

SOUTHWIRE HOLDING COMPANY SUSTAINABILITY COMMITTEE CHARTER

Purpose:

The purpose of the Sustainability Committee (the “Committee”) of the Board of Directors (the “Board”) of Southwire Holding Company (the “Company”) is to: (i) provide oversight in the development and implementation of significant policies and practices related to sustainability including environmental and social risks and opportunities, employee health and safety and corporate citizenship; (ii) assist management in setting and monitoring sustainable business goals and establishing practices that create value for the Company and its shareholders, employees, suppliers and customers; and (iii) advise the Board and management on significant public issues that are pertinent to the Company and its shareholders, employees, suppliers and customers.

Committee Membership and Organization:

The Committee shall be comprised of at least three (3) members of the Board. The Committee members are elected and removed by the Board. The Board will designate a Committee Chair.

Committee Meetings:

The Committee will meet at least three (3) times per year. A majority of the members of the Committee will constitute a quorum for transacting business at a meeting. The Committee may take action by the affirmative vote of a majority of the Committee members present at a meeting. The Committee also may take action by unanimous written consent.

Responsibilities:

The 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. To fulfill this responsibility, the Committee shall have the following specific authority and responsibilities (in addition to any others the Board may delegate to the Committee):

- Review and provide guidance to the Board and management team about the Company's policies and programs related to sustainability and the business strategy, including the environment, employee health and safety, and community involvement.
- Assist management in the formation and implementation of policies, principles, and practices to foster the sustainable growth of the Company and to respond to evolving public policy and government regulation.
- Regularly evaluate and communicate to the Board and management team, as appropriate, any emerging political, social and environmental trends, risk and issues, including any regulatory developments, that may affect the business operations, public image of the Company, or otherwise potentially impact its shareholders, employees, suppliers and customers.

- Collaborate with the Governance Committee to ensure that appropriate sustainability goals are established, measured, and reported accurately and adequate resources are dedicated to sustainability related initiatives.
- Review Company performance against its environmental metrics around Energy & Greenhouse Gas Emissions; Materials, Recycling, and Circular Economy; Water & Wastewater; Sustainable Supply Chain and Procurement Practices; and Climate Change and Zero Carbon Transition;
- Review Company performance against its Customer Experience metric.
- Review Company performance against its Workplace Safety and Employee Wellbeing metrics.
- Review the Company's product quality and product safety programs.
- Review the Committee's charter and recommend any changes to the Board.
- Prepare and present to the Board periodic reports describing all actions taken by the Committee.
- Perform all other duties and responsibilities delegated to the Committee by the Board.

Last Updated: May 18, 2022