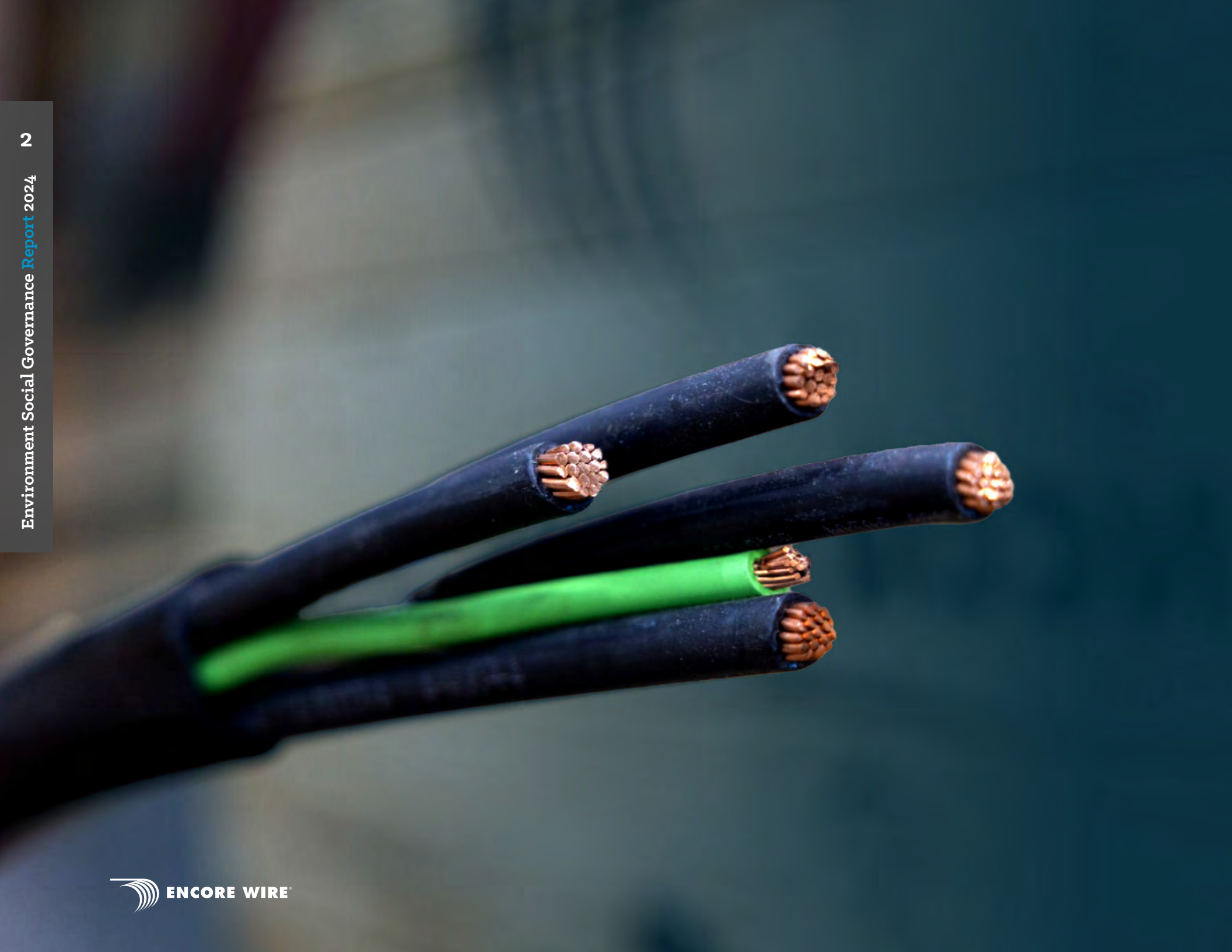




Wired for the **Future**

2023 Environment, Social,
Governance (ESG) Report





Disclaimer and Forward-looking Statements

This report contains various forward-looking statements and information that are based on management's belief as well as assumptions made by and information currently available to management. Although Encore Wire believes that the expectations reflected in such forward-looking statements are reasonable, it can give no assurance that such expectations will prove to have been correct. Such statements are subject to certain risks, uncertainties, and assumptions. Should one or more of these risks or uncertainties materialize, or should underlying assumptions prove incorrect, actual results may vary materially from those expected. All data and policies discussed in this report are relevant to Encore Wire, both as a single-site campus and as an enterprise-level organization. Please refer to Encore Wire's annual 10-K report for more details about forward-looking statements.

GAAP Reconciliation - EBITDA is defined as net income before interest, income taxes, depreciation, and amortization. The Company presents earnings before interest, taxes, depreciation, and amortization (EBITDA) because it is a required component of financial ratios reported by the Company to the Company's banks, and is also frequently used by securities analysts, investors, and other interested parties, in addition to and not in lieu of measures of financial performance calculated and presented in accordance with Generally Accepted Accounting Principles (GAAP), to compare to the performance of other companies who also publicize this information. EBITDA is not a measurement of financial performance calculated and presented in accordance with GAAP and should not be considered an alternative to net income as an indicator of the Company's operating performance or any other measure of financial performance calculated and presented in accordance with GAAP. A reconciliation of EBITDA to net income is posted on www.encorewire.com under "INVESTORS."



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About this Report

This report serves as a timely update to stakeholders, summarizing Encore Wire's 2023 sustainability progress and commitment to effectively managing environmental, social, and governance (ESG) factors. Our commitment to "doing the right thing" extends to managing our impacts on the environment and society, and to serving as a key supplier in the transition to sustainable future power solutions. We also understand the importance of documenting our sustainability journey to show transparency and accountability in our efforts, and to provide a clear and accurate depiction of our progress.

We support the call for standardization of ESG reporting, and as such, we have developed this report in alignment with the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) disclosure for the Electrical & Electronic Equipment Industry, and the United Nations Sustainable Development Goals (UN SDGs).

SUSTAINABLE DEVELOPMENT GOALS



Encore Wire's ESG strategy supports achievement of several UN Sustainable Development Goals

Message from Executive Leadership

At Encore Wire, the future looks bright. We believe that the continuing transition to a low-carbon economy will help to present new opportunities for our company. Our products should support the development of the infrastructure necessary for the widespread deployment of artificial intelligence, electric vehicle charging, solar and wind farms; as well as the onshoring of manufacturing and repurposing of aging commercial urban centers to vibrant residential communities. We believe that we are well-positioned to capitalize on the electrification of our world and that our products can help to facilitate the transition to a sustainable economy.

Sustainability remains a vital part of our rich history and long-term commitment to our community. Our environmental, social, and governance (ESG) efforts over the past decade, from our Zero Waste initiative to our Target Zero safety initiative, to our deep-rooted culture of “doing the right thing,” have demonstrated that improving ESG performance can lead to improved business performance. Encore Wire has enjoyed enhanced efficiencies and profitability for our shareholders and strengthened relationships with our employees and stakeholders.

In 2023, we formalized our efforts by publishing our first ESG Report, in which we prioritized material ESG topics and developed a long-term strategy with specific goals and plans for measuring our progress. Throughout the course of the year, we have made significant progress toward our goals, as detailed throughout this report.

Our accomplishments have reinforced our commitment to sustainability and raised the bar for our goals going into 2024. We are proud of our accomplishments to date and look forward to the challenges ahead.

For 35 years, our innovative spirit and commitment to excellence have raised the level of expectations for our customers. We are committed to upholding this high standard and continuing to improve our position as a sustainable and responsible company in our industry.



Daniel L. Jones
Chairman, President, and CEO



Bret J. Eckert
Executive Vice President and CFO

Executive Summary

Encore Wire is committed to effectively managing ESG within our business strategy and decision-making, not only because we believe it is the right thing to do, but also because it enables us to better serve our stakeholders and community in the long term. Integrating ESG into our corporate strategy strengthens our performance and resilience now and into the future.

Our rich history of 100% organic growth continued in earnest in 2023. We opened our state-of-the-art, cross-link polyethylene (XLPE) compounding facility, further deepening our vertical integration related to wire and cable insulation. Our business remains strong, and we are continuing our leadership position as a key manufacturer in the transition to cleaner energy sources. Progress on our ESG strategy in 2023 has been an exciting step in our sustainability journey.

In 2022, Encore Wire collaborated with stakeholders and experts to create a strategy that builds on our values, our history of good corporate citizenship, and our management of ESG risks and opportunities. This strategy identifies five focus areas where we believe we can have the most impact. In 2023, we began to implement the detailed strategies we created in 2022 and have tracked the progress made on our goals and objectives.

E

Environmental

Our commitment to the management of our environmental impacts

S

Social

Our relationship and reputation with stakeholders and communities

G

Governance

Our internal system of practices, controls, and procedures for corporate governance

CREATING
SOCIAL VALUEDOING THE
RIGHT THING

REDUCING OUR IMPACT



ENERGY AND GHG EMISSIONS

Reduce energy use and greenhouse gas emissions intensity



WASTE MANAGEMENT AND RECYCLING

Leverage Zero Waste initiative to minimize waste generation and enhance materials recovery



WATER MANAGEMENT

Increase water efficiency and responsibly manage wastewater discharge








EMPLOYEE WELLNESS AND SATISFACTION

Prioritize employee safety and wellbeing



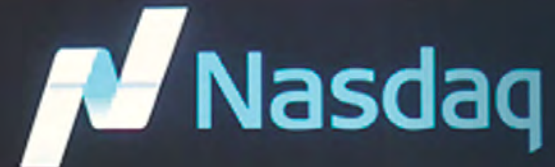
SUSTAINABILITY GOVERNANCE

Effectively manage sustainability from the Board of Directors to the plant

GOAL	UN SDG ALIGNMENT	OBJECTIVES	PROGRESS
<p>Reduce energy use and greenhouse gas emissions intensity</p>		<p>Increase energy efficiency on campus</p> <p>Explore solutions for energy resilience</p> <p>Reduce scope 1 and 2 GHG emissions intensity</p> <p>Calculate and develop plan for tracking scope 3 emissions</p>	<ul style="list-style-type: none"> • Installed gas sub metering for rod mill to enable us to better monitor and track our rod mill energy consumption, which accounts for roughly 90% of our scope 1 GHG emissions • Conducted a scope 3 emissions (value chain) screening and developed a scope 3 emissions inventory
<p>Leverage Zero Waste initiative to minimize waste generation and enhance materials recovery</p>		<p>Conduct a third-party waste audit of Encore's current practices against Encore Wire's Zero Waste initiative</p> <p>Encourage zero waste through enhanced marketing and resources</p> <p>Explore creative options for reducing waste byproduct</p>	<ul style="list-style-type: none"> • Conducted a third-party waste audit which identified areas and processes for improvement • Reduced copper and aluminum scrap during production • Explored opportunities to recycle difficult waste streams • Installed evaporators on both sides of campus to reduce wastewater discharge
<p>Increase water efficiency and responsibly manage wastewater discharge</p>		<p>Reduce water use intensity</p> <p>Reduce wastewater discharge where possible through process enhancements</p>	<ul style="list-style-type: none"> • Increased stormwater capacity for irrigation • Improved cooling tower efficiency
<p>Prioritize employee safety and wellbeing</p>		<p>Increase wellness events for employees</p> <p>Continue to strive to decrease recordable injury rates in 2024</p> <p>Continue to focus on management leadership and employee engagement around safety</p> <p>Utilize our worksite analysis program to ensure compliance and identify and eliminate employee risk</p>	<ul style="list-style-type: none"> • Reduced overtime • Provided health & fitness challenges for employees at our on-site employee wellness center • Provided regular employee wellness and satisfaction updates • Enhanced employee comfort on manufacturing floor • Adopted Cooper fit program for all employees
<p>Effectively manage sustainability from the Board of Directors to the plant</p>		<p>Create a sustainable buildings policy for all new construction and retrofit projects on campus</p> <p>Explore sustainable product certifications</p> <p>Create a sustainable procurement policy</p> <p>Formalize an Environmental Management System (EMS)</p>	<ul style="list-style-type: none"> • Obtained International Organization for Standardization (ISO) 9001 (Quality Management) certification for campus • Reviewed and refreshed social strategy and adopted new social targets

About Encore Wire

Encore Wire began its legacy in 1989 as a 68,000 square-foot industrial warehouse building in McKinney, Texas. With the support and dedication of our employees, customers, and community, we have grown to more than 3 million square feet under roof, currently situated on approximately 200 acres of our 460-acre campus. Today, Encore Wire is an industry-leading manufacturer with innovation in product development and unparalleled service as a single source provider for residential, commercial, and industrial wire and cable. Encore Wire focuses on maintaining a low cost of production while providing exceptional customer service, quickly shipping complete orders coast to coast. Our products are proudly made at our vertically integrated, single-site Texas campus. The principal customers for Encore Wire's products are wholesale electrical distributors who sell building wire and a variety of other products to electrical contractors.



