

2022



Southwire®
WE DELIVER POWER... RESPONSIBLY

THE POWER OF DIVERSITY, EQUITY & INCLUSION



ABOUT 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 largest wire and cable producers, Southwire is a leader in electrical technology and innovation. 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.

For more than seven decades, people have been the driving force behind our family-owned business, and today, we remain committed to helping our more than 9,000 team members thrive. We have identified diversity, equity and inclusion (DEI) as a business imperative, as we strive to position our company and team members for long-term success. Across our regions and functions, we are collectively focused on creating a supportive and engaging environment, positively impacting society and supporting our company's generational growth. From strengthening our ONE Southwire culture to showing up for our neighbors, we're *sparkling progress* for our communities and teams.

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A MESSAGE FROM OUR LEADERSHIP

We recognize that this is a unique moment in our DEI journey at Southwire, one in which we have the opportunity to stand tall as an industry leader. It's a great time to be in the electrical industry and an even better time to be at Southwire. I'm confident that we will build upon our momentum and position Southwire to be generationally sustainable for the next 100 years and beyond.

Southwire's President & CEO shares his thoughts about the release of our company's first-ever diversity, equity and inclusion report, key highlights, what this means for the organization and how we will continue to mature in our commitments and drive progress in the industry.

At Southwire, we are committed to creating a diverse, equitable and inclusive organization and industry. This steadfast commitment to diversity, equity and inclusion (DEI) goes beyond what happens in the workplace and extends into the communities in which we work and live across our entire footprint.

As we power forward and establish our organization as one that is intently focused on DEI, we will continue to openly communicate and remain transparent about our ongoing activities by unveiling a new version of [our DEI website](#), updating our mission statement, refining our areas of focus and releasing this in-depth report — all of which are bold steps for a private company. Throughout this document, you'll find evidence of our dedication to DEI, including information related to inclusive hiring, charitable contributions, development opportunities and more.

Here are a few highlights that you will find in our first-ever DEI Report, focused on our 2022 results:

- In recent years, we have executed our DEI strategy through seven areas of focus: Employee Resource Groups (ERGs), Inclusive Recruiting, Talent Development, Suppliers, Giving Back, Advocacy and External Partnerships. These areas have allowed Southwire to focus on the internal engagement of team members and forge meaningful partnerships with other organizations.

- We believe that Southwire team members find a deeper sense of community and purpose by participating in one of our six active ERGs, and our efforts in this space have contributed to Southwire receiving multiple awards, including being named a Top 10 Enterprise-Wide ERG recipient for the 2022 Diversity Impact Awards™. Our ERGs have continued to expand and now have active participation across all Southwire locations in Canada, Mexico, Honduras and the United States. We will continue to invest in and promote these groups — and even explore additional ERGs — to support an inclusive culture and provide opportunities for networking, engagement and professional development.
- Over the past four years, we have further accelerated our commitment to DEI. In 2020, I was proud to represent Southwire by signing the CEO Action for Diversity and Inclusion™ Pledge to show the company's commitment to support a more inclusive workplace for team members, communities and society at large. The company has worked to hire more females, individuals from underrepresented communities (URCs) and veterans, and for the fourth consecutive year, Southwire was recognized by DiversityJobs.com as a Top Diversity Employer.

Though this report focuses on our 2022 DEI efforts, we are continuing to drive progress in this space as we move to into 2023. Earlier this year, Cara Herzog was named as our Chief DEI Officer and will now serve as part of Southwire's Executive

Leadership Team (ELT). Viewing DEI as a function of the business shows that we are deeply committed to diversifying ourselves commercially, and it communicates to others in our industry that creating a more equitable workplace experience is critical to our success. These recent actions and accomplishments relate closely to Southwire's four key values — empowerment, trust, consistency and inclusion — and contribute to the physical, mental and emotional well-being of our workforce.

We recognize that this is a unique moment in our DEI journey at Southwire, one in which we have the opportunity to stand tall as an industry leader. As we continue to mature, we want every team member to have the knowledge and tools necessary to embed these DEI principles into their daily activities, and by continuing to empower, value and diversify our workforce. It's a great time to be in the electrical industry and an even better time to be at Southwire. I'm confident that we will build upon our momentum and position Southwire to be generationally sustainable for the next 100 years and beyond.



Rich Stinson
President and CEO





Q&A WITH CARA HERZOG

CHIEF DIVERSITY, EQUITY & INCLUSION OFFICER



We are focused on continuous improvement and the belief that every step we take toward a more diverse, equitable and inclusive organization strengthens our value proposition.

WHY IS DEI IMPORTANT IN OUR BUSINESS BOTH INSIDE AND OUTSIDE THE WORKPLACE?

