



2024

SUSTAINABILITY
REPORT

VISION

A **Reliable, Resilient** and **Renewable** energy infrastructure built on a backbone of Hubbell solutions

MISSION

We **Electrify** economies and **Energize** communities

OUR PILLARS



Serve Our Customers



Operate with Discipline



Grow the Enterprise



Develop Our People

OUR VALUES

Accountability

| Ethics

| Inclusion

Performance

| Quality

| Safety



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A MESSAGE FROM OUR CHAIRMAN, PRESIDENT AND CHIEF EXECUTIVE OFFICER



DEAR STAKEHOLDERS,

Hubbell is committed to providing best-in-class utility and electrical solutions. Central to this commitment is our dedication to delivering solutions that enable our customers to operate critical infrastructure efficiently, safely, and sustainably.

In 2023, we continued to ensure our organization and our operations were focused on sustainability and led initiatives to support our employees and surrounding communities.

Reducing our environmental impact and maturing our related management processes were key focus areas for us in 2023. We allocated capital to various facilities to support energy reduction and efficiency projects through Hubbell's Sustainability Impact Program. We further matured our environmental reporting programs by having our processes and metrics reviewed by both our internal audit team and an external assurance provider. Together, these efforts will help us deliver on our 2030 emissions, water, and hazardous waste reduction goals.

We believe in the importance of acting with integrity, accountability, and transparency. We were named as one of the 2024 World's Most Ethical Companies® by Ethisphere® and one of America's Most Responsible Companies for 2024 by Newsweek. As a fourth time and second time

honoree, respectively, these notable distinctions signal our consistent focus of operating with integrity and ethics. We were also named to the Dow Jones Sustainability Index for North America for the first time, recognizing our leadership in operating in a sustainable and ethical manner. These awards recognize what we have known for a long time—that Hubbell can be a leader at driving positive, sustainable impacts for our customers, colleagues, and communities.

Hubbell also prioritizes investing in our people and communities. In 2023, we expanded our employee inclusion groups and hosted our inaugural enterprise Inclusion Conference where employees could engage, learn, and continue to build a community of belonging. We continued our focus on training and development through Hubbell University. All of our functions and facilities globally responded to the Elevate Employee Experience survey by implementing action plans to continue improving our employee engagement. The Hubbell Foundation committed to our communities and donated \$1.4 million to charitable organizations in 2023.

As we share this report, we reflect on our milestones from 2023 and the opportunities to mature our sustainability strategy and program in the years ahead. I continue to be impressed by the dedication, agility, and strong expertise of our team. With our shared values and purpose-driven mission, I am confident that we can continue to deliver on the sustainability and business priorities of our company and stakeholders.

GERBEN BAKKER
CHAIRMAN, PRESIDENT AND
CHIEF EXECUTIVE OFFICER

YEAR IN REVIEW

Environmental Stewardship

65% of our sales were associated with our Products with Impact

Reduced Scope 1 and 2 emissions by **4%** since 2019¹

Achieved a waste diversion rate of **93%**

89% of our packaging supplies were made of recycled material

Governance and Accountability

100% of compliance cases were investigated

Over **40** internal audits performed to evaluate compliance

Social Responsibility

18,300 total employees²

45% racial and ethnic diversity representation across our US workforce

33% global female representation³

40% female and racial/ethnic representation among Board of Directors⁴

The Hubbell Foundation donated **\$1.4 million** to charities

Diverse supplier spend comprised **9.9%** of our total US procurement spend

Recognition

Member of
**Dow Jones
Sustainability Indices**
Powered by the S&P Global CSA

S&P Global Dow Jones Sustainability Index for North America



2024 World's Most Ethical Companies[®] by Ethisphere[®]



America's Most Responsible Companies 2024 by Newsweek



Top Diversity Employer 2023 by DiversityJobs



Platinum Bell Seal for Workplace Mental Health by America

1. Please refer to [page 31](#) for our detailed greenhouse gas emissions performance (2019-2023) and [page 101](#) for Hubbell's Energy and Greenhouse Gas Emissions Basis of Reporting information.

2. This is a global 2023 headcount that includes our joint venture employees. It does not include contingent workers and contractors.

3. As of December 31, 2023.

4. As of March 1, 2024.

ABOUT HUBBELL INCORPORATED

Hubbell Incorporated (Hubbell) is a best-in-class provider of utility and electrical solutions. As a company, our mission is to **Electrify** economies and **Energize** communities.

Recognized for our commitment to innovation and quality, we deliver solutions with applications in markets spanning electrical distribution and transmission, renewable energy generation, telecommunications, and water distribution. Our business strategy is aligned around clean energy megatrends. Our products harden and modernize critical energy infrastructure, facilitate the integration of renewable energy into the grid, and support the electrification of industry. In this way, our solutions play a critical role in advancing the transition to a low-carbon and resource-efficient future.



Serve our Customers



Operate with Discipline

OUR PILLARS



Grow the Enterprise



Develop our People



BOLSTERING CRITICAL INFRASTRUCTURE

Since our founding over 135 years ago, Hubbell's products have touched countless lives across the globe. Our products can be found on the outside of your home or building where you work, among the components fastened to nearby utility poles and the grid, and even in the foundation of a windmill, solar panel, or charging station. Hubbell's electrical and utility solutions enable our customers and communities to operate energy infrastructure with greater reliability, efficiency, sustainability, and safety.

OUR BUSINESS

Hubbell's strategy centers on delivering a comprehensive suite of leading-edge utility and electrical products.

We seek to achieve this by investing in new product development to enhance our existing products and acquiring complementary businesses in established markets. Across the end markets we serve, our solutions enable our customers to operate critical infrastructure and manage assets responsibly for our communities, economy, and climate.

We focus on addressing opportunities in strategic vertical markets, such as utility transmission & distribution, utility distribution automation, electrical transportation, and renewables.

HUS
HES

Hubbell's reporting segments consist of Hubbell Utility Solutions (HUS) and Hubbell Electrical Solutions (HES). HUS supports energy infrastructure In Front of The Meter and at The Edge, and HES supports energy infrastructure Behind The Meter.



1. This is a global 2023 headcount that includes our joint venture employees. It does not include contingent workers and contractors.

UTILITY SOLUTIONS

ELECTRICAL SOLUTIONS

In Front Of The Meter Utility, Transmission, Distribution

In Front of The Meter is where utilities generate, transmit, and distribute energy to their customers. This is the backbone of the grid.

The Edge Communications and Controls

The Edge consists of smart meters and communication systems which connect utilities with owners/operators and allow energy and data to be distributed back and forth.

Behind The Meter Diversified Applications, Owner/Operator

Behind The Meter is where owners of buildings and other critical infrastructure consume energy.



HUBBELL UTILITY SOLUTIONS

Hubbell Utility Solutions consists of businesses that enable the grid to conduct, communicate, and control energy across utility applications. HUS provides the critical components that allow the grid to reliably transmit and distribute energy, as well as the communications and controls technologies that make the grid smarter and more flexible. HUS solutions include utility transmission and distribution components such as arresters, insulators, connectors, anchors, bushings, and enclosures, along with smart meters, communication systems, and protection and control devices. HUS supports the electrical distribution, electrical transmission, water, gas distribution, telecommunications, and solar and wind markets.

HUBBELL ELECTRICAL SOLUTIONS

Hubbell Electrical Solutions consists of businesses that are essential to managing power across a wide range of industries and applications. HES provides the critical components that allow operators of buildings, factories, and other industrial infrastructure to connect, protect, wire, and manage power reliably and efficiently. HES comprises businesses that design, manufacture, and sell stock and custom electrical products including standard and special application wiring device products, rough-in electrical products, connector and grounding products, and other electrical equipment. HES products have applications in the light industrial, non-residential, residential, commercial, wireless communications, transportation, data center, heavy industrial, and solar and wind markets.



SUSTAINABILITY AT HUBBELL

OUR COMMITMENT TO SUSTAINABILITY

As a leading provider of electrical and utility solutions, we have the privilege of **Electrifying** economies and **Energizing** communities.

Our products are impactful—offering sustainability benefits for our customers and value chain. To bring those benefits to life, we focus on operating responsibly and with purpose.

In doing so, we remain inspired to think holistically about how we can make a positive impact in everything we do. From our people and products to our operations, Hubbell is committed to embedding sustainability into every facet of our business.



Across our company, we strive to address and progress our environmental, social, and governance (ESG) priorities as we solve critical challenges for our customers, communities, and climate.



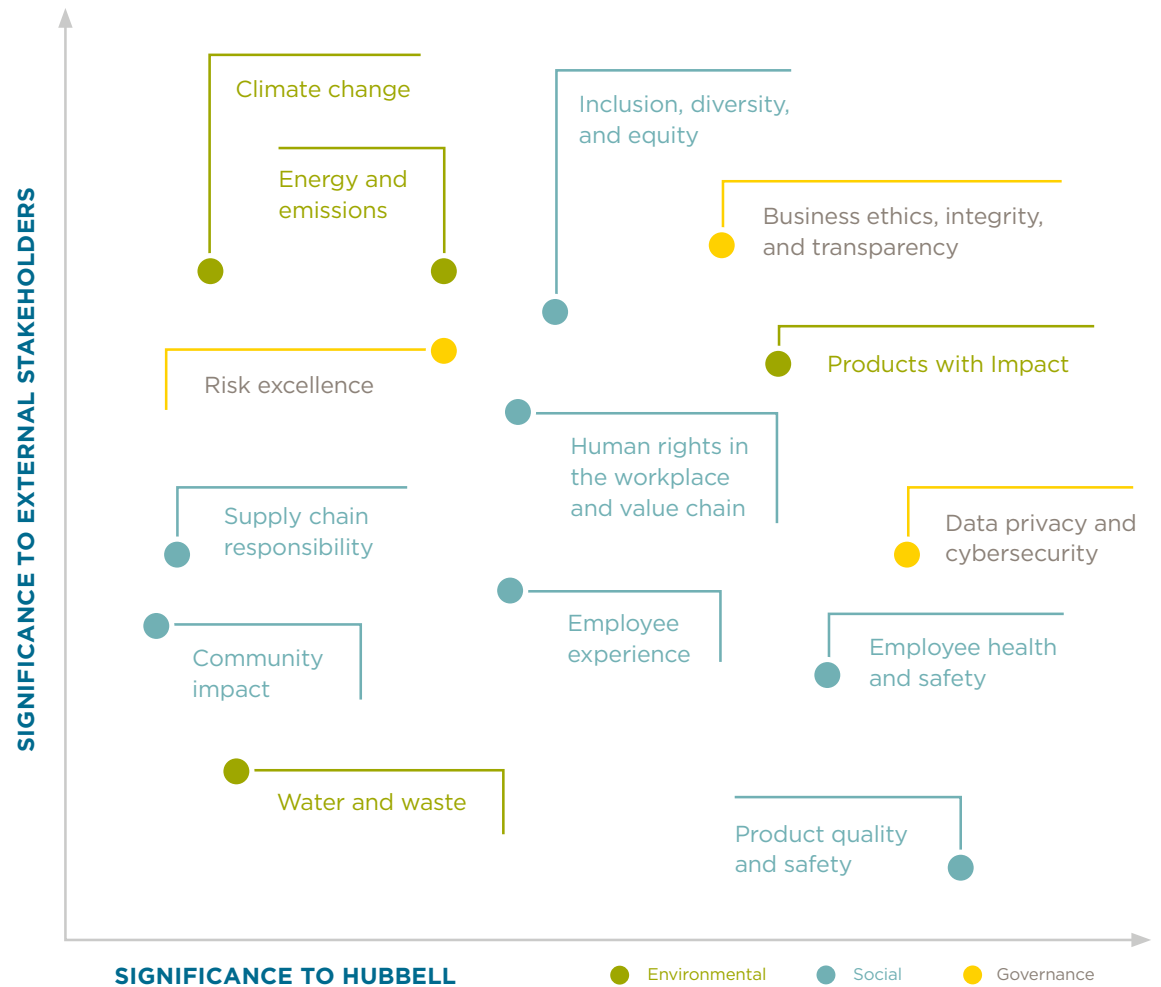
HUBBELL'S ESG PRIORITIES

To calibrate the ESG topics that are most salient to our business and stakeholders, we conducted a formal materiality assessment in 2022.

We began the assessment by analyzing industry peers' disclosures and market-based factors to identify relevant ESG issues. Using this initial list, we refined and prioritized the topics based on valuable inputs from employees, investors, customers, suppliers, and ESG rating agencies. We also leveraged sustainability reporting standards and frameworks to evaluate the significance of the issues. The resulting ESG topics were reviewed and validated by Hubbell's ESG Steering Committee and leadership team.

Hubbell's material ESG topics inform our sustainability strategy and reporting.

As our ESG program continues to develop and mature, we will periodically review our ESG priorities and conduct new materiality assessments as appropriate to ensure our strategy remains aligned with the areas that are meaningful for our company and stakeholders.



ESG FRAMEWORK

ESG VISION

Solve critical challenges for our customers, communities, and climate.

ESG MISSION

Deliver products and solutions that enable critical infrastructure to serve stakeholders efficiently, safely, reliably, and sustainably.

STRATEGIC PILLARS



SERVE OUR CUSTOMERS



OPERATE WITH DISCIPLINE



GROW THE ENTERPRISE



DEVELOP OUR PEOPLE

ESG OBJECTIVES

Develop high quality and safe products for our customers that solve critical challenges.

Manage and reduce the impacts of our operations and value chain.

Address climate change through products and solutions that support the transition to a low-carbon and resilient economy.

Deliver a world-class employee experience while advancing inclusion, diversity, and equity principles in our workforce.

HUBBELL'S SUSTAINABILITY STRATEGY

We view sustainability as a journey, and we challenge ourselves to continually look for opportunities to drive positive outcomes for the people, communities, and environment our business touches. Our ESG Framework serves as the guidepost for this effort, representing our sustainability strategy.

Founded upon Hubbell's Strategic Pillars—Serve Our Customers, Operate with Discipline, Grow the Enterprise, and Develop Our People—our ESG Framework directs our sustainability programs and initiatives. At the strategic level, our ESG Vision, ESG Mission, and Strategic Pillars guide our ESG program and initiatives. At the tactical level, our ESG Objectives center our focus on how our products and solutions, operations, and people can create value for our stakeholders and planet. Our ESG Objectives also support our Strategic Pillars since sustainability is part of our business strategy.

Overall, our ESG Framework plays a critical role in propelling our program forward as we deliver on our commitment to sustainability.

OUR AMBITIONS

Throughout 2023, we continued to mature our sustainability program. Building on our previous efforts to enhance our data management procedures, we pursued initiatives that improve our systems of transparency, accountability, and credibility.

✓ **We fulfilled** additional sustainability disclosures and questionnaires, while responding to customer queries related to our ESG metrics and programs.

✓ **We performed** analyses to evaluate our management of sustainability-related risks and evaluated our ESG programs and disclosures based on emerging regulations.

✓ **We formalized** our ESG data procedures and policies, conducted an internal audit of our ESG data management processes, and engaged with a third party to perform external assurance of our greenhouse gas and water inventories.

✓ **We solicited** insights from our global sales team to develop a repository of 100+ of our *Products with Impact* solutions and pulled several examples to create *Products with Impact* case study materials for customer engagement.

✓ **We fostered** cross-collaboration between leadership and other stakeholders to drive the development of energy, waste, and water reduction projects in support of our 2030 sustainability goals across our enterprise through our Sustainability Impact Program.

✓ **We expanded** training resources and tools for new hires and delivered the annual Elevate Employee Experience Survey to our global workforce for the second consecutive year.

HUBBELL'S SUSTAINABILITY GOALS

2023 GOALS

30%

reduction

in Scope 1 & 2
emissions by 2030¹



EMISSIONS

25%

reduction

in water usage
by 2030¹



WATER

30%

reduction

in hazardous waste
by 2030¹



WASTE

To accelerate our sustainability performance, we established enterprise-wide climate, water, and waste goals. In pursuit of supporting our goals, we continued to enhance our data measurement and management processes during the past year. These activities led to an improvement in the quality and completeness of our inventories. We also engaged with our business leaders and invested in projects that support our environmental targets. However, the benefits of our environmental impact reduction projects in 2023 were not fully realized in that same year as several projects will not be completed until 2024 or later. Moreover, Hubbell's business grew organically and through acquisitions in 2023. As a result, Hubbell did not experience notable progress toward our goals when compared to our base year of 2022. As we continue to operationalize our ESG strategy across the company, we look forward to making progress toward our environmental goals.

1. Goals are compared to a 2022 baseline.

CONTRIBUTING TO THE SUSTAINABLE DEVELOPMENT GOALS

Through our ESG strategy and the solutions we offer our customers, we strive to advance the United Nations (UN) Sustainable Development Goals (SDGs). The UN SDGs represent a global framework that promotes a more sustainable and equitable world. Of the 17 SDGs, we are focused on supporting the following seven SDGs that we believe are most relevant to our business and stakeholders.



5 GENDER EQUALITY To ensure a prosperous, sustainable future, we believe we must be representative of that future. Through our strategic inclusion, diversity, and equity initiatives, we are dedicated to empowering women, promoting gender diversity across our workforce and Board of Directors, and building an inclusive and equitable workplace.



7 AFFORDABLE AND CLEAN ENERGY We develop products that exist within and support renewable energy infrastructure, and we offer solutions that make the grid smarter, stronger, and more efficient.



8 DECENT WORK AND ECONOMIC GROWTH We view employment as a critical route out of poverty, helping move people toward prosperity. With this in mind, we focus on delivering a world-class employee experience for our people. We also require our suppliers and third-party partners to conduct business in an ethical and responsible manner. In addition, we support economic growth by encouraging diverse and local vendors to be part of our supply chain.



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE We continue to enhance programs that advance inclusion, diversity, and equity in our workplace. Outside our business, The Hubbell Foundation and Hubbell employees engage in philanthropic giving and volunteerism to support local communities.



10 REDUCED INEQUALITIES We invest in the development of products and solutions that help our customers operate critical infrastructure with greater efficiency, safety, reliability, and sustainability. Overall, we are devoted to innovation and enabling sustainability for our customers and value chain.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION We continue to pursue efficiency projects that improve the environmental performance of our operations, with a focus on initiatives that reduce our greenhouse gas emissions, water usage, and hazardous waste. Moreover, we partner with our engineering teams to identify opportunities to create solutions that promote efficiency throughout our product's life cycle.



13 CLIMATE ACTION We focus on reducing the greenhouse gas emissions of our global facilities and address climate change through products and solutions that support the transition to a low-carbon and resilient economy.



PRODUCTS WITH IMPACT

PRODUCTS WITH IMPACT

As a company, we are united by our corporate vision of achieving Reliable, Resilient and Renewable energy infrastructure built on a backbone of Hubbell solutions.

Our products touch the entire energy system, and together with our customers, we believe we can contribute to a sustainable future. Through our global team's expertise, we develop innovative, high-quality solutions In Front of The Meter, at The Edge, and Behind The Meter to empower our customers to drive the transition toward a clean energy and a low-carbon economy.

In 2023, **65%** of our sales were associated with our *Products with Impact*, representing over **\$3.5 billion in sales.**¹

HUBBELL'S PRODUCTS WITH IMPACT

Hubbell's solutions are a key lever to realizing our corporate vision. Our *Products with Impact* address and support sustainability, resiliency, and the integration of clean energy technologies into the grid through four impact categories:



GRID MODERNIZATION AND HARDENING

Equipping grid infrastructure with critical components to make it smarter and stronger



RESOURCE EFFICIENCY

Innovating advanced solutions to operate the grid and critical infrastructure with greater efficiency



RENEWABLE ENERGY

Facilitating the generation, transmission, and distribution of clean energy to end consumers
































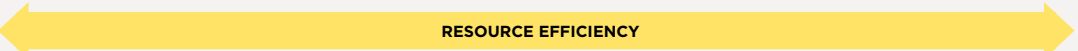




ELECTRIFICATION

Enabling the grid to handle increased energy demands tied to the electrification of buildings, homes, and vehicles

¹ This calculation includes all sales from electrical utility transmission and distribution components and utility communications and controls, as well as products sold directly into solar and wind applications. It also includes products that support grid modernization and communications applications such as 5G/fiber/broadband access and data centers. This calculation excludes sales from products sold into oil and gas markets, which enhance the safety of those applications. It also excludes sales from our broader portfolio of electrical products sold into various industrial, non-residential, and residential applications.

Our Products with Impact at a Glance

	RENEWABLES	UTILITY TRANSMISSION AND DISTRIBUTION COMPONENTS	UTILITY COMMUNICATIONS AND CONTROLS
Products	Connectors & Lugs • Bonding & Grounding • Wire Management	Arresters • Insulators • Switches • Fuses • Bushings • Enclosures • Connectors • Anchors • Pole-line Hardware	Smart Meters • Advanced Metering Infrastructure • Reclosers • Controllers • Smart Switches • Relays
Brands	        	                	   
End Markets	Solar Generation • Wind Generation	Electrical Distribution • Electrical Transmission & Substation • Telcom • Water/Civil	Electrical Distribution • Water Distribution
Products with Impact Categories	 <p>GRID MODERNIZATION AND INFRASTRUCTURE HARDENING</p>  <p>RESOURCE EFFICIENCY</p>  <p>ELECTRIFICATION</p>  <p>PROLIFERATION OF RENEWABLE ENERGY</p>		

GRID MODERNIZATION AND HARDENING

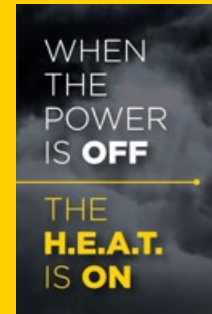
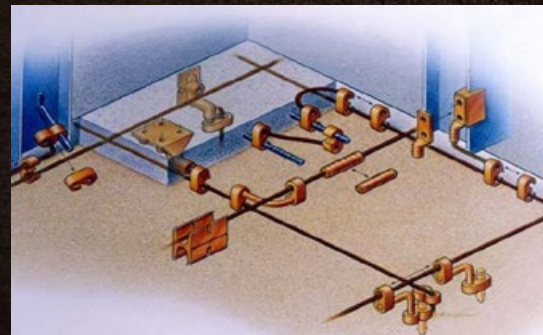
We recognize that we cannot build a resilient, clean energy system without first investing in grid infrastructure.



Our aging, vulnerable energy infrastructure needs to be strengthened and reinforced to manage the physical impacts of climate change, as well as increasing demands brought on by electrification and distributed renewable energy users. Hubbell's differentiated products assist in this effort by helping our utility customers improve the reliability, durability, and resiliency of the grid. Our transmission and distribution solutions can be utilized to replace aging equipment with upgraded components that enable the grid to better withstand extreme weather events. At The Edge, our communications and controls equip the grid with data automation capabilities, allowing it to flexibly manage and respond to changes in the energy system spanning environmental hazards, like wildfires, or renewable energy penetration.

HYGROUND® IRREVERSIBLE COMPRESSION GROUNDING SYSTEM

is a complete system that connects electrical infrastructure with the ground, providing a safe pathway for excess electricity to leave an energy system. This product strengthens the grid by protecting energy infrastructure and equipment against stray electrical hits, such as lightning or short circuits, and clearing faults quickly by supplying a safe, stable return path for currents to the ground.



AROUND THE CLOCK COVERAGE WITH H.E.A.T.