1989 ● **PLANT 1**
 Founded as 68,000 square foot industrial warehouse manufacturing residential wire

1992 ● **INITIAL PUBLIC OFFERING**
 NASDAQ ticker symbol: WIRE

1994 ● **BUILT PLANT 2**
 Expansion of product line into large guage commercial wire. Secondary public offering

1997 ● **BUILT DISTRIBUTION CENTER**

1998 ● **BUILT COPPER ROD MILL**

1999 ● **BUILT PLASTIC MILL**

2001 ● **BUILT PLANT 3**
 Expansion of Circuit Wire product offerings

2004 ● **EXPANDED DISTRIBUTION CENTER**
 480,000 square feet and 60 dock doors; Railroad

2006 ● **BUILT PLANT 4**
 Expansion of product line to include armored cable

2007 ● **BUILT CORPORATE HEADQUARTRES**

OPENED PLANT 5 ● **2008**
 Expansion of product line to include industrial cable

BUILT ENCORE TECHLAB ● **2010**
 LEED® Platinum certified R&D Center
 First of its kind in North Texas

BUILT PLANT 6 ● **2012**
 Expansion of product line to include aluminum building wire

EXPANDED PLANT 6 ● **2014**

EXPANDED PLANT 4 ● **2021**

OPENED DISTRIBUTION CENTER

OPENED PLANT 7 ● **2022**
 Over 400,000 square feet of incremental manufacturing capacity

OPENED EMPLOYEE CENTER ● **2022**
 Plant 5 becomes state-of-the-art facility for recruiting training, fitness, medical care

XLPE COMPOUNDING FACILITY ● **2023**
 Fabrication of polyethylene insulation

INCREMENTAL INVESTMENTS ● **2024**
 Increasing capacity and efficiencies

-2026

Our Values

A company founded on faith, family, and work

Even though we are an industry-leading public company, our culture is grounded in old-fashioned values. Accountability, trust, and loyalty are imprinted in our DNA. We train our employees to do the right thing, regardless of the circumstances.

Encore Wire is highly focused on responding to customer needs, with an emphasis on building and nurturing strong customer relationships. We seek to establish customer loyalty by targeting an industry-leading order fill rate and rapidly handling customer orders, shipments, inquiries and, when appropriate, returns.



Service

Seize every opportunity to serve
Demonstrate 100% positive attitude
We're better together



Professionalism

Represent Encore Wire with integrity & class
Be prepared
Live by the Golden Rule



Stewardship

Actively ensure safety
Take pride in your work & your workplace
Pay attention to detail

Encore Wire at a Glance

Encore Wire operates from a single campus in McKinney, Texas, and manages all corporate activities from this campus including sales, manufacturing, inventory, logistics, and delivery from this campus. This single-site campus advantage allows us unparalleled operational flexibility.

At a glance metrics for fiscal year 2023:



**Single Site
Campus**
MCKINNEY, TEXAS



\$21.62
2023 EARNINGS
PER SHARE



\$778.0m
RETURNED TO
SHAREHOLDERS SINCE
2020



1989
FOUNDED



\$2,567.7m
2023 REVENUE



\$290.7m
2023 FREE CASHFLOW



1,629
ENCORE WIRE
EMPLOYEES

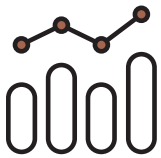


\$517.1m
2023 EBITDA

Products and Solutions

Our products distribute power from the transmission grid to the wall outlet or switch, and everything in between. We are a single source for residential, commercial, and industrial wire and cable. Through our state-of-the-art quality control facility — the Encore Wire TechLab® — we ensure that our products are built to the highest standards. All our products are manufactured with copper or aluminum as the current-carrying component of the conductor. The principal basis for differentiation among stock-keeping units are product type, conductor type, diameter, insulation, length, color, and packaging. Encore manufactures and tests all products in accordance with the Underwriters Laboratories (UL) standards, a nationally recognized testing and standards agency. Additionally, UL representatives routinely visit and test products from each area of manufacturing.

Product Solutions



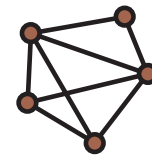
DATA CENTERS

Our manufacturing scale and flexibility, coupled with our value-added services, drive job site efficiencies as data center requirements continue to increase in size, speed to completion, and product diversity.



INDUSTRIAL

Our products are designed for a wide-range of applications including oil and gas, petrochemical, battery plants, wastewater, and automotive manufacturing, just to name a few. Continued focus on on-shoring manufacturing should spur continued demand.



COMMERCIAL

In addition to traditional commercial applications, smaller-scale power generation/distribution investments and onsite renewable energy will require capacity expansion and upgrades to distribution infrastructure.



HEALTHCARE

Our diversified product portfolio is well positioned to supply mission-critical healthcare facility expansion and upgrades while powering lifesaving equipment.



RENEWABLES

GreenConnect™ products provide power generation and distribution solutions for Solar, Electric Vehicle Charging (EV), Battery Storage, and Utility applications.

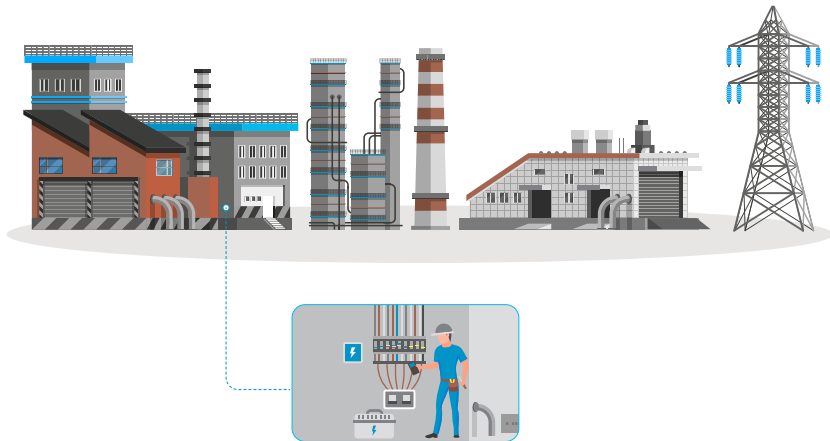


RESIDENTIAL

In addition to traditional residential applications, onsite renewable energy, battery storage, and EV charging solutions will require capacity expansion and upgrades to distribution infrastructure.

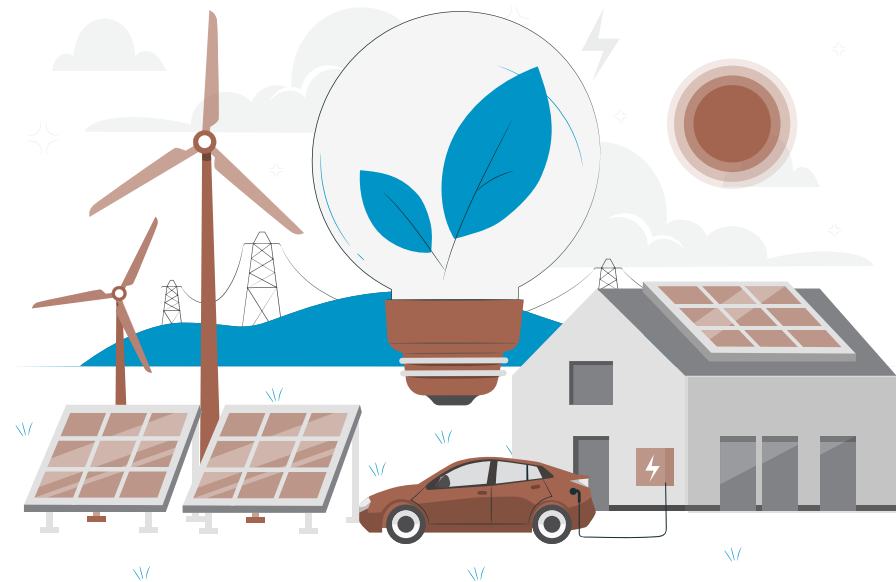
Electrifying the Future

Encore's diversified product portfolio and low-cost of production positions us well to play a key role in the transition to a more sustainable and reliable energy infrastructure. The global transition to a low-carbon society provides opportunities for our business. Additionally, recent policy developments such as the Bipartisan Infrastructure Law and the Inflation Reduction Act should drive incremental, long-term demand for Encore Wire's clean energy products.



Sustainable Solutions for a Healthier Planet - GreenConnect™

Clean energy is the future – and Encore Wire is ready to take you there today. From durable cables for large solar energy systems to custom assemblies for electric vehicle infrastructure, we have the skill and expertise to get the job done right. Our suite of GreenConnect™ products provide power generation and distribution solutions for Solar, Electric Vehicle Charging (EV), Battery Storage, and Utility applications. Our expansive manufacturing capabilities, on-site state-of-the-art TechLab®, and trusted team of professionals give you the support and confidence you need to thrive in an ever-changing sector.



While products in the GreenConnect™ family can be used for clean energy applications, we do not verify the end use of our products.

ESG Strategy

ESG at Encore Wire

At Encore Wire, we have a rich history of “doing the right thing” — whether it comes to the environment, our employees, the community, or the way we conduct our business. We believe that understanding the ESG risks and opportunities of our changing world and responsibly managing ESG has a positive influence on our long-term business resilience and success. From an environmental standpoint, future deterioration of the environment or increased severe weather-related events associated with climate change could affect both our operations and that of our suppliers and customers. Encore Wire could experience increased operating costs as a result of new regulatory requirements and increased physical risks to our facilities because of volatile weather. We could experience disruptions or limitations to access of water. Our suppliers may face similar challenges, which could impact our supply chain. Demand for our products may be impacted regionally as local climates adapt to global environmental changes. We see our ESG strategy as an opportunity for Encore Wire to solidify our position as an industry leader and effectively manage our ESG risks and opportunities. We are committed to managing our ESG priorities because we believe that it will improve our risk management systems, create a competitive advantage, and address stakeholder concerns.

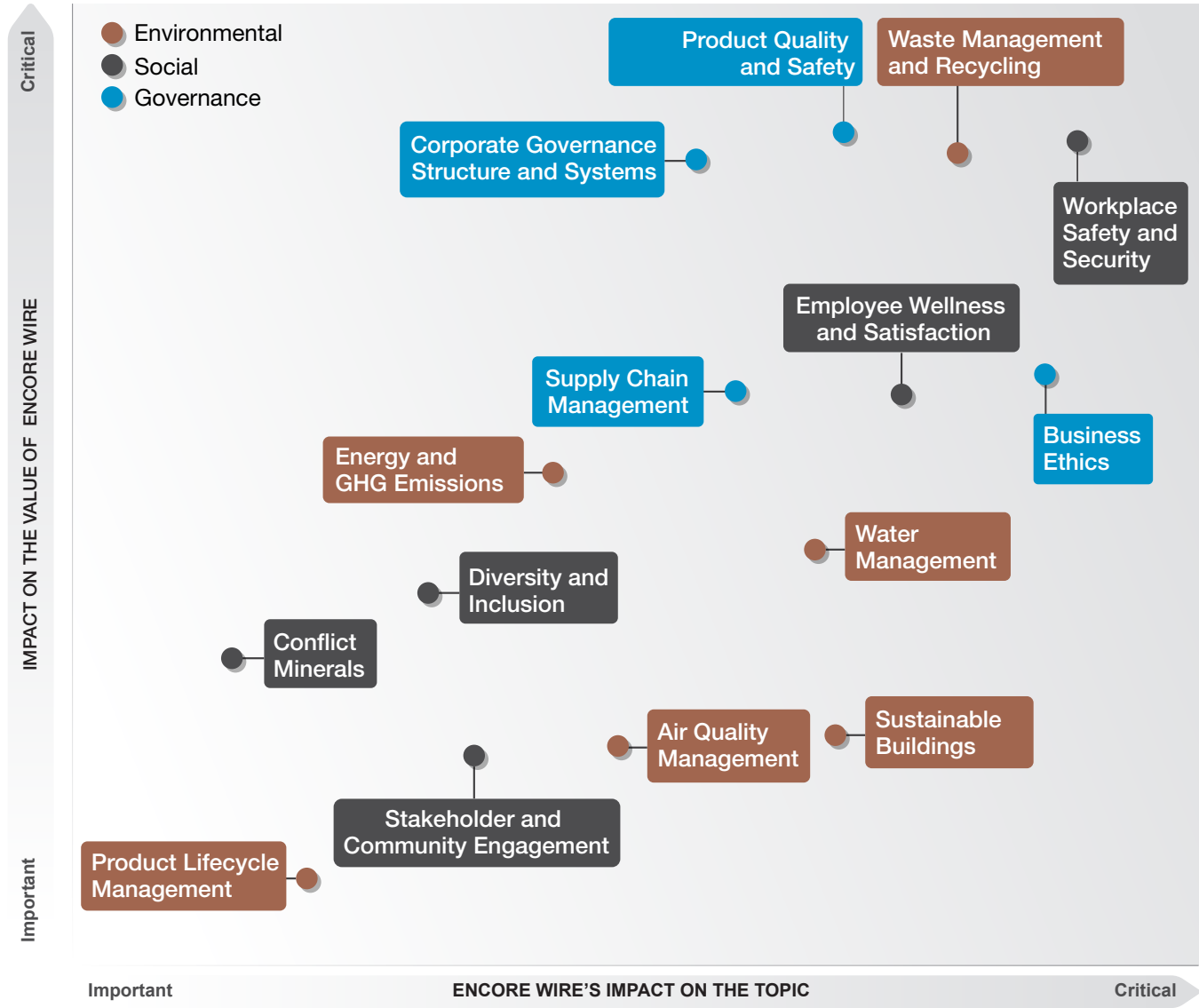
Strategy Development Process

In 2021, Encore Wire began to expand disclosure of our sustainability efforts as a company. In 2022, we conducted a materiality assessment and prepared our inaugural ESG strategy. The Encore Wire materiality assessment, based on GRI's four-step materiality assessment methodology, was conducted as an in-person workshop with key internal and external stakeholders in attendance at our McKinney, Texas campus. We then prioritized the ESG topics identified, resulting in a final list of material ESG topics that established the context, justification, and purpose for our ESG strategy. We intend to review these on an annual basis to confirm continued applicability. For example, we revised the Employee Wellness and Satisfaction goals to meet our current needs. These new goals overlap with Workplace Safety and will help us continue to provide employees with a safe and secure work environment that is embraced by all employees. We also shifted our goal around water to continue to focus on enhanced wastewater discharge management and process improvements. The ESG Priorities Matrix below compiles results from our 2022 materiality assessment, the findings of our stakeholder outreach with internal and third party experts, industry research, and minor updates made in 2023.