Inclusion is a core value at Southwire, but this goes beyond a set of values. We know that a diverse, equitable and inclusive organization will perform better, and this focus is about the long-term sustainability of our organization. We want what DEI brings — improved financial performance, productivity, innovation, customer service and team member engagement. A strategic approach to DEI is a commitment to being a catalyst for positive change for our people, communities, customers and other valued stakeholders. We are so much stronger when we come together around a shared vision of a better tomorrow.

WHERE HAS SOUTHWIRE SHOWN THE MOST GROWTH IN REGARD TO DEI?

We have matured significantly over the last several years. However, our focus on DEI did not begin in the summer of 2021 when our center of excellence was formed. For us, this is not performative; it is values-based and mission-driven. We are focused on continuous improvement and the belief that every step we take toward a more diverse, equitable and inclusive organization strengthens our value proposition.

WHAT DOES THE FUTURE OF DEI LOOK LIKE AT SOUTHWIRE?

Acceleration. We have made significant progress, and our ambition is stronger than ever. We are an organization poised for tremendous growth, and an essential piece of that growth is our ability to attract, retain and engage a diversified workforce. We see an organization moving forward that is more reflective of the communities in which we operate. We will continue to lead with our actions to influence positive change — not only for us but for our entire industry.

WHAT ADVICE OR INSIGHT WOULD YOU GIVE TO AN ORGANIZATION WHO IS TRYING TO EXPAND DEI?

Be honest about where you are. This is a journey. We are all starting from a different place, and that is okay. What is important is that you establish a baseline, define what you are solving for, invite others into the conversation and set meaningful, measurable goals. The last thing I would add is that if you are not where you want to be, tell a story about where you are going. A shared vision of the future brings people together and fosters a sense of belonging that will strengthen your organization.

THE POWER OF DEI AT SOUTHWIRE

As our DEI strategy matures, our progress is adding up. We can see it in our investments, our priorities and the growing representation of women, underrepresented communities and veterans among our teams.



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

27% of new U.S. hires
are women

100% of company facilities
to have a supportive, safe and sanitary space for breastfeeding mothers at work by 2024



9,000+ team members
strengthening our ONE Southwire culture around the world

7K+ team members
participated in inclusion training in 2022

19 team members in 3 cohorts
participated in the 2021 & 2022 sponsored Empowering Women in Production program

7 DEI focus areas
that connect to eight new internal DEI goals

6 active Employee Resource Groups (ERGs)
and 43 TEAM champions focused on providing DEI opportunities across our sites

7-point increase
on DEI for our 2022 Employee Net Promoter Score

\$2.8M donated to our communities
including \$500K donated to support initiatives focused on DEI

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

OUR DEI MISSION

Southwire is a company with a rich history and a clear vision of who we are and where we want to go.



We are The People Behind the Power™ — a team of thousands of individuals who deliver power to millions of people around the world. As we look to build a strong foundation for the future, we are putting our values of empowerment, trust, consistency and inclusion to work. These values inform our DEI mission to build a culture that recognizes and celebrates the value of diverse backgrounds, equity in opportunity and inclusivity in action.

Our approach is holistic, shaping both our workforce initiatives and the ways we engage our neighbors and give back. We aim to improve equity and inclusion — not only within our company but also across our value chain and in the communities that we call home.



SPARKING PROGRESS

Provided holistic programming
focused on seven strategic areas

Developed eight new internal goals
linked to our DEI focus areas

Established a new governance structure
and DEI performance objectives for all people leaders

Launched our first-ever DEI website
on southwire.com

BRINGING OUR STRATEGY INTO FOCUS

In recent years, we have prioritized and accelerated our DEI efforts around seven strategic areas. They encompass our aspirations to build a diverse and engaged workforce, create new opportunities within our supply chain and improve the quality of life in our communities. To promote progress and accountability within these areas, we developed eight internal DEI goals in 2022. In the future, as our organization and DEI strategy continue to mature, we will likely continue to evolve our DEI focus areas and goals.

DEI FOCUS AREAS

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 causes they support, while providing them with the tools to make educated choices and promote an inclusive culture for all.

EMPLOYEE RESOURCE GROUPS

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.

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 in our communities.

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 and live. 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.

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.

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 becoming 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.

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.

ENSURING ACCOUNTABILITY AT EVERY LEVEL

Creating long-lasting change requires ownership and accountability, both at organizational and individual levels. DEI progress happens when we give people the tools to shift their behaviors and implement systems that support this transformation.

In 2022, Southwire established a new DEI governance model to enhance accountability across our organization. It includes a new Social Advisory Committee that we created to help guide our organization to navigate societal matters around the world. We also introduced DEI performance objectives, which are available to all team members and are required for all managers, supervisors and leaders. To ensure collective ownership of our DEI strategy, these groups must tie DEI progress to at least 10% of their performance goals.