The increasing severity and frequency of natural disasters elevates the urgency of upgrading and repairing utility infrastructure. Hubbell's Emergency Action Team (H.E.A.T.) addresses this matter by working around the clock to deliver products to areas impacted by extreme weather events including hurricanes, ice storms, and wildfires.

H.E.A.T. is comprised of seasoned professionals, and they provide centralized support for more than **40,000 products** to ensure our customers get what they need where they need it.

RESOURCE EFFICIENCY



Hubbell offers a range of solutions that enable operators of infrastructure, such as utilities, to manage their networks more efficiently without compromising on reliability.

Our smart meter technologies and advanced metering infrastructure (AMI) solutions provide actionable data to our customers to monitor and manage the use of energy, water, and other natural resources. These solutions provide real-time visibility, unlocking intelligence customers can act on to optimize efficiencies in their distribution networks.



ACLARA® TEAMS UP WITH AUSTIN WATER

In 2023, Aclara® reached the halfway point in its groundbreaking initiative with the utility Austin Water to deliver AMI technology to **over 1 million people** across the Austin, Texas, metropolitan area.

In this end-to-end initiative, Austin Water recruited Aclara® to replace 265,000 existing water meters with new meters equipped with AMI technology by 2025. With the Aclara® team's expertise, this initiative also involves deploying an AMI communication network, which is built on Aclara RF™ network technology and AclaraONE® software.



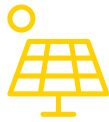
- **Aclara RF™** network provides two-way AMI communications for utilities to securely monitor and maintain end-to-end data management, without meter readers, drive-by vehicles, or handhelds.
- **AclaraONE®** software delivers comprehensive functionalities and solutions, under one platform, that offer actionable insights for utilities to operate their distribution networks securely, reliably, and efficiently.



When combined, these solutions will allow utilities to comprehensively monitor, manage, and respond to changes in their network, while also allowing customers to track and budget their water use. Although the program isn't fully implemented yet, this milestone is a key step toward shaping a more resilient and efficient water management system in Austin, Texas.

RENEWABLE ENERGY

We are proud to be a full solutions provider for renewable energy applications.



Our solutions for energy infrastructure In Front of The Meter, at The Edge, and Behind The Meter uniquely position us to enable the integration of variable renewable energy sources into the electric grid.

IN FRONT OF THE METER

Renewable energy systems, coupled with transmission and distribution infrastructure, will need to be constructed to make the transition to clean energy possible. Our products can be found in the entire “balance of system” for solar and other renewable energy applications, directly supporting the generation of clean energy. Our best-in-class transmission and distribution components are also essential to building, upgrading, and expanding the infrastructure necessary to deliver renewable energy from distributed sources to where it is needed most.

AT THE EDGE

The addition of renewable energy sources and battery storage technologies in the energy mix poses challenges for utilities. Our smart technologies and utility communications and controls equip utilities with data-driven insights to manage energy demand against shifting energy availability from intermittent sources.

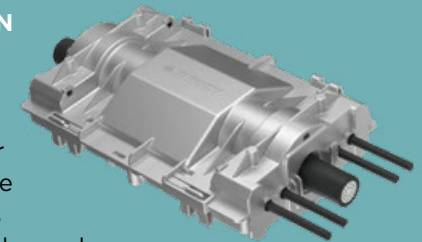
BEHIND THE METER

Increasing clean energy demands amplify the need for critical utility infrastructure. Our products enable everyday users to consume cleaner energy in their buildings and homes.



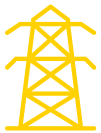
BURNDY® COMPRESSION INSULATION PIERCING CONNECTORS

connect solar arrays to the main trunk conductor at solar farms. The flexible and unique design of this solution allows it to install anywhere along the conduct line, penetrate the conductor insulation for maximum conductivity, and reduce the total number of connections required. This product also saves time and improves reliability, supporting solar farms as they scale up capacity.



ELECTRIFICATION

Hubbell's solutions support the electrification of transportation, buildings, and other infrastructure applications by expanding the capacity of the grid.

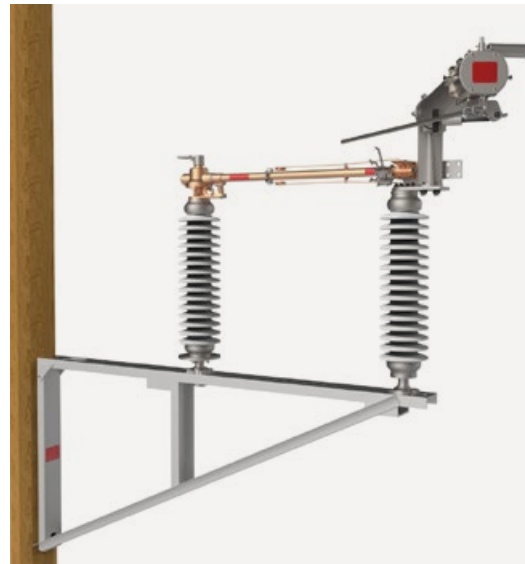


Across a range of industries, Hubbell's electrical products are crucial for connecting, protecting, wiring, and managing electricity. For example, these products support data centers which operate infrastructure required for smart technologies that enable electrification. As more and more users are plugged into grid infrastructure, we also provide advanced solutions that enhance grid flexibility, visibility, and control.

Through our utilities segment, Hubbell offers communications and controls technologies that assist utilities with effectively managing their electric power networks.

CHARGING TOWARD ELECTRIFICATION

Hubbell developed a new electric vehicle (EV) charger that will be commercially released in the second half of 2024. The EV charger is strategically designed with Aclara's electric meter integrated directly into the device, facilitating communications over an AMI network with real-time data on electricity usage. Through its deployment, our charger will give utilities the visibility and control they need to actively manage EV load to protect critical grid infrastructure, lower costs, and reduce greenhouse gas emissions for their customers.



TURNER ELECTRIC® SWITCHES provide innovative switching solutions for transmission, substation, and distribution applications. They are an essential component in electricity supply networks and function to switch, control, isolate, and protect electrical circuits and equipment. While just one part to a larger system, Turner Electric® Switches bolster the electrification of everything by allowing infrastructure to respond to changing conditions of the grid.



PARTICIPATING IN AMGTA

In 2023, Hubbell became a member of the Additive Manufacturer Green Trade Association (AMGTA), which promotes achieving environmental benefits through additive manufacturing during production. Our membership with AMGTA allows us to collaborate with other companies in the manufacturing space and find new ways to innovate and create more sustainable solutions.

INVESTING IN INNOVATION

When it comes to delivering value for our stakeholders, investing in our solutions is a top priority.

We focus on organic growth through innovation and our New Product Development (NPD) program to improve the depth and breadth of our products. Our innovation strategy reinforces our core strengths, while also expanding our offerings in key vertical markets aligned around clean energy megatrends. These opportunity areas include EV charging, renewables, distribution automation, communications, and electrification to tap into impactful opportunities for our business and customers. Throughout the NPD process, we not only evaluate the safety, quality, and performance of our products, but also their environmental impact across our products' lifetime.

Along with product development and innovation, we also prioritize capital investments and acquisitions to better serve our customers. We continuously endeavor to expand our capacity to meet evolving customer objectives. To that aim, we effectively ramped up production output of our transmission and distribution components in 2023 to meet strong utility customer needs for grid hardening and modernization. At the same time, we pursue acquisitions of attractive businesses with a strong strategic fit to grow our presence in high value vertical markets.

EXPANDING OUR IMPACT THROUGH ACQUISITIONS

In 2023, we acquired **EIG**¹, which offers fully integrated energy management and power quality monitoring solutions, **Balestro**², a manufacturer of high-quality arrestors and insulators, and **Systems Control**³, a leading provider of substation controls and relay panels. These three acquisitions will strengthen our utility solution offerings aligned around megatrends such as aging infrastructure, grid automation, renewables, and electrification.



1. EI Electronics LLC is also referred to as Electro Industries/GaugeTech (EIG).

2. Indústria Eletromecânica Balestro Ltda is also referred to as Balestro.

3. Northern Star Holdings, Inc. is commercially known as Systems Control.

PRODUCT QUALITY AND SAFETY

Our high standards of product quality and safety underpin our work to deliver best-in-class products.



Throughout the product design and manufacturing process, we embed sound procedures to ensure our products are reliable, durable, and top-performing, while keeping our employees and end users safe.

SPARKING COLLABORATION ACROSS OUR SEGMENTS

For over two years, our quality managers for HUS have been conducting internal quality audits for facilities outside of their purview, allowing them to build familiarity with each other's business units and corresponding product quality practices. This same audit approach will be rolled out for our HES segment in 2024, which will foster collaboration and drive accountability across the business.



STANDARDIZING PRODUCT QUALITY

Across our business segments, we empower each business to oversee product quality in a way that fits their unique product portfolio and customer requirements. Within this wider context, we also have been working toward standardizing procedures to unify our product quality program. Our HES and HUS Quality Councils, comprising Quality Leaders from each manufacturing site and strategic business unit as applicable, share best practices for product quality management to facilitate continuous improvement. Our business units also consistently follow effective product quality management practices including, but not limited to, regular product quality testing procedures in line with quality management systems like the International Organization for Standardization (ISO) 9001, routine monitoring of product quality and safety performance, and incident investigation and corrective action when appropriate. In 2023, 77% of our global operations were covered by a quality management system certified to ISO 9001.

SECURING PRODUCT SAFETY

As a global manufacturer of utility and electrical solutions, we also view product safety management as fundamental to safeguarding the well-being of our customers and their partners. To that end, we provide various training courses to our employees on product safety and embed safety criteria into the product design process. As part of a rigorous, stage-gate process, our product engineering team follows Failure Mode and Effects Analysis, a standard engineering practice, to evaluate and maximize safety performance within a product's design. They also perform analyses to minimize harmful chemicals as much as possible, as well as ensure adherence with applicable regulatory requirements, such as the Restriction of Hazardous Substances (RoHS) directive and the Registration, Evaluation, Authorisation, and Restriction of Chemicals (REACH) regulation.



ENVIRONMENTAL STEWARDSHIP

MANAGING OUR ENVIRONMENTAL IMPACT

Whether stepping onto the floor of our manufacturing facilities, warehouses, or corporate offices, we are collectively committed to responsibly managing our operations and activities.

We achieve this by maintaining robust environmental management procedures and controls, tracking our environmental performance, and collaborating with our employees to execute strategic initiatives that reduce our energy consumption, greenhouse gas (GHG) emissions, water usage, and waste.

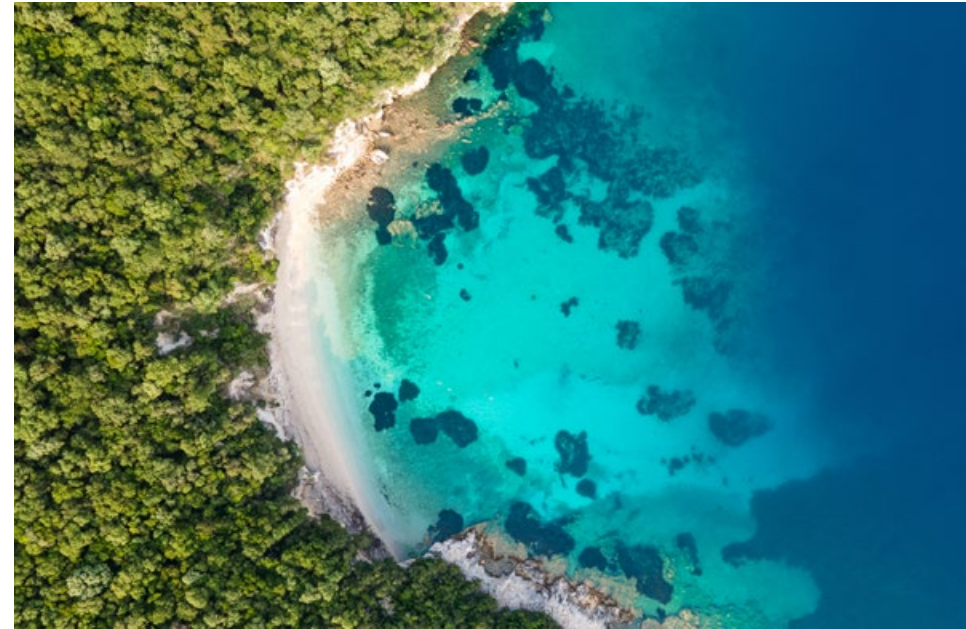


ENVIRONMENTAL MANAGEMENT SYSTEM

Hubbell's Environmental Management System (EMS), which we evolve each year for continuous improvement, guides the procedures we follow to operationalize environmental, health, and safety excellence across our global enterprise.

We leveraged industry-leading frameworks and standards such as ISO 14001 to develop our EMS and strive to continuously improve our operations by managing environmental and regulatory risks effectively. We also regularly conduct environmental audits of our facilities during safety and compliance audits to help us identify opportunities for improvement and several of our facilities have attained ISO 14001 certification.

Grounded in our enterprise-wide goals, GHG emissions reduction, water reduction, and hazardous waste management encompass three of our environmental priority areas. Hubbell's Sustainability and Infrastructure Management Handbook and Sustainable Operations Toolkit are two complementary resources we developed to train and empower employees on ways to reduce the carbon, water, and waste footprint of our operations.



ENVIRONMENTAL PERFORMANCE

Day in and day out, we work on holistically understanding and improving the environmental performance of our business operations. We have a dedicated team focused on collecting, reviewing, and verifying Hubbell's energy, emissions, water, waste, and recycling data across our global facilities.

In 2023, we enhanced our environmental data management processes and controls by formalizing our practices through standardized procedural documentation and policies. We also engaged with an independent third-party vendor for the first time to perform a limited level of assurance over our GHG emissions and water data inventories. For more details on our environmental data inventories and assurance engagement, please see [pages 31, 36, 38, 82, 83, 84, and 107](#).



DRIVING IMPACT THROUGH OUR SUSTAINABILITY IMPACT PROGRAM

Hubbell’s **Sustainability Impact Program** (SIP) invests capital in our facilities for projects that drive progress toward our environmental goals and improve our operational performance.

Throughout 2023, we worked with employees at the site level to support the implementation of SIP projects that reduce our energy, water, and waste footprint. By the end of the year, SIP supported projects at more than 20 of our facilities.

These projects ranged from LED lighting retrofits, HVAC upgrades, steam trap or compressed air leak repairs all the way to solar array, wastewater treatment technology, and recycling-unit installations.



Spend for our Sustainability Impact Program projects represented approximately

5%

of Hubbell’s total 2023 capital expenditures.

ESG CONSIDERATIONS FOR HUBBELL’S REAL ESTATE PORTFOLIO

At Hubbell, we recognize that the impact of our direct operations on the planet largely derives from our facilities. Before engaging in real estate-related transactions, such as buying, renewing, expanding, or selling properties, we perform in-person environmental audits to ensure our facilities satisfy regulatory requirements and our own environmental criteria. In 2023, we enhanced these practices and created a guidance document that equips Hubbell’s global real estate team with the knowledge and tools necessary to integrate more ESG considerations into real estate decision-making. The resource provides tangible recommendations for improving the environmental impact of Hubbell’s current properties and during the acquisition of new facilities.



CLIMATE CHANGE RISKS AND OPPORTUNITIES

Throughout 2023, the world witnessed the impacts of a changing climate. From wildfires to hurricanes, natural disasters swept through communities with increasing frequency and strength.

Against this backdrop, many of our customers worked hard to deploy renewable energy technology and bolster energy infrastructure to make it stronger and more resilient. We also saw regulatory bodies in the United States (US), the European Union, and other jurisdictions introduce ESG disclosure rules that drive climate action and transparency.

These impacts and activities remind us that we have the opportunity—and responsibility—to shape a more sustainable, ethical, and healthy future. Through strategic analysis and business planning, we are taking steps to address climate change risks while also leaning into climate-related opportunities.

RISKS

Climate-related and environmental laws and regulations may increase the compliance burden on our company.

Increasing stakeholder concern or expectations for climate-related issues may impact Hubbell's business or reputation.

Severe weather events and natural disasters may disrupt operations in our facilities and supply chains.

Long-term shifts in weather patterns may influence the availability of resources, impacting the cost of raw materials.

Changes in climate may influence customer demand for low-carbon solutions.

OPPORTUNITIES

Establish procedures and controls to advance Hubbell's environmental performance and methods of disclosure.

Evolve business strategy to address climate-related topics within product development, operations, and disclosures.

Collaborate with our suppliers to reduce our carbon footprint as well as strengthen infrastructure.

Evaluate partners across Hubbell's supply chain to boost resiliency.

Strive to enhance Hubbell's current products and develop new products that enable sustainable outcomes

CLIMATE-RELATED RISKS AND OPPORTUNITIES

PHYSICAL RISKS

We routinely evaluate the physical risks of climate change on our employees, properties, and assets. The increased frequency and severity of natural disasters, along with longer-term shifts in our climate patterns, can disrupt our business operations and supply chains. In response, we develop business continuity plans to prepare us for severe weather events, such as hurricanes, wildfires, or floods that can compromise our ability to reliably deliver products to our customers. We view risk response planning as an iterative process and work to develop strategies that will enable us to recover business operations in a timely manner.



OPPORTUNITIES

As we transition to a low-carbon economy, we aim to develop and deliver a broad portfolio of products that will help our customers achieve their sustainability goals. Our product development team tracks new and emerging clean energy trends in the market to identify and invest in innovation opportunities for those technologies and solutions. While seeking ways to expand our breadth of products that enable sustainability, we also continue to explore opportunities for efficiency improvements in our manufacturing processes and operations. These initiatives have the dual benefit of lowering costs and renovating our facilities while simultaneously reducing our environmental impacts.

TRANSITIONAL RISKS

Beyond the physical risks of climate change, the transition to a low-carbon economy can also result in extensive changes to our business environment. In the short to medium and long term, we can experience changes to our legal, regulatory, technology, and market conditions. These shifts, including emerging climate-related regulations, can have a material impact on our company due to their financial, legal, and reputational implications. As part of response planning, we regularly monitor these conditions to identify risks and devise corresponding mitigation strategies. These strategies range from executing initiatives that enhance our operational efficiency to exploring opportunities to augment our ESG disclosures and prepare for climate-related regulations.

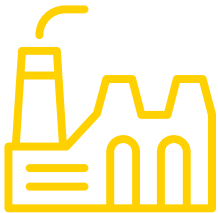


ENERGY AND EMISSIONS

As we deliver solutions that advance the transition to a low-carbon economy, we also challenge ourselves to look within our own operations to identify opportunities for reducing our GHG emissions.

To us, lowering our carbon footprint is a top priority. We are working toward continuously improving the impact of our business by tracking and reducing our GHG emissions.

Our emissions reduction efforts revolve around our goal to reduce our absolute Scope 1 and 2 emissions by 30% by 2030 compared to a 2022 baseline. We developed this goal using leading science-based methodologies within the wider context of our business' impact, strategy, and growth trajectory.



We endeavor to reduce our emissions at the facility level and enhance operational efficiency to achieve our 2030 GHG emissions goal. Please see [pages 31 and 101](#) for more information on our GHG emissions performance and methodology.

1. Goals are compared to a 2022 baseline.



ENERGY CONSUMPTION AND GHG EMISSIONS, 2019-2023

FUEL AND ENERGY CONSUMPTION (KWH)	2019	2020	2021	2022	2023
Electricity	222,849,772	215,213,500	218,264,128	219,631,971	217,737,273
Natural Gas	185,999,453	165,665,729	144,201,786	173,530,278	179,956,808
Stationary Fuels	34,072,227	30,376,235	25,459,361	25,397,627	27,222,020
Transport Fuels	18,322,234	16,168,379	11,907,061	18,750,593	19,236,103
Total Energy Consumption	461,243,686	427,423,844	399,832,335	437,310,470	444,152,204
Energy intensity per million dollars of sales (kWh/\$M of net sales)	116,871	116,069	95,332	88,383	82,665

GREENHOUSE GAS EMISSIONS (TCO ₂ E)	2019	2020	2021	2022	2023
SCOPE 1 EMISSIONS					
Natural Gas	33,714	30,029	26,139	31,452	32,618
Stationary Fuels	7,877	7,112	5,834	5,821	6,224
Transport Fuels	4,466	3,933	2,908	4,565	4,668
Refrigerants	512	228	492	228	168
Total Scope 1	46,568	41,302	35,373	42,066	43,678
SCOPE 2 EMISSIONS					
Total Scope 2 (Location-based method)	94,681	88,942	92,507	93,598	91,934
Total Scope 1 & 2	141,249	130,244	127,881	135,663	135,612
Scope 1 & 2 emissions intensity per million dollars of sales (tCO₂e/\$M of net sales)	36	35	30	27	25

NOTE: Energy is reported in kilowatt-hours (kWh). GHG emissions are reported in metric tons of carbon dioxide equivalent (tCO₂e). Please refer to [page 101](#) for our Energy and GHG Emissions Basis of Reporting details and [page 107](#) for Hubbell's assurance statement pertaining to the limited assurance conducted by an independent third party for our Scope 1 and 2 emissions (or visit [Hubbell's 2023 assurance statement](#)).

PURSUING DECARBONIZATION

We regularly evaluate the efficiency of our facilities to identify opportunities for improving our carbon footprint. Within our operations, we collaborate with our employees to explore and pursue projects that lead to energy and GHG emissions reductions. In 2023, we continued to refine our decarbonization approach and executed the following initiatives to drive even greater impact.

1 Measured impact

ACTION FOCUS

Measured Scope 1 & 2 emissions across our global facilities and established credible data management processes.

2 Identified and acted on opportunities

ACTION FOCUS

Engaged and collaborated with facilities to investigate project opportunities.

Executed projects to optimize energy use through compressed air leak repairs, compressed air blow gun optimization, compressed air heat recovery, or compressed air pressure reduction.

Pursued energy efficiency initiatives such as replacing equipment with more efficient models, including HVAC systems, LED lighting, and air compressors.

3 Performed audits and implemented reduction opportunities

ACTION FOCUS

Conducted energy, waste, or water audits to uncover opportunities for meaningful resource reductions.

Implemented technology or systems-based solutions such as solar panel installations and energy-efficient manufacturing process improvements.

4 Communicated progress

ACTION FOCUS

Tracked and shared progress toward our emissions goal in our sustainability disclosures.

GHG REDUCTIONS THROUGH OUR SUSTAINABILITY IMPACT PROGRAM



During 2023, we supported several energy-saving projects through the Sustainability Impact Program. Together, these projects are estimated to generate energy savings of over 9 million kWh and 216,000+ therms, which represent GHG emissions savings of approximately

5,000+ tCO₂e per year.