Following our materiality assessment, we established focus areas based on the topic prioritization. Within each of these focus areas, we have clearly identified and set high-level goals, objectives, and an implementation plan with measurable targets for tracking our progress toward goal achievement.

ESG Priorities Matrix

The materiality matrix measures our impact on each topic versus the relative impact each topic has on our value. The positioning of each topic is based on stakeholder engagement during the Materiality Assessment. The list of priority issues contained within this Materiality Assessment is not exhaustive of all of Encore Wire's risks and opportunities. This analysis is subject to change and will be updated as needed to reflect the state of our current business.



ESG Strategy

REDUCING OUR IMPACT

CREATING SOCIAL VALUE

DOING THE RIGHT THING



ENERGY AND GHG EMISSIONS

Reduce energy use and greenhouse gas emissions intensity

- Increase energy efficiency on campus
- Explore solutions for energy resilience
- Reduce scope 1 and 2 GHG emissions intensity
- Calculate and develop plan for tracking scope 3 emissions



WASTE MANAGEMENT AND RECYCLING

Leverage Zero Waste initiative to minimize waste generation and enhance materials recovery

- Conduct a third-party waste audit of Encore's current practices against Encore Wire's Zero Waste initiative
- Encourage zero waste through enhanced marketing and resources
- Explore creative options for reducing waste byproduct



WATER MANAGEMENT

Increase water efficiency and responsibly manage wastewater discharge

- Reduce water use intensity
- Reduce wastewater discharge where possible through process enhancements



EMPLOYEE WELLNESS AND SATISFACTION

Prioritize employee safety and wellbeing

- Increase wellness events for employees
- Continue to strive to decrease recordable injury rates in 2024
- Continue to focus on management leadership and employee engagement around safety
- Utilize our established worksite analysis program to ensure compliance and identify and eliminate employee risk



SUSTAINABILITY GOVERNANCE

Effectively manage sustainability from the Board of Directors to the plant

- Create a sustainable buildings policy for all new construction and retrofit projects on campus
- Explore sustainable product certifications
- Create a sustainable procurement policy
- Formalize an Environmental Management System (EMS)

Environment: Reducing our Impact

As a leader in our industry, we recognize that our activities have an impact on the environment. That is why we continually examine our processes and products to identify changes that will improve our campus, our home in McKinney, Texas, and the overall environment. We are committed to promoting environmental awareness, minimizing our footprint, and protecting the environment. For more information, refer to our [Global Environmental Policy](#).

Energy and GHG Emissions

As we continue to expand operations to meet the demand of the energy transition, we recognize that manufacturing wire and cable can be an energy-intensive process. We are committed to continually find ways to make our operations and manufacturing process more energy efficient and resilient.

Copper is a key component of some of the world's most important decarbonization solutions. Because of copper's electrical conductivity and low reactivity, it is a critical input for electrical vehicles, solar power, wind power, batteries for energy storage, and renewable energy distribution infrastructure. These decarbonization solutions will continue to be critical to society, and Encore Wire is well-positioned as a key supplier.

Our Goals

Our goal is to reduce energy and greenhouse gas (GHG) emissions intensity. Our objectives are as follows:

- Continue increasing energy efficiency on campus.
 - Monitoring energy and setting a target for reducing energy intensity will help Encore Wire increase energy efficiency on campus.
- Explore solutions for energy resilience.
 - We are exploring options for self-generated power, controlling continuity of power flow to machines, and other potential solutions.
- Reduce scope 1 and scope 2 GHG emissions intensity.
 - GHG emissions-intensity metrics normalize emissions based on a specified unit (for example, products, revenue), allowing Encore Wire to manage GHG emissions while expanding operations.

- Calculate and develop plan for tracking scope 3 emissions.
 - Developing a scope 3 inventory will help Encore Wire understand the company's value chain GHG emissions and where reduction opportunities are possible.

In 2023, we made progress toward our goals by installing gas submetering at our rod mill, conducting a scope 3 emission screening and developing a scope 3 inventory, and converted our fleet of security vehicles to EVs.

Energy

The submetering installed at the rod mill allows us to have real time gas usage data. This will enable us to better monitor and track our gas consumption at the rod mill, which accounts for 90% of our scope 1 GHG emissions. We plan to use this information to baseline our energy usage and help set GHG intensity targets.

Energy Consumption

Natural Gas Usage (MMBtu)



Electricity Usage (kWh)



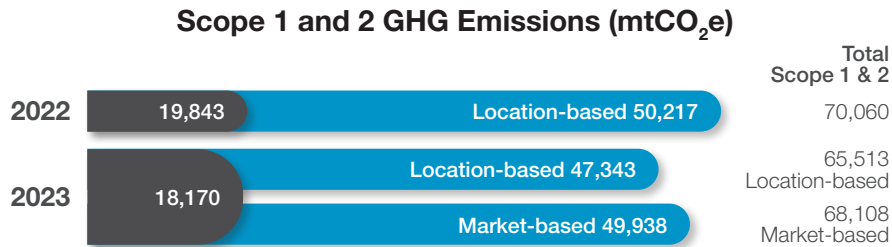
MMBtu = one million British thermal units

kWh = kilowatt-hour

Greenhouse Gas Emissions

Scope 1 and 2 Emissions

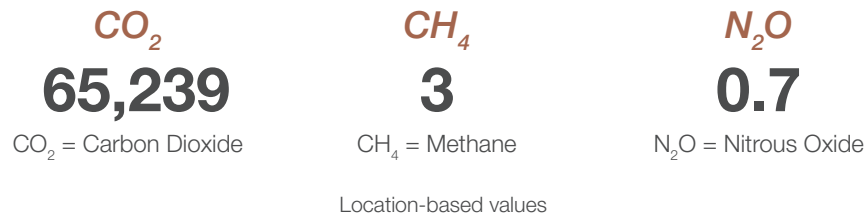
Encore Wire prepares an annual scope 1 and 2 emissions inventory using the guidance from the GHG Protocol: A Corporate Reporting and Accounting Standard. The inventory follows the operational control approach to consolidate emissions. All activities and operations at our single-site campus are within the organizational boundary and are rolled up into the corporate inventory. scope 1 emission sources include: stationary combustion (natural gas) and mobile combustion (diesel fuel, gasoline, liquefied petroleum gases). scope 2 emission sources include purchased electricity. All gases required by the GHG Protocol and relevant to Encore Wire are included the inventory.



mtCO₂e = metric tons of carbon dioxide (CO₂) equivalent

● Scope 1 ● Scope 2

2023 Scope 1 and 2 GHG Emissions by Gas (mtCO₂e)



Fleet Electrification

In 2023, we added electric vehicles to our security fleet. Our security vehicles spend the majority of their time idling, which is an inefficient use of fuel. Now that these vehicles are electric, the direct emissions associated with idling have been eliminated.

Additionally, we installed two EV chargers for employee use on campus in 2023. Encore Wire employees are able to charge their personal EV for no cost to them while they are working on campus. In 2024, we plan on adding more EV chargers on campus.

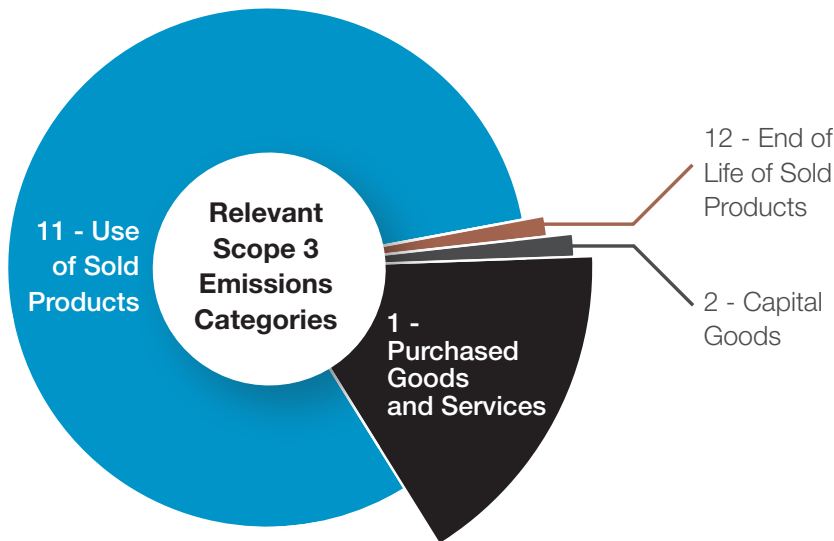
Scope 3 Emissions

In 2023, we developed an inventory of our scope 3 (value chain) greenhouse gas emissions for the first time. The scope 3 GHG emissions inventory was prepared using the GHG Protocol Corporate Value Chain (scope 3) Accounting and Reporting Standard. Because the inventory was developed for the first time in 2023, a scope 3 screening was performed using the scope 3 Evaluator tool developed by the Greenhouse Gas Protocol and Quantis. The scope 3 screening provided us with high-level assessment of scope 3 emissions by category, which was then used to identify the scope 3 categories relevant to our operations.



Consistent with companies in our industry, Use of Sold Products is our largest scope 3 category. Other scope 3 categories determined to be relevant to our operations are Purchased Goods and Services, End of Life Treatment of Sold Products, and Capital Goods. Together, these categories represent an estimated 99.5% of our scope 3 emissions footprint. Relevancy was determined based on a combination of quantitative and qualitative criteria, including significance of emissions, industry expectations, ability to influence, relevancy to operations, and stakeholder expectations.

Relevant Scope 3 Emissions Categories



Following the best practice guidance in the GHG Protocol, our strategy for scope 3 emissions is to focus on obtaining higher-quality data to improve the accuracy of our scope 3 emissions estimations.

Air Quality Management

Encore Wire reports air pollutants on an annual basis to the Texas Commission on Environmental Quality (TCEQ) and we have voluntarily implemented air emissions control systems into our manufacturing processes. Our Baghouse Filtration System, a very important part of our rod mill, reduces our impact on ambient air by capturing the particulate matter (including copper particulate) produced during copper melting in the furnace. The baghouse filter bags are then sent to a third-party company that recycles the copper and sends it to a copper producer to be reused in copper rod. This system helps us to reduce air pollutants and to minimize waste from our production process by capturing and reusing the copper.

Baghouse Filtration System Process

Copper particules captured in the baghouse filtration system



Filter bags are sent to a third-party for processing



Copper is sent back to the producer to be recycled into new rod

Next Steps

In 2024, we plan to expand our process of adding individual electrical submetering to our plants to better understand our energy baseline and help set intensity targets. We also continue to assess improvements for energy reliability and resiliency. We will continue to monitor and track our scope 3 emissions and focus our efforts on obtaining high-quality data to estimate our emissions footprint more accurately.

Waste Management and Recycling

As an industrial manufacturer, Encore Wire recognizes the advantages of effectively managing waste and recycling process materials as much as possible. We pride ourselves on our low-cost production capabilities that are due in part to the resource efficiency of our manufacturing processes.

We manage several recycling programs that keep a significant amount of manufacturing byproduct out of landfills as we seek to minimize waste as part of our broader environmental management system.

Our Goals

On a day-to-day operational basis, we incorporate progressive recycle and-reuse programs, along with waste-reduction practices. In 2016 we created our Zero Waste initiative and since then have made significant progress in reducing our waste streams. **Our goal is to leverage our existing Zero Waste initiative to minimize waste generation and enhance materials recovery.** We worked toward this goal by:

- Using results from the third-party waste audit to help inform a plan and timeline for meeting our Zero Waste initiative.
- Encouraging zero waste through enhanced marketing and resources for stakeholders (employees, suppliers, and campus guests).
- Exploring creative options for reducing or monetizing waste byproduct from our copper recycling program.

Material Recovery

The recyclability and cost of copper — our main material — drives Encore Wire to maximize the recovery of copper scrap and discards during the manufacturing processes. Copper scrap generated on our manufacturing floor is collected, recycled, and reused to make new copper rod, a truly circular process. To optimize material efficiency, we recycle 100% of onsite copper scrap.

In addition to onsite copper recovery, our Scrap Purchase Program allows us to purchase insulated wire and bare copper to be reclaimed through a chopping process. All copper products that are purchased undergo rigorous testing to guarantee the quality of the copper and to maintain the quality in our finished products. We exhaust all efforts to make sure that no other metals have been mixed in with the copper, ensuring that the final product is of the highest quality (refer to the [Product Quality and Safety](#) section for more details).

As a result of our material recovery and procurement of recycled materials, our copper wire was made up of approximately 28% recycled copper in 2023.

Substances of Concern and Hazardous Waste

Our products comply with the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) regulations and Restriction of Hazardous Substances (RoHS2) Directive 2011/65/EU that limits or bans specific substances of concern such as hexavalent chromium, polybrominated biphenyl (PBB), lead, cadmium, mercury, and polybrominated diphenyl (PBDE) flame retardants in new electronic and electric equipment. Encore Wire also certifies that all products are in compliance with California Proposition 65, Montreal Protocol Requirements, and EU Batteries Directive (2006/66/EC).