OUR DEI GOVERNANCE MODEL



CEO DEI COUNCIL

Chair: CEO

Additional members: Executive Leadership Team, ERG Champions and Sponsors and DEI Center of Excellence (COE)

Purpose: Meets twice per year (during the second and fourth quarters) to discuss the team member experience, DEI progress and opportunities



DEI EXECUTIVE COUNCIL

Chair: Executive Vice President (EVP), People and Culture

Additional members: CEO, Executive Leadership Team, Senior Vice President and Vice President (VP) of DEI

Purpose: Meets twice per year (during the first and third quarters) to focus on education, collaboration and future progress



EMPLOYEE DEI COUNCIL

Chair: Chief DEI Officer for Employee DEI Council

Additional members: ERG Champions, Employee Engagement and Giving Back teams

Purpose: Meets monthly to ensure collaboration between teams that are working toward broader DEI strategies and goals



SOCIAL ADVISORY COMMITTEE

Chair: EVP, General Counsel

Additional members: EVP, People and Culture; VP, DEI; and VP, Corporate Communications

Purpose: Provides guidance, direction and recommended actions to support the CEO and Board in determining when, if and how to respond to societal issues around the world

The Power of DEI Councils

DEI councils are an inclusive, effective vehicle for driving and managing organizational change. They help organizations strengthen DEI initiatives by providing focus and direction. Across areas from recruitment to talent development, they can help companies embed DEI practices into the work they do each day. At Southwire, our DEI Councils drive ongoing collaboration and progress. As our organization grows, they help us ensure we're aligned in our efforts to build a diverse, equitable and inclusive culture.¹

Learn more about our corporate governance program in our [2022 Sustainability Report](#).

¹ Catlyst, "Diversity, Equity, and Inclusion Councils ([Topic Overview](#))".

A circular photograph showing two men in a workshop. The man in the foreground is a Black man with a beard, wearing a red baseball cap, safety glasses, and an orange t-shirt with a Southwire logo. He is smiling and looking towards the right. The man in the background is a white man with a beard, wearing safety glasses and a yellow high-visibility shirt. He is looking towards the first man. The background is a blurred industrial setting with bright lights.

POWERING AN INCLUSIVE & EQUITABLE WORKPLACE

At Southwire, we include everyone — whether it's a first-generation college student participating in an internship, a new parent advancing their career in manufacturing or a veteran who wants to expand their network by joining an ERG.

Whatever a person's background, interests and aspirations may be, we want every individual to feel welcomed, valued and supported when they walk through our doors.

Many Southwire team members find a deeper sense of community and purpose by participating in one of our six active ERGs. Our DEI and Talent Development teams also collaborate on opportunities for learning and development, such as our first company-wide, application-based mentorship program, Southwire Link. Additionally, we have a dedicated network of 43 TEAM Champions who focus on expanding DEI opportunities across our organization and at local sites. Our goal is to embed inclusive and equitable practices throughout the team member experience with opportunities for connection and growth from their first day on the job.



SPARKING PROGRESS

**Ranked #7 among
the Top 10
Enterprise-Wide
ERGs**

recognized by the Diversity
Impact Awards™

**Improved overall
engagement by 8 points**

with a 30-point improvement on
DEI-related questions in our company-
wide engagement survey from the
previous year

**Increased participation
in Southwire Link by
over 75%**

from the previous year

**Engaged 600+
team members**

with representation from all
career bands, in our 2022 Summer
Enrichment Series

CREATING CONNECTIONS THROUGH ERGS

Since launching our first ERG in 2014, we've expanded to six ERGs with active participation across all Southwire locations in Canada, Mexico, Honduras and the U.S.

We invest in and promote these groups to support an inclusive culture and provide opportunities for networking, engagement and professional development. Our ERGs also provide avenues for community giving and engagement. Through ERG-sponsored opportunities, Southwire team members raised more than \$20,000 for nonprofits in 2022.



2022 ERG HIGHLIGHTS

ALLIED

Mission Statement: Created in 2018, ALLIED advocates for a work environment that respects, welcomes and supports people of all sexual and gender identities and enables them to bring their whole selves to work, allowing them to perform to their full potential.

In recognition of LGBTQ+ History Month, Southwire's Allied ERG focused on building awareness of LGBTQ+ issues and highlighting ways their colleagues could connect with the ERG and get involved. Southwire also served as a sponsor for the Atlanta Pride Parade and Festival with team members walking in the parade and volunteering at Southwire's booth to showcase the company as an inclusive employer of choice in the greater Atlanta area.

"As the chair of the Learning & Awareness subcommittee within Allied, LGBTQ+ History Month is an extraordinarily important opportunity to help promote compassion, understanding and recognition in the community and within Southwire."

