needs.

### Revenue (Millions of Dollars)