With regard to Article 33 of REACH, Duty to communicate information on substances in articles, our company declares that none of the Substances of Very High Concern (SVHC) listed by the European Chemicals Agency (ECHA), as of the date of this document, are believed to be present in concentrations equal to or above 0.1% w/w. Furthermore, with regard to the new Directive (EU) 2015/863, Encore Wire certifies that we have taken the necessary steps to ensure that none of our products contain any of the 235 SVHC in the REACH Candidate list. More information on our compliance with substances of concern regulations can be found in our [latest RoHS and REACH publication](#). In 2023, 100% of our net sales were shipped in accordance with EU RoHS legislation.

Emulsion Waste

To substantially reduce the amount of emulsion waste that is shipped offsite, we began installing evaporators on campus. In 2022, two evaporators were added to campus. In 2023, we added additional evaporators. Emulsion wastes are created during metal cutting processes and are becoming increasingly expensive to discard.

Evaporators separate clean distilled water from the oils, so that only the oils must be disposed of, drastically reducing the amount of waste produced that must be shipped offsite and reducing our environmental impact. The evaporators are monitored every hour to ensure they are functioning as intended and that there is enough volume inside the tanks for successful evaporation. Every year, we pull samples of the effluents to check that the systems are in compliance with landfill requirements.

Zero Waste Initiative

As a byproduct of cable and wire manufacturing, Encore Wire's operations result in a range of materials that must be managed, including metals, plastics, wood, paper, cardboard, and construction and demolition (C&D) debris. In an effort to increase recovery and reuse of materials from the waste stream, Encore Wire began a Zero Waste initiative in 2016. Over time, Encore Wire has progressively implemented a recycling and waste recovery program that includes the following:

- An onboarding training program that details material management practices and expectations.
- Color-coded bins for source segregation of recovered materials on each production line and at central locations within each plant.
- Labeled gaylord boxes within each plant that act as material accumulation points to consolidate materials from each production line.
- Balers to compact various material streams to reduce volume and increase marketability of the commodity.
- A robust network of waste collection infrastructure that includes roll off containers, front-end load bins, trailers, and compactors.
- Detailed waste and recycling data tracking.

Encore Wire's current Zero Waste initiative practices demonstrate that waste management and minimization is a priority. We work tirelessly to balance waste management with meeting customer needs and expectations for the quality and service of goods they purchase.

Waste management procedures employed at Encore Wire are understood throughout the entire workforce, from the groundskeeping staff to the executive level. Our staff are proud of Encore Wire's efforts to reduce waste across the campus.

Encore Wire uses the same general contractor for all construction projects, and they are solely responsible for management of waste and recycling. As a long-term partner, the general contractor understands Encore Wire's ESG, waste management, and recycling goals.

Procurement

Encore Wire's procurement practices consider our Zero Waste initiative.

- Encore Wire has coordinated with the manufacturer of their specialty-built reels and pallets to repair and send back damaged reels and pallets.
- Green procurement practices:
 - Utilizing Planet packs for mixing of plastics (larger than previous containers).

- Reducing the thickness of cardboard and increasing the recycled content.
- Reducing plastic film thickness.
- Increasing the recycling content of plastic reels.

Zero Waste Assessment

In 2023, we engaged a third party to assess our Zero Waste practices and to help identify ways for Encore Wire to achieve our goal to minimize waste generation and enhance material recovery. As part of the waste assessment, the third party reviewed the documentation of our waste data, including material generation data, waste and recycling summary logs, vendor invoices, solid waste and hazardous waste contracts, and site maps showing locations for waste generation and collection. Based on the results of the assessment, waste diversion rates over the past 3 years are summarized as follows.

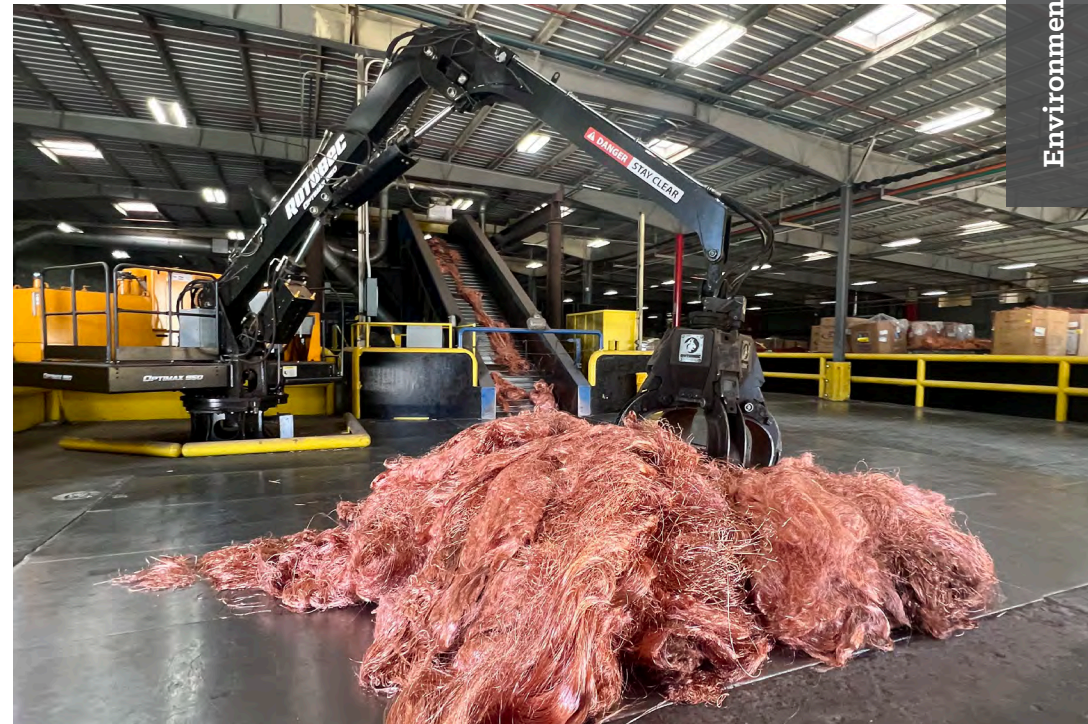
Percentage of Campus Waste Recycled



Next Steps

A longer-term goal of the program is to continue to market the landfilled waste streams as a commodity to find an alternative to landfilling. The following is a list of next steps identified through the Zero Waste assessment:

- Formalize waste management policies.
- Increase the marketability of waste byproduct.
- Continue to engage with advanced recycling industry to find options for further recycling.
- Continue to provide new employee orientation training to staff on the waste management practices but also look for opportunities for continuing education and engagement.
- Create various ways to engage employees and increase participation in the Zero Waste initiative.



Water Management

Encore Wire recognizes that water is a precious resource and that access to safe water and sanitation is essential to the health of our communities. We believe access to clean, fresh water is a human right, and we actively implement systems and management programs to minimize local use and mitigate unintentional discharge.

Water is a particularly limited resource in North Texas as this region is affected by periodic and persistent droughts. An increased water use efficiency in the manufacturing process enables Encore Wire to reduce the threat of water shortage and enhances our water resilience.

Our Goals

Our goal is to increase water efficiency and responsibly manage wastewater discharge. We intend to accomplish this by:

- Reducing water use intensity.
- Reducing wastewater discharge where possible through process enhancements.

Taking these steps will mitigate risks associated with both water availability and water demand while improving the efficiency of our manufacturing processes.

Sourcing Water Onsite

The majority of our campus water is sourced from our campus well, which provides direct water access for our manufacturing processes and alleviates stress on municipal water supplies. In 2023, we were able to supply 86.6% of the total water used on campus directly from our campus well.

Figure 10. Percentage Water Sourced from Campus Well



Drought-resistant Landscaping

We have continued to transition to drought-resistant plants on our 200-acre campus and intend to continue to make the transition to fully drought-resistant, native plants for any new landscaping efforts. By taking this initiative, we will reduce water use impacts from non-manufacturing aspects of our campus, while still enhancing the campus atmosphere.

Wastewater Management

All of Encore Wire's discharges of process wastewaters to the municipal water district are in accordance with local sewer ordinances and permits. While we do not fully treat wastewater produced on campus, we have taken intentional measures to improve the quality of the wastewater that is discharged. These measures are in an effort to improve downstream efficiency of wastewater treatment by our municipal wastewater treatment plant. For example, at our rod mill, we installed a caster water recycle/reuse system to eliminate discharges to the municipal wastewater treatment system.

An additional focus area in 2023, in regard to increased water use efficiency, was addressing wastewater discharge resulting from cooling tower blowdown events. We investigated options to reduce discharge and found that by reducing sedimentation in the tower, we could reduce the blowdown frequency. A third-party vendor is now engaged to perform testing at routine intervals and provide a report of cooling tower performance as well as recommendations. Based on implementing the routine testing and recommendations from the vendor, we have improved the efficiency of the cooling tower.

In 2023, 86.6% of our water was sourced from our campus well. We have reduced irrigation water consumption by 50% with our transition to native, drought-resistant landscape.

Sustainable Buildings

Incorporating sustainability into construction and retrofit decisions helps Encore Wire effectively manage the environmental impact of enduring infrastructure.

Rainwater Capture

Rainwater capture infrastructure is another key component of Encore Wire's water management practices. As detailed in the [Sustainable Buildings](#) section, our upcoming Sustainable Buildings Policy will include rainwater capture infrastructure as a consideration for new buildings on our campus. In 2023, we added a storm water capture system at the Employee Center for use in the campus irrigation system.

Our Leadership in Energy and Environmental Design (LEED) Platinum certified Research and Development Center already collects stormwater and runoff in a 35,000-gallon tank. The water captured here and in future rainwater capture systems is to be used to water our drought-resistant landscape.

Next Steps

To accurately quantify our water use intensity, we are intending to install water submeters at the individual plants. Submetering will provide the data Encore Wire needs in order to identify inefficiencies and provide baseline data for subsequent use in a water intensity reduction target.

Encore Wire is in the process of creating a sustainable construction policy to be immediately incorporated into new construction and building retrofits. As part of this process, we are evaluating sustainable construction practices with third-party experts and various sustainable building certifications for elements to incorporate. These include:

- Minimizing energy consumption through the installation of efficient building envelope, heating, ventilation, and air conditioning (HVAC), and light emitting diode (LED) lighting and fixtures.
- Reducing water consumption through the installation of rainwater capture infrastructure.
- Prioritizing local sourcing and vendors where possible.
- Considering process design for efficient movement of product across the production process.

Next Steps

In 2023, we began creating a Sustainable Construction Policy to be followed for all new construction and retrofit projects on campus. In 2024, we will conclude our investigation into best practices for energy consumption, water consumption and rainwater capture, sourcing local building materials, and process design efficiencies. This policy will be finalized and implemented on constructions projects starting in 2024.

100% of new construction and retrofits will follow our sustainable construction policy once finalized in 2024.

Product Lifecycle Management

Organizations around the world are transitioning from a linear “take, make, waste” model to a more circular production model. Encore Wire is contributing to this model through our various materials recovery programs. We continue to manage the environmental impact of our products during their full lifecycle – from design and sourcing to the manufacturing, selling, reusing, and recycling stages – to minimize our waste.

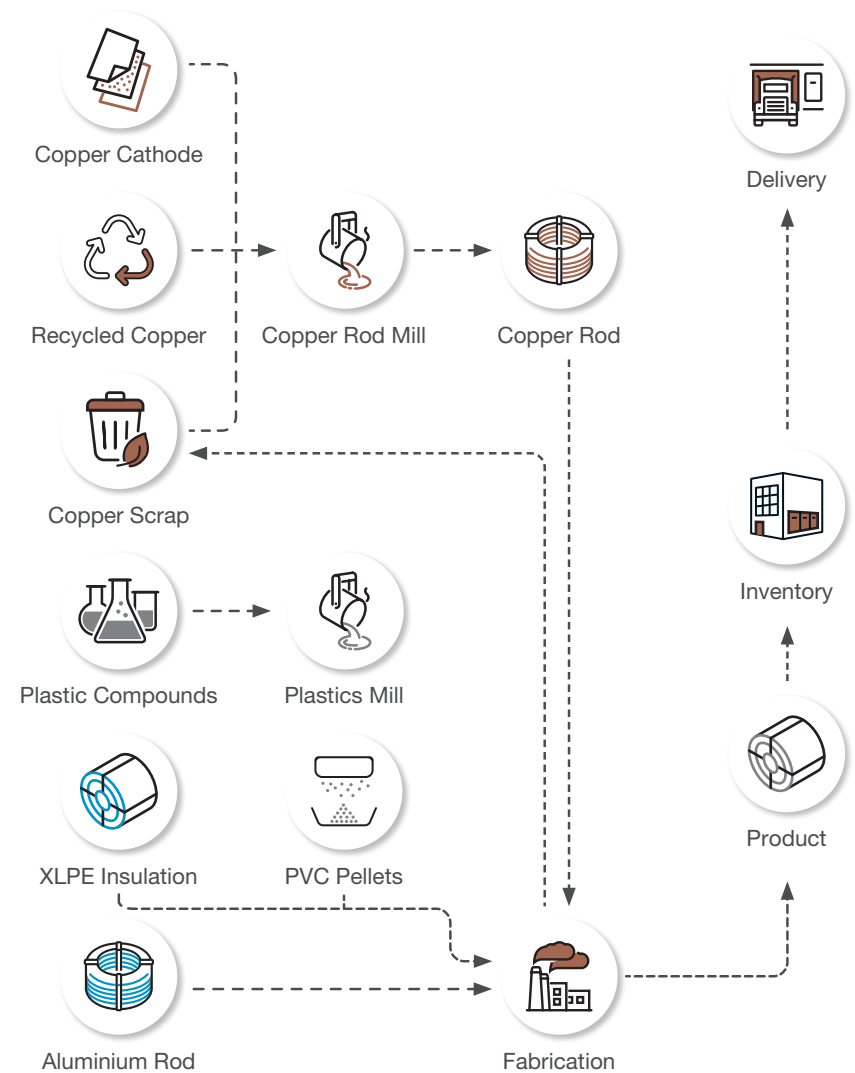
Environmental Impacts

One of the steps we made in 2023 to better understand the lifecycle of our products was calculating our scope 3 emissions. Understanding the environmental impacts of our products – both upstream and downstream of the manufacturing process help us to better manage the impacts. One of the challenges in quantifying the lifetime emissions of our products is the fact that our products have a lengthy lifespan – which speaks to their quality and durability. In addition to providing GreenConnect™ products that can be used for sustainable solutions, we continue to focus on making our products more sustainable by improving efficiency and reducing line loss. We are committed to managing our product footprint even as decarbonization efforts are expected to increase demand.