-Christine Shumay, Digital Marketing Manager and Allied Committee Member at Southwire

NEXTgen

Mission Statement: Created in 2015, NEXTgen was established as an avenue for all age groups to encourage networking and embrace collaboration, with a focus on personal and professional growth and development.

One of our NEXTgen ERG's recurring opportunities is its speed networking and mentoring series, which NEXTgen offered multiple times in 2022. These sessions brought team members together to connect virtually with peers or leaders across the organization, share insights and offer advice in a "speed dating" format. In total, these sessions engaged over 200 team members in 2022.

"The speed networking events capture NEXTgen's broader goal to support team members' career growth. They are a great way to encourage our rising workforce to develop their business acumen, grow their personal network across the organization and make meaningful connections, regardless of title, age or tenure."

-Alex Bunda, Director, SPARK Ideation and NEXTgen ERG Champion at Southwire

SPECTRUM

Mission Statement: Created in 2015, Spectrum's mission is to value all underrepresented communities. By serving as a vital resource to the organization, we will foster an environment that encourages the investment in the development and engagement of the entire spectrum of Southwire's people.

In partnership with our Spectrum ERG, Southwire recognized Hispanic Heritage Month by hosting events and highlighting team member stories at many sites across our organization. Each week of the month, we shared internal spotlights about the heritage and contributions of members of the Hispanic community to science, technology, engineering and society at large.

"I think we should all recognize the importance of Hispanic people and the great influence of their cultures, values and efforts. Celebrating Hispanic Heritage Month is important because it educates people about the individual value each Hispanic country brings to the world."

-Alejandra Mendoza, Safety Specialist at Southwire

TEAM

Mission Statement: Created in 2017, TEAM was established to ensure the workforce is diverse in all levels of leadership throughout manufacturing facilities to achieve business results. We want to instill a culture of acceptance of all people and develop systems that are more than just words on paper, but inclusion in action.

Our TEAM ERG supports DEI opportunities throughout the year and is equipped with team members who support and lead our inclusive culture locally. In November, they partnered on efforts to recognize International Men's Day across our sites. The annual day of awareness highlights the positive value that men bring to their families, communities and the world, as well as the talents and perspectives they bring to Southwire each day.

"Promoting holidays like this at Southwire is important because these opportunities allow men to know we care for and value them. Encouraging my facility to wear blue for International Men's Day was very important to me because I wanted them to feel loved, appreciated and recognized."

-Lebrandi Prothro, Customer Service Clerk and TEAM Champion at Villa Rica Energy CSC

VETERANS network

Mission Statement: Created in 2018, Veterans Network was established to enrich the lives of veterans at Southwire, by providing opportunities to serve through veteran outreach and awareness events, and engage in network and career growth opportunities.

In honor of Veterans Day, Southwire's Veterans Network ERG partnered with the Wounded Warrior Project® (WWP) to raise money and awareness by hosting a Carry Forward 5K. More than 50 team members participated — both virtually and in person — raising nearly \$3,000 to help WWP provide veterans with free services for mental health, career counseling and long-term rehabilitative care. In terms of funds raised, Southwire ranked 22nd out of 245 organizations that participated in the event.

"As a prior service member, I value every opportunity to be of service to others. It was an honor to be a part of an event supporting Veterans Day and to raise money and awareness for our service members in need."

-Andrew Johnson, Director of Finance for Tools, Components and Assembled Solutions and Veterans Network Committee Champion at Southwire

WOMEN'S network

Mission Statement: Created in 2014, Women's Network was established to inspire team members to create an environment that embraces inclusivity with an emphasis on women. It is an avenue to encourage networking, embrace collaboration and empower current and inspire future leaders.

In recognition of Breast Cancer Awareness Month, our Women's Network ERG partnered with Project GIFT® to host a Creating a Trail of Hope 5K to raise money for nonprofit organizations that provide services for breast cancer families in local Southwire areas and funds for international breast cancer research. Southwire facilities across the company footprint hosted events in support of breast cancer awareness with the goal of raising money and showing support in honor of those whose lives have been impacted by breast cancer. Through these collective efforts, team members raised more than \$15,000 for nonprofit organizations that focus on breast cancer awareness and research across Southwire communities.

"Being a part of the 5K was a very emotional experience for me, not only because of my grandmother's battle with breast cancer but also because I was walking the ground that she walked every day before she passed. With Southwire raising awareness through events like this, it allows us a chance to connect and come together to support each other."