DEVELOPING SOLUTIONS TO PROTECT OUR PEOPLE AND PLANET



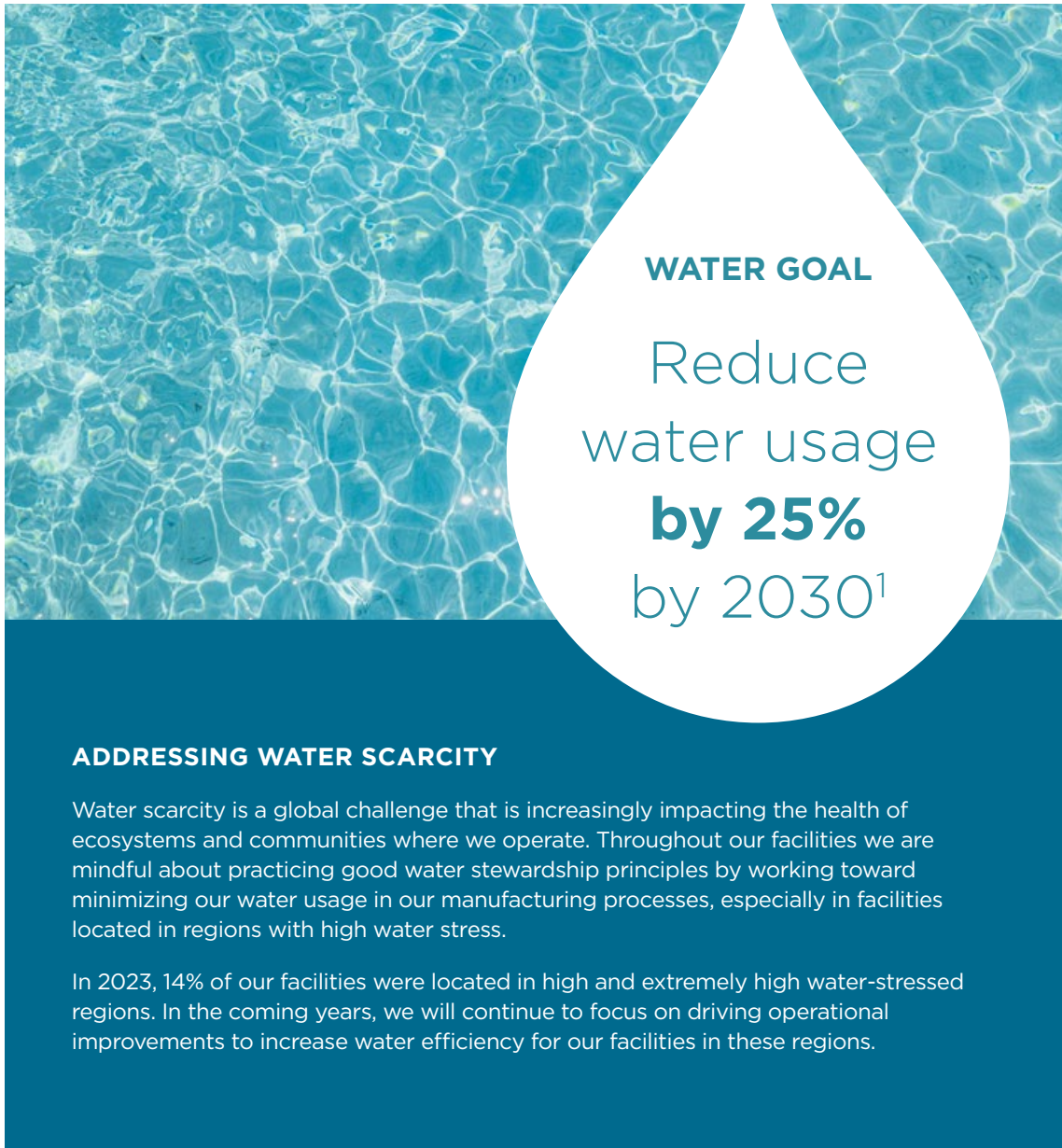
Our facility in Montreal, Canada, embraced a systems-thinking mindset to reduce energy costs and GHG emissions, while also ensuring the health of our colleagues on the factory floor. In 2023, they installed ventilation ducts to connect the compressor cooling system within the manufacturing plant to the roof as well as the warehouse. In the winter, the new ventilation ducts would allow up to 80% of the heat released by the compressors to be recovered and utilized to heat the plant. Meanwhile, for hot summer days, the ducts would enable reductions in heat load by sending heat from the compressors to the roof - protecting the health and safety of our workers.

This project is just one way we are making progress in our energy and emissions reduction efforts, with an estimated reduction of approximately

3,000+ therms of natural gas per year.

That is equivalent to avoiding the GHG emissions associated with **four gasoline-powered passenger vehicles driven for one year.**





WATER GOAL

Reduce
water usage
by 25%
by 2030¹

ADDRESSING WATER SCARCITY

Water scarcity is a global challenge that is increasingly impacting the health of ecosystems and communities where we operate. Throughout our facilities we are mindful about practicing good water stewardship principles by working toward minimizing our water usage in our manufacturing processes, especially in facilities located in regions with high water stress.

In 2023, 14% of our facilities were located in high and extremely high water-stressed regions. In the coming years, we will continue to focus on driving operational improvements to increase water efficiency for our facilities in these regions.

WATER MANAGEMENT

We understand that water is an indispensable resource for society and the environment, which is why we must do our part to manage water responsibly.

At Hubbell, we focus on reducing our water use within our manufacturing processes and operations and evaluate our use of water more broadly.

We established a goal of reducing water usage by 25% by 2030, compared to a 2022 baseline, to direct our focus on continually improving our use of water.

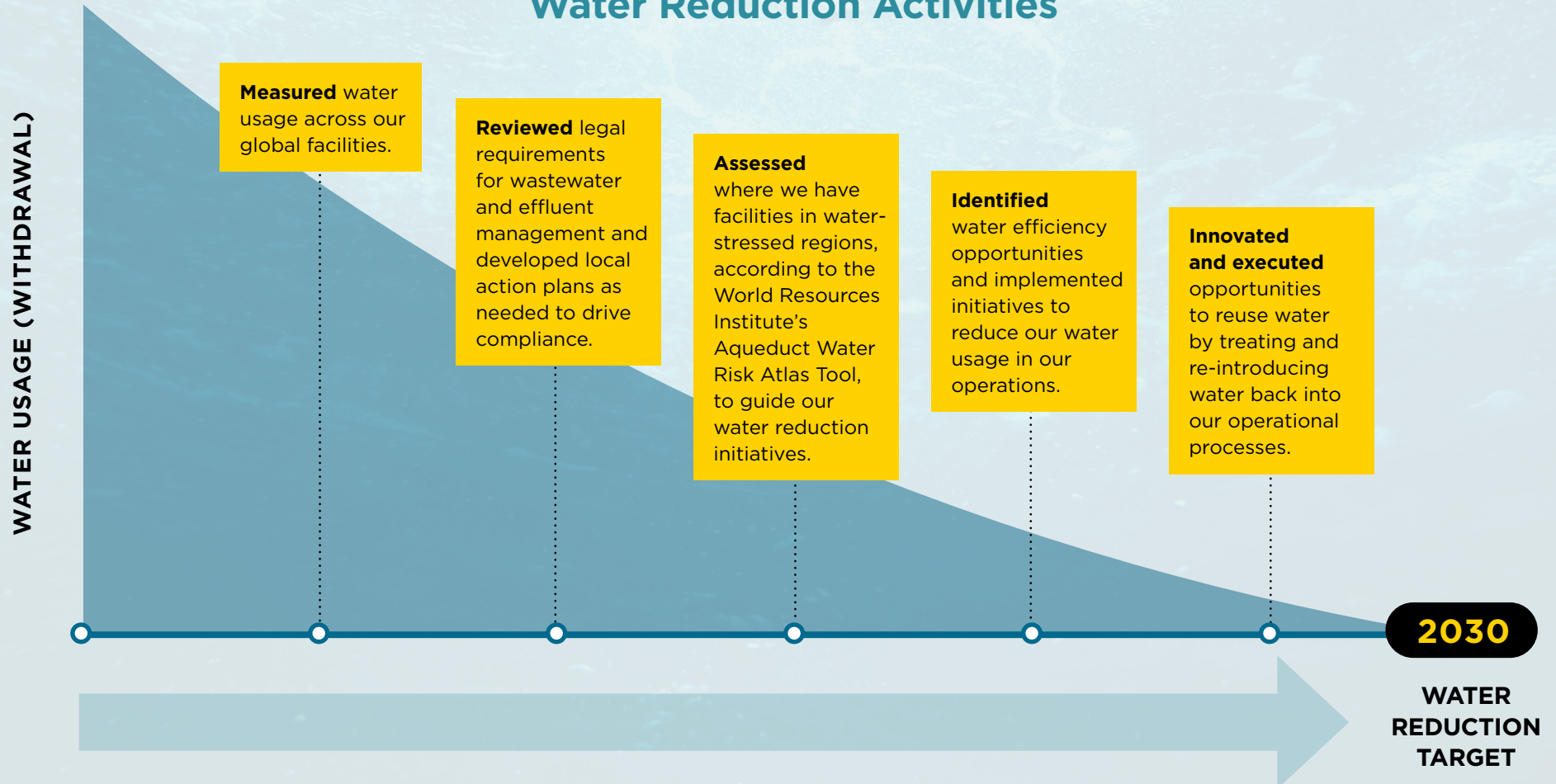
We collaborate with our facilities to pursue initiatives that help us efficiently manage and reduce water withdrawal. Since our impacts on water resources are largely dependent on the regions in which we operate, our sites conduct water assessments to evaluate opportunities to minimize water usage within the context of their local watershed. We also ensure our effluent discharge is in accordance with local regulations.

1. Goals are compared to a 2022 baseline.

EVERY DROP COUNTS

Water management starts with comprehensive measurement and extends to thorough evaluation of opportunities that minimize our environmental impact. To effectively manage and reduce our water usage as a company, we focus on assessing how our operations impact water systems and investigate ways we can use water more efficiently through conservation, reduction, and reuse. We have completed the following water reduction measures in 2023 and will continue to augment our strategy to facilitate progress toward our water goal.

Water Reduction Activities





THINKING MORE CIRCULAR IN HAMILTON, OHIO

In addition to optimizing water efficiency within our facilities, we are always looking for ways to make our manufacturing processes more circular. Our facility in Hamilton, Ohio, demonstrated this philosophy by developing and implementing an initiative to recover coolant wastewater in 2023. By installing new technologies at the plant, water is now recovered and recirculated into equipment for cooling instead of passing into the wastewater tank for discharge.

This project is estimated to reduce water usage at this facility by approximately **18,000+ gallons** per year.

WATER WITHDRAWAL, 2019-2023

WATER WITHDRAWAL (KGAL)	2019	2020	2021	2022	2023
Total Withdrawn Water	160,774	141,240	125,470	118,502	127,455
Water intensity per million dollars of sales (kgal/\$M of net sales)	41	38	30	24	24

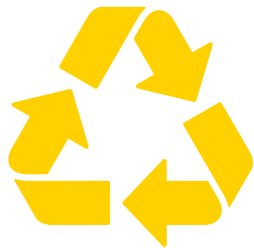
NOTE: Withdrawn water is reported in kilogallons (kgal). Please refer to [page 103](#) for our Water Withdrawal Basis of Reporting details and [page 107](#) for Hubbell's assurance statement pertaining to the external assurance conducted by an independent third party for our withdrawn water (or visit [Hubbell's 2023 assurance statement](#)).



WASTE MINIMIZATION

Along with managing our energy and water usage, we view responsible waste management as fundamental to supporting the health of the environment, our communities, our employees, and our business.

The efficient management and disposal of resources not only mitigates environmental and social risk, but it reduces costs and enhances the resilience of our value chain. To demonstrate our commitment to managing our resources effectively, we have established practices to minimize the amount of waste we send to the landfill each year.



In 2023, we recycled **378,622 tons** of material across the enterprise, which is a waste diversion rate of **93%**.

1. Goals are compared to a 2022 baseline.



TAKING STEPS TO REDUCE OUR WASTE

We prioritize reducing waste at our facilities, including general, industrial, universal, and hazardous waste streams. At the same time, we seek opportunities to recover, reuse, and recycle byproducts in our manufacturing processes to divert waste from landfills whenever feasible. We also partner with independent vendors to dispose of waste, in accordance with laws and regulations, when reduction, reuse, or recycling is not possible.

An important part of responsible waste management is reducing hazardous waste. For us, minimizing hazardous waste across our global facilities is a business imperative since this waste stream can impact the health and safety of local communities. Our goal to reduce hazardous waste by 30% by 2030, compared with a 2022 baseline, endeavors us to identify and pursue waste reduction opportunities across our global facilities. As part of our effort to reduce hazardous waste, we measure and track hazardous waste generated across our facilities, review regulations to ensure we are compliant with hazardous waste management and disposal, and implement initiatives at our facilities that either reduce generation or increase recycling of this waste stream.

WASTE GENERATION AND RECYCLING, 2019-2023

WASTE DIRECTED TO DISPOSAL (US TON)	2019	2020	2021	2022	2023
Waste - General (Municipal)	13,489	12,285	9,952	19,077	13,905
Waste - Hazardous	1,973	1,590	2,017	1,802	2,795
Waste - Industrial	8,946	10,953	11,261	4,780	9,782
Waste - Universal	1,870	1,955	2,044	2,017	1,625
Waste - Wood	170	228	292	419	533
Total Waste Directed to Disposal	26,448	27,011	25,566	28,094	28,641
Waste intensity per million dollars of sales (US ton/\$M of net sales)	7	7	6	6	5
WASTE DIVERTED FROM DISPOSAL - RECYCLING (US TON)	2019	2020	2021	2022	2023
Recycled Waste - Aluminum	2,895	2,722	1,880	11,244	3,196
Recycled Waste - Brass	1,567	1,431	1,247	1,332	1,213
Recycled Waste - Bronze	0	0	178	159	281
Recycled Waste - Copper	1,971	1,748	885	890	918
Recycled Waste - Iron	300	419	292	909	604
Recycled Waste - Lead	18	4	13	5	7
Recycled Waste - Stainless Steel	384	321	498	468	409
Recycled Waste - Steel	179,956	204,386	338,808	295,034	352,077
Recycled Waste - Tin	227	76	24	215	526
Recycled Waste - Zinc	0	0	0	113	153
Total Recycled Metals	187,317	211,107	343,824	310,370	359,386
Recycled Waste - Cardboard	1,664	1,679	1,676	1,358	3,999
Recycled Waste - Commingled (Municipal) Waste	537	417	360	306	586
Recycled Waste - Compost	105	105	98	112	140
Recycled Waste - E-waste	22	12	9	11	45
Recycled Waste - Energy Recovery	180	358	382	5,272	10,523
Recycled Waste - Glass	1	1	1	1	1
Recycled Waste - Hazardous Waste	40	87	61	75	210
Recycled Waste - Industrial Waste	1,095	1,350	860	896	925
Recycled Waste - Paper	31	34	106	271	144
Recycled Waste - Plastic	217	276	449	235	274
Recycled Waste - Universal Waste	2	4	3	2	3
Recycled Waste - Wood	2,173	2,309	3,168	2,485	2,386
Total Recycled Metals & Waste	193,385	217,739	350,997	321,395	378,622
Waste Diversion Rate	88%	89%	93%	92%	93%

NOTE: Please refer to page 104 for our Waste and Recycling Basis of Reporting details.



REDUCING WASTE ACROSS OUR COMPANY

In **Chatsworth, California**, employees recognized the negative impact that acetone, a form of hazardous waste, could pose on environmental and public health. In response, they identified an opportunity in 2023 to install a recycling unit with the capacity to reclaim up to 99% of spent acetone for reuse in their manufacturing processes. Once fully installed, this initiative will reduce approximately **2 tons of hazardous waste each year**.



Our facility in **Winsted, Connecticut**, championed our ongoing efforts to minimize hazardous waste in our operations. In 2023, they initiated a project to install technology to reduce hazardous wastewater and reclaim 99% of water used in their surface treatment lines. Once fully deployed, process water will be treated within the facility and reused as de-ionized water in a closed loop system. This project will reduce water usage by **730,000 gallons per year and hazardous waste by 76,500 gallons per year**.



In 2023, employees at our facility in **Centralia, Missouri**, decided that they wanted to transition to using water-based enamel paint. They realized that switching to a water-based form of paint eliminates the use of oil-based enamel and xylene, which are forms of hazardous waste. The site began installing equipment in 2023 to pursue this idea, and once fully implemented, the initiative will reduce hazardous waste, in the form of hazardous paint cans, by **400 pounds each year**.

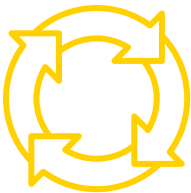


In 2023, our facility in **Greenville, Alabama**, practiced lean thinking by purchasing reusable totes to replace metal drums for the storage and movement of products throughout the facility. The metal drums were regularly degraded and discarded, with an average of three drums being scrapped each day. After recognizing the inefficiency that this regular practice posed, employees at the facility took the initiative to invest in reusable plastic totes which are estimated to result in a reduction of **7.5 tons of nonhazardous scrap metal waste each year**.



CLOSING THE MATERIALS LOOP

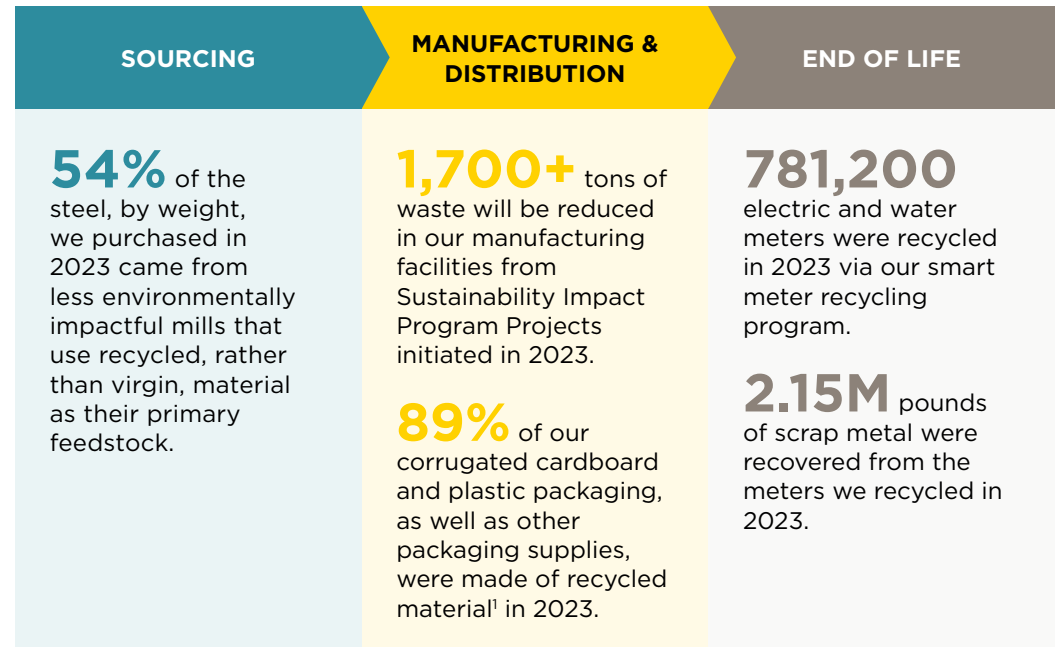
As a manufacturing company, we realize that waste and pollution from production processes can negatively impact human health and natural systems, and we make consistent efforts to rethink linear waste streams. For us, this includes evaluating and modifying our manufacturing and waste



management activities to keep materials in circulation for as long as possible – where outputs become new inputs.

The circular economy helps our business to reimagine how our business model, processes, and activities can be more restorative and regenerative across the product life cycle. We work to design out waste and pollution through various initiatives such as sourcing recycled content for our products, reducing the generation of waste in our facilities, and identifying opportunities to recapture and reuse byproducts from our manufacturing processes. For example, we use recycled steel, cardboard, and other materials in our products and packaging where feasible. As an extension of designing out waste, we also strive to implement solutions that keep products and materials in use. One way we do this is by managing a smart meter recycling program that replaces and recycles our customers' electric and water meters.

We view supporting the circular economy to be a journey and we continue to focus on closing the materials loop wherever we can. Over the past year, we made notable progress toward reducing and reusing waste through several waste management initiatives targeting sourcing, manufacturing and distribution, and end of life.



FINDING A NEW LIFE FOR SCRAP MATERIAL

In 2023, our Lenoir City, Tennessee, facility pursued a waste reduction initiative that diverts approximately 2,080 tons of waste from the landfill each year. The site installed equipment that grinds scrap material from their manufacturing process into a manageable size, and then a local vendor collects and repurposes the ground material for concrete. This project shows the positive environmental impact of waste management and, more importantly, demonstrates the opportunities that circular thinking, technology, and collaborative partnerships can bring to our company and communities.



1. This includes packaging material that is either made entirely of recycled content or contains a percentage of recycled content. This metric excludes wood and lumber packaging.

SOCIAL RESPONSIBILITY



EMPLOYEE EXPERIENCE

Our success is driven by the talent, dedication, and expertise of our workforce.

Our employees work hard every day to develop innovative, best-in-class products for our customers, and we in turn prioritize supporting them on and off the job and throughout their career. We focus on attracting, retaining, and nurturing our colleagues while providing them with a rewarding employee experience.

ATTRACTING AND RECRUITING TOP TALENT

We seek to attract candidates with diverse backgrounds, experiences, and perspectives who can meet the evolving needs of our business. To broaden our reach with diverse pools of talent, we attend national recruitment events including those with the National Black MBA Association®, Society of Women Engineers, National Society of Black Engineers, and Society for Hispanic Professionals in Engineering.



We strongly believe in investing in early career talent, recognizing that the professionals of today will be the leaders of tomorrow. Throughout the year, we maintain ongoing recruitment relationships with 10+ schools and visit those respective campuses each semester to

connect with emerging professionals. We also foster a pipeline of future Hubbell professionals through our Campus Programs, which comprises our Summer Internship Program, Hubbell Rotation Program, and University Relations and Recruiting, which give undergraduate, graduate, and early career professionals the opportunity to learn more about Hubbell and explore positions across the business.

THE INCLUSIVE EMPLOYEE EXPERIENCE AT HUBBELL

ATTRACT

Seek out talent everywhere

ENGAGE

Create and maintain ways for employees to connect and collaborate with each other

RETAIN

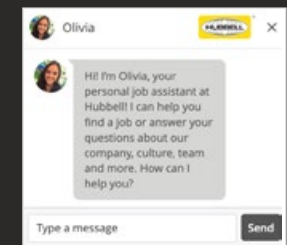
Be an employer of choice by focusing on the employee experience

ADVANCE

Provide opportunities at all levels for employees to grow their skills and careers

In 2023, we made progress on a multi-phase recruiting initiative designed to better attract, hire, and onboard new employees at Hubbell. As part of this strategy, we made the following enhancements to improve the candidate experience and hiring process during recruitment:

- **Simplified applications by reducing the number of fields.**
- **Launched a refreshed internal career site that aligns with the design of our external career site.**
- **Rolled out new functionalities for Olivia, an interactive AI conversational recruiting assistant, which provides candidates the ability to apply for jobs via a QR code or text and eliminates the number of steps our recruiters must take to schedule interviews.**



FOSTERING ENGAGEMENT TO BUILD COMMUNITY

No matter where they live or work, we want our employees to feel involved, valued, and connected.

In the spirit of connection, we provide engagement channels that help our employees forge meaningful connections and build a sense of community and belonging. Through our company intranet, "Harvey,"

harvey

which is named after Hubbell's founder, employees can access company news, updates, and policies, as well as participate in discussions with their

colleagues. For example, they can post employee stories, photos, and videos on our social channel dubbed "The Buzz" or share photos of Hubbell products found in the outside environment in our "Products Around the World" channel. In 2023, we also launched an Employee Spotlight program where nominated employees are featured every month for their achievements and contributions to our company-wide goals.