Our single-site campus has tremendous benefits for managing product lifecycle impacts. Because our production process is vertically integrated, the environmental impacts and costs of the middleman are eliminated. We strive to waste no materials between steps of manufacturing by completing the production process onsite and managing the quantity needed. We are proud of this unparalleled operational flexibility and the precision with which we maximize the utility of the input materials in our manufacturing.

Encore Wire’s Zero Waste initiative and Scrap Purchase Program (detailed in the [Water Management](#) section of this report) help us manage the lifecycle impact of our products. Our Zero Waste initiative helps to optimize the materials we use by reducing waste from our manufacturing processes. The Scrap Purchase Program helps extend the life of copper that might otherwise end up in a landfill.

Vertical Integration





Social: Creating Social Value

At Encore Wire, we believe that fostering an environment that values safety, employee satisfaction, diversity and inclusion, and stakeholder engagement makes us a stronger company. We encourage our employees to do the right thing under any circumstance and to conform to our [Code of Business Conduct and Ethics](#). Beyond our campus, we strive to create and uphold value by responsibly sourcing our materials in conformance with our [Supplier Code of Conduct](#).

Our [Global Human and Labor Rights Policy](#) details our long-standing policies that protect and respect the rights of our employees, stakeholders, and the community. In November 2021, we released our [Occupational Health and Safety Policy](#) to promote optimal health and safety for our employees. We have outlined below our responsible practices that strive to protect the people who work for us and who are impacted by our business.

Workplace Safety and Security

We believe that our employees are our most valuable resource and that their observations, feedback, and communication are critical to our success. We view our compliance with safety standards and regulations as the minimal threshold for keeping our workers safe, and we continuously improve our world-class safety environment embraced by all employees at Encore Wire.

Our Goals

We are committed to providing employees with a safe and secure work environment that is embraced by all employees. To achieve this goal, we will:

- Continue to strive to decrease recordable injury rates in 2024.
- Continue to focus on management leadership and employee engagement around safety.
- Utilize our established worksite analysis program to ensure compliance and identify and eliminate employee risk.

Encore Wire strives to protect human and labor rights where we operate and to ensure that our employees, customers, suppliers, and vendors are treated with consideration and respect. We are committed to providing a safe and healthy work environment following the guidelines set forth in the [Ten Principles of the United Nations Declaration of Human Rights and the UN Global Compact](#).

Encore Wire aims to provide a workplace that is free from harassment, intimidation, violence, and other unsafe conditions due to threats, both internal and external. Security safeguards for employees are provided as necessary and are maintained with consideration for employee privacy and safety.

As outlined in our [Occupational Health and Safety Policy](#) all employees are expected to perform their duties consistent with site-specific safety policies, environmental rules, and applicable regulations as well as Encore

Wire best practices.

Target Zero Initiative

For the health and safety aspects of our Environmental, Health, and Safety (EHS) platform, we have established our Target Zero initiative to promote a world-class safety culture by empowering employees through engagement, respect, integrity, and a commitment to do the right thing. The cornerstones of our Target Zero initiative are the “Courage to Care” and “Stop Work Authority” policies. Courage to Care encourages employees to engage and coach each other when an at-risk condition or act is observed. Stop Work Authority empowers all employees to immediately stop work if equipment is not safe to operate or if risk cannot be controlled or eliminated.

Environmental, Health, and Safety Program

Our EHS programs invest significant resources to equip all employees to be safe and successful at Encore. Our training prepares our employees to identify risk, conduct safety assessments, and perform safety observations. Encore Wire understands that leaders who are equipped to identify risk and take immediate action to protect employees are vital to the health of our company. Our goal is to nurture a collaborative partnership between leadership and production employees to not only identify and eliminate risk, but also to foster a culture of caring for one another.

For every step in the Encore Wire production process, we create complete standard operating procedures (SOPs) to follow for use of all equipment on campus and we conduct routine risk assessments. We also have “on-the-job training” (OJT) prior to independent use of all manual and power tools. New employees must sign off on understanding and committing to the procedures outlined in the SOPs and during OJT.

Encore Wire staff that work in production, manufacturing, and maintenance attend bi-weekly safety meetings on all required Occupational Safety and Health Administration topics as well as additional topics identified to mitigate safety risk across our facilities. At Encore Wire, there are bi-weekly safety

trainings for all employees, bi monthly safety orientations for new employees, and monthly EHS team safety audits.

EHS Monitoring

We recognize the importance of consultation and cooperation between management and employees to effectively implement our health and safety policies. Reviewing EHS programs and their associated wellness, safety, and security metrics is the main avenue for collaboration between leadership, office staff, and employees on the manufacturing floor. Employees are encouraged to submit safety concerns through the Employee Portal kiosks located in the breakrooms across campus. Executive leadership regularly reviews recent wellness, safety, and security metrics to improve our policies.

Each quarter, plant safety improvement plans are reviewed to ensure progress is being made to reduce risk to employees and promote our safety culture. The safety leadership team annually reviews the EHS programs and policies. Any necessary modifications are communicated to employees. Production employees are continuously engaged through weekly safety observations and assessments to better understand how we can improve our culture of safety, mutual respect, and inclusion.

Protection from Hazardous Substances

At Encore Wire, we take action to protect our employees from hazardous substances. Several engineering controls are employed across our single-site campus for enhanced employee protection. In 2023, ventilation ceiling fans and portable cooling units were added across our facilities and a new team was established that is dedicated full-time to evaluating equipment to determine whether a machine needs special guarding, and then fabricating and installing the guarding necessary to protect employees. Last year we began installing new smoke and oil mist collection units on over 80 pieces of equipment across campus, an effort that will be completed in 2024.

To ensure manufacturing employees are aware of potential hazards and health implications of hazardous substances on campus, manufacturing staff receive annual Hazard Communication training. Additionally, Encore Wire employees that are exposed to hazardous substances receive training on handling of

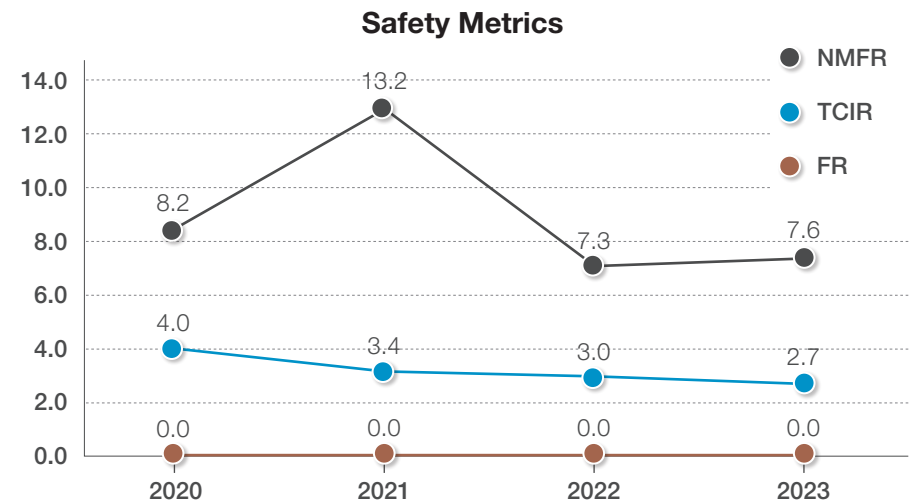
Encore Wire monitors trends and performs analyses to create plant-specific performance improvement plans. This ensures that recognized hazards are eliminated for creation of the safest work experience for our employees.

hazardous material, fire prevention, emergency response procedures, working in confined space, hot work, and reviews of SOPs and OJT tools.

Encore Wire employees are provided with head-to-toe personal protective equipment, including hard hats, face shields, safety glasses, hearing protection, balaclavas, heat sleeves, chemical sleeves, cut resistant gloves, chemical resistant gloves, heat-resistant gloves, heat silver suits, chemical boots, respirators, powered air purifying respirators (PAPRs), reflective clothing, chaps, and aprons.

Hazardous substance concentration levels are regularly measured with in-house directed exposure monitoring and checked annually by our insurance company. As required by our onsite medical clinic, we conduct regular medical checks for employees that are exposed to hazardous substances.

For the year ending on December 31, 2023, we experienced the following near miss frequency rate (NMFR), total case incident rate (TCIR), and fatality rate (FR) at our campus:



Employee Wellness and Satisfaction

Encore Wire understands that an energized and satisfied workforce is vital for success. We believe that fostering a culture for our employees that values wellness, inclusion, mutual respect, and opportunity for advancement makes us a better employer.

Our Goals

At Encore Wire, we are committed to upholding our culture of doing things right by treating our employees like family and prioritizing their wellness and satisfaction. We will do this by:

- Increasing wellness events for employees (for example, health fairs, fitness competitions, etc.).

Competitive Wages and Benefits

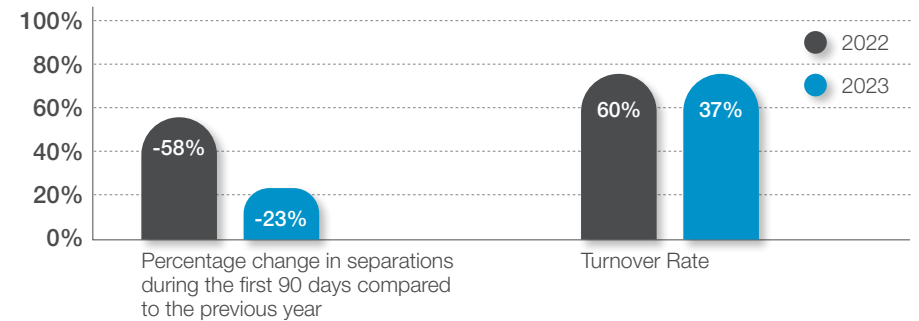
We prioritize treating our employees right and offering employees a stable job with generous benefits. Encore Wire is committed to ensuring employment security and responsible workforce restructuring – we have never had a layoff in the 35-year history of Encore Wire.

Encore Wire is committed to providing a living wage that provides an adequate standard of living for all employees and complies with all applicable federal and local wage regulations, including minimum wage and overtime. We utilize multiple third parties to benchmark our employee compensation by job classification to ensure that our compensation packages remain competitive relative to our industry and geographic location.

In addition to a competitive living wage, Encore Wire provides its employees with a robust benefits package. Included in this benefits package are attractive medical plans, opportunities for incentives and annual bonuses, and a 401(k)-retirement savings plan for all employees. We do not currently employ any contract workers on the manufacturing floor. All onsite workers are employees of Encore Wire and have access to the same benefits.

Encore Wire has set up programs such as tuition assistance, specialized training, housing assistance, employee loans, and production incentives. Long-term incentives, like a long-term deferred cash plan, are available for Encore Wire's salaried manufacturing supervisors, further motivating employees to advance their career at Encore Wire.

Employee Retention Metrics



Number of Employees Hired



Average Number of Overtime Hours (per hourly employee per week)



Disclosure of Different Types of Employment



Employee Training and Engagement

Encore Wire believes the development of talent and growth of human capital is vital to our success. We recruit and identify candidates that fit our culture of success. We then train them on our SOPs and job responsibilities through our 90-day hands-on training program. This training and continuing education platform is designed to teach our employees how to succeed in their roles, improve or introduce new relevant skill sets, and foster opportunities for internal advancement. We value open and honest communication and its impact on employee retention. We have created multiple opportunities to provide feedback up and down our management chain, including 30-, 60-, and 90-day evaluations for new employees, formal yearly evaluations, and ad hoc opportunities to provide feedback as employees may wish.

In addition to the bi-weekly safety meetings, hourly employees receive specialty training, SOP/OJT time, mobile equipment training, new employee orientation, human resources (HR) software training, and external training.

Hourly employees averaged 80 hours per year on training in 2023 and salaried employees averaged 60 hours per year of training during this same period. This includes training that was conducted under the training grant we received from the state of Texas which covered HR software training, monthly salary training, leadership development, safety meetings, and external training.