-Sandra Ilomaki, Information Technologies Analyst at Southwire

Celebrating International Diversity Month

Each April, Celebrate Diversity Month brings people together to recognize and honor the differences that make us unique. At Southwire, we marked the month with a series that highlighted weekly topics, such as disability awareness, the importance of empathetic leadership and mental health awareness. By celebrating and spreading awareness about the value diversity brings, we aim to help team members of all backgrounds feel empowered, included and comfortable expressing their perspectives and thoughts. Leaders across the organization also hosted "Days of Understanding" roundtables with their local teams to promote the opportunity for all team members' voices to be heard, recognized and supported across the company.



EMBEDDING DEI ACROSS SOUTHWIRE

Talent development and awareness are integral to our DEI strategy.

We want every Southwire team member to have the knowledge, tools and dedication necessary to embed DEI principles into their day-to-day roles. In 2022, we provided opportunities for our team members to connect around our core values, grow into effective leaders and help us cultivate safe and inclusive spaces. These programs accelerate team members' personal and professional development, empower participants to be inclusive leaders and colleagues and help us keep our teams highly engaged. Examples include:



LEADERS IN TRAINING

Also known as L.I.T., Leaders in Training is a 12-week program for operations team members who are interested in moving into a supervisory or management role. L.I.T. helps participants gain the skills needed to be effective leaders and progress their Southwire careers.

2022 Impact

61

team member participants

64%

participants from underrepresented groups

SUMMER ENRICHMENT SERIES

We continued our annual Summer Enrichment Series with activities focused on our key Southwire values of empowerment, trust, consistency and inclusion. Opportunities included speed mentoring sessions, keynotes with external DEI experts and fireside chats.

2022 Impact

20%

of opportunities and events focused on our values

46

participating Southwire locations

600+

team member participants with representation from all six career bands



LGBTQ+ SAFE SPACE TRAINING

With a focus on the LGBTQ+ community, the Safe Space virtual training uses a dynamic approach to educate team members on how they can create safe spaces. During the training, team members explored their roles and responsibilities in creating a more welcoming environment, specifically for the LGBTQ+ community. Since 2020, hundreds of Southwire team members have received the certification and, upon completion, received a Southwire rainbow sticker to designate themselves as a safe space for others.

2022 Impact

150%

increase in Safe Space-certified team members since 2020

454

total Safe Space-certified team members at the end of 2022

SOUTHWIRE LINK

Powered by Southwire's DEI and Talent Development teams, Southwire Link is an application-based mentorship program open to all team members companywide. The 12-month program helps participants gain insight into business dynamics and foster meaningful professional connections. For the launch of our second cohort in 2022, we implemented a new mentor management program. This enabled us to better pair mentors and mentees, track key metrics and boost overall engagement and participation.

2022 Impact

150%+

team member participants, with representation from all six career bands

43%

female participation

75%+

increase in participation from 2021

"The Southwire Link program has introduced me to different segments and people in the business that I would not generally interact with in my role. With it being my first year at Southwire, having the mentor to ask for advice and help me learn more about the organization was great."

-Ahmed Ben-Hassine, Product Manager at Southwire

"Through the Southwire Link program, I obtained knowledge, courage and a fresh direction that I could only have gained from one-on-one sessions. It helped me navigate my first year as a supervisor and gave me the opportunity to set new career goals, job shadow and make new connections."

-Terry Givens, Operations Supervisor at Southwire



Southwire®



Measuring Our DEI Progress

One of the ways we measure team member engagement and satisfaction is through our Living Well Engagement Survey, which uses team member feedback to provide Southwire an industry-standard Employee Net Promoter Score (eNPS). Our Engagement Survey has four DEI-related drivers and has four DEI-related metrics: diversity, non-discrimination, inclusion and DEI overall. In 2022, we improved each of these metrics by at least six points compared to our scores from 2021.

Other outcomes of our 2022 Living Well Engagement Survey and eNPS score include:

45

eNPS score for DEI overall, +7 points from 2021

59

Inclusive eNPS score, +6 points from 2021

51

Diversity eNPS score, +8 points from 2021

47

Non-discrimination eNPS score, +9 points from 2021



Creating a ONE Southwire Standard for Nursing Moms

It's more than just a room — it's a signal that new mothers are welcomed, valued and understood. People who breastfeed typically need to pump two to four times per day.² That need doesn't go away when a nursing mother is at work. That's why it's essential to provide new moms transitioning back to the workplace with dedicated lactation rooms that are comfortable, sanitary and safe.

In 2022, Southwire launched a partnership with Nessel to standardize dedicated spaces for nursing mothers across our organization. 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.

Learn more about our partnership with [Nessel](#).

² [Nessel](#), "Why is Creating Lactation Space / Mothers Rooms Important?"

BUILDING A STRONG, DIVERSE WORKFORCE

*Everyone deserves the opportunity
to pursue a meaningful career in a
workplace where they can thrive.*



When organizations take meaningful action to diversify their workforce, innovation, productivity and financial success tend to increase.

