

2020 SUSTAINABILITY ANALYST DATA



| TOPIC | METRIC | 2018 | 2019 | 2020 |
|--|---|-----------|-----------|---------------------------|
| GENERAL | | | | |
| Company | Sales (billions, USD) | \$6.0 | \$5.7 | \$5.5 |
| | Employees (total) | 7,384 | 6,793 | 6,877 |
| | Female | 1,615 | 1,443 | 1,611 |
| | Male | 5,769 | 5,350 | 5,266 |
| Disclosures & Reporting | Sustainability Webpages | | | Sustainability Webpages |
| | Report Archives | | | Report Downloads |
| | 2020 UNGC Index | | | 2020 UNGC Index |
| | S&P ESG Evaluation | | | S&P ESG Evaluation |
| Governance | Sustainability Governance | | | Sustainability Governance |
| GROWING GREEN | | | | |
| General | Environmental Health & Safety (EHS) Policy and Principles | | | EHS Policy and Principles |
| Energy & Air Emissions | Total energy consumption (GJ) | 3,907,307 | 3,755,999 | 3,873,798 |
| | Total energy consumption from renewable sources (GJ) | 437 | 461 | 4,176 |
| | Gross Direct (Scope 1) GHG Emissions (metric tons of CO ₂ e) ¹ | 106,055 | 103,370 | 102,156 |
| | Energy Indirect (Scope 2) GHG Emissions (metric tons of CO ₂ e) ² | 262,197 | 251,397 | 240,319 |
| Materials | Recyclable Wooden & Steel Reels Returned ⁴ | 39,753 | 45,677 | 60,199 |
| | Recyclable Reels Returned (percentage of total wooden & steel reels shipped) ⁵ | 10% | 10% | 8% |
| Waste | Waste by Disposal Method (tons) – Total ⁶ | 40,406 | 38,147 | 42,042 |
| | Other – Miscellaneous waste streams (tons) | 0 | 309 | 0 |
| | Other – Treatment (tons) | 8,979 | 6,454 | 5,956 |
| | Incineration (mass burn) (tons) | 53 | 77 | 0 |
| | Recovery (including energy recovery) (tons) | 10,114 | 7,958 | 3,406 |
| | Landfill (tons) | 353 | 3,859 | 6,298 |
| | Recycling (tons) | 20,907 | 19,490 | 26,383 |
| | Hazardous Waste (tons) – Total | 237 | 208 | 142 |
| Water & Wastewater | Water Intensity (gallons/ton) ⁷ | 277 | 285 | 269 |
| | Total Water Withdrawal (ML) ⁸ | 895 | 898 | 851 |
| | Well Water/Groundwater (ML) | 141 | 134 | 131 |
| | Rainwater (ML) | 149 | 174 | 107 |
| | Municipal (ML) | 606 | 589 | 613 |
| | Total Water Withdrawal from Water Stressed Areas (ML) ⁹ | 56 | 62 | 63 |
| | Well Water/Groundwater (ML) | 0 | 0 | 0 |
| | Rainwater (ML) | 0 | 0 | 0 |
| | Municipal (ML) | 56 | 62 | 63 |
| | LIVING WELL | | | |
| Employee Engagement & Development | Employee Engagement Survey Participation Rate | 85% | 84% | 89% |
| | Employee Net Promoter Score (eNPS) | 33 | 27 | 40 |
| | Employees Receiving Regular Performance and Career Development Reviews | | | |
| | Executives & Senior Leaders | 100% | 100% | 100% |
| | Site Leaders/Directors & Managers | 100% | 100% | 100% |
| | Individual/Technical | 0% | 100% | 100% |
| | Employee Handbook | | | Employee Handbook |
| Inclusion | Permanent Employees – Female ¹⁰ | 22% | 21% | 21% |