Employee Training Hours

Number of Employees in 2023



Hours of training received in 2023 (hours)



Wellness Events and Services

Onsite Health Clinic

Encore Wire understands how the health of our employees impacts not only their work, but their family life, too. Encore Wire offers an OccuMed onsite clinic with a nurse practitioner for employees and their immediate families. This clinic allows us to immediately respond to workplace safety incidents and, for many, provides basic health screenings and treatment equal to those at a general practice facility. We also host regular healthcare fairs and blood drives.

Encore Wire is also a nonsmoking campus, and we have made a concerted effort to replace the typical food and energy drinks in vending machines with healthier alternatives.



EncoreFit and Ongoing Wellness Programs

Encore has an onsite fitness center, “EncoreFit,” where employees can enjoy state-of-the-art fitness equipment. Both the health clinic and fitness center are housed in the new employee center that opened in 2022. We run monthly campus-wide fitness challenges from Encore employees to encourage staff to utilize the EncoreFit benefit.

Encore Wire also offers a wide range of health and wellness programs to assist employees with making good lifestyle choices and improving overall health. These programs include the regular healthcare fairs, monthly fitness challenges, a pre-shift stretching initiative, and the CooperFit program. The stretching initiative, started in 2022, has led to a reduction in injury rates and on-the-job fatigue. This practice also provides a dedicated time for employees to discuss safety, quality, and other feedback with their coworkers and supervisors before their shift. We began the CooperFit health screening program in 2023. All Encore Wire employees are eligible to participate in the screening and are awarded \$250 upon completion of the screening.

Chaplain Services

Encore Wire utilizes a workplace chaplain service to provide personalized and proactive employee care. Chaplains are neutral from company operations and conversations with them are strictly confidential. Chaplains make regular visits to the campus worksite to interact confidentially with employees and build a relationship of trust. We have found that chaplains provide not just mental health and emotional support, but also financial, health, and safety support. Chaplain Care Teams are available 24 hours a day, 365 days a year for emergency care in the event of an individual or family crisis and work closely with Encore Wire to coordinate chaplain assistance.

Diversity and Inclusion

Since 1989, Encore Wire has been built on the foundation that a culture of respect, decency, and diversity fosters an environment for success. The diversity of Encore Wire’s employees is a tremendous asset: a workforce with varied personal and professional backgrounds, perspectives, and experience strengthens the Encore Wire team.

We are committed to providing a diverse, inclusive, and respectful workplace. We will continue to partner with veteran organizations and encourage veterans to pursue employment at Encore Wire.

Encore Wire is an equal opportunity employer and maintains a policy of nondiscrimination with respect to all employees and applicants for employment. At our campus, we prohibit and do not tolerate discrimination on the grounds of age, disability, ethnic origin, family status, race, religion, gender, sexual orientation, social origin, and other personal characteristics. Employment decisions, subject to Encore Wire’s business requirements, are based solely on an individual’s qualifications, merit, and performance and abide by the same principles that guide our vision of inclusion. We are committed to nondiscrimination in different aspects of employment including recruitment, job assignment, promotion, remuneration, training, and benefits.

Leadership Diversity in 2023

5.0%

Percentage women in management positions

8.5%

Percentage women in the overall workforce

7.2%

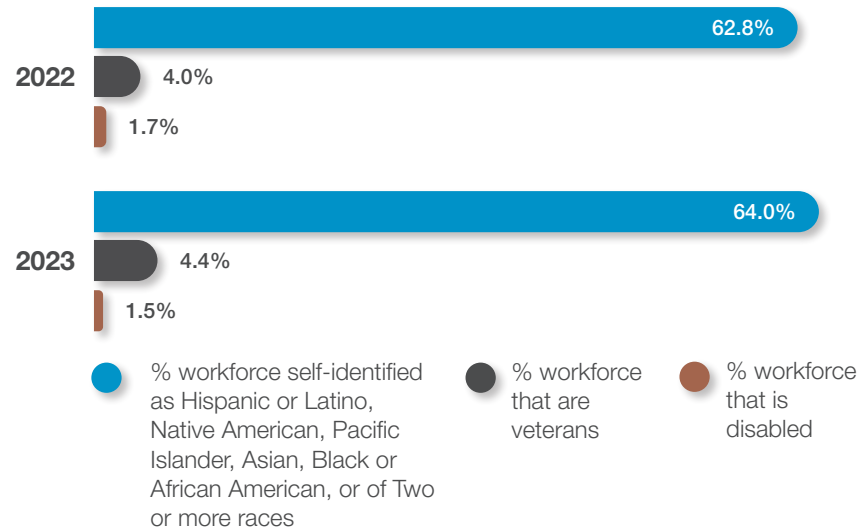
Percentage women in the executive management team

Management positions are defined as supervisor and above. Executive management is defined as director and above.

Promoting the Rights of Women and Minority Groups

Encore Wire is committed to promoting the rights of women and minority groups and supporting equal treatment for all our employees, customers, and stakeholders, without regard to race, religion, national origin, citizenship, age, gender identity, sexual orientation, marital status, genetic information, physical or mental disability, or membership or application for membership in a uniformed service.

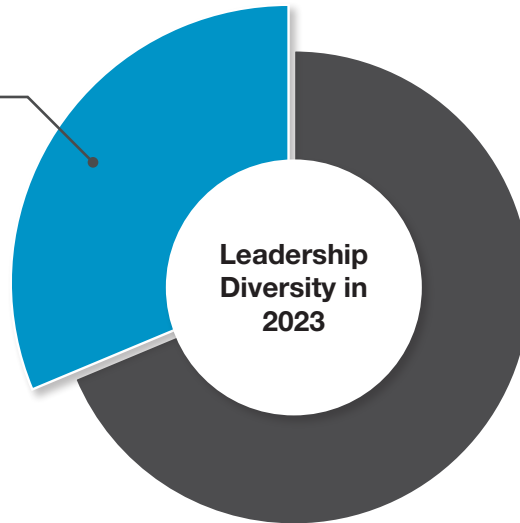
Diversity at Encore Wire



Leadership Diversity

31.3%

Percentage employees in leadership or management positions from diverse racial background



Equal Employment Opportunity to Persons with Disabilities

Encore Wire is also strongly committed to complying with the [Americans with Disabilities Act \(ADA\)](#) and other federal and state legislation designed to ensure equal employment opportunities to persons with disabilities. Encore Wire prohibits discrimination on the basis of disability and will make reasonable accommodations for the known physical or mental disabilities of qualified applicants or employees.

Harassment and Discrimination Protections

If an employee feels they are being harassed or discriminated against, they may file a confidential complaint. No hardship, loss of benefits, or penalty may be imposed on an employee as punishment for filing a good faith complaint of discrimination or responding to a complaint of discrimination, appearing as a witness in the investigation of a complaint, serving as an investigator or otherwise cooperating in a workplace investigation.



Stakeholder and Community Engagement

Stakeholder engagement played a significant role in the creation of our ESG Strategy. As is standard in a GRI materiality assessment, both internal and external stakeholders were interviewed at the beginning stages of the ESG Strategy creation to learn about perceptions of different ESG risks and opportunities. As our strategy matures and evolves, we plan to continue engaging our stakeholders on which ESG issues they feel are material for our company to address.

Encore Wire is dedicated to ongoing engagement regularly with our stakeholders - employees, community, investors, and suppliers - to consider their interests. We also provide donations and sponsorships that enable organizations to build strong foundations and continue to do great work in our local communities.

Encore Wire is dedicated to being a proactive member of our community and we strive to ensure that our business conduct is sustainable, minimizes impact, and considers the interests of all parties, as we recognize that our business affects many more stakeholders than just our employees. Stakeholders in Encore Wire's business practices include, but are not limited to, local organizations and residents in our community, suppliers, consumers of our products up and down the value chain, investors, and Board members. We are frequently engaging with our stakeholders and have weekly discussions with them in more formal meetings.

We engage with our numerous stakeholders to inform and improve our feedback mechanisms. Encore Wire has a [Policy for Confidential Submission of Complaints or Concerns](#) that can be utilized to raise a concern about Encore Wire's accounting, internal controls or disclosure controls and procedures, auditing matters, or violations of the [Code of Business Conduct and Ethics](#). Complaints and concerns may be submitted anonymously by either mailing or emailing a written description of the complaint or concern to the Audit Committee Chairman. If an employee were to witness a violation of our [Occupational Health and Safety Policy](#), or has suspicion that a violation may occur, it is requested that they report it immediately and may do so anonymously by calling Encore Wire's Stakeholder Hotline at 1 214 733-5007.

Additionally, we will periodically review and update our [Global Human and Labor Rights Policy](#) to reflect any material change in laws or regulations impacting our operations, or in such cases where we see an opportunity to enhance our human and labor rights efforts.

Stakeholders are encouraged to communicate any violations of the standards we hold our company to so that we can continuously improve our policies. Confidentiality is a priority, and all reports will be treated confidentially to the fullest extent possible.

Encore Wire donated more than \$320,000 to nonprofit organizations in 2023.

We also donated Encore Wire products to charities for use in their own projects.

Engaging with Our Employees

As stated in the [Workplace Safety and Security](#) section, all employees are in contact with their supervisors daily and can provide feedback through our employee engagement kiosks. Employees are encouraged to submit safety concerns through the Employee Portal kiosks located in the breakrooms across campus.

Engaging with Our Community

In McKinney, Texas, we work directly with our neighbors and residents, foundations and local organizations, state and federal officials, municipal water and fire officials, planning and zoning commissions, city councils, and various municipal committees. When appropriate, we are committed to discussing human rights, labor rights and other local issues related to our business with our community leaders and local stakeholders. We encourage our employees and partners to participate in company-sponsored volunteer events and to take advantage of our programs that sponsor local charities.

We held a toy drive to further the holiday spirit on campus and give back to our community. We also provide donations and sponsorships that enable organizations to build strong foundations and continue to do great work in our local communities. This includes sponsoring a local run each November, donations to Meals on Wheels, Wounded Warrior, and Make-a-Wish foundation. Finally, we have a partnership with local academic institute Collin College to employ graduates of their technical programs at Encore Wire.

Encore Wire donated over \$320,000 to nonprofit organizations in 2023. We also donated Encore Wire products to charities for use in their own projects. Our financial contributions and community service efforts align with Encore Wire's core values and support causes that reflect our company culture.



Engaging with our Investors

We maintain a vibrant and active investor relations platform, engaging with analysts and shareholders through email and phone correspondence, campus visits, public fireside chats, conference attendance, and non-deal road shows.

Engaging with our Industry

As a way to engage with the value chain, Encore Wire proudly participates in numerous professional and industry-related organizations, as detailed in our [Global Human Labor Rights Policy](#).

Conflict Minerals

Addressing conflict minerals concerns is not only a legal requirement, but also an important risk management strategy.

Over time, conflict minerals reporting requirements may affect the sourcing, price, and availability of our products. We may also face reputation challenges if we are unable to verify the origins for all conflict minerals used in our products, or if we are unable to conclude that our products are “conflict free.” More broadly, preventing the use of conflict minerals is important to Encore Wire and our stakeholders because we do not wish to contribute to political unrest.

Encore Wire does not tolerate the use of raw materials that directly or indirectly contribute to armed conflict or human rights abuses in any of its products. We are committed to:

- Maintaining complete compliance with the reporting obligations of Section 1502 of the Dodd-Frank Act, as well as the related rules and regulations issued by the U.S. Securities and Exchange Commission (SEC).

As a U.S. public company, Encore Wire is subject to the reporting requirements of the SEC. The SEC aims to prevent the use of certain conflict minerals that directly or indirectly finance or benefit armed groups in The Democratic Republic of the Congo or adjoining countries (as defined in the Dodd-Frank Act).

We are committed to avoiding the use of conflict minerals in compliance with the reporting obligations of Section 1502 of the Dodd-Frank Act, as well as the related rules and regulations issued by the SEC. In accordance with Rule 13p-1 under the amended Securities Exchange Act of 1934, Encore Wire has been required since 2014 to annually file a Specialized Disclosure Form regarding conflict minerals, [Form SD](#).

Encore Wire does not tolerate the use of raw materials that directly or indirectly contribute to armed conflict or human rights abuses in any of its products. We review our products to ascertain whether they contain conflict minerals. We have no reason to believe that any tin, or any other components, contained in the Covered Products originated in the Covered Countries. Covered Products for Encore Wire are the products that contain tinned copper conductors or a tin derivative in their insulation. For more information on how we came to this conclusion regarding our use of conflict minerals, refer to [Form SD](#).

Encore Wire is a partner with Copper Mark, an organization that supports sustainable and responsible copper production. In 2023, 94.6% of the copper cathode and 100% of the copper rod that we use was purchased from sites that have been awarded the Copper Mark Responsible Production Criteria. Mining sites that achieve the Copper Mark are subjected to an independent third-party assessment of their sustainability practices including environmental, governance, community, business and human rights, and labor. Additionally, Copper Mark Responsible Production sites are expected to adhere to London Metals Exchange’s Responsible Sourcing Requirements related to responsible sourcing, environmental and occupational health and safety management.

As our supply chain is complex, it is vital to monitor minerals of concern. Although we work hard to ensure that all our raw materials are sourced from companies with strong human and labor rights initiatives, we cannot guarantee that all our partners’ and suppliers’ business conduct will always meet or exceed our high standards. We are working hard to stay on top of the regulatory requirements, and we continue to strive to be a leader on this topic. More information on how we engage with our suppliers and manage our supply chain can be found in the [Supply Chain Management](#) section of this report.