To be an inclusive employer of choice in our industry, we must take actionable steps in supporting women, veterans, the LGBTQ+ community and underrepresented communities. We invest in initiatives to attract, retain and advance diverse talent because it's the right thing — and the wise thing — to do. With a focus on pipeline development, inclusive recruitment and external partnerships, we are dedicated to diversifying our company's leadership and teams.



SPARKING PROGRESS

Four external awards

recognizing our DEI achievements

Increased representation of women and underrepresented communities

in our workforce year over year

Engaged 100+ students

from diverse student partner
organizations at our career day
event in Atlanta

Served as the
sponsor and
keynote presenter
at the 2022 National Women
in Manufacturing Summit

PROMOTING INCLUSIVE COMPANY GROWTH

As we expand our operations, we are focused on ensuring that our organization prioritizes the value of diversity in all its forms. Over the past five years, we've increased representation of underrepresented communities, women and veterans in our workforce, and we continued that momentum in 2022.

During the year, we increased our overall workforce by nearly 18%, with nearly 17% growth in the U.S. As we welcomed new team members through acquisitions, we introduced them to our ONE Southwire culture, which includes opportunities for professional development and involvement with our ERGs. To fuel the company's organic growth, we put our inclusive recruiting and hiring practices into action, embracing candidates with various backgrounds, experiences and perspectives. While there's more work to do, both within our company and our industry, we're proud to share our progress so far.

Our efforts to affect change are getting noticed. In 2022, Southwire's achievements in the DEI space earned recognition through four external awards:

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

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

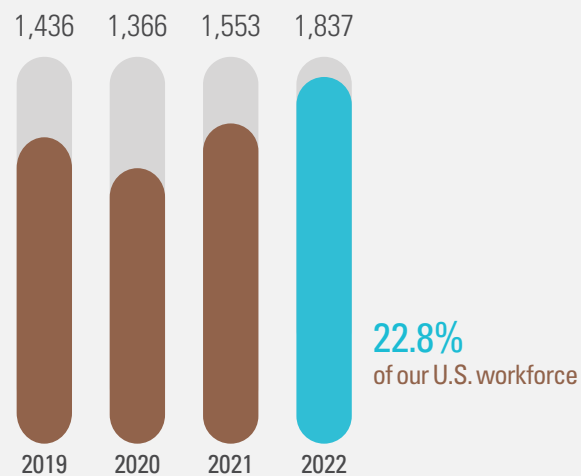
Named a Top Diversity Employer for the third consecutive year
by Diversityjobs.com

Ranked #7 as a Top 10 Enterprise-Wide ERG recipient
by the Diversity Impact Awards™

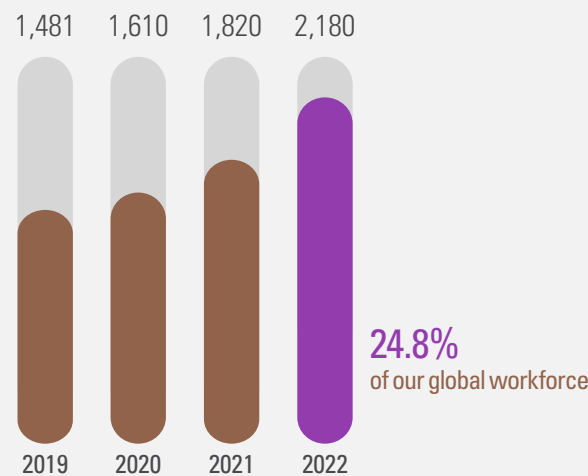


Workforce Diversity Snapshot

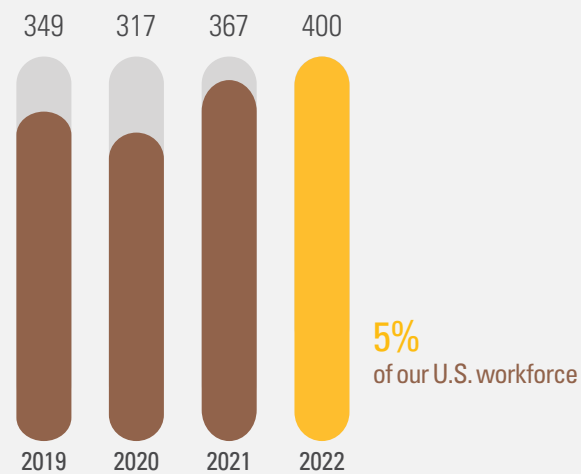
Women (U.S. Only)