| TOPIC | METRIC | 2018 | 2019 | 2020 |
|--|--|------------|------------|---------------------------------------|
| | Permanent Employees – Male ¹⁰ | 78% | 79% | 79% |
| | Permanent Employees – People of Color ¹⁰ | 35% | 37% | 38% |
| | Diverse “High Potential” Senior Leadership Candidates ¹⁰ | 30% | 31% | 33% |
| Talent Attraction | New Employee Hires | 25% | 14% | 17% |
| | Employee Turnover | 20% | 20% | 18% |
| | Southwire Careers | | | Southwire Careers |
| Workplace Safety & Employee Well-Being ¹¹ | Employee fatalities ¹² | 1 | 0 | 0 |
| | Total number of hours worked – employees | 17,171,014 | 17,310,149 | 15,458,046 |
| | Employee TRIR ¹³ | 1.23 | 0.87 | 0.83 |
| | Employee LWDR ¹⁴ | 0.19 | 0.13 | 0.23 |
| GIVING BACK | | | | |
| Charitable Giving | Volunteer Hours ¹⁵ | 12,300 | 12,972 | 4,485 |
| | Volunteers ¹⁵ | 983 | 1,237 | 1,237 |
| | Charitable Giving | | | Charitable Giving |
| | Shared Value Partnerships | | | Shared Value Partnerships |
| | Percent of Southwire Communities with e-Recycling Programs ^{16, 17} | 13% | 39% | 0% |
| DOING RIGHT | | | | |
| Ethics, Anti-Corruption & Transparency | Code of Business Conduct | | | Code of Business Conduct |
| | Doing Right Connection | | | Doing Right Connection |
| | Regulatory Actions | | | Regulatory Actions |
| Sustainable Supply Chain & Procurement Practices | Spend with Diverse Suppliers (millions, USD) | \$352 | \$375 | \$341 |
| | Diverse Suppliers (percentage of supplier base) | 16% | 20% | 23% |
| | Conflict Minerals Policy | | | Conflict Minerals Policy |
| | Global Supplier Sustainability Manual | | | Global Supplier Sustainability Manual |
| | Human Trafficking Policy | | | Human Trafficking Policy |
| BUILDING WORTH | | | | |
| Product Quality & Safety | Incremental Revenue from Sustainable Products & Solutions | \$220M | \$288M | \$390M |
| | Quality Related Returns (percent of revenue) ¹⁸ | 2.2% | 2.1% | 1.9% |
| | Non-Conforming Parts Per Million ¹⁹ | 266 | 246 | 183 |
| | Quality Policy | | | Quality Policy |
| | ISO 9001 Certificate | | | ISO 9001 Certificate |
| Technology & Innovation | Active Patents | 518 | 501 | 415 |
| | Products Webpage | | | Products Webpage |

¹Southwire uses a subscription software solution to consolidate GHGs (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃) into CO₂e. 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.

²Our subscription software consolidates GHGs (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃) into CO₂e. Factors in the system are either based on U.S. 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.

³Includes CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃.

⁴Includes units recycled through our reel supply partner.

⁵Includes shipments of both new and recycled reels.

⁶Total and waste by disposal method includes both hazardous and non-hazardous waste.

⁷Our 2016 baseline was 298 gallons/ton. 2016 baseline values and 2018-2019 data were revised to reflect corrections to site production numbers following the implementation of SAP at all sites, which altered the intensity calculation.

⁸We use a standard calculation methodology to determine evaporation rate [Evaporation Rate = Circulation Rate x Delta T / 1000]. Circulation rate is the recirculation pump's rated capacity. Delta T is set at 5 F, a best estimate for the average temperature drop for our cooling towers over the course of a year. The number of sites changed, therefore data is not consistent year over year. Water usage is for all sites (not just 2016 baseline sites) except for mid-year acquisitions.

⁹Southwire considers our operations in Tecate, Mexico; San Pedro Sula, Honduras; Rancho Cucamonga, California; Fontana, California; and El Paso, Texas to be in potentially water stressed regions.

¹⁰Information on employees through SAP SuccessFactors excludes employee data for Mexico, Honduras, China, and the Netherlands

¹¹All rates were calculated based on the number of incidents per 200,000 hours worked.

¹²A salesperson was involved in a fatal motor vehicle accident while driving to the airport in 2018. This devastating incident was the first work-related fatality at Southwire in more than ten years.

¹³Total recordable injury rate (TRIR) includes all “OSHA Recordable Injuries”—first aid is not included, fatalities are included.

¹⁴The 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.

¹⁵There were a lower number of volunteer hours and total number of volunteers in 2020 due to COVID-19.

¹⁶Our 2016 baseline was 4%. Southwire's “baseline” covers all Southwire communities except those associated with the DCN Cables, ProBult Professional Lighting, Garvin Industries, Madison Electric Products, Construction Electrical Products (CEP) and American Elite Molding (AEM) acquisitions.

¹⁷No recycling events were held in 2020 due to COVID-19. In addition, Southwire has adjusted our target to establish recycling program at all locations from 2021 to 2023 due to setbacks from COVID-19.

¹⁸As measured by Quality Related Customer Credit & Return Dollars (Percent of Gross Revenue).

¹⁹As measured by External Non-Conforming Parts: Wire & Cable (Parts per Million Feet of Product).