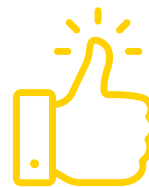


In 2023, employees interacted with the Buzz more than **12,000 times** and reacted to topics more than **1,400 times**, representing a **33.3% increase** in employee engagement since 2022.

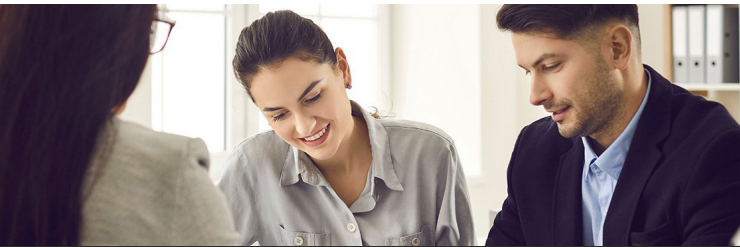


TOUR DE HUBBELL

In 2023, we hosted our Tour de Hubbell Global Well-being Step Challenge Program for the second time. During this six-week health and well-being challenge, Hubbell locations competed against one another to garner the most active steps. This year's theme was "Culture," and the program led employees through a virtual tour of our global facilities where they journeyed from one Hubbell destination to another to learn about their colleagues' local customs and traditions. This program, which will occur annually henceforth, rallied our employees around the importance of physical health and the celebration of different cultures.



In addition to peer-to-peer engagement, we view open, two-way communication as vital to uniting the company around our shared vision and values. Every quarter, we hold virtual global town hall meetings, allowing our employees to hear from and interact with Hubbell's senior leaders. We also deliver an annual Elevate Employee Experience Survey to invite our colleagues to share feedback on three engagement indices, including employee engagement, manager effectiveness, and enablers for job success. 2023 marked the second year we conducted the survey, with over 85% of our workforce participating. The survey results, which demonstrated improvements across all three indices when compared to the prior year, helped our sites glean insights and develop tailored action plans for enhancing their overall employee experience. For example, based on the results from last year's survey, our Bilbao, Spain, team launched regular coffee break sessions at their facility to open a channel for engineers to raise concerns and collaborate on ways to improve our products.



REDUCING THE BARRIER TO MENTAL HEALTH SUPPORT

We view promoting mental health and wellness as paramount to cultivating a positive employee experience. To that end, we extend resources to our employees to reduce the barrier of receiving mental health and emotional support. This includes our Employee Assistance Program, which we provide all our global employees free of charge. Through this program, our employees are afforded six counseling sessions, as well as an online platform with mental health courses, webinars, and other educational resources on topics ranging from stress management to boundary setting.



As a testament to our mental health approach and program, we were awarded the **Bell Seal** for Workplace Mental Health from Mental Health America for the second time in 2023.

We moved up one award level from gold to platinum, reflecting our ongoing commitment to supporting employees' mental well-being.

SUPPORTING EMPLOYEES THROUGH COMPETITIVE BENEFITS

We strive to be an employer of choice by offering a range of benefits that support the health and wellness of our workforce. Our employees are our greatest asset, and we want them to thrive both inside and outside the workplace. By delivering comprehensive benefits and resources to our teammates, we aim to provide a strong foundation for their career and life.

We provide a holistic portfolio of health, emotional, and financial benefits¹ through Hubbell's **myLife Program**, which supports employees in the following three areas:



myHealth

We offer a comprehensive level of resources, services, and plans for all healthcare needs including medical, dental, and vision coverage; Health Savings Accounts and Flexible Spending Accounts; and programs for diabetes, anxiety, sleep, and fertility planning.



myPeaceofMind

We offer paid holidays, paid vacation days, paid volunteer time off, part-time and flexible work arrangements, and several other benefits to support the mental well-being of our employees. Our insurance, disability, and accident coverage benefits also bring peace of mind to our employees when challenging or unexpected events occur.



myWealth

We provide competitive 401(k) retirement plans, educational reimbursement, and tools and resources to help our employees build financial security.

At Hubbell, we place value in supporting and upholding work life balance, so our employees can be their best selves at work, home, and play. Across our facilities, we have a hybrid approach of three core days in the office and two remote days for roles that can be conducted away from the office. In 2023, we also rolled out updates to our vacation policy and Paid Parental Leave Policy to enhance the flexibility of time off and expand the number of weeks of paid leave for new parents, respectively. These new policy updates will give employees more time away from work to spend quality time with family and friends and focus on their physical, mental, and emotional well-being.

1. Hubbell's market-competitive benefit offerings vary by jurisdiction and in collectively bargained locations.

DEVELOPING AND ADVANCING OUR PEOPLE

We provide our employees with learning and development opportunities to help them reach their full potential as they advance in their careers.



We believe that investing in our employees' growth will not only elevate individual success, but it will also foster a stronger and more vibrant company culture.

Whether on the job or in the classroom, continued education is key to unlocking the passion and talent of our people. We offer an array of courses, tools, and resources to our employees that enhance performance in their current role or prepare them for their next position. The educational opportunities we provide meet a wide range of learning styles, from e-learning and self-paced toolkits to face-to-face classes, all with the goal of equipping our people with essential skills, capabilities, and knowledge they need today and in the future. We also evaluate and improve our training programs each year to ensure they meet employee needs and enable business outcomes.

Our internal learning platform, "Hubbell University," provides online and instructor-led courses to employees at every level of our organization, including all full-time and part-time employees. Designed to assist with professional development and advancement, this platform allows our employees to learn from a variety of courses spanning business acumen, leadership traits, functional skills, safety, cybersecurity, sustainability, inclusion, and compliance.



In 2023, our global employees¹ logged **143,248 learning hours** through Hubbell University and external training providers.



In pursuit of continually uplifting our people, we have an enterprise-wide approach to support the development of our current and future leaders through structured classes, training, coaching, and mentorship. To date, we have five flagship programs, two of which were added in 2023, to address all levels of leadership. These programs provide a runway for promising employees to develop key leadership skills that will help them feel empowered to take on future leadership roles within the organization. For example, our Aspiring Leaders program is a self-directed nine-month program that allows participants, who do not currently lead people in a supervisory capacity, to explore and gain the leadership skills required to step into people-leader roles at Hubbell. In addition, our Hubbell Leadership Development Program is an intensive one-year program designed for building a thorough grounding in inclusive-leadership knowledge and skills. Approximately three percent of Hubbell's full-time employees participated in leadership programs in 2023.

TUITION REIMBURSEMENT

Hubbell supports employees who pursue education outside of work, **providing up to \$8,000 in education assistance per year per eligible employee.**

1. 100% of Hubbell's total workforce, including full-time and part-time workers but excluding contingent workers and contractors, participated in Hubbell's learning and development training programs in 2023.

WIN AS ONE

EMPLOYEE RECOGNITION & PRAISE

We believe that employees should be motivated to help our company succeed and that they should share in that success.

To that end, we provide market competitive compensation programs and managers conduct annual performance review cycles to encourage growth, progress, and accountability. At the beginning of each year, employees establish individual professional goals and revisit them throughout the year with their managers. This annual cycle helps our employees connect with Hubbell's broader business objectives and mission.

We also reward high performers through our **"WIN AS ONE"** program, which celebrates employees via peer-to-peer written praise and emblematic awards.

During 2023, over **750 "standing ovations"** and **seven emblematic awards** were given to peers to acknowledge their achievements.

EMBLEMATIC AWARDS



7 Honorees

STANDING OVATIONS



348 Great Jobs



385 Thank You

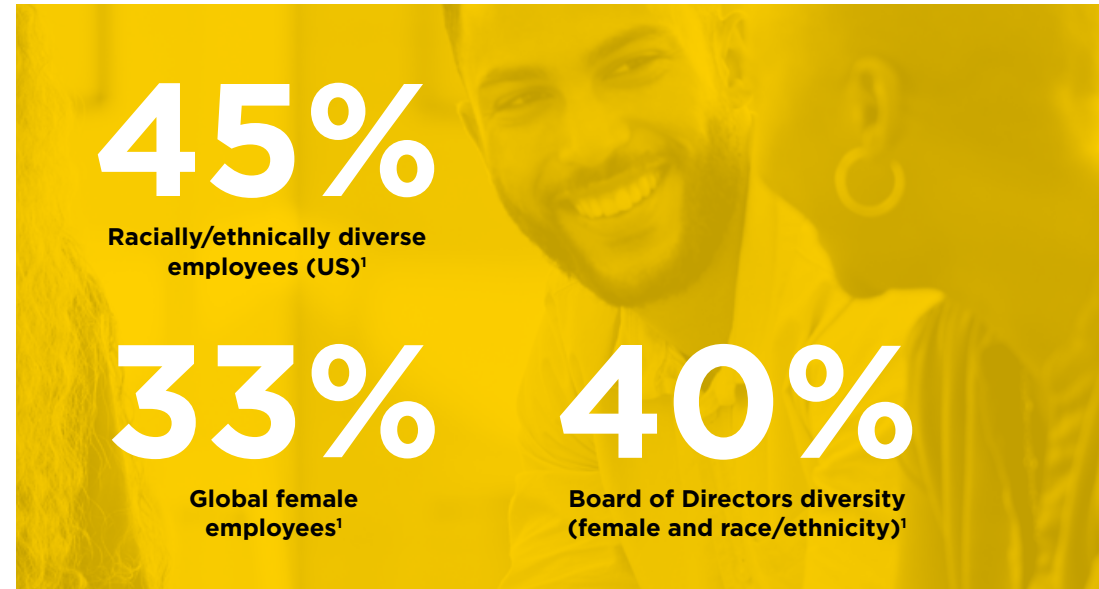


30 Congratulations

INCLUSION, DIVERSITY, AND EQUITY

For Hubbell, fostering a culture of inclusion, diversity, and equity (IDE) means honoring and encouraging individual differences, diversity of thought, and talent.

This comes to life in how we connect with employees to build a sense of community and belonging. We strive to create a workplace where employees feel that their contributions are not only welcomed but valued, leading to better business outcomes and allowing employees to bring their whole selves to work every day.



1. As of December 31, 2023.

OUR STRATEGY

As an extension of Hubbell’s employee experience focus areas—Attract, Engage, Retain, Advance—we established four Inclusion Pillars to actualize IDE throughout our company. Through our Inclusion Pillars, we endeavor to promote an inclusive culture, build a diverse organization, and embed IDE within the entire employee experience.



BUSINESS RESULTS
ENGAGE & RETAIN

Increase understanding of leaders on benefits of diversity to business results



INCLUSIVE CULTURE
ENGAGE & ADVANCE

Expand capability of leaders to build inclusive environments for their teams



INCLUSIVE TEAMS
ATTRACT & ENGAGE

Bring employee population of underrepresented groups to industry levels and above



EMPLOYEE EXPERIENCE
ENGAGE & ADVANCE

Pursue a high level of overall employee engagement across the enterprise

We delivered **2,325 hours** of IDE training to our employees in 2023, which was a **59% increase** compared to 2022.

INCLUSION RECOGNITION IN 2023



BUSINESS RESULTS

At Hubbell, we believe that IDE accelerates our performance, innovation, and agility.

Business leaders across our company embody this belief by delivering and executing inclusion training with their teams, which helps ingrain core IDE principles into our culture. In turn, our employees pursue initiatives, including collaborative inclusion-focused discussions, that forge critical thinking and cultivate connection. For example, our Employee Inclusion Groups sponsor webinars and other experiential learnings that link IDE to business results, such as improved decision-making, employee engagement, and creativity.

INCLUSIVE CULTURE

We view employees at the people-leader level and above as vital to setting the tone for IDE.

As they continue to learn and grow as inclusive leaders, we hold them accountable for uplifting the diverse perspectives and experiences of their colleagues and encouraging their teams to do the same. Across the enterprise, we provide resources to people-leaders and supervisors to equip them with the knowledge they need to build inclusive environments within their teams. **For example, we delivered the following trainings in 2023:**

LEARNING TO LEAD INCLUSIVELY

This training supports people-leaders by helping them develop critical skills for promoting a sense of belonging within their teams. Topics span a variety of IDE themes such as fostering belonging, understanding in-groups and out-groups, and creating psychological safety in the workplace.

SUPERVISOR ESSENTIALS

This employee development program incorporates training on essential skills for people-leaders to transform their biases into inclusive leadership capabilities.



CELEBRATING DIVERSITY AROUND THE WORLD

With more than **18,300** employees¹ around the world, we celebrate shared backgrounds and individual differences by hosting cultural events year-round.

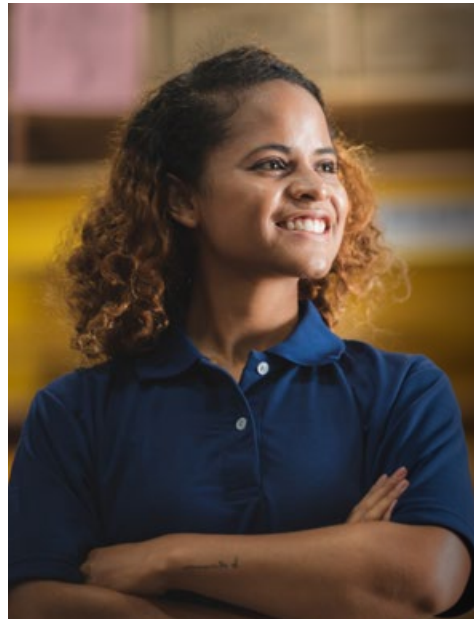
Throughout the year, we host cultural events to unite our global community and show appreciation for our diverse workforce. For example, in honor of Women's History Month in March of 2023, our Employee Inclusion Group Women Advancing their Careers at Hubbell organized informational webinars and shared stories about women in history on our company's intranet platform.

In the Fall of 2023, our Employee Inclusion Group Multicultural Men celebrated Hispanic Heritage Month by hosting month-long activities that culminated in a two-day event at our Lenoir City, Tennessee facility. The annual theme was "Todos Somos, Somos Uno (We Are All, We Are One)," which honors the rich history, traditions, and culture of Hispanic heritage, while acknowledging that we are all inextricably linked as humankind.



INCLUSIVE TEAMS

We recognize that prioritizing workforce diversity enriches company culture, nurtures a variety of perspectives and ideas, and fuels collaboration and innovation. During the recruiting and hiring process, we are deliberate about expanding our talent network to attract, retain, and advance employees from diverse backgrounds. For example, we collaborate with external partners, including Military.com, Society of Women Engineers, National Society of Black Engineers, Society of Hispanic Professional Engineers, and Historically Black Colleges & Universities, to recruit diverse candidates that reflect the communities where we live and work. We are also committed to continuously advancing IDE within recruitment by ensuring equal opportunity, equitable hiring practices, and both diverse interview teams and candidate slates. To complement those efforts, we also track diversity at the people leader-level and above and implement strategic initiatives that improve diverse representation.



TAKING STEPS TO ADVANCE PARITY

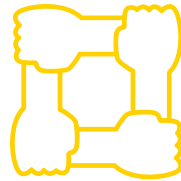
Hubbell signed the Paradigm for Parity pledge which aims to accelerate gender equality and address the leadership gender gap in the US by 2030. In keeping with this commitment, we have broadened our MATCH mentorship program to include more females and racially and ethnically diverse employees, expanded our inclusive culture training, and evaluated diversity at every level of the business more intentionally. These actions helped advance progress on our diverse representation, significantly improving our inclusion index performance.

1. As of December 31, 2023.




EMPLOYEE EXPERIENCE

To nourish an inclusive culture, we focus on supporting our employees and engaging them through intentional IDE initiatives, resources, and activities.

For example, in 2023, we piloted a “Belonging: Creating a Positive Workplace Culture” workshop at our facility in Mayville, Wisconsin, and plan on hosting similar workshops at other facilities in the coming years. We also develop relationships with external organizations that promote IDE, co-leading events in our local communities to strengthen connection and belonging. Our annual Elevate Employee Experience Survey also helps us evaluate our IDE efforts and pursue our Inclusion Pillars. For more information on our Elevate Employee Experience Survey, please see [page 43](#).



Hubbell’s Employee Inclusion Groups (EIGs) are also a powerful vehicle for progressing IDE within our workplace. Our EIGs provide colleagues with similar life experiences or backgrounds, along with their allies, the opportunity to connect with each other to share perspectives, embrace difference, grow professionally, and positively impact communities. We are proud of our EIGs and aim to support them as they pursue events, programs, and initiatives that promote a culture of inclusion and belonging.

EIG	2023 ACTIVITIES
	<p>In 2023, Women Advancing Their Careers (WATCH) celebrated 10 years. They spearheaded several initiatives such as Habitat for Humanity Women’s Builds, self-defense training, and Hubbell’s Women to WATCH series, which spotlights the many career paths women pursue across our company.</p> <p>Multicultural Men (MCM) partnered with the St. Louis, Missouri, affiliate of the National Urban League to support their mission and local community initiatives. Through this partnership, MCM participated in the National Urban League’s annual Thanksgiving Turkey Giveaway fundraiser. In addition, MCM organized virtual enterprise-wide events and an on-site celebration at our Leeds, Alabama, facility in honor of Juneteenth.</p>
	<p>Veterans Engaged to Succeed (VETS) collaborated with Wreaths Across America for a volunteer activity at Alabama State Cemetery. VETS members from our facility in Leeds, Alabama, as well as their family members, laid wreaths on the graves of veterans to honor their courage and sacrifices.</p>
	<p>In 2023, Hubbell Pride held a summer book club focused on allyship. The book, “How to Be an Ally: Actions You Can Take for a Stronger, Happier Workplace,” was the centerpiece of a three-part book discussions where participants learned about how to be an effective ally to friends and colleagues.</p>

MENTORSHIP THROUGH MATCH

2023 marked the third year MCM and WATCH partnered to deliver Hubbell's mentoring program, MATCH. This program matched 32 mentor-mentee pairs based on the areas where each individual wanted to grow. By engaging our EIGs and our employees, MATCH supports Hubbell's Inclusion Pillars.

In March of 2023, we launched our formal EIG membership process, **leading to nearly 500 employees becoming EIG members by the end of the year.**



HUBBELL'S INCLUSION CONFERENCE

In 2023, Hubbell held its inaugural Inclusion Conference with the goal of bringing members of all four EIGs together for personal and professional development.

The conference included fireside chats with senior executives to highlight the important role each EIG plays in supporting our Inclusion Pillars, as well as EIG-specific sessions that centered on developing action plans to further their missions. By the end of the conference, participants left feeling invigorated to apply their learnings to their jobs and drive inclusion, diversity, and equity across the enterprise.



EQUAL OPPORTUNITY AND FAIR LABOR

Hubbell is committed to supporting the fundamental human rights of our employees.

Our [Global Human Rights Policy](#) and [Code of Business Conduct and Ethics](#) set the expectations for our employment practices to safeguard the principles of freely chosen employment, non-discrimination, the elimination of forced and underage labor, and the rights of workers to organize and freely associate.

We employ both unionized and nonunionized workers, and in 2023 **17%** of our global workforce was under collective bargaining agreements.



In addition, we remain focused on ensuring fair treatment, access, and opportunity for our employees. As outlined by our [Equal Employment Opportunity Policy](#), we are committed to providing equal opportunity to all persons without regard to race, color, sex, gender, gender identity, gender expression, sexual orientation, religious creed, national origin, age, physical disability, mental disability, medical condition, pregnancy, genetic information, ancestry, marital status, veteran status, political affiliation, union membership or other bases protected by applicable federal, state, or local law. We also review our remuneration practices regularly to ensure pay equity at all levels.

Moreover, we respect and value our employees regardless of their life stage. To that end, we offer parental leave benefits for eligible employees seeking to expand their families, as outlined in our [Paid Parental Leave Policy](#).

EMPLOYEE HEALTH AND SAFETY

At Hubbell, we are dedicated to ensuring the physical safety and mental health and well-being of our employees because doing so has a direct impact on their morale.

To that end, we cultivate a culture of “Think Safe, Work Safe, and Go Home Safe,” where maintaining a safe work environment is a shared responsibility. We invest in programs and tools that drive accountability across our enterprise, from advancing awareness campaigns to delivering training and education that also contribute to an engaged and motivated workforce.



EHS OVERSIGHT

Health and safety oversight begins on the facility floor and extends to all levels of the organization. Safety Committees, which comprise site leadership and Environmental, Health, and Safety (EHS) coordinators for each site, are responsible for managing the

EHS program at their respective facilities. Our Safety Committees report indirectly to our EHS Council and consist of EHS leaders from across our business segments. Our cross-sectional EHS Council, which is overseen by Hubbell’s Vice President of Environmental Health and Safety, regularly reviews and communicates our EHS performance to senior leadership, including routine updates to Hubbell’s Chairman, President and Chief Executive Officer.

HEALTH AND SAFETY MANAGEMENT

Hubbell’s EHS Policy and EHS Instruction Manual establish our expectations for safety and environmental procedures and EHS elements, including, but not limited to, the following components:



Performing job hazard analysis before commencing a job or activity.



Implementing engineering and administrative controls to identify and mitigate potential hazards and establish emergency response.



Instituting EHS roles and responsibilities, organizing awareness and job specific training, and creating audit procedures.



Executing a job rotation schedule to prevent the incidence of ergonomic-related injuries.



Conducting regular site and occupational risk assessments to evaluate the potential risk of exposure to respiratory, hearing, and chemical hazards.



Leveraging EHS software to proactively manage EHS issues and trends in real time.

At the facility-level, our EHS personnel manage site-specific health and safety management systems that lay out the protocols, procedures, and behaviors to reinforce safety excellence. Our EHS management systems, along with our EHS Policy and EHS Instruction Manual, standardize safety processes to unify our company-wide approach to health and safety. All our EHS documents and manuals comply with leading EHS standards, and we continually update them to reflect regulatory developments and industry best practices.

BUILDING SAFETY AWARENESS

We aspire to nurture a safety-first mindset where health and safety is ingrained into everyday actions.

While on our continuous journey to improve safety at Hubbell, we executed awareness-building programs, training, and events in 2023 to reinvigorate our safety culture.

Through our enterprise-wide EHS training curriculum, we strengthen our culture of safety by providing training to all employees that is designed to expand safety awareness and knowledge. All employees receive initial EHS training that is specific to their responsibilities prior to the start of a new role or activity. For those employees based in our manufacturing and warehouse facilities, they also receive monthly training on a variety of safety topics. In 2023, we also implemented new safety tenets to reinforce our safety culture. Each month, Hubbell celebrates one of the eight safety tenets with programs and activities to drive awareness, ownership, and accountability.

In 2023, we convened more than 100 plant managers and EHS leaders for our inaugural Culture of Safety Summit. During the event, attendees shared best practices, engaged in team bonding and collaboration exercises, and developed action plans to improve our health and safety program. Most notably, we rolled out our new core message to “Think Safe, Work Safe, and Go Home Safe,” which unites our employees around the shared goal of practicing safety to protect themselves and their colleagues. At the conclusion of the Culture of Safety Summit, participants gained valuable insights that they could take back to their facilities to activate and advance safety excellence in the workplace.