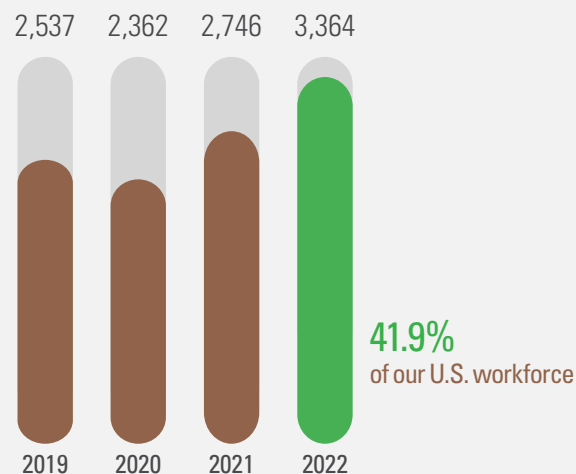
Women (Global)



Veterans (U.S. Only)



Underrepresented Communities (U.S. Only)



EXPANDING OUR TALENT PIPELINE

Inequities stem from social biases and a lack of resources and opportunities that many women and underrepresented communities face even before beginning their careers. At Southwire, we invest in diverse future talent, as we know this is essential to fueling sustainable, equitable growth.

In 2022, we expanded our talent pipeline through academic and industry partnerships that provide inclusive opportunities for students and team members to gain experience and develop advanced skills. For example, through our partnership with the Atlanta University Center Consortium (AUCC), we expanded scholarship, internship and job opportunities for Black and female students in the consortium's dual-degree engineering program. Five AUCC students served as Southwire interns and joined us for a career day at Mercedes-Benz Stadium. During the event, we engaged more than 100 local students, including many from historically Black colleges and universities (HBCUs). We also supported local students through our ongoing endowment with the University of Georgia Society of Women Engineers.

Other 2022 partnerships included:

- Auburn University's 100 Women Strong and Engineering Academic Excellence programs
- Georgia Institute of Technology's Office of Minority Educational Development
- The National Black MBA Association
- The Society of Asian Scientists and Engineers
- The Society of Hispanic Professional Engineers
- And more!

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™ Services virtual warehouse and conducting a marketing study of Southwire's brand awareness. The third cohort of SBLP students successfully completed the program in 2022.

12 FOR LIFE®

For 15 years, Southwire has teamed up with Georgia and Alabama school systems for our 12 for Life® program that is designed to build better lives through education, employment and opportunity. We provide both education and employment inside a modified Southwire manufacturing environment while empowering students faced with economic hardship and/or family challenges to complete their high school diplomas or GEDs. Students earn wages for their work and, most importantly, develop skills they will need after graduation. The 2022 graduating class included 57 students, with nearly 3,900 students completing the program to date.



2022 Women in Manufacturing Summit by the Numbers

60

Southwire participants

263

companies

1,000

manufacturing professionals from seven countries and 45 states

Closing the Manufacturing Skills Gap with Women in Manufacturing (WiM)

Southwire's manufacturing teams help power our business by bringing our products to life. However, by 2030, a widespread skills gap in the U.S. manufacturing industry could result in 2.1 million unfilled jobs.³ To help address this gap, Southwire has expanded its ongoing partnership with WiM, a nonprofit focused on empowering women workers and strengthening the manufacturing sector.

In 2022, 19 team members participated in WiM's Empowering Women in Production program, a 20-week course designed to position women in manufacturing roles for advancement and success. The program provides impactful training, coaching and a sense of belonging through a connected community of like-minded women. Southwire also served as a sponsor and keynote presenter at the 2022 National Women in Manufacturing Summit. Nearly 60 Southwire team members participated, and during the three-day event, several participants led roundtable discussions and breakout sessions or hosted our exhibitor booth.

³ *National Association of Manufacturers, "2.1 Million Manufacturing Jobs Could Go Unfilled by 2030"*



FOSTERING DEI IN OUR COMMUNITIES & SUPPLY CHAIN

Our DEI mission goes far beyond our operations. It informs the way we engage our suppliers and the communities in which we work and live.

We build value for our communities and suppliers by Doing Right and Giving Back, with a focus on inclusive partnerships that align with our mission and values.

Through our Supplier Diversity program, we build connections with small and diverse-owned and-operated businesses. We invest deeply in these businesses and strive to increase our spending with them year after year. Similarly, we invest in community initiatives that center on DEI — not only through our charitable contributions but also by sharing our talent and time. This work engages our ERGs, our leaders and thousands of team members around the world. Together, we're motivated to achieve long-lasting change.



SPARKING PROGRESS

\$500K contributed
to inclusive community nonprofits

\$672M in spending
with small and diverse businesses

\$20K+ contributed
to community nonprofits
through our ERGs

\$60K contributed
to support scholarships for
students at HBCUs

CONTRIBUTING TO AN INCLUSIVE SOCIETY

Creating shared value is at the heart of Southwire's commitment to Giving Back. We put that commitment into action through our five charitable giving strands.