Governance: Doing the Right Thing

Successful companies are backed by strong governance that enables them to run efficiently, be resilient to challenges, capture new opportunities, and turn a profit. Encore Wire's history and reputation for providing quality products and outstanding customer service is due to the strong governance at our core and woven throughout our company.

Sustainability Governance

Encore Wire is committed to operating as a responsible corporate citizen and we conduct business in alignment with our principles. We know that maintaining a strong reputation as an industry leader is based on our conduct. We know that being a responsible, trustworthy company means having the right corporate governance structure in place to oversee the business.

Encore Wire maintains more information on our Corporate Governance on the [Investors](#) page of our website. Material risk factors are disclosed in our latest Annual Report.

Our Goals

Our goal is to effectively manage sustainability from the Board of Directors to the manufacturing floor. We are focused on implementing the right structures and systems to support this effort, including formalizing policies for initiatives we already execute. We aim to meet our goal by:

- Developing a sustainable buildings policy focused on minimizing energy and water consumption, prioritizing local sourcing, considering process design, and employee well-being (refer to details in [Sustainable Buildings](#) section).
- Explore sustainable product certifications to help promote our product sustainability in a credible and universally understood manner.
- Creating a sustainable procurement policy that incorporates social, economic, and environmental impacts and opportunities into procurement decision-making.
- Formalizing our Environmental Management System (EMS) to help codify and institutionalize environmental compliance best practices that we already have in place within the organization.

While robust governance practices have been followed for all of Encore Wire's history, in recent years we have formalized our structures and systems around sustainability governance. The following timeline highlights key achievements in our sustainability governance journey.



Risk Management and Our Board of Directors

The Encore Wire Board of Directors (the “Board”) has the following four committees:

- Audit Committee
- Nominating and Corporate Governance Committee
- Compensation Committee
- Sustainability Committee

The Board oversees Encore Wire’s risk management, ensuring that our risk management practices are consistent with its corporate strategy and are functioning appropriately. The Board does not have a separate risk committee, but instead believes that the entire Board is responsible for overseeing Encore Wire’s risk management. The Board conducts certain risk oversight activities through its committees. The Audit Committee oversees Encore Wire’s compliance risk. The Nominating and Corporate Governance Committee’s role in risk oversight includes recommending director candidates who have appropriate experience that will enable them to provide competent oversight of our material risks. The Compensation Committee monitors the risks to which our compensation policies and practices could be subject. The Sustainability Committee sets and monitors risks related to ESG matters. The Board has determined that each of the current members of the Audit Committee, Nominating and Corporate Governance Committee, Compensation Committee and Sustainability Committee of the Board of Directors is “independent” within the rules set forth in the listing standards of NASDAQ.

The Board helps ensure that management is properly focused on risk by, among other things, reviewing and discussing the performance of executive management and conducting succession planning for key leadership positions at Encore Wire. The Board also takes an active role in monitoring cyber security risks and is committed to the prevention, timely detection, and mitigation of the effects of any such incidents at Encore Wire. In addition to regular reports from each of the Board’s committees, the Board receives regular reports from Encore Wire’s executive leadership on our material risks and the degree of its exposure to those risks.

ESG Governance Framework

The Board established the Sustainability Committee in 2021 to assist the Board in its oversight of environmental and social strategy, risks, and risk mitigation. The committee is comprised of our independent directors and have Board responsibility and oversight. The Sustainability Committee provides oversight of the executive management of Encore Wire related to the following:

- Guiding the creation of Encore Wire’s general ESG Strategy, as well as developing, implementing, and monitoring initiatives and policies at Encore Wire based on that strategy.
- Overseeing communications with investors and other stakeholders of Encore Wire with respect to ESG matters.
- Providing efficient and timely disclosure of ESG matters to internal and external stakeholders.

The Sustainability Committee is guiding our ESG Strategy by considering current and emerging ESG trends that may affect Encore Wire’s operations, performance, or public image. This committee’s responsibility is to provide oversight and make recommendations on how our policies, practices, and disclosures can be improved.

To provide structure to the ESG Strategy, a tracking tool has been implemented to monitor progress toward the goals outlined in other sections of this report. This tool is routinely updated, and progress is reported in our annual ESG Reports.

Cybersecurity

Our Board of Directors oversees our information security risk management. Executive management briefs the Board of Directors on our efforts regarding information security at each Board meeting. Our entire company is regularly audited by an independent third party for top information security standards and we are currently SOC 2 (System and Organization Controls) compliant. We maintain a 24/7 security monitoring operation as well as an information security risk insurance policy. Encore Wire implements information security through the use of third-party security solutions as well a robust training framework that includes employees and encompasses enhanced training for specialized personnel and continuing education for our employees with access to vital systems or sensitive data.

100% of our products are made at our campus in McKinney, Texas. We do not outsource production.

Product Quality and Safety

Next Steps

Sustainable Product Certifications

In 2023, we evaluated the sustainable product certifications for our industry. Key aspects of our research were the applicability, feasibility, requirements, and price for each certification. In 2024, we will continue to research and evaluate if sustainable product certifications are appropriate to pursue.

Sustainable Procurement

For more information, refer to the [Supply Chain Management](#) section. In 2024, we are focusing on developing and implementing a Sustainable Procurement Policy.

At Encore Wire, the quality and safety of our products is of the utmost importance. From a business longevity and growth standpoint, having products that are innovative, high quality, and safe is the avenue to economic success.

Because of the wide variety of projects that our cable and wire are used in, from healthcare facilities to data centers to renewable energy solutions, countless individuals depend on our products to safely deliver their needs. By providing innovative products, we can create strong, long-lasting customer relationships.

At Encore Wire, we are committed to maintaining strong relationships with our customers and delivering high-quality electrical building wire and cable. We work hard to produce the highest quality wire and cable for our customers.

Quality

Our team of production and quality personnel are highly trained, continuously improve our processes, and consistently build the best quality products in the marketplace. Each product meets or exceeds the applicable UL, ASTM International, Insulated Cable Engineers Association (ICEA), and National Electrical Manufacturers Association (NEMA) standards.

In 2023, we pursued and achieved ISO 9001:2015 certification across the entire Encore Wire campus. ISO 9001 is the most widely used quality management standard in the world and requires organizations to define how they will establish, implement, maintain, and continually improve their quality management system. Encore Wire product has always been of the highest quality, and now we have the ISO Quality Management System in place to demonstrate our commitment to quality.

Copper products that are bought through our Scrap Purchase Program undergo rigorous testing to ensure the quality of the copper and to maintain the quality of our finished products. We exhaust all efforts to make sure that no other metals have been mixed in with the copper, assuring that the final product is of the highest quality.

In 2023, we did not issue any recalls on our products.

Strong Customer Relationships

Encore Wire is highly focused on responding to customer needs, with an emphasis on building and maintaining strong customer relationships. We establish customer loyalty by targeting an industry-leading order fill rate and rapidly handling customer orders, shipments, inquiries and, when appropriate, returns. The speed and completeness with which we fill orders are key competitive advantages and are critical to the marketing of our products. Our ability to create custom product offerings to the specifications of our customers gives us a competitive advantage in the market.

Innovation

Encore currently has multiple patents and patent-pending innovations that range from process improvements to packaging solutions. Some of our notable innovations include our color-coded labeling system, SmartColorID, SmartCount marks that help users accurately cut lengths of wire, and our ReelPayoff, the industry's first self-spinning wooden reel. Encore pioneered the widespread use of color feeder sizes of commercial wire and colors in residential nonmetallic cable. The colors have improved on-the-job safety, reduced installation times for contractors, and enabled building inspectors to inspect construction projects rapidly and accurately.



REEL PAYOFF®

THE INDUSTRY'S FIRST SELF-SPINNING WOODEN REEL!
No jack-stand needed! The Reel Payoff® allows you to pull directly from the pallet. **When off the pallet**, the Reel Payoff® rotates within its own axis for 360-degree maneuverability, perfect for small spaces.

CUSTOMIZATION
Whether your job calls for single conductors or parallels, we can customize your Reel Payoff® using our custom colors to fit any job you come across.

UPGRADED FEATURES

- 1 Engineered **polymer spacers** placed between reel flanges prevent seizing due to moisture and allow larger reels to handle heavier weights more easily.
- 2 **Reel legs** lock inner flange in place during loading and transit. Legs also work as chocks off the pallet.

4-WAY PALLET
Pull straight from the pallet with no tools!
Position our exclusive 4-way pallet in your desired location and get ready to pull!

ROLL-OFF POSITION
All Reel Payoff®s are shipped in **roll-off position**, reducing material handling costs and possible damage.

THE INDUSTRY'S FIRST SELF-SPINNING WOODEN REEL

WHY CHOOSE WOOD OVER METAL?

- Unlimited supply
- Don't pay for reels as they sit on the jobsite
- One time purchase
- Can be reused for future projects
- Weighs less and has a smaller chance of scratching finished floors

ENCORE WIRE®
encorewire.com |     


Scan to learn more.

Business Ethics

We pride ourselves on doing the right thing, and among our guiding principles are honesty, integrity, and quality in all that we do. Encore Wire expects that each employee, officer, and director will use good judgment, high ethical standards, and honesty in all business dealings.

Organizations that have ethics at the core of their business are more likely to avoid legal entanglements, build a positive public reputation, and foster an upstanding company culture. Obeying the law, both in letter and in spirit, is the foundation on which Encore Wire's ethical standards are built. We have a long-standing commitment to conduct business in compliance with all applicable laws and regulations and in accordance with the highest ethical principles.

Code of Business Conduct and Ethics

Our [Code of Business Conduct](#) and Ethics explains our values and principles on legal compliance, conflicts of interest, insider trading, competition and fair dealing, discrimination, confidentiality, and more. No gifts, including facilitation payments, should ever be offered or accepted by Encore Wire employees, directors, or family members of employees. Encore Wire makes commercial decisions based on its best interests and the interests of its stockholders. These decisions are made independently of, and free from, any understandings or agreements with any competitors and in full compliance with all applicable antitrust laws and regulations. All employees, officers, and directors must avoid any conduct that violates, or which may appear to violate, antitrust laws. In our employee training process, we provide each of our employees and officers with a copy of our Code of Business Conduct and Ethics. In new hire orientation, we require all employees to acknowledge that they have read and understood the code and that they will adhere to the principles detailed in that code, including complying with the laws of the jurisdictions in which we operate. 100% of Encore Wire employees have confirmed understanding of the Code of Business Conduct. A violation of this policy may result in penalties, including disciplinary action and termination.

Encore Wire has been selected twice by Forbes as one of "America's 100 Most Trustworthy Companies." The list praises companies that refrain from fraudulent practices and are transparent and consistent – we were first named to it in 2012.

Addressing Unethical Behavior

Employees are encouraged to talk to supervisors, directors, or other appropriate personnel about observed illegal or unethical behavior and how to navigate a particular situation which may be deemed unethical. Employees, officers, and directors should report any violations of laws, rules, regulations, or the Code of Business Conduct. Encore Wire's [Policy for Confidential Submission of Complaints or Concerns](#) outlines the reporting process and how to use the established anonymous, confidential reporting channels for all violations of the law and the Code of Business Conduct and Ethics. Our Code of Business Conduct and Ethics explains the resources we have available if an employee needs guidance with respect to a legal or ethical dilemma.

Antitrust Laws and Anticompetitive Due Diligence

All employees, officers, and directors must avoid any conduct that violates, or which might appear to violate, antitrust laws. This includes any understanding, agreement, or consultation with competitors regarding prices, terms of sale, division of markets, allocations of customers or any other activity that restrains competition among sellers and purchasers.

Encore Wire conducts due diligence on third parties that we work with including agents, consultants, advisors, joint venture partners. In 2023, we did not find any red flags in our anticorruption due diligence efforts.

Political Advocacy

As a policy, Encore Wire does not use – and has never in the history of our company used – corporate funds for political advocacy. We do not directly engage with lobbyists, make any financial donations, loans, sponsorships, retainers, or other support to politicians, political campaigns or parties, or organizations such as Political Action Committees or Associated Entities that provide funding to any political organization, political party, or individual candidate for local, state, or federal office. In 2023, we spent \$0 on direct political advocacy.

As a leader in our industry, Encore Wire proudly participates in numerous professional and industry-related organizations. These organizations may engage in political advocacy, in the form of lobbying for positive industry-related legislation or through political contributions. As a policy, Encore Wire does not exert influence or actively participate in any political advocacy through its membership in these organizations.

Encore Wire has not received financial assistance (including grants and tax relief) from the United States federal government or any other federal governments. The grant money we have received from the state of Texas is exclusively for employee training programs.

Next Steps

Compliance Training

In 2024, we will conduct business ethics compliance training for Encore Wire employees. We are interested in increasing the training our employees receive on corruption, antitrust violations, and conflicts of interest, and are currently exploring what options are available through our training platform.



Supply Chain Management

Effective supply chain management is a key business practice, especially for organizations like Encore Wire that rely on suppliers and partners for key raw materials and inputs. Materials shortages or supply chain interruptions could impact our business, underscoring the importance of a well-managed supply chain. We work hard to nurture our supplier relationships to support a strong supply chain.