HUBBELL’S EIGHT SAFETY TENETS

- | | |
|-------------------------------|-------------------------------------------|
| 1
Safety controls | 5
Personal protection equipment |
| 2
Hazard assessment | 6
Proper equipment |
| 3
Energy isolation | 7
Safe lifting practices |
| 4
Line of fire | 8
Ergonomics |

THE RIGHT TO STOP WORK

In 2023, we introduced a stop work training program that empowers employees on the factory floor to stop work if they feel that their environment has become unsafe. With this new program, employees have the authority and accountability to issue a Stop Card, which requires all work to be halted until a potential hazard is addressed. This program bolsters a culture of safety by giving our employees ownership to safeguard workplace safety and health within facility operations.



EHS PERFORMANCE

We use an EHS Assessment Tool and corresponding data management software to measure, monitor, and improve our health and safety performance.

This comprehensive solution helps us evaluate our safety culture at the site level through an array of tracking and reporting capabilities including injury and incident tracking, job hazard analyses, incident investigation, corrective management, and EHS reviews. Over the course of 2023, we expanded the reach of our EHS software application so that it now provides a holistic repository for all action plans and performance data across our global facilities.

In 2023, we experienced a **30% decrease** in our total recordable incident rate (TRIR) and a **41% decrease** in our days away, restricted, or transferred (DART) rate, respectively, compared to 2022.

We believe our TRIR and DART improvements can be attributed to increased awareness, daily management, employee ownership, accountability, and transparency.



HUBBELL'S SAFETY AWARD

We view that the responsibility of keeping our workplaces safe belongs to everyone at Hubbell. Every year, we recognize sites for their contributions to Hubbell's strong safety culture through our Safety Award.

In 2023, the following sites received Hubbell's **Annual Safety Award** for achieving outstanding health and safety performance.

LARGE SITE

HES CMC®
LITTLETON, NEW HAMPSHIRE

SMALL SITE

HUS SWITCHING & FUSING
LEEDS, ALABAMA

EMBRACING LEAN THINKING

We are advocates of the lean thinking mindset which focuses on creating value by reducing waste and inefficiencies. In February 2023, thirteen employees from our facilities in Mexico graduated from a seven-week long Lean Certification Program. The program included training on a wide range of topics, including waste reduction and driving efficiency, as well as Kaizen events where participants collaborated to solve various challenges spanning augmenting workplace conditions, implementing safety and ergonomic improvements, and developing ideas to promote sustainability. We are proud of our graduates who will champion Hubbell's culture of continuous improvement and enhance efficiency, quality, and safety in their respective roles.



PRACTICING CONTINUOUS IMPROVEMENT

We believe in continuous improvement and work to enhance workplace safety through routine assessments of our EHS programs.

Throughout the year, Hubbell's EHS Council conducts in-person audits at our sites to assess safety performance, identify and manage EHS risks, and evaluate compliance with regulatory requirements. We also work with third-party consultants to perform safety gap assessments and risk evaluations. In our pursuit of improving our safety culture and performance, we use the findings from these assessments to identify opportunities for strengthening our EHS management policies, practices, and procedures.



COMMUNITY IMPACT

As a global company, we encourage our people to drive positive impacts where they live and work.

In turn, our employees demonstrate their passion for giving back and developing relationships within their communities around the world. Through our community engagement programming, which centers around corporate philanthropy, national partnerships, and employee volunteerism, we aspire to nurture meaningful relationships with the local communities that support us.

CORPORATE PHILANTHROPY

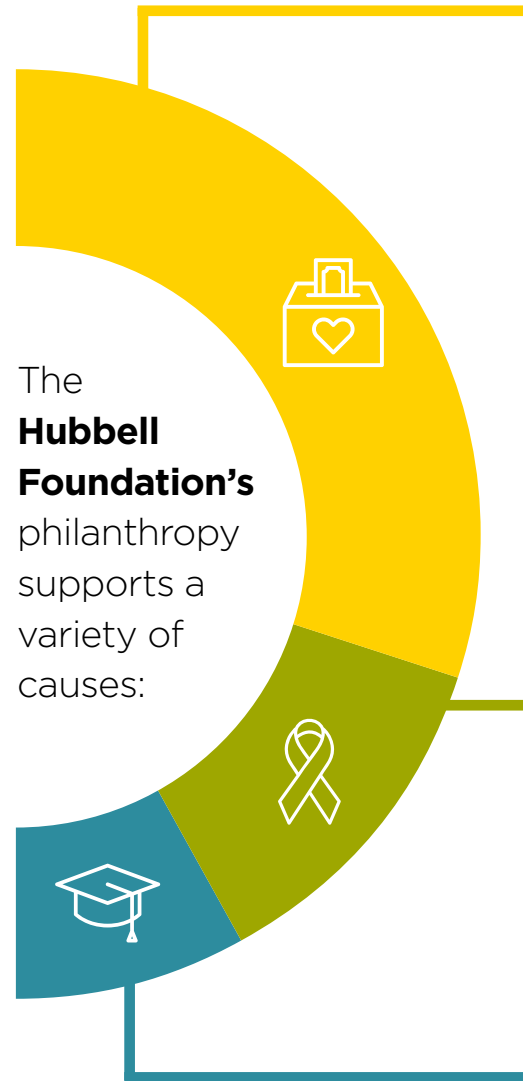


The Hubbell Foundation sits at the heart of Hubbell's community impact

efforts, supporting causes and communities that matter to our employees. For more than 60 years, The Hubbell Foundation has partnered with mission-aligned, US-based nonprofit organizations that advance a variety of causes, including health, food and housing insecurity, education, social and racial justice, and disaster relief. It also prioritizes contributing to science, technology, engineering, and math (STEM) programs, since STEM is fundamental to the success of our industry.

Our community engagement efforts reflect Hubbell's mission: we **Electrify** economies and **Energize** communities.

The Hubbell Foundation's philanthropy supports a variety of causes:



Giving Programs

Providing donations to charities, educational institutions, and other organizations through corporate giving and employee donation matching programs.

>\$850K 2023 GIVING

National Partners

Collaborating with national nonprofit partners to advance their mission and local efforts on the ground.

\$300K 2023 GIVING

University Partners

Bolstering the importance of universities as they educate the next generation of leaders.

\$250K 2023 GIVING

THE HUBBELL FOUNDATION'S 2023 NATIONAL PARTNERS

A core part of our community engagement programming focuses on cultivating ongoing relationships with our national nonprofit partners. As part of its philanthropic giving campaigns, The Hubbell Foundation donated \$100,000 to each of our three national partners: Habitat for Humanity, One Tree Planted, and the National Urban League. These charitable contributions aim to help our national partners achieve their short-term goals and long-term missions. In addition to corporative giving, we encourage our employees to amplify our national partners' impact by volunteering with their local chapters and events.

EXTENDING A HAND TO MAUI WILDFIRE RELIEF EFFORTS



In August 2023, the island of Maui, Hawaii, was devastated by a series of wildfires which displaced over 11,000 people from their homes. In response, The Hubbell Foundation donated \$100,000 to Feeding America, a US-based non-profit organization dedicated to hunger relief. The donation helped Feeding America, along with their partners, deliver aid in the form of food and grocery items for those affected by the wildfires.

2023 NATIONAL PARTNER OUTCOMES



Habitat for Humanity: In 2023, The Hubbell Foundation donated to Habitat for Humanity chapters to support neighborhood revitalization. For example, in honor of Women's history month in 2023, our WATCH Employee Inclusion Group (see [page 50](#) to learn more about our EIGs) organized a volunteer activity where employees from our Aiken, South Carolina, facility helped with the external landscaping for a new-home build. With our colleagues' donation of time and energy, we helped make a house move-in ready for a family that would soon call it home.



**National
Urban League**

The National Urban League: For the second year in a row, The Hubbell Foundation sponsored the National Urban League's Youth Leadership Summit hosted at Pace University. The multi-day event brought middle and high school-aged youth together to engage them with corporate leaders and expose them to topics and skills that will prepare them for college, work, and life. In addition to supporting the summit, The Hubbell Foundation donated to the National Urban League of Metropolitan St. Louis chapter, where several members of our Multicultural Men Employee Inclusion Group (see [page 50](#) to learn more about our EIGs) provide year-long support on the local affiliate level.



ONETREEPLANTED

One Tree Planted: In our second year of partnership with One Tree Planted, The Hubbell Foundation financially contributed to the planting of 100,000 trees across more than 400 acres of land in the Southeast US. This reforestation effort is part of a larger project aiming to establish new forests and restore existing forests within the historical longleaf pine range. Longleaf pine forests are among the most biodiverse ecosystems in the US, providing habitat for numerous threatened and endangered species. They also improve watershed health by supporting water flows and filtration and decrease erosion from stormwater runoff.

Our philanthropic gifts and in-kind donations of volunteer time **supported over 200 charities in 2023.**

EMPLOYEE VOLUNTEERISM

From their first day on the job, we empower our employees to leverage their valuable expertise, time, and generosity to benefit others through employee volunteerism and giving.



We foster a collaborative culture in our global facilities, encouraging our employees to engage with each other and their communities to drive positive impact.

Hubbell's Volunteer Paid Time Off Policy gives employees in the US one paid workday each year to volunteer in service of their community. In 2023, Hubbell employees engaged in volunteer activities spanning litter pickup events, land beautification and landscaping initiatives, donation drives for homeless shelters and animal rescues, essential supply deliveries to schoolteachers, and food packing activities at food banks. This past year, employees at several of our facilities also organized fundraisers for the American Cancer Society Puerto Rico Chapter, Make-A-Wish® South Carolina, and the Breast Cancer Research Foundation of Alabama.



The Hubbell Foundation's "Dollars for Doers" campaign increases the social impact of employee volunteerism by donating to eligible nonprofits for which employees have volunteered their time.

In 2023, **2,940 hours** of volunteerism were logged through our Dollars for Doers Program, resulting in **\$220,500** of donations to an array of organizations that our employees care about.

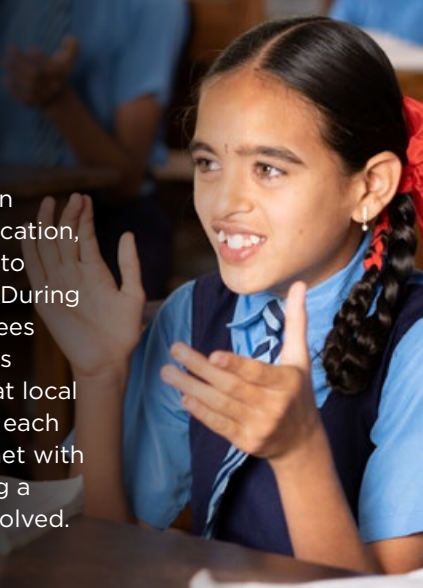


INSPIRING THE NEXT GENERATION OF ENGINEERS

In Greenville, South Carolina, Hubbell engineers teamed up to lead educational STEM activities for students at a local elementary school. The hands-on activities included teaching engineering concepts such as light bulb efficiency, air flow measurement, and light fixture deconstruction. 2023 marked the third year Hubbell participated in this annual event, and we are proud to continue empowering our employees to educate and inspire the next generation of engineers.

DELIVERING SCHOOL SUPPLIES TO LOCAL SCHOOLS

Hubbell partnered with the Bengaluru Chapter of United Way, an organization devoted to fighting for the health, education, and financial stability of communities, to organize visits to five schools in India. During these visits, approximately 60 employees distributed 2,000 backpacks, as well as books and stationary kits, to children at local schools. Hubbell leaders also spoke at each school about our business and were met with enthusiasm from the students, creating a rewarding experience for everyone involved.



SUPPLY CHAIN RESPONSIBILITY

As a global manufacturer, we endeavor to work with suppliers that share our unwavering commitment to ethical business conduct.



Our suppliers help us deliver high-quality products, and our customers entrust us to produce those products in an ethically and socially responsible manner. Through our robust policies and due diligence procedures, we deliberately engage with our suppliers to promote ethical standards, safeguard human rights and other critical issues, and manage ESG-related risks across our supply chain.

THIRD-PARTY OVERSIGHT

A team of dedicated professionals is responsible for overseeing activities with counterparties and vendors across Hubbell's business activities. Their expertise spans procurement, supply management, operations management, logistics, and supply chain performance optimization. In their day-to-day functions, this team utilizes supply chain tools and technology to optimize Hubbell's global supply base for quality, cost, delivery, and responsibility.

In partnership with our sourcing and supply chain team, members of executive management serve as co-sponsors for supply chain resiliency while Hubbell's broader legal organization provides assistance with the assessment of the supply chain to ensure compliance with local laws and regulations and manage potential risks. Moreover, Hubbell's Chairman, President and Chief Executive Officer and Board of Directors also receives updates on supply chain management and resiliency-related matters.

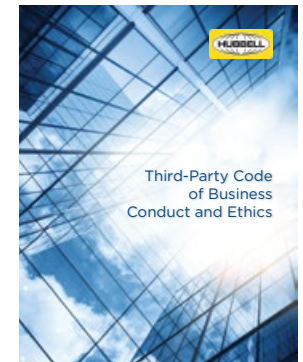


SUPPLY CHAIN MANAGEMENT

Hubbell's Third-Party Code of Business Conduct (Third-Party Code), which serves as an extension to our Code of Business Conduct and Ethics, holds our suppliers accountable for following the highest standards of ethical business conduct.

The Third-Party Code sets out our expectations for business behavior on a range of topics including anti-bribery, anti-corruption, trade compliance, conflict minerals, labor and human rights, environmental stewardship, data privacy, safety, and non-discrimination.

At the outset of onboarding, we communicate to all suppliers that they are mandated to operate responsibly in adherence with the Third-Party Code, along with local regulations and laws in their jurisdiction. They also are expected to raise concerns and report any violations of the Third-Party Code through our Speak Up Today program. For more information on our Speak Up Today program, please see [page 72](#).

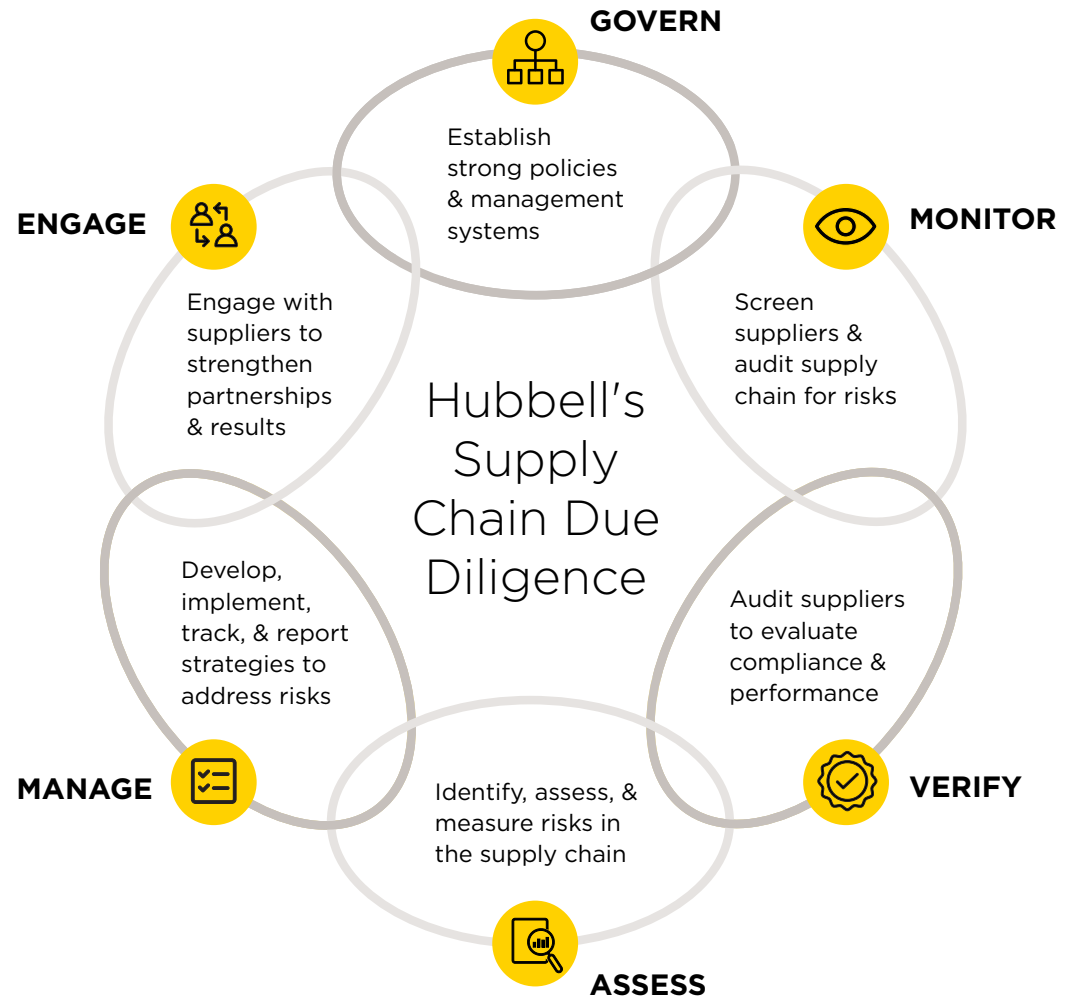


SUPPLY CHAIN DUE DILIGENCE APPROACH

To manage ESG risks across our supply chain, we follow a rigorous due diligence approach designed to drive accountability and our results.

Monitoring our supply chain is our first line of defense to proactively identify and manage risks in our supply chain. Before we engage in any business transaction, we preemptively screen potential counterparties for corporate social responsibility areas of concern, such as criminal activity, sanctions, embargoes, watch lists, and human rights and export controls. Our supplier portal is an additional safeguard against bad actors. The portal enables us to review transactions in real time and validate that supply partners are not included in any published prohibited entities lists. In addition to screening our suppliers, we conduct in-person audits of our top spend suppliers every five years to assess conformance with our Third-Party Code and evaluate potential quality, security, anti-corruption, human rights, compliance, or environmental risks.

In 2023, we expanded the reach of our audits to suppliers not previously audited, while also re-auditing our critical suppliers.



Leveraging the results from supplier screening and audits, we perform risk assessments that consider country-, sector-, and commodity-specific risks and develop corresponding risk management strategies to address potential noncompliance issues in our supply chain. For example, in 2023 we focused on assessing and optimizing supply resiliency by analyzing geopolitical risks, single sourcing risks, and supplier performance. We take risk management seriously and will take corrective action and report our due diligence activities appropriately in accordance with our standard protocols.

RESPECTING HUMAN RIGHTS IN OUR VALUE CHAIN

We are devoted to protecting fundamental human rights by setting strong standards that apply to our company, direct operations, and supply chain. Our [Global Human Rights Policy](#) crystallizes our commitment to respecting human rights, and it is aligned with the UN Guiding Principles on Business and Human Rights. As part of this commitment, we mandate that all business practices must be conducted free of human rights violations and carried out in compliance with applicable labor laws. We also strictly prohibit all forms of involuntary labor, child labor, bonded labor, and human trafficking in our business dealings.

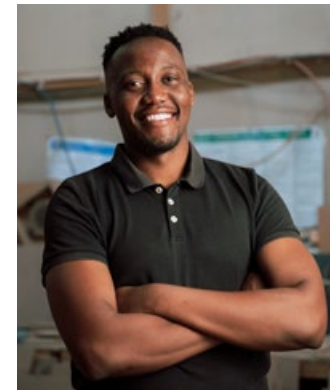
Since our business impact is interconnected with activities across our global supply chain, we expect our business partners to uphold our commitment to avoiding human rights abuse. Our suppliers are responsible for following our [Global Human Rights Policy](#), [Conflict Minerals Policy](#), [California Transparency Act Disclosure](#), vendor onboarding procedures, and contract and purchase order terms.

We estimate our 2023 diverse spend to be **9.9%** of our total US procurement spend¹. View our [2024 Supplier Diversity Program Statement](#) to learn more about our supplier diversity program and performance to date.

1. As of December 31, 2023. This estimation is subject to the self-identification indicators provided by our suppliers.

SUPPLIER DIVERSITY

We view diversity as an asset and seek to build a network of suppliers that reflects the communities we live and work in. In our business engagements, we strive to source from and develop relationships with certified ethnically/ racially diverse-owned, woman-owned, historically underutilized businesses, veteran-owned, and service-disabled veteran-owned businesses that can provide competitive goods and services. By engaging with diverse suppliers, we believe we



can create positive economic impacts for our business, the partners we work with, and the local communities around us.

In 2023, we expanded our staff driving communication, activities, and engagements

around supplier diversity. Under the guidance and oversight of our cross-functional Supplier Diversity Council, our procurement team integrates diversity criteria into sourcing decisions and tracks spend with our small and diverse suppliers. Hubbell also participates as a member of the National Minority Supplier Development Council and engages with the Carolinas-Virginia Minority Supplier Development Council to access qualified and certified diverse firms. Through partnerships with these organizations, we are able to learn from others to continue to ingrain supplier diversity into our company culture.



GOVERNANCE AND ACCOUNTABILITY

RISK EXCELLENCE

We are dedicated to operating in a responsible manner that serves the best interests of our stakeholders.



We view **strong governance** to be a cornerstone of good business.

As a trusted partner to our customers, employees, investors, and business partners, our thoughtfully designed governance and risk management frameworks, policies, and processes drive a culture of accountability and integrity within our company. Our risk excellence culture is reinforced by our commitment to maintaining the highest standards of risk, ethics, and oversight in all that we do.

BOARD GOVERNANCE

Strong corporate governance is grounded in our highest governing body, Hubbell's Board of Directors. The Board, which meets regularly throughout the year, provides the highest level of oversight for Hubbell's strategy, performance, and enterprise risks. Hubbell's Board is guided by our [Corporate Governance Guidelines](#), [Committee Charters](#), and [Code of Business Conduct and Ethics](#). Together, these frameworks establish sound governance policies and procedures to assist the Board in the exercise of its responsibilities. Our Board takes their role as stewards of corporate governance seriously and remains focused on overseeing the execution of Hubbell's strategic plans to generate long-term value for our company and stakeholders.

Each member of our Board is elected by our shareholders annually, and they hold office for one-year terms. The Board is led by Hubbell's Chairman, President and Chief Executive Officer (CEO) Gerben Bakker, along with an independent Lead Director who is responsible for



BOARD OF DIRECTORS YEARS OF SERVICE

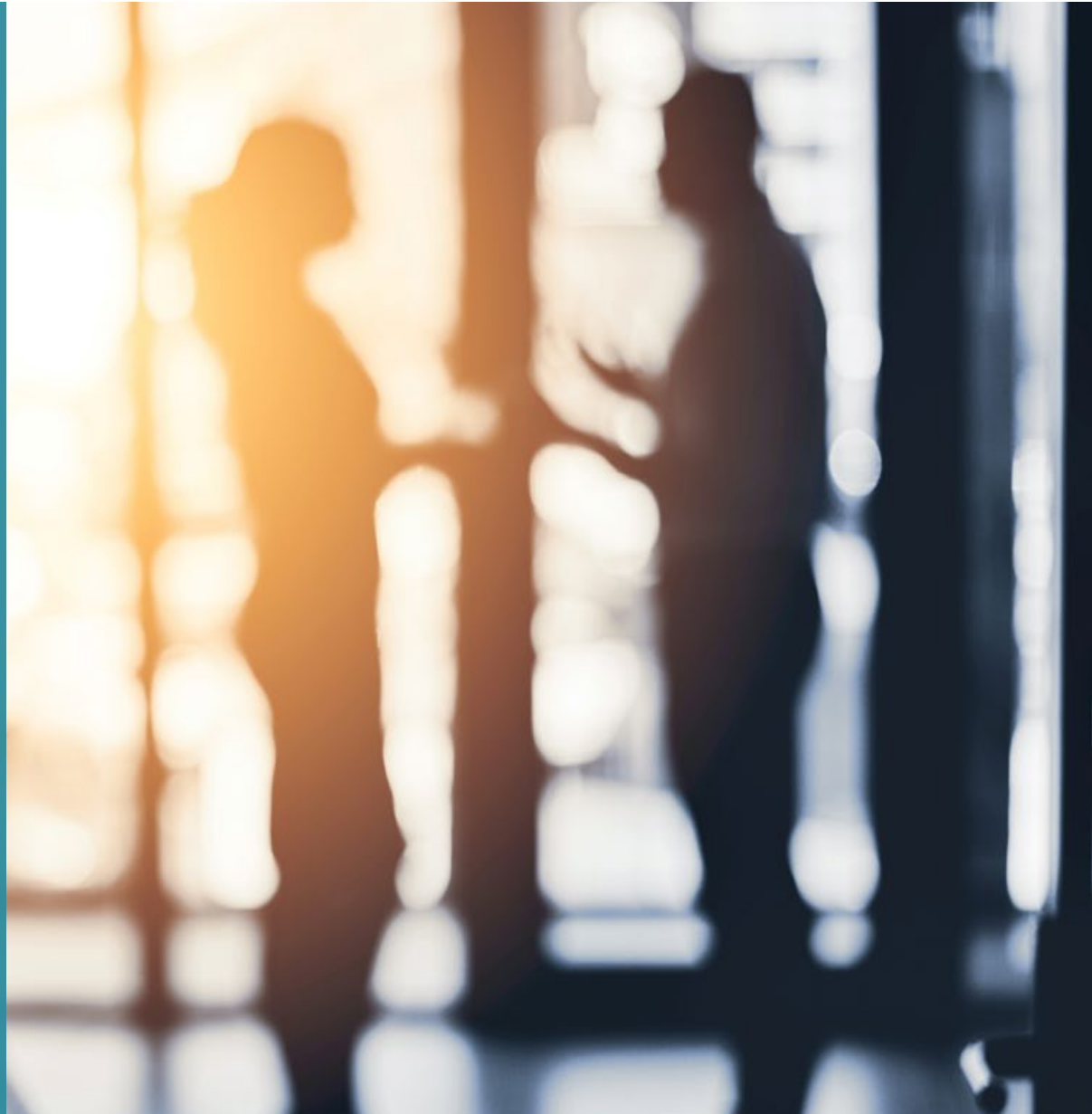
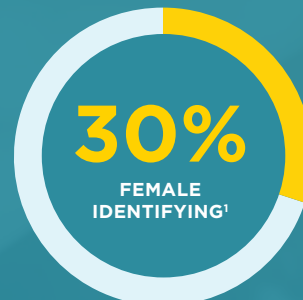
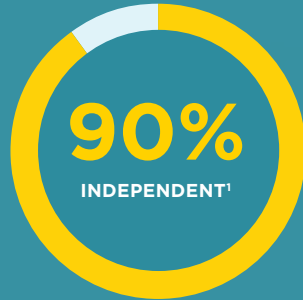
7-YEAR AVERAGE TENURE

fostering effective collaboration and communication among independent Directors. In total, Hubbell's Board has ten members, nine of which are independent. Our Chairman, President, and CEO and senior leadership team regularly review and discuss with the Board key areas of strategy and risk for the company spanning cybersecurity, innovation, talent and human capital management, and climate change. Visit our 2023 Annual Report and 2024 Proxy Statement on [Hubbell's website](#) to learn more about the Board's responsibilities and leadership structure, the Director Nomination and election process, and compensation practices.

BOARD COMPOSITION AND DIVERSITY

Our Board consists of five standing committees, including the Audit Committee, the Compensation Committee, the Finance Committee, the Nominating and Corporate Governance Committee, and the Executive Committee.

All of the Board's committees, except for the Executive Committee, are entirely independent.



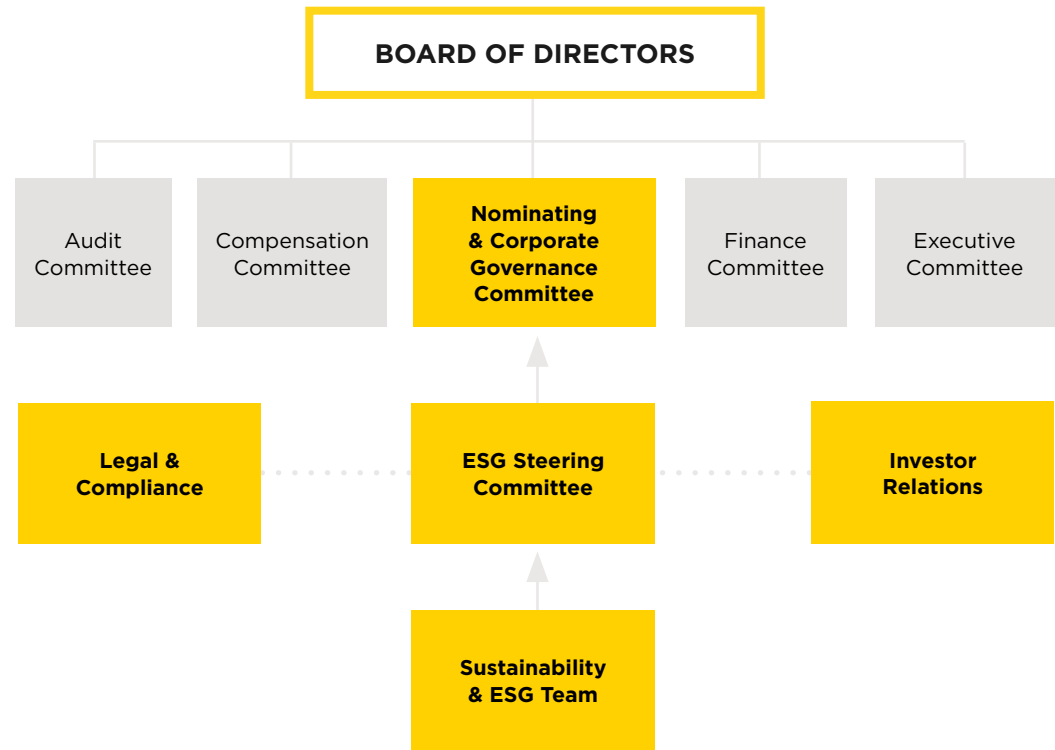
1. As of March 1, 2024.

ESG OVERSIGHT & MANAGEMENT

Our full Board, as well as the Board’s Nominating and Corporate Governance Committee (NCGC), oversee our approach to managing Hubbell’s ESG strategy, programs, and goals, with a focus on the management of climate or sustainability-related risks and opportunities facing our company.

Hubbell’s Board of Directors provides overall risk oversight for the company, including key business, functional, and ESG risks, while our NCGC is charged with specific oversight of our ESG program. These responsibilities are formalized through Hubbell’s [Corporate Governance Guidelines](#) and the [Charter of the NCGC](#).

At the executive level, Hubbell’s ESG Steering Committee (ESG Committee) provides cross-functional management of our ESG program. Our Senior Vice President (SVP), General Counsel and Chief Compliance Officer (CCO) are the executive sponsors for the ESG Committee. The ESG Committee, comprising senior leaders, is responsible for devising, implementing, and driving our ESG strategy, goals, initiatives, and reporting—all while ensuring alignment with our business objectives. Throughout the year, they meet regularly and report updates on ESG matters up to the NCGC of the Board. In support of the ESG Committee, members of our global Sustainability & ESG team assist with the execution of our ESG program by spearheading strategy execution, internal and external reporting, data management, and other important initiatives.



ESG PERFORMANCE INCENTIVE

Our Executive Officers, including Hubbell’s Chairman, President and CEO, have a Short-Term Incentive (STI) award that has a component (of 20%) based on performance on strategic initiatives and critical priorities, including inclusion and diversity, sustainability/ESG, innovation, and acquisitions. Similarly, as an established priority in Hubbell’s enterprise-wide business strategy, sustainability performance impacts the STI of all salaried, applicable employees. The incorporation of ESG performance into the STI design reinforces accountability for managing ESG risk and opportunities.

RISK MANAGEMENT

Hubbell’s Board of Directors plays a key role in driving risk excellence.

The Board reviews the company’s overall risk profile to ensure risks are adequately managed and incorporated into our strategy and outlook where appropriate. Our Chairman, President, and CEO and members of senior management assist the Board and each of its committees with risk oversight through routine discussions of risks relevant to their respective areas of responsibility. At periodic intervals throughout the year, our senior leaders report to the Board on the company’s strategic planning activities, risks relevant to the execution of the company’s strategy, measures in place to address these risks, and the effectiveness of these measures.

A central component of risk management is our Enterprise Risk Management (ERM) program which assesses a broad spectrum of risks that can have a

material impact on the business. The Vice President of Internal Audit and Enterprise Risk Management, who reports to our CCO, leads the ERM process and annual risk assessment. Our CCO sets control standards for risk management through the ERM and oversees compliance with them. Hubbell’s internal audit team, which reports directly to the Board’s Audit Committee, is also responsible for conducting independent assurance on the effectiveness of our ERM and compliance processes at least annually. The ERM is designed to identify, assess, and monitor risks that can have a material impact on the business, as well as facilitate the communication of key strategic business risks across various categories such as strategic, operational, compliance, financial, information technology, cybersecurity, and related action plans. The ERM also includes ESG and climate-related risks. In 2023, we evaluated peer companies and leading reporting standards to refresh the ESG-related topics addressed in the ERM risk universe. Through this analysis, we added several new ESG-related risks to enhance our risk management posture.



RISK OVERSIGHT

Our Chairman, President, and CEO and senior leadership team regularly review and discuss with the Board key areas of strategy and risk for the company spanning cybersecurity, innovation, talent and human capital management, and climate change. All Board members also receives training on enterprise risk topics periodically.

For ERM, we assess risks against the following four criteria. This comprehensive evaluation guides risk rating and corresponding mitigation plans to address material risks that can impact our company.



LIKELIHOOD

Probability risk will occur in next year



IMPACT

Likely financial impact or severity of this risk on the company



EFFECTIVENESS

Effectiveness of company in managing these risks with existing controls and resources



VELOCITY

Speed the risks can materialize or become evident to company



REINFORCING BUSINESS RESILIENCE

While our society, economy, and climate continue to evolve, one factor remains steady: our promise to build long-term value for our stakeholders.

With the support of our global team and our ERM program, we review business conditions, conduct business continuity planning, execute incident response activities, and adapt our strategy as needed to support business resilience. For example, we conduct strategic planning for our facilities to ensure business continuity in our operations regardless of potential risks such as natural disasters, cybersecurity attacks, and pandemics. We also work with a diverse supply base to avoid potential disruptions or risks that can impact our ability to deliver our products to customers. These measures allow us to mitigate and respond to potential risks so we can continue to meet the needs of our communities, investors, suppliers, and other partners.

BUSINESS ETHICS AND INTEGRITY

Our brand, culture, and success are built upon our dedication to maintaining the highest standards of ethical business conduct.



We are committed to doing what's right and believe every employee is responsible for helping deliver this commitment. We expect our employees to foster relationships with all of our internal and external stakeholders that are based on trust, respect, fairness, and equity. This expectation forms the basis of how we operate with integrity to reinforce our reputation as a trusted partner.



SETTING OUR EXPECTATIONS

We are devoted to pursuing ethical business conduct and compliance with applicable laws and regulations where we work. Our [Code of Business Conduct and Ethics](#) (the Code) unites us as a company by establishing our principles for ethical and honest behavior. It serves as a guidepost by outlining our expectations of employees, suppliers, and other partners in their business decisions and interactions. The Code covers a wide range of topics including conflicts of interest, bribery, corruption, insider trading, and harassment.

All employees and Directors are expected to comply with the Code, and we hold our third-party business partners accountable to the same standard. As part of employee onboarding, all new employees are trained on the tenets of the Code. We also require all employees to complete monthly training on the Code and re-certify to the Code on an annual basis.

TAKING STEPS AGAINST BRIBERY & CORRUPTION

We strictly prohibit bribery and business corruption in any of our business dealings.

As stipulated in the Code, all employees and third-party business partners are required to avoid any behavior that could be perceived as a form of bribery or corruption. On a routine basis, we supervise third parties and conduct due diligence procedures, such as risk assessments, to ensure they are aligned with our position against corruption.



OVERSIGHT OF ETHICS & COMPLIANCE

We have established multiple levels of oversight to drive compliance across the company.

Our Chief Compliance Officer leads a dedicated team of compliance professionals that are responsible for monitoring and evaluating compliance matters. We also segregate duties throughout our organization to prevent noncompliance and reduce exposure to unethical opportunities. This helps ensure our compliance team maintains independence. Hubbell's Board is also trained on ethics and compliance risk topics, and the Board's Audit Committee regularly receives updates on compliance matters, including the results of Hubbell's Compliance and Internal Audit Programs.

Throughout the year, Hubbell's Internal Audit team conducts over 40 compliance-related audits. Any significant ethical matters or concerns that arise are reported to our Compliance Program. We also maintain a continuous program that addresses risks within our business operations and activities with third parties. For this program, we execute risk assessments both before the start of and during the maintenance of operations, perform compliance reviews, and implement mitigation activities to identify and remediate potential ethical risks within our value chain.

EARNING TRUST THROUGH TRANSPARENCY

Reporting in a credible, honest manner is integral to earning and maintaining the trust of our stakeholders.

We strive to create long-term value and that means driving accountability through consistent progress and transparent disclosures. In 2023, we made strides toward strengthening our reporting processes and infrastructure by enhancing data controls, expanding audit procedures, and refining the implementation of data management technologies. With these efforts, we were able to improve our ability to deliver accurate, complete, consistent, and comparable reports. In the coming years, we will continue to provide credible information on our business strategy and performance through stakeholder outreach, annual disclosures, and responses to customer queries.

WORLD'S MOST ETHICAL COMPANIES®



Hubbell was nominated as one of the 2024 **World's Most Ethical Companies**® by Ethisphere. We feel privileged to be named to this esteemed list for the fourth consecutive year. As one of 136 honorees, this recognition reflects our achievement in doing the right thing every day by operating with ethics and integrity.

AMERICA'S MOST RESPONSIBLE COMPANIES



Hubbell was named one of **America's Most Responsible Companies** for 2024 by Newsweek. We are proud to have been included on this prestigious list for a second time as it demonstrates our continued

excellence in the areas of environmental, social, and corporate governance.

CULTIVATING AN ETHICAL CULTURE

We aim to foster a strong ethical culture where every employee embodies our corporate values and standards.



Central to this is our enterprise-wide compliance training program. All employees, including full-time and part-time personnel, are assigned monthly compliance training courses which are refreshed regularly. At the start of each year, we roll out training on the Code to reinforce our standards on ethical business conduct. In the following months, we deliver dedicated training that covers themes such as human rights, data privacy and security, record keeping, bribery, corruption, and sustainability. Managers, who are critical levers for our corporate culture, also receive additional tools as part of their training to empower them to initiate and lead effective discussions with employees on compliance topics.

We also conduct an annual employee ethical culture survey to better understand employee perceptions of Hubbell's ethical culture and Compliance Program. Results from the survey help inform opportunities for continuously improving the way we do business.



In 2023, we expanded the number of global employees receiving the ethical culture survey, allowing us to gain more holistic insights into our company culture.

REPORTING CONCERNS

Day in and day out, we encourage employees to help strengthen our ethical culture by holding themselves and each other accountable for complying with the Code.

Through routine training and internal communications, we remind employees of our expectation of raising concerns immediately if they suspect that an action may be in violation of the Code, Hubbell policies, or other relevant laws or regulations. We provide multiple channels to report ethical concerns or potential violations.

Depending on their comfort level, employees can raise a concern through one or more of the following resources:

 Direct supervisor	 Any member of Hubbell's management team
 The Human Resources, Legal, or Internal Audit departments	 Any member of the business function team with appropriate expertise
 Any member of local, segment, or function management	 Speak Up Today Service

Hubbell takes incidents of noncompliance seriously and will review and act upon all reports of alleged misconduct, including those related to slavery, trafficking, bribery, or corruption. We have mechanisms in place to address reported violations from the outlets available to our employees, including our anonymous Speak Up Today Service, which involve conducting a thorough investigation in a legal, fair, and confidential manner and taking remediation actions up to and including termination when appropriate.



Our employees and business partners can raise concerns anonymously through the service **Speak Up Today**.

Speak Up Today is a service managed by an independent third party that is available to employees, customers, vendors, or any other third party 24 hours a day, seven days a week. The service is available in multiple languages and is accessible via the web (www.speakuptoday.com), email, and phone through toll-free telephone numbers in 16 countries.

DATA PRIVACY AND CYBERSECURITY

At Hubbell, we are committed to protecting the information entrusted to us by our employees, customers, business partners, and end users of our products. External threats exist, and we view securing and defending our data and networks to be paramount for maintaining our stakeholders' trust. By reinforcing a "Privacy and Security by Design" culture, we focus on protecting our organization, products, and supply chain from cybersecurity risks.

We focus on fostering a "Privacy and Security by Design" culture and target our efforts through three tactical areas:



TRAINING FOR VIGILANCE

During 2023, we continued advancing training and awareness initiatives to further strengthen our security posture. All full-time employees and contractors with access to email received information security training at least twice per year and phishing tests at least once per month to promote vigilance throughout the organization.

SIMULATED TABLETOP EXERCISES

Throughout the year, Hubbell conducts several technical tabletop exercises to test and improve our preparedness for real-life cybersecurity threats. During each exercise, a cross-functional team responds to a simulated cybersecurity incident. Together, learnings from the tabletop training events help our business look inward to evaluate our security posture and identify ways to improve our internal Incident Response Plan.

SAFEGUARDING OUR ORGANIZATION

Across our enterprise, we strive to safeguard the confidentiality, security, and integrity of data and assets critical to our operations.

Our multilayered information security infrastructure, which is designed to defend our data network, forms the backbone of our cybersecurity program. Dedicated resources within Hubbell's legal team, which include professionals certified by the International Association of Privacy Professionals, are responsible with overseeing our information security and cybersecurity strategy.

Hubbell's Chief Information Security Officer (CISO) establishes and maintains the information security program to ensure information assets and associated technology, applications, and systems are adequately protected in the digital system in which Hubbell operates. Our CISO reports to Hubbell's CCO and provides quarterly updates on cybersecurity risk management and security matters to our senior leadership and the Audit Committee of Hubbell's Board of Directors.

Managing Cybersecurity Risk



Our team of cybersecurity experts focuses on protecting our business from cybersecurity threats and data breaches around the clock. They continuously monitor the environment for malicious activity and respond to threats when detected, while simultaneously working to proactively test and improve the security of our systems and controls. We continuously improve and mature our cybersecurity operational processes and risk register to enhance alignment with industry best practices, such as the National Institute of Standards and Technology's (NIST) Cybersecurity Framework. In addition, we perform external audits of our IT infrastructure and information security management systems and controls at least annually and conduct simulated hacker attacks as part of third-party vulnerability analysis on a quarterly basis. In partnership with Hubbell's compliance team, our cybersecurity team also works diligently to ensure we maintain compliance with applicable regulations. In tandem, our company established information security risk insurance to further fortify our efforts.

Upholding Data Privacy



When it comes to protecting data, we take tactful measures to guard information flowing in and out of the company. Under the leadership of our CISO, our data privacy team is responsible for implementing data privacy policies, overseeing data management, identifying and managing data risks, and driving compliance with regulatory requirements. Across the enterprise, this team has deployed privacy controls and processes to secure how we collect, use, and share information. Hubbell's privacy policies specify how we handle personal information and data, along with the rights available regarding our customers and business partners' information for our entire enterprise. We also conduct annual audits against leading information security standards to ensure we conform with emerging regulations, including external audits of specific business units to System and Organization Controls (SOC) 2 or ISO 27001.

FORTIFYING PRODUCT SECURITY

Our businesses increasingly complement equipment offerings with digital solutions, such as connected products, sensors, and software, which underscores the need for stringent product security.

Our Product Cybersecurity Council partners with Hubbell’s Engineering Council to implement security protections and initiatives across the full lifecycle of our new product development process. Rooted in our “Security and Privacy by Design” ethos, our NPD process considers and comprehensively addresses cybersecurity risk and data privacy during the design and development of connected products. By embedding these considerations into our new products, we strengthen the digital offerings of our electrical and utility solutions, and ultimately, achieve our customers’ expectations for strong data protection.



MANAGING RISKS IN OUR SUPPLY CHAIN

Our dedication to data privacy and security extends into our supply chain. Throughout the year, we regularly monitor critical suppliers in our value chain. Our internal team of experts execute cybersecurity-

related risk assessments, risk remediation plans, and a risk-based reassessment schedule for our suppliers and vendors. This ongoing risk management program allows us to identify and respond to cybersecurity threats that can compromise the integrity of our data networks. With support from Hubbell’s compliance team, we also engage in other measures to evaluate and improve our security position across our value chain. This includes, but is not limited to, conducting audits of controls and assessing third-party compliance with regulations. In the event that a supplier has access to personal data, we tighten our contractual obligations with the supplier, spanning our Data Processing Agreements and required security standards.

SECURE SOLUTIONS

We are committed to holistically addressing potential product-related cybersecurity and data privacy risks for our customers.

To uphold this commitment, in 2023 we continued strengthening the rigor of our tools and safeguards for our digital products and services. These efforts included, but were not limited to:



Increasing the scope of third-party penetration testing of connected products.



Enhancing our risk assessment process and adding a new control for all connected products that require SSAE 18 SOC 2 audits.



Demonstrating our commitment to providing stakeholder assurance with an additional Hubbell location successfully achieving ISO/IEC 27001 certification, an international standard for managing information security.

REPORTING INDICES

We prepared this report leveraging the Global Reporting Initiative (GRI) Sustainability Reporting Standards, the Sustainability Accounting Standards Board (SASB) Electrical & Electronic Equipment Industry Standards, and the Task Force on Climate-related Financial Disclosures (TCFD) recommendations.

2024 GRI CONTENT INDEX

GRI 1 FOUNDATION 2021	
Statement of Use	Hubbell Incorporated (Hubbell) has reported in accordance with the GRI Standards for the period January 1, 2023 – December 31, 2023.
GRI Used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	EXPLANATION
GENERAL DISCLOSURES		
GRI 2: General Disclosures 2021	2-1 Organizational details	Location of Hubbell Incorporated's (NYSE: HUBB) headquarters: Shelton, Connecticut Our products are either sourced complete, manufactured, or assembled by subsidiaries in the United States (US), Canada, Puerto Rico, Mexico, China, the United Kingdom (UK), Brazil, Australia, Spain, and Ireland. Hubbell also participates in joint ventures in Hong Kong and the Philippines, and maintains offices in Singapore, Italy, China, India, Mexico, South Korea, Chile, and countries in the Middle East.
	2-2 Entities included in the organization's sustainability reporting	This report covers our environmental, social, and governance (ESG) efforts across our organization, spanning Hubbell Incorporated and its subsidiaries, with a primary focus on our activities in the US.
	2-3 Reporting period, frequency and contact point	Unless otherwise noted, this sustainability report, as well as Hubbell's annual financial reporting, covers calendar year 2023 (January 1, 2023-December 31, 2023). Some initiatives or goals launched during early 2024 are also included in this report to provide up-to-date information for our stakeholders. We intend to publish our sustainability report on an annual basis. This report was published in March 2024. For questions related to Hubbell's sustainability report or other ESG disclosures, please email sustainability@hubbell.com .
	2-4 Restatements of information	In order to better reflect the impact of Hubbell's operations on the environment and society, Hubbell has internally evaluated and refreshed our GRI disclosures. We decided to restate our historical and current year water data under GRI Disclosure 303-3 Water Withdrawal since it more accurately represents the key progress indicator we are tracking: the total amount of water withdrawn from water sources for use by Hubbell. We also decided to replace GRI Disclosure 306-3 with GRI Disclosures 306-4 and 306-5 because it reflects the disaggregated waste metrics we are reporting, comprising waste diverted from disposal and waste directed to disposal by waste type. In addition, we are reporting on new custom disclosures, including the total percentage of open positions filled by internal candidates and the total number of third-party information security breaches, to expand upon the ESG-related key performance indicators we previously tracked. Furthermore, we continued to enhance our emissions, water, waste, and recycling data measurement and management processes in 2023. These activities led to an improvement in the completeness of our data inventories. As a result, we restated our historical emissions, water, waste, and recycling data.
	2-5 External assurance	Hubbell engaged an external, third-party assurance provider to verify our Scope 1 and 2 location-based GHG emissions and water withdrawal. Please refer to page 107 to view Hubbell's assurance statement (or visit Hubbell's 2023 assurance statement).

GRI STANDARD	DISCLOSURE	EXPLANATION																														
GENERAL DISCLOSURES																																
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	<p>Hubbell Incorporated (est. 1888) is a world-class manufacturer of electrical and utility solutions. Hubbell's reporting segments consist of Hubbell Utility Solutions (HUS) and Hubbell Electrical Solutions (HES). HUS offers electrical distribution, transmission, substation, and telecommunications products. HUS supports the electrical distribution, electrical transmission, water, gas distribution, telecommunications, and solar and wind markets. HES provides wiring device products, connector and grounding solutions, controls, and other electrical equipment. HES products have applications in the light industrial, non-residential, wireless communications, transportation, data center, and heavy industrial markets.</p> <p>Optimized for quality, cost, and delivery, Hubbell's supply chain is made up of a globally diverse supply base. Our direct suppliers provide material inputs, such as steel, copper, and aluminum; catalog parts, which we assemble in our facilities; and tools for stamping, casting, and other activities. Our indirect suppliers afford us services that support our offices and facilities, such as logistics solutions and professional services.</p> <p>In 2023, Hubbell acquired EI Electronics LLC, also known as Electro Industries/GaugeTech (EIG), Indústria Eletromecânica Balestro Ltda (Balestro), and Northern Star Holdings, Inc. (commercially known as Systems Control). Other than these three acquisitions, there were no significant changes regarding our size, structure, ownership, or supply chain in 2023.</p>																														
2-7 Employees	2-8 Workers who are not employees	<p>REPORTING PERIOD: JANUARY 1, 2023 - DECEMBER 31, 2023</p> <table border="1"> <thead> <tr> <th></th> <th>GLOBAL TOTAL</th> <th>FEMALE³</th> <th>MALE³</th> <th>US-BASED</th> <th>OUTSIDE US</th> </tr> </thead> <tbody> <tr> <td>Total Employees¹ (headcount/Full-Time Equivalent (FTE))</td> <td>18,317</td> <td>5,979</td> <td>12,304</td> <td>11,182</td> <td>7,135</td> </tr> <tr> <td>Full-Time Employees¹ (headcount/FTE)</td> <td>18,146</td> <td>5,920</td> <td>12,192</td> <td>11,037</td> <td>7,109</td> </tr> <tr> <td>Part-Time Employees (headcount/FTE)</td> <td>171</td> <td>59</td> <td>112</td> <td>145</td> <td>26</td> </tr> <tr> <td>Workers Who Are Not Employees²</td> <td>580</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>1. This is a global 2023 headcount that includes our joint venture employees. It does not include contingent workers and contractors. 2. Our 2023 workers who are not employees includes contingent workers and contractors. 3. Only 99.8% of Hubbell's employee population is tagged with gender.</p>		GLOBAL TOTAL	FEMALE ³	MALE ³	US-BASED	OUTSIDE US	Total Employees ¹ (headcount/Full-Time Equivalent (FTE))	18,317	5,979	12,304	11,182	7,135	Full-Time Employees ¹ (headcount/FTE)	18,146	5,920	12,192	11,037	7,109	Part-Time Employees (headcount/FTE)	171	59	112	145	26	Workers Who Are Not Employees ²	580				
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2-9	Governance structure and composition	<p>Hubbell's Board provides the highest level of oversight for Hubbell's strategy, performance, and enterprise risks, as outlined in the Board's Corporate Governance Guidelines.</p> <p>Hubbell's Board has five committees and nine Directors, including Gerben Bakker, Hubbell's Chairman, President and Chief Executive Officer (CEO). Eight of our nine Directors are independent, and all Board committees, except the Executive Committee, consist entirely of independent Directors.</p> <p>All Directors adhere to the Board's Corporate Governance Guidelines, Committee Charters, and Code of Business Conduct and Ethics. A full description of the Board's responsibilities, as well as Director biographies and tenure, are available in our 2023 Annual Report and 2024 Proxy Statement available on Hubbell's website.</p>																														
2-10	Nomination and selection of the highest governance body	<p>Our Board's Nominating and Corporate Governance Committee (NCGC) works with the Board at least annually to determine the appropriate characteristics, skills, and experience for the Board and its individual members to properly oversee the interests of Hubbell and its shareholders. The NCGC recommends candidates for Board membership using the selection criteria outlined in the Corporate Governance Guidelines, Committee Charters, and other factors it deems necessary to fulfill its objectives, including diversity. Diversity criteria includes gender, race, and ethnicity, as well as diversity of experience, professional background, industry exposure, and other areas. A full description of the Board's nomination practices is available in our 2023 Annual Report and 2024 Proxy Statement available on Hubbell's website.</p>																														
2-11	Chair of the highest governance body	Hubbell's Chairman, President and CEO is Gerben Bakker.																														

GRI STANDARD	DISCLOSURE	EXPLANATION	
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-12	Role of the highest governance body in overseeing the management of impacts	Hubbell's Corporate Governance Guidelines and the Charter of the NCGC formally include Board oversight of the company's ESG programs as part of the Board's responsibilities. The NCGC is charged with specific oversight of ESG-related matters, although ESG issues are discussed by the entire Board and are incorporated into Hubbell's overall business strategy.
	2-13	Delegation of responsibility for managing impacts	At the executive level, our ESG Steering Committee (ESG Committee) has responsibility for ESG matters globally and oversees alignment between our ESG efforts and our overarching business objectives. Hubbell's Senior Vice President (SVP), General Counsel and Chief Compliance Officer (CCO) are the executive sponsors for the ESG Committee and provide updates on ESG matters to senior leadership and the Board. Moreover, a comprehensive team of human resources (HR) senior leaders manage the company's employee programs, including inclusion and diversity initiatives. They partner with our Chairman, President and CEO to provide regular updates to our senior leadership and Board on employee-related matters.
	2-14	Role of the highest governance body in sustainability reporting	The Board's NCGC is responsible for reviewing and approving Hubbell's sustainability programs and initiatives, including our ESG reporting and disclosure activities.
	2-15	Conflicts of interest	As outlined in Hubbell's Corporate Governance Guidelines , Directors are expected to avoid any action, position, or interest that conflicts with the interests of the company. If an actual or potential conflict of interest develops, the Director is to immediately report the matter to the Lead Director, who in turn shall notify the Chair of the Board. Any significant conflict must be resolved, or the Director should resign.
	2-16	Communication of critical concerns	Hubbell's CCO regularly updates our Board's Audit Committee on compliance and ethical-related matters. Should significant critical concerns arise, they are communicated to the Board immediately. In addition, Hubbell offers a resource where individuals can ask questions or report ethical or compliance concerns confidentially or anonymously. This service is called "Speak Up Today," and it is managed by an independent third party. Speak Up Today is available to employees, customers, vendors, or any other third party 24 hours a day, seven days a week, and in multiple languages. The service is accessible via the web (www.speakuptoday.com), email, and phone through toll-free telephone numbers in 16 countries.
	2-17	Collective knowledge of the highest governance body	As outlined in our Corporate Governance Guidelines , Hubbell will make available to Directors continuing educational programs and each Director is expected to participate in such programs, as the Board determines desirable. This includes sustainability-related educational content. Moreover, the ESG Committee provides regular updates to the NCGC and the rest of the Board on ESG-related matters to advance their knowledge of sustainable development issues relevant to Hubbell.
	2-18	Evaluation of the performance of the highest governance body	Following the end of each fiscal year, the NCGC oversees an annual self-assessment by the Board of the Board's performance. This evaluation process also includes the Board and the company's management of ESG matters. For more information, see our Corporate Governance Guidelines and the NCGC's Charter .
	2-19	Remuneration policies	Hubbell's NCGC annually reviews all forms of independent Director compensation in relation to other US companies of comparable size and Hubbell's competitors and recommends changes to the Board, when appropriate. The NCGC is supported in this review by an independent outside compensation consultant that provides compensation consultation and competitive benchmarking. Moreover, the Board's Compensation Committee assists the Board in determining and approving compensation for Hubbell's Chairman, President and CEO and other Board-appointed officers. A full description of the Board's compensation practices are available in the Compensation Committee's Charter and our 2023 Annual Report and 2024 Proxy Statement available on Hubbell's website . Hubbell's Chairman, President and CEO's annual Short-Term Incentive award has a component (of 20%) based on performance on strategic initiatives and critical priorities, including inclusion and diversity, sustainability/ESG, innovation, and acquisitions.
	2-20	Process to determine remuneration	
	2-21	Annual total compensation ratio	We estimate that our Chairman, President and CEO's annual compensation for 2023 was approximately 197 times that of Hubbell's median employee. For more information, please refer to our 2023 Annual Report and 2024 Proxy Statement available on Hubbell's website .
2-22	Statement on sustainable development strategy	To read our 2024 ESG message from Hubbell's Chairman, President and CEO, see page 4 .	

GRI STANDARD	DISCLOSURE	EXPLANATION												
GENERAL DISCLOSURES														
GRI 2: General Disclosures 2021	2-23 Policy commitments	<p>ESG-RELATED POLICIES, COMMITMENTS, AND DISCLOSURES</p> <p>Sustainability</p> <ul style="list-style-type: none"> • ESG and Sustainability Disclosures Policy • 2023 CDP Climate Change Disclosure <p>Employee Inclusion and Benefits</p> <ul style="list-style-type: none"> • Equal Employment Opportunity Policy • Paid Parental Leave Policy • Volunteer Paid Time Off Policy • Military Leave Policy • Paradigm for Parity Signatory • 2024 Equal Employment Opportunity (EEO) Diversity Data <p>Health and Safety</p> <ul style="list-style-type: none"> • Environmental, Health, and Safety Policy <p>Ethics and Compliance</p> <ul style="list-style-type: none"> • Code of Business Conduct and Ethics • Violence-Free Workplace Policy • Anti-Corruption Policy • Political Contributions Policy • Anti-Harassment Policy <p>Governance and Accountability</p> <ul style="list-style-type: none"> • Corporate Governance Guidelines • Audit Committee Charter • Compensation Committee Charter • Finance Committee Charter • Nominating and Corporate Governance Committee Charter • 2023 Annual Report and 2024 Proxy Statement <p>Data Privacy</p> <ul style="list-style-type: none"> • Website Visitor Privacy Policy <p>Human Rights and Supply Chain Responsibility</p> <ul style="list-style-type: none"> • Global Human Rights Policy • Third-Party Code of Business Conduct and Ethics • California Transparency in Supply Chains Act Disclosure • Conflict Minerals Policy • 2024 Supplier Diversity Program Statement 												
	2-24 Embedding policy commitments	Hubbell's ESG Committee, as well as cross-functional departments across the business, are responsible for embedding the company's ESG standards and commitments and ensuring they are integrated into organizational strategies and operational procedures.												
	2-25 Processes to remediate negative impacts	<p>In our Code of Business Conduct and Ethics and business ethics and compliance training, employees are reminded that whenever they have a concern, they have multiple avenues to seek advice and raise their concerns in a manner most comfortable to them. Those avenues include their direct supervisor, the Human Resources, Legal, or Internal Audit departments; any member of local, segment, or function management, Hubbell's management team, or the business function team with appropriate expertise; or through Hubbell's Speak Up Today service. For more information on Speak Up Today, see our disclosure for GRI 2-16.</p> <p>Through Speak Up Today, Hubbell's audit and compliance procedures, and stakeholder engagement mechanisms, all critical concerns, grievances, and other ESG-related issues are identified, tracked, and addressed by the company, its senior leaders, and the Board of Directors. In 2023, 100% of concerns raised were investigated with calls made in nine countries and a total average of 28 days to close a case. The number of breaches against the Code of Business Conduct and Ethics in 2023 can be broken down by the following reporting areas.</p> <table border="1"> <thead> <tr> <th>REPORTING AREAS</th> <th>NUMBER OF BREACHES</th> </tr> </thead> <tbody> <tr> <td>Corruption or Bribery</td> <td>0</td> </tr> <tr> <td>Discrimination or Harassment</td> <td>309</td> </tr> <tr> <td>Customer Privacy Data</td> <td>0</td> </tr> <tr> <td>Conflicts of Interest</td> <td>0</td> </tr> <tr> <td>Money Laundering or Insider Trading</td> <td>0</td> </tr> </tbody> </table>	REPORTING AREAS	NUMBER OF BREACHES	Corruption or Bribery	0	Discrimination or Harassment	309	Customer Privacy Data	0	Conflicts of Interest	0	Money Laundering or Insider Trading	0
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	2-26 Mechanisms for seeking advice and raising concerns													
	2-27 Compliance with laws and regulations	100% of compliance matters have been investigated. There were no instances of non-compliance for which fines or non-monetary sanctions were incurred in 2023. Furthermore, Hubbell did not pay any fines or penalties related to the environment or ecological issues in 2023.												

GRI STANDARD	DISCLOSURE	EXPLANATION																		
GENERAL DISCLOSURES																				
GRI 2: General Disclosures 2021	2-28 Membership associations	<p>Hubbell is a member of several associations within our industry. We are proud to participate in a significant role in the following organizations:</p> <ul style="list-style-type: none"> • National Electrical Manufacturers Association (NEMA) • Manufacturers Alliance (formerly MAPI) • Business Ethics Leadership Alliance (BELA), an Ethisphere® Community • Sustainable Supply Chain Alliance (formerly EUISSCA) • National Minority Supplier Development Council (NMSDC) • Additive Manufacturer Green Trade Association (AMGTA) 																		
	2-29 Approach to stakeholder engagement	<p>The following table lists our key sustainability stakeholders, how we engage with them, and selected topics of interest that they have raised with us.</p> <table border="1"> <thead> <tr> <th>STAKEHOLDERS</th> <th>ENGAGEMENT MECHANISMS</th> <th>TOPICS OF INTEREST</th> </tr> </thead> <tbody> <tr> <td>Customers</td> <td> <ul style="list-style-type: none"> • Customer learning and development centers • Sales meetings • New product development </td> <td> <ul style="list-style-type: none"> • Product development, innovation, safety, and quality • Responsible sourcing • On-site service and support • Sustainability </td> </tr> <tr> <td>Employees</td> <td> <ul style="list-style-type: none"> • Town hall meetings and employee events • Employee intranet • Employee Inclusion Groups • Training and development sessions </td> <td> <ul style="list-style-type: none"> • Career development and job satisfaction • Health and safety • Inclusion and diversity • Business progress and strategic planning • Sustainability </td> </tr> <tr> <td>Investors</td> <td> <ul style="list-style-type: none"> • Annual meeting • Quarterly and annual reports • Investor calls, meetings, and conferences </td> <td> <ul style="list-style-type: none"> • Financial performance • Capital allocation • Executive compensation • Business growth • ESG performance </td> </tr> <tr> <td>Suppliers</td> <td> <ul style="list-style-type: none"> • Third-Party Code of Business Conduct and Ethics screening and vendor onboarding process • Supplier relationship management meetings </td> <td> <ul style="list-style-type: none"> • Supplier development • Responsible sourcing • Quality expectations </td> </tr> <tr> <td>Communities</td> <td> <ul style="list-style-type: none"> • Charitable donations • Employee volunteering with local nonprofits </td> <td> <ul style="list-style-type: none"> • Food and housing insecurity • Social and racial justice • Disaster relief • Sustainability </td> </tr> </tbody> </table>	STAKEHOLDERS	ENGAGEMENT MECHANISMS	TOPICS OF INTEREST	Customers	<ul style="list-style-type: none"> • Customer learning and development centers • Sales meetings • New product development 	<ul style="list-style-type: none"> • Product development, innovation, safety, and quality • Responsible sourcing • On-site service and support • Sustainability 	Employees	<ul style="list-style-type: none"> • Town hall meetings and employee events • Employee intranet • Employee Inclusion Groups • Training and development sessions 	<ul style="list-style-type: none"> • Career development and job satisfaction • Health and safety • Inclusion and diversity • Business progress and strategic planning • Sustainability 	Investors	<ul style="list-style-type: none"> • Annual meeting • Quarterly and annual reports • Investor calls, meetings, and conferences 	<ul style="list-style-type: none"> • Financial performance • Capital allocation • Executive compensation • Business growth • ESG performance 	Suppliers	<ul style="list-style-type: none"> • Third-Party Code of Business Conduct and Ethics screening and vendor onboarding process • Supplier relationship management meetings 	<ul style="list-style-type: none"> • Supplier development • Responsible sourcing • Quality expectations 	Communities	<ul style="list-style-type: none"> • Charitable donations • Employee volunteering with local nonprofits 	<ul style="list-style-type: none"> • Food and housing insecurity • Social and racial justice • Disaster relief • Sustainability
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	2-30 Collective bargaining agreements	<p>As outlined in our Global Human Rights Policy, our employment practices and policies support the fundamental human rights principles of freely chosen employment, non-discrimination, the elimination of forced and underage labor, and the rights of workers to organize and freely associate. To that end, we employ both unionized and non-unionized employees across our manufacturing and warehouse locations. In 2023, 17% of our global workforce was under collective bargaining agreements.</p>																		

GRI STANDARD	DISCLOSURE	EXPLANATION			
MATERIAL TOPICS					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	In 2022, we conducted a materiality assessment with a third party to help us understand the ESG issues that are most significant to our business and our stakeholders. During this process, we analyzed a wide range of inputs to identify our sustainability-related focus areas, risks, and opportunities. These inputs included leading global reporting guidelines, information disclosed by our industry peers, relevant market trends, criteria from our business strategy, and perspectives and feedback received from our investors, customers, suppliers, employees, and ESG rating agencies. The resulting ESG topics were evaluated and validated by our leadership team. Prior to the 2022 assessment, Hubbell performed a materiality assessment in 2020.			
	3-2 List of material topics	<table border="0"> <tr> <td style="vertical-align: top;"> <p>Environmental</p> <ul style="list-style-type: none"> • Climate change • Energy and emissions • Water and waste • Products with Impact </td> <td style="vertical-align: top;"> <p>Social</p> <ul style="list-style-type: none"> • Inclusion, diversity, and equity • Employee health and safety • Employee experience • Community impact • Product quality and safety • Supply chain responsibility • Human rights in the workplace and value chain </td> <td style="vertical-align: top;"> <p>Governance</p> <ul style="list-style-type: none"> • Risk excellence • Business ethics, integrity, and transparency • Data privacy and cybersecurity </td> </tr> </table>	<p>Environmental</p> <ul style="list-style-type: none"> • Climate change • Energy and emissions • Water and waste • Products with Impact 	<p>Social</p> <ul style="list-style-type: none"> • Inclusion, diversity, and equity • Employee health and safety • Employee experience • Community impact • Product quality and safety • Supply chain responsibility • Human rights in the workplace and value chain 	<p>Governance</p> <ul style="list-style-type: none"> • Risk excellence • Business ethics, integrity, and transparency • Data privacy and cybersecurity
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CLIMATE CHANGE					
GRI 3: Material Topics 2021	3-3 Management of material topics	To address the impacts climate change poses for our business, we focus on mitigating our own carbon footprint and continuously assess relevant climate-related risks and opportunities. For a comprehensive description of our management of climate change risks and opportunities, view our TCFD responses on page 97 . In addition, we disclose our greenhouse gas (GHG) emissions data and management of climate change risks and opportunities in our annual CDP (formerly the Carbon Disclosure Project) Climate Change questionnaire. To view our most recent CDP response, visit Hubbell's 2023 CDP Climate Change disclosure.			
GRI 201 Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change				
ENERGY AND EMISSIONS					
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Our most significant environmental impacts are associated with the energy we consume, the GHGs we emit, the water we use, and the waste we generate in our operations. To help us manage these impacts, we track and review our relevant environmental data; establish targets for reducing GHG emissions, water, and waste; and implement initiatives that improve our environmental performance. We utilize an environmental data software solution to help us manage our environmental metrics. This tool comprehensively captures energy use, GHG emissions, water usage, waste generation, and recycling from our facilities worldwide, enabling us to explore and identify opportunities to reduce the environmental footprint of our operations.</p> <p>We have a GHG emissions goal to reduce our absolute Scope 1 and 2 by 30% by 2030 compared to a 2022 baseline. This enterprise-wide goal will guide our emission reduction efforts and provide a measurable target to track our progress. Our energy and emissions-related reduction activities include, for example, implementing lighting retrofits, replacing equipment with higher energy efficiency models, and utilizing renewable energy sources.</p> <p>We also routinely analyze our environmental policies and procedures to comply with applicable laws, regulations, and industry standards. Moreover, our sites utilize Hubbell's Environmental Management System, Sustainability and Infrastructure Management Handbook, and Sustainable Operations Toolkit for guidance on improving the efficiency and sustainability of our facilities.</p>			

GRI STANDARD	DISCLOSURE	EXPLANATION						
ENERGY AND EMISSIONS								
GRI 302 Energy 2016	302-1	Energy consumption within the organization	FUEL AND ENERGY CONSUMPTION (KWH)	2019	2020	2021	2022	2023
			Electricity	222,849,772	215,213,500	218,264,128	219,631,971	217,737,273
	302-3	Energy intensity	Natural Gas	185,999,453	165,665,729	144,201,786	173,530,278	179,956,808
GRI 305 Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Stationary Fuels	34,072,227	30,376,235	25,459,361	25,397,627	27,222,020
			Transport Fuels	18,322,234	16,168,379	11,907,061	18,750,593	19,236,103
	305-2	Energy indirect (Scope 2) GHG emissions	Total Energy Consumption	461,243,686	427,423,844	399,832,335	437,310,470	444,152,204
	305-4	GHG emissions intensity	Energy intensity per million dollars of sales (kWh/\$M of net sales)	116,871	116,069	95,332	88,383	82,665
	305-5	Reduction of GHG emissions						
			GREENHOUSE GAS EMISSIONS (TCO₂E)	2019	2020	2021	2022	2023
			SCOPE 1 EMISSIONS					
			Natural Gas	33,714	30,029	26,139	31,452	32,618
			Stationary Fuels	7,877	7,112	5,834	5,821	6,224
			Transport Fuels	4,466	3,933	2,908	4,565	4,668
			Refrigerants	512	228	492	228	168
			Total Scope 1	46,568	41,302	35,373	42,066	43,678
			SCOPE 2 EMISSIONS					
			Total Scope 2 (Location-based method)	94,681	88,942	92,507	93,598	91,934
			Total Scope 1 & 2	141,249	130,244	127,881	135,663	135,612
			Scope 1 & 2 emissions intensity per million dollars of sales (tCO ₂ e/\$M of net sales)	36	35	30	27	25

NOTE: Energy is reported in kilowatt-hours (kWh). GHG emissions are reported in metric tons of carbon dioxide equivalent (tCO₂e). Please refer to [page 101](#) for our Energy and GHG Emissions Basis of Reporting details and [page 107](#) for Hubbell's assurance statement pertaining to the limited assurance conducted by an independent third party for our Scope 1 and 2 emissions (or visit [Hubbell's 2023 assurance statement](#)).

GRI STANDARD	DISCLOSURE	EXPLANATION																		
WATER AND WASTE																				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>For information on our approach to managing energy, GHG emissions, water, and waste, see GRI 3-3 for the material topic, "energy and emissions." As part of our commitment to enhance our environmental performance, we set water and waste goals to drive improvements in our sustainability performance. These enterprise-wide goals include reducing water usage by 25% and reducing hazardous waste by 30% by 2030, compared to a 2022 baseline.</p> <p>Our efforts to reduce our water usage include behavior changes that promote water conservation, identifying efficiency opportunities to reduce water usage, and innovating opportunities to treat and reuse water throughout our facilities. As water availability and scarcity varies considerably from region to region, we continue to evaluate opportunities to minimize the amount of water we consume on a local basis. We are also focused on reducing the amount of waste sent to landfill from our operations, with a specific focus on hazardous waste. Whenever feasible, we are dedicated to pursuing measures to reduce, recover, reuse, or recycle waste in our operations.</p>																		
GRI 303 Water and Effluents 2018	303-3 Water Withdrawal	<table border="1"> <thead> <tr> <th>WATER WITHDRAWAL (KGAL)</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Total Withdrawn Water</td> <td>160,774</td> <td>141,240</td> <td>125,470</td> <td>118,502</td> <td>127,455</td> </tr> <tr> <td>Water intensity per million dollars of sales (kgal/\$M of net sales)</td> <td>41</td> <td>38</td> <td>30</td> <td>24</td> <td>24</td> </tr> </tbody> </table> <p>NOTE: Withdrawn water is reported in kilogallons (kgal). Please refer to page 103 for our Water Withdrawal Basis of Reporting details and page 107 for Hubbell's assurance statement pertaining to the external assurance conducted by an independent third party for our withdrawn water (or visit Hubbell's 2023 assurance statement).</p>	WATER WITHDRAWAL (KGAL)	2019	2020	2021	2022	2023	Total Withdrawn Water	160,774	141,240	125,470	118,502	127,455	Water intensity per million dollars of sales (kgal/\$M of net sales)	41	38	30	24	24
WATER WITHDRAWAL (KGAL)	2019	2020	2021	2022	2023															
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Water intensity per million dollars of sales (kgal/\$M of net sales)	41	38	30	24	24															

GRI STANDARD	DISCLOSURE	EXPLANATION	2019	2020	2021	2022	2023
GRI 306 Waste 2020	306-4 Waste diverted from disposal	WASTE DIRECTED TO DISPOSAL (US TON)					
	306-5 Waste directed to disposal						
		Waste - General (Municipal)	13,489	12,285	9,952	19,077	13,905
		Waste - Hazardous	1,973	1,590	2,017	1,802	2,795
		Waste - Industrial	8,946	10,953	11,261	4,780	9,782
		Waste - Universal	1,870	1,955	2,044	2,017	1,625
		Waste - Wood	170	228	292	419	533
		Total Waste Directed to Disposal	26,448	27,011	25,566	28,094	28,641
		Waste intensity per million dollars of sales (US ton/\$M of net sales)	7	7	6	6	5
		WASTE DIVERTED FROM DISPOSAL - RECYCLING (US TON)					
		Recycled Waste - Aluminum	2,895	2,722	1,880	11,244	3,196
		Recycled Waste - Brass	1,567	1,431	1,247	1,332	1,213
		Recycled Waste - Bronze	0	0	178	159	281
		Recycled Waste - Copper	1,971	1,748	885	890	918
		Recycled Waste - Iron	300	419	292	909	604
		Recycled Waste - Lead	18	4	13	5	7
		Recycled Waste - Stainless Steel	384	321	498	468	409
		Recycled Waste - Steel	179,956	204,386	338,808	295,034	352,077
		Recycled Waste - Tin	227	76	24	215	526
		Recycled Waste - Zinc	0	0	0	113	153
		Total Recycled Metals	187,317	211,107	343,824	310,370	359,386
		Recycled Waste - Cardboard	1,664	1,679	1,676	1,358	3,999
		Recycled Waste - Commingled (Municipal) Waste	537	417	360	306	586
		Recycled Waste - Compost	105	105	98	112	140
		Recycled Waste - E-waste	22	12	9	11	45
		Recycled Waste - Energy Recovery	180	358	382	5,272	10,523
		Recycled Waste - Glass	1	1	1	1	1
		Recycled Waste - Hazardous Waste	40	87	61	75	210
		Recycled Waste - Industrial Waste	1,095	1,350	860	896	925
		Recycled Waste - Paper	31	34	106	271	144
		Recycled Waste - Plastic	217	276	449	235	274
		Recycled Waste - Universal Waste	2	4	3	2	3
		Recycled Waste - Wood	2,173	2,309	3,168	2,485	2,386
		Total Recycled Metals & Waste	193,385	217,739	350,997	321,395	378,622
		Waste Diversion Rate	88%	89%	93%	92%	93%

NOTE: Please refer to [page 104](#) for our Waste and Recycling Basis of Reporting details.

GRI STANDARD	DISCLOSURE	EXPLANATION
PRODUCTS WITH IMPACT		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>From ideation to production, we are committed to developing best-in-class products that meet our customers' business and sustainability objectives. Hubbell's New Product Development (NPD) efforts are centered on developing solutions that enable our customers to solve critical infrastructure problems. In addition to continuing to pursue NPD innovations in our existing product lines, Hubbell has recently accelerated our efforts to invest in higher-value innovation opportunities across our portfolio. These investments are primarily focused on key strategic growth verticals such as utility transmission and distribution infrastructure, utility distribution automation, electrical transportation, renewables, data centers, and communications. Increasing our NPD investment in these verticals supports our strategy to accelerate organic growth across clean energy megatrends in grid modernization and electrification. In addition, our NPD efforts are conducted through a comprehensive stage-gate process, which includes a stage evaluating environmental performance.</p>
No Applicable GRI Topic Standard	Custom disclosure: Total sales associated with <i>Products with Impact</i>	<p>Hubbell's <i>Products with Impact</i> support the transition to an energy-efficient and low-carbon economy through four impact categories:</p> <ul style="list-style-type: none"> • Grid modernization and hardening: Equipping grid infrastructure with critical components to make it smarter and stronger. • Resource efficiency: Innovating advanced solutions to operate the grid and critical infrastructure with greater efficiency. • Renewable energy: Facilitating the generation, transmission, and distribution of clean energy to end consumers. • Electrification: Enabling the grid to handle increased energy demands tied to the electrification of buildings, homes, and vehicles. <p>To define our four <i>Products with Impact</i> categories, we leveraged inputs from the European Union Taxonomy for Sustainable Economic Activities, Sustainability Accounting Standards Board, and CDP definitions for products related to renewable energy, energy efficiency, and a low-carbon economy. Our <i>Products with Impact</i> categories reflect the opportunity areas where we deliver the largest positive impact for our customers and value chain.</p> <p>Our <i>Products with Impact</i> represented approximately 65% of our total sales in 2023. This calculation includes all sales from electrical utility transmission and distribution components and utility communications and controls, as well as products sold directly into solar and wind applications. It also includes products that support grid modernization and communications applications such as 5G/fiber/broadband access and data centers. This calculation excludes sales from products sold into oil and gas markets, which enhances the safety of those applications. It also excludes sales from our broader portfolio of electrical products sold into various industrial, non-residential, and residential applications.</p> <p>Moreover, while our decarbonization-related products are salient to our business and our industry, we believe that our solutions also generate positive social and environmental impacts beyond our <i>Products with Impact</i> categories. These benefits include enhancing safety, resource efficiency, hardening of infrastructure, explosion prevention, and rural broadband access. For example, Hubbell Gas Utility Solutions offers connectors and valves that both promote resource efficiency and prevent gas leaks and spills.</p>

GRI STANDARD	DISCLOSURE	EXPLANATION																								
INCLUSION, DIVERSITY, AND EQUITY																										
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Led by senior HR leaders with support from Hubbell's HR Council, dedicated talent team, and legal team, we are committed to promoting inclusion, diversity, and equity, monitoring our practices for effectiveness, and ensuring our commitment is emphasized by all levels of management and communicated to all team members and stakeholders.</p> <p>Hubbell actively recruits across the country for candidates from different backgrounds, with different life experiences, and across a broad range of skill levels. We engage with external partners, such as Historically Black Colleges and Universities, to recruit diverse candidates. Moreover, we are focused on expanding opportunity and removing bias from the hiring process by using technology to attract more diverse candidates and building more diverse interview teams. We deliver training to employees at the people-leader level and above to enable and empower them to build inclusive environments within their teams and we are working on expanding our training to a wider employee base. We also offer resources, such as our Employee Inclusion Groups, that provide employees with similar life experiences with the opportunity to connect with each other to share perspectives and grow professionally. Together, these initiatives are supporting our effort to promote diversity within our workforce.</p> <p>We are firmly committed to providing equal opportunity to all persons without regard to race, color, sex, gender, gender identity, gender expression, sexual orientation, religious creed, national origin, age, physical disability, mental disability, medical condition, pregnancy, genetic information, ancestry, marital status, veteran status, political affiliation, union membership, or other bases protected by applicable federal, state, or local law, as outlined by our Equal Employment Opportunity Policy. This applies to all our employment decisions including, but not limited to, recruiting, hiring, training, promotions, pay practices, benefits, disciplinary actions, and terminations, and prohibits harassment of applicants and employees. Our commitment to equal opportunity and non-discrimination also applies to our remuneration practices. We believe in fair compensation and review our pay equity at all levels to ensure that individuals with similar roles and responsibilities receive comparable wages, with bonuses determined on the merits of their performance and potential.</p>																								
GRI 405 Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<p>REPORTING PERIOD: JANUARY 1, 2023 - DECEMBER 31, 2023</p> <p>GLOBAL GENDER DIVERSITY (% OF TOTAL HEADCOUNT/FTE)</p> <table border="1"> <tr> <td>Global Male</td> <td>67.2%</td> </tr> <tr> <td>Global Female</td> <td>32.8%</td> </tr> </table> <p>US GENDER DIVERSITY (% OF US HEADCOUNT/FTE)</p> <table border="1"> <tr> <td>US Male</td> <td>68.2%</td> </tr> <tr> <td>US Female</td> <td>31.8%</td> </tr> </table> <p>US RACE & ETHNICITY (% OF US HEADCOUNT/FTE)</p> <table border="1"> <tr> <td>White</td> <td>55.2%</td> </tr> <tr> <td>Black/African American</td> <td>17.3%</td> </tr> <tr> <td>Hispanic/Latino</td> <td>20.4%</td> </tr> <tr> <td>Asian</td> <td>4.2%</td> </tr> <tr> <td>American Indian/Alaskan Native</td> <td>0.6%</td> </tr> <tr> <td>Native Hawaiian/Pacific Islander</td> <td>0.2%</td> </tr> <tr> <td>Two or More Races</td> <td>1.9%</td> </tr> </table> <p>BOARD OF DIRECTORS DIVERSITY (% OF TOTAL DIRECTORS)</p> <table border="1"> <tr> <td>Gender/Race & Ethnicity</td> <td>44%</td> </tr> </table> <p>NOTE: The diversity metrics above exclude contingent workers, contractors, and third-party workers. Furthermore, they only represent employees who opted to disclose their race and/or ethnicity.</p> <p>For information about the diversity of our employees in executive or senior level, first/mid-level, or professional positions, please see our 2024 EEO Diversity Data.</p>	Global Male	67.2%	Global Female	32.8%	US Male	68.2%	US Female	31.8%	White	55.2%	Black/African American	17.3%	Hispanic/Latino	20.4%	Asian	4.2%	American Indian/Alaskan Native	0.6%	Native Hawaiian/Pacific Islander	0.2%	Two or More Races	1.9%	Gender/Race & Ethnicity	44%
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Gender/Race & Ethnicity	44%																									

GRI STANDARD	DISCLOSURE	EXPLANATION								
GRI 406 Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	All allegations are promptly investigated and handled appropriately. Status of incidents and actions taken are not reported as this information is considered confidential. Moreover, 100% of Hubbell's employees receive training on preventing harassment and discrimination in the workplace.								
EMPLOYEE HEALTH AND SAFETY										
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We are committed to creating and maintaining a safe and healthy workplace and supporting our employees' well-being. Environmental, health, and safety (EHS) are overseen and executed by both onsite EHS personnel and our senior leaders. At the site level, Safety Committees are responsible for managing the EHS program at their respective facilities. Their day-to-day responsibilities involve managing and reviewing health and safety protocols, evaluating compliance with routine policies and procedures, examining safety performance, and remediating any safety observations and incidents. Our Safety Committees report directly to their respective site leadership and indirectly to our EHS Council, which is comprised of EHS leaders from HUS and HES.</p> <p>Our global EHS Policy and internal EHS Instruction Manual guide our behavior and all facilities employ site-specific health and safety management systems. Hubbell also establishes annual safety goals and utilizes an EHS Assessment Tool to measure, monitor, and improve safety performance. The EHS Assessment Tool is complemented by a comprehensive EHS data management software solution that we use to track EHS reviews, metrics, and other key performance indicators at the site level for our global facilities. Moreover, Hubbell regularly engages with manufacturing alliance partners and third-party consultants to collaborate on best practices and current or emerging employee health and safety issues.</p>								
GRI 403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Our sites maintain health and safety management systems reinforced by routine safety and compliance audits from our EHS Council. We also work with third-party consultants to analyze regulatory changes and risks pertaining to safety and environmental compliance, which includes performing routine safety gap assessments and risk evaluations.								
	403-2 Hazard identification, risk assessment, and incident investigation	<p>Our EHS Instruction Manual, which all sites utilize as part of their safety management systems, establishes our expectations for safety and environmental procedures and EHS elements, including, but not limited to, the following components:</p> <ul style="list-style-type: none"> • Performing job hazard analysis before commencing a job or activity • Instituting EHS roles and responsibilities, organizing awareness and job specific training, and creating audit procedures • Conducting regular site and occupational risk assessments to evaluate the potential risk of exposure to respiratory, hearing, and chemical hazards • Implementing engineering and administrative controls to identify and mitigate potential hazards and establish emergency response, including lockout/tagout procedures to ensure equipment is shut down and inoperable until maintenance or repair work is completed • Conducting emergency mock drills, health and safety training, safety walks, and potential hazard identification exercises • Investigating, closing, and resolving incidents and safety observations through appropriate actions • Executing a job rotation schedule to prevent the incidence of ergonomic-related injuries • Developing and documenting new safety ideas with our site level Safety Committees • Leveraging EHS software to proactively manage EHS issues and trends in real time • Focused and enhanced EHS training through Hubbell University for all employees 								
	403-5 Worker training on occupational health and safety	Our employees are trained and briefed on occupational health and safety principles as well as work procedures specific to their individual tasks regularly and prior to starting a new role or activity. In 2023, all Hubbell employees, excluding contractors, received an average of 2.52 hours of health and safety training.								
403-9 Work-related injuries		<p>REPORTING PERIOD: JANUARY 1, 2023 - DECEMBER 31, 2023</p> <table border="1"> <thead> <tr> <th>OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA) INJURY/ILLNESS RECORDABLES</th> <th>TOTAL RECORDABLE INCIDENT RATE (TRIR)</th> <th>EMPLOYEE HOURS WORKED (APPROXIMATE)</th> <th>DAYS AWAY, RESTRICTED, OR TRANSFERRED RATE (DART)</th> </tr> </thead> <tbody> <tr> <td>232</td> <td>1.29</td> <td>36,021,651</td> <td>0.83</td> </tr> </tbody> </table>	OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA) INJURY/ILLNESS RECORDABLES	TOTAL RECORDABLE INCIDENT RATE (TRIR)	EMPLOYEE HOURS WORKED (APPROXIMATE)	DAYS AWAY, RESTRICTED, OR TRANSFERRED RATE (DART)	232	1.29	36,021,651	0.83
OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA) INJURY/ILLNESS RECORDABLES	TOTAL RECORDABLE INCIDENT RATE (TRIR)		EMPLOYEE HOURS WORKED (APPROXIMATE)	DAYS AWAY, RESTRICTED, OR TRANSFERRED RATE (DART)						
232	1.29	36,021,651	0.83							
403-10 Work-related ill health										

GRI STANDARD	DISCLOSURE	EXPLANATION
EMPLOYEE EXPERIENCE		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Our efforts to attract, engage, retain, and advance our talent are led by a comprehensive team of HR senior leaders dedicated to helping our workforce flourish. We focus on delivering a rewarding employee experience that supports our teammates on and off the job. To attract candidates with diverse backgrounds and experiences, we attend national recruitment events and maintain ongoing relationships with universities to connect with talent from all skill levels. Throughout the year, we provide engaging channels for employees to connect with one another and business leaders, such as our company intranet and quarterly virtual town hall meetings. A crucial part of Hubbell's employee experience is our commitment to developing our people. Across the enterprise and within our businesses and teams, there are a variety of ways we encourage our employees and leaders to grow professionally through self-directed learning, face-to-face classes, and leadership programs. Our primary employee development mechanism is Hubbell University, our company-wide learning management system that offers a variety of educational resources and curricula. We also offer development programs to advance our employees and help them grow into leaders. These programs include:</p> <ul style="list-style-type: none"> • Supervisor Essentials: This multi-month learning program is comprised of in-person training, virtual learning, coaching, mentoring, and check-ins to empower professionals to be strong and effective supervisors. • Improving Business Acumen: This multi-day learning program involves a fast-paced, intensive business simulation to help individuals gain firsthand experience in developing business strategies, engaging with customers, evaluating the competitive landscape, and making critical business decisions. • Leadership Forum: This multi-month intensive development program supports professional growth through coaching, training, and project-based work for executive employees. • Aspiring Leaders Program: This self-directed nine-month program allows participants, who do not currently lead people in a supervisory capacity, to explore and gain the leadership skills required to step into people-leader roles at Hubbell. • Hubbell Leadership Development Program: This intensive one-year program is designed for building a thorough grounding in inclusive-leadership knowledge and skills. <p>In addition, to support the health and well-being of our employees and their families, we provide comprehensive health, mental, and financial benefits through our "myLife" program. We also partner with third-party employee benefits organizations to further our employees' access to mental, physical, and social support. Moreover, we believe that employees should be motivated to help the company succeed and that they should share in that success. We provide market competitive compensation programs which are a mix between base pay and variable financial awards where appropriate. We also recognize and reward great contributors through Hubbell's global "WIN AS ONE" program. This recognition program was established with the aim of reinforcing and expanding a performance-driven culture that celebrates success.</p>

GRI STANDARD	DISCLOSURE	EXPLANATION
GRI 401 Employment 2016	401-1 New employee hires and employee turnover	<p>New hires (headcount/FTE)¹: 6,359 Employee turnover (as a ratio)²: 32%</p> <p>1. This number is a global number of new hires for year 2023 excluding contingent workers from temporary agencies and contractors. 2. Our 2023 global turnover ratio does not include contingent workers and contractors.</p>
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Hubbell's myLife program supports our global employees on their journey to health, wealth, and peace of mind. myLife benefits, which are available to full-time employees and part-time employees working at least 20 hours per week, include, but are not limited to:</p> <ul style="list-style-type: none"> • Health Benefits Offered: comprehensive level of resources, services, and plans for all healthcare needs including medical, dental, and vision coverage; Health Savings Accounts and Flexible Spending Accounts; and programs for diabetes, anxiety, sleep, and fertility planning. • Wealth Benefits Offered: provide competitive 401(k) retirement plans, educational reimbursement, and tools and resources to help our employees build financial security. • Peace of Mind Benefits Offered: paid holidays, paid vacation days, paid volunteer time off, part-time and flexible work arrangements, and several other benefits to support the mental well-being of our employees. Our insurance, disability, and accident coverage benefits also bring peace of mind to our employees when challenging or unexpected events occur. <p>In 2023, we rolled out updates to our vacation and paid parental leave policies to enhance the flexibility of time off and expand the number of weeks of paid leave for new parents, respectively. Under the Paid Parental Leave Policy, a pregnant parent who delivers a child may take up to 8 weeks of Paid Pregnancy Leave. All parents (including a parent who delivers a child) may take up to 4 weeks of Paid Parental Bonding Leave after the birth, adoption, or foster placement of a child. In other words, a parent who delivers a child (i.e., a pregnant parent) is eligible to take up to 12 weeks of paid leave, comprised of 8 weeks of Paid Pregnancy Leave and 4 weeks of Paid Parental Bonding Leave. We also launched new offerings in 2023 that provide family support and planning services such as back-up care, college planning, elder care, fertility and family planning, and maternity and newborn care, among others, to all benefits-eligible employees.</p> <p>NOTE: Hubbell's market-competitive benefit offerings vary by jurisdiction and in collectively bargained locations.</p>
GRI 404 Training and Education 2016	404-1 Average hours of training per year per employee	143,248 learning hours were completed by employees globally in 2023 through Hubbell University and external training providers, which translates to an average of approximately 8 hours per employee.
	404-3 Percentage of employees receiving regular performance and career development reviews	99.6% of our global salaried regular employee population received a performance review in 2023, excluding any employees who were on a leave of absence. Employees set personal objectives for the year in January with their managers, create individual development plans in March, and participate in regular update meetings throughout the year through continuous feedback and agile conversations. When setting personal objectives, employees incorporate several components. Objectives are to be tied to personal growth and behavior, team goals, and company targets/Hubbell's annual business strategy. The multidimensional performance appraisal process evaluates employees on those factors and includes business ethics and integrity as part of the behavioral component, taking into account the completion of all Code of Business Conduct and Ethics training .
No Applicable GRI Topic Standard	Custom disclosure: Total percentage of open positions filled by internal candidates	<p>Internal Hire Rate: 13%</p> <p>NOTE: Our internal hire rate does not include contingent workers and contractors.</p>
COMMUNITY IMPACT		
GRI 3: Material Topics 2021	3-3 Management of material topics	We recognize that our business touches communities worldwide, thanks in part to the thousands of employees and customers who choose to work with us. As a result, we believe it is our responsibility to promote and nurture the well-being of our local communities. Our main vehicle for