Our DEI strand drives us to support initiatives that foster inclusion, promote diverse perspectives and recognize the talent and inherent value of all people — regardless of their gender, ethnicity or sexual orientation.

Through our Giving Back program, we have empowered 22 Southwire locations with dedicated DEI budgets, which our teams use to support initiatives that help improve their neighbors' quality of life. In 2022, we invested a total of \$500,000 with inclusive nonprofits — which is up from \$325,000 the previous year. This included \$60,000 to support scholarships for HBCU students, up from \$50,000 in 2021. Highlights of our 2022 philanthropic initiatives include:

KING CENTER SPONSORSHIP

Established by Coretta Scott King in 1968, the Martin Luther King, Jr. Center for Nonviolent Social Change — commonly known as the King Center — attracts nearly 1 million people per year. The King Center serves as both a traditional memorial and a programmatic nonprofit. In its modern era, the organization is dedicated to ensuring that the King legacy remains both relevant and viable and is effectively leveraged for positive social change.

In January, Southwire announced its signature sponsorship of the King Center, along with a \$25,000 donation to further the organization's work. We envision this as an ongoing partnership that we will continue to grow in the future to help sustain an environment where appreciation and acceptance prevail.

WOUNDED WARRIOR PROJECT

WWP began in 2003 as a grassroots effort to provide simple care and comfort to wounded service members. Today, the organization has expanded to offer programs for mental health, career counseling, long-term rehabilitative care and more.⁴ As a WWP partner, Southwire has dedicated \$100,000 annually for three years to help the organization deliver these life-changing programs to warriors and their families. We began the partnership in 2021, and have proudly supported WWP as a sponsor, donor and strategic partner over the past two years.

[Learn more](#) about our commitment to Giving Back.



⁴ *Wounded Warrior Project, "About WWP"*

INVESTING IN SUPPLIER DIVERSITY

We seek out small and diverse suppliers who reflect our ONE Southwire values.

These relationships make our supply chain more competitive and are Building Worth by supporting our communities. Through our Supplier Diversity program, we participate in conferences, seminars and industry events that help us to engage with small businesses and businesses owned and operated by women, minorities and veterans. 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.

[Learn more about how we’re cultivating a diverse and responsible supply chain in our 2022 Sustainability Report.](#)



Expanding Supplier Diversity in 2022

37%

of our supply chain represented by small and diverse-owned businesses (+2% from 2021)

\$673M

in spending with small and diverse-owned businesses (+\$149M from 2021)

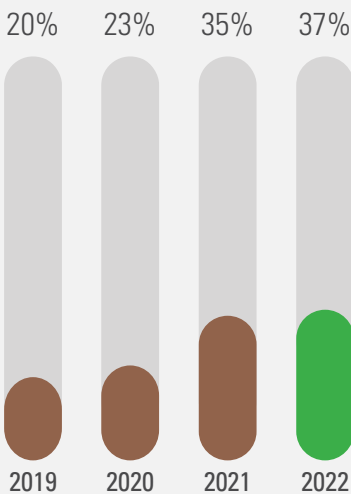
4.1%

of our supply chain represented by businesses owned by women and underrepresented communities (+2.3% from 2021)

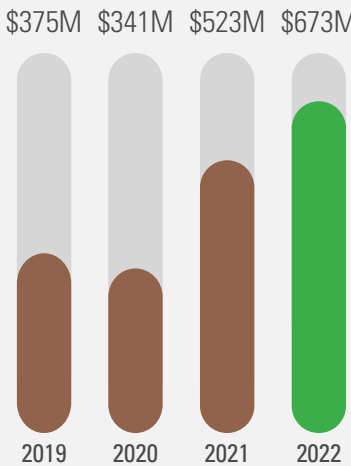
2

active corporate memberships
Georgia Minority Supplier Development Council
Greater Women’s Business Council

Representation of Small & Diverse Suppliers in Our Total Supplier Base



Small & Diverse Supplier Spend



ILLUMINATING THE PATH AHEAD

As we advance our DEI strategy, we will continue to focus on creating an inclusive ONE Southwire culture. Looking toward 2023 and beyond, our areas of focus will transition to People Leaders, Inclusive Workforce, ERGs, Reputation and Community, Equity and Governance and Value and Supply Chain. These areas will allow Southwire to focus on internal team member engagement and forge meaningful external partnerships as we position our company to be a generationally sustainable organization for the next 100 years and beyond.



LEARN MORE ABOUT OUR COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION BY VISITING [SOUTHWIRE.COM/DEI](https://www.southwire.com/dei)

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

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