Single-site Campus

Our single-site campus has a myriad of operational and logistical advantages and strengthens our vertical integration. Encore Wire enjoys unparalleled operational flexibility and is structured to dynamically adapt to changing market conditions and customer demands. Our world-class modern service center allows for improving “just in time” inventory and increasing throughput. We have the ability to customize orders to exact customer specifications, which positions us to capture incremental sales volume and margin. Employees are moved between plants as needed to keep production lines running smoothly and meet incremental demand.

Shipping virtually all our products from a single-site campus allows for streamlined logistics and regular flow of goods along established shipping routes to our network of distributors. Encore prides itself on quick shipment of complete orders and strives to ship 100% complete orders in 24 to 48 hours from order receipt.

We do not outsource production.

Materials Sourcing

The principal raw materials used by Encore Wire in manufacturing its products are copper cathode, copper scrap, PVC thermoplastic compounds, XLPE compounds, aluminum, steel, paper, and nylon, all of which are readily available from a number of domestic suppliers.

Our ability to produce many of the material inputs for our products onsite eliminates middlemen and reduces risks and costs of supply chain for raw material inputs, while ensuring high standards of quality control.

In 2023, Encore completed construction of a state-of-the-art XLPE compounding facility. XLPE insulation is used in a wide variety of products with increasing demand from data center, utility, and renewable energy applications.

Encore Wire is a partner with Copper Mark, an organization that supports sustainable and responsible copper production. Encore Wire does not tolerate the use of raw materials that directly or indirectly contribute to armed conflict or human rights abuses in any of its products. More details can be found in the [Conflict Minerals](#) section.

94.6% of the copper cathode and 100% of the copper rod that we use is purchased from sites that have been awarded the Copper Mark Responsible Production Criteria

Managing Supplier Conduct

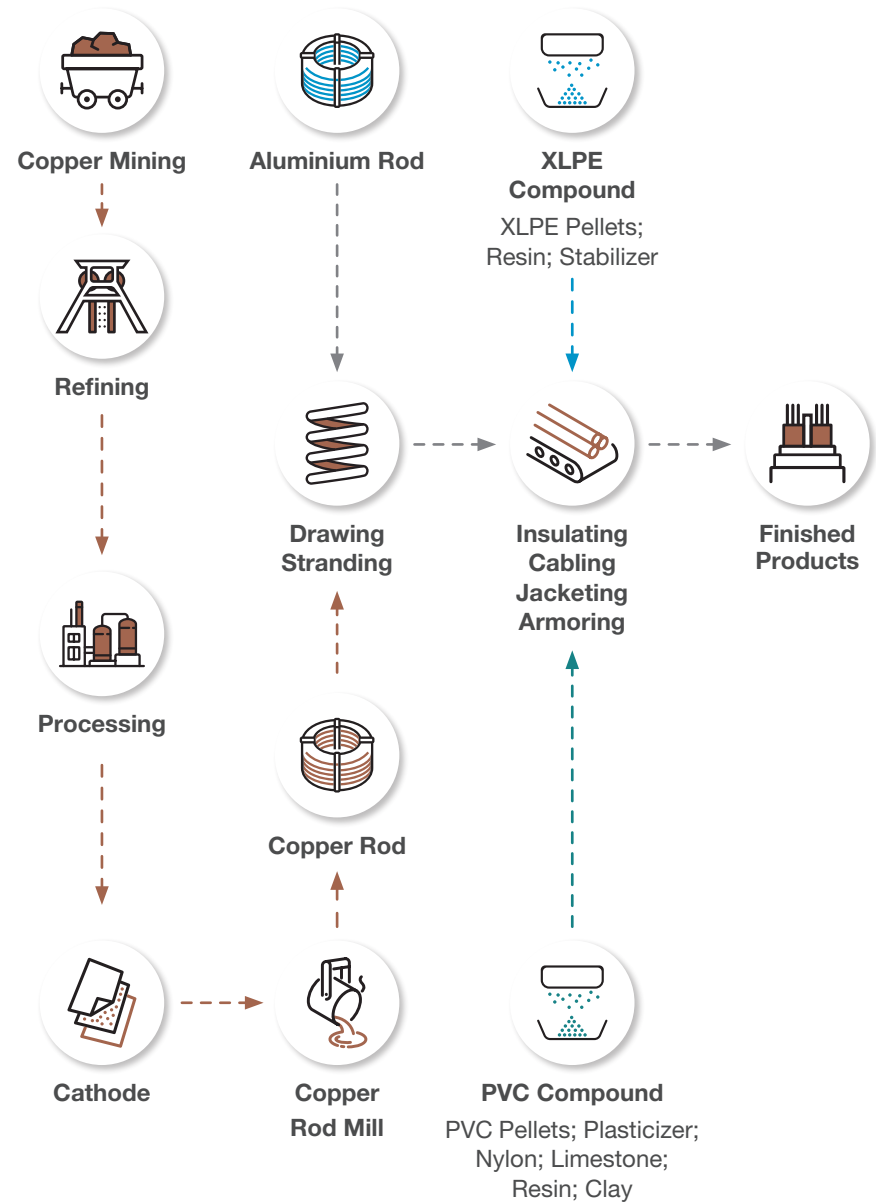
Encore Wire is dedicated to conducting business in a lawful and ethical manner, as detailed in the [Business Ethics](#) section. We disclose pursuant to the California Transparency in Supply Chains Act of 2010. It is our expectation that our suppliers conduct themselves in the same lawful and ethical manner. All partners and suppliers are expected to have their own code of conduct and adhere to our [Supplier Code of Conduct](#) and [Global Human and Labor Rights Policy](#).

Before entering into a new relationship with a new supplier, we evaluate the potential risks. Our supplier risk assessment includes third-party analytics reports and credit references for the potential vendor.

At Encore Wire, we value stable, long-term supplier relationships. Our long-term suppliers have been selected over the years utilizing a screening process that includes human and labor rights considerations. Our key material, Copper, is mined and undergoes a refining or fabrication process, with many of our key materials sourced in North America. Although we work hard to ensure that all our raw materials are sourced from companies with strong human and labor rights initiatives, we cannot guarantee that all our partners' and suppliers' business conduct will always meet or exceed our high standards.

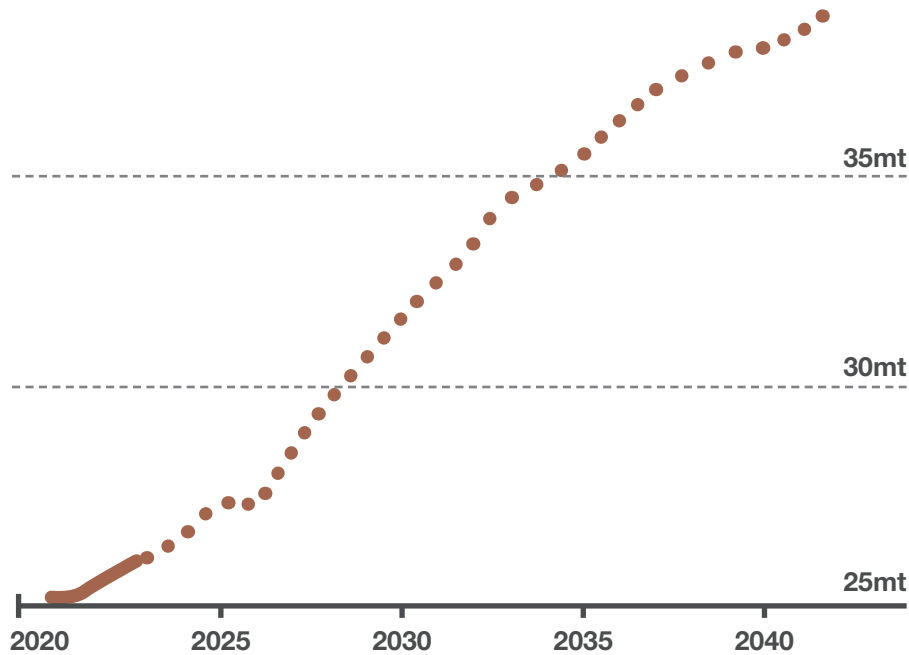
To monitor our long-term supplier's sustainability efforts, we review their quarterly performance through a third-party platform. New and shorter term engagements are reviewed periodically, following an initial screening. Encore Wire performs due diligence and requests updates from any of our partners and suppliers who we believe may be in violation of our policies.

Material Inputs for Electrical Wire



Global Copper Demand

Refined Copper Demand, Past and Forecast in Million Metric Tons (mt)
Source: BloombergNEF



Human Rights

We are committed to providing a safe and healthy work environment following the guidelines set forth in the [Ten Principles of the United Nations Declaration of Human Rights and the UN Global Compact](#), derived from the [Universal Declaration of Human Rights](#), [the International Labor Organization's Declaration on Fundamental Principles and Rights at Work](#), [the Rio Declaration on Environment and Development](#), and the [United Nations Convention Against Corruption](#).

Encore Wire has never and will not employ forced, slave, coerced or child labor. In addition, Encore Wire will not knowingly engage with a partner or supplier that, directly or indirectly, employs child labor, forced labor, or persons who have been trafficked into employment. We define child labor as services performed by individuals under the age of sixteen. We will not tolerate the involvement of our suppliers in human trafficking and slavery. We will quickly investigate any reports alleging human trafficking and slavery in our supply chain. We will take immediate action against any supplier that we find to have violated our supplier expectations.

Encore Wire does not conduct operations that would impact the human rights of Indigenous peoples. We recognize Indigenous peoples' inherent and prior rights to their land and resources and respect their authority to require companies to enter an equal and respectful relationship with them, based on the principle of free and informed consent.

Next Steps

The transition to sustainable energy and EVs is forecast to deepen the current global copper supply deficit. Recycled copper will become increasingly important as overall supply available for traditional applications further tightens. Copper use intensity is higher for renewable applications when compared to non-renewables. Use of copper for transportation applications is forecast to surpass construction around 2030. EVs can use up to 10 times the amount of copper when compared with traditional internal combustion engine vehicles. Projected ongoing structural copper deficits could further strain copper rod and cathode availability. Encore Wire's copper rod mill and deep domestic supplier relationships, along with the ability to accept material inputs in various shapes and forms, differentiate our company and position us favorably.

Appendix: SASB Disclosure Index



SASB Disclosure Index

Table A-1. Sustainability Disclosure Topics and Accounting 2023 Metrics

<i>Topic</i>	<i>Accounting Metric</i>	<i>Encore Wire Response</i>	<i>Category</i>	<i>Unit of Measure</i>	<i>SASB Question Code</i>
Energy Management	Total energy consumed =	806,889	Quantitative	Gigajoules (GJ)	RT-EE-130a.1
	Percentage of electricity from the grid =	99.95%		Percentage (%)	
	Percentage of renewables =	0.05%		Percentage (%)	
Hazardous Waste Management	Amount of hazardous waste generated =	1.1	Quantitative	Metric tons (t)	RT-EE-150a.1
	Percentage recycled =	94.51%		Percentage (%)	
	Number of reportable spills =	1		Number	RT-EE-150a.2
	Aggregate quantity of reportable spills =	94.635		Kilograms (kg)	
	Quantity recovered =	94.635		Kilograms (kg)	
Product Safety	Number of recalls issued =	0	Quantitative	Number	RT-EE-250a.1
	Total units recalled =	0		Number	RT-EE-250a.2
	Total amount of monetary losses as a result of legal proceedings associated with product safety =	0		Reporting currency (\$USD)	

<i>Topic</i>	<i>Accounting Metric</i>	<i>Encore Wire Response</i>	<i>Category</i>	<i>Unit of Measure</i>	<i>SASB Question Code</i>
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances =	0	Quantitative	Percentage (%) by revenue	RT-EE-410a.1
	Percentage of eligible products, by revenue, certified to an energy efficiency certification=	Not applicable to Encore Wire's business.		Percentage (%) by revenue	RT-EE-410a.2
	Revenue from renewable energy related and energy efficiency-related products =	Encore Wire sells a number of GreenConnect products (refer to the Products and Solutions section of the 2023 ESG Report) that can be used for renewable energy related purposes; however, because we cannot verify the end use of these products, we cannot provide specific revenue data. All products we sell have the potential to be used for energy transition purposes.		Reporting currency (\$USD)	RT-EE-410a.3
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Refer to the Conflict Minerals section of Encore Wire's 2023 ESG Report.	Discussion and Analysis	N/A	RT-EE-440a.1
Business Ethics	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anticompetitive behavior	Refer to the Business Ethics section of Encore Wire's 2023 ESG Report.	Discussion and Analysis	N/A	RT-EE-510a.1
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption =	0	Quantitative	Reporting currency (\$USD)	RT-EE-510a.2
	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations =	0			RT-EE-510a.3

Table A-2. Activity Metrics 2023

<i>Activity Metric</i>	<i>Encore Wire Response</i>	<i>Category</i>	<i>Unit of Measure</i>	<i>SASB Question Code</i>
Number of units produced by product category =	Encore Wire does not disclose units produced. We manufacture a broad range of copper and aluminum electrical wire and cables, supplying power generation and distribution solutions to meet our customers' needs today and in the future.	Quantitative	Number	RT-EE-000.A
Number of employees: full-time =	1629	Quantitative	Number	RT-EE-000.B
Number of employees: part-time =	3	Quantitative	Number	
Number of employees: temporary =	0	Quantitative	Number	
Number of employees: contract =	0	Quantitative	Number	



At Encore Wire, we understand that your success is the foundation of our success. That's why we work tirelessly to understand and exceed your expectations, to consistently perform at the highest levels, and most importantly, to keep our promises.

For more information visit www.encorewire.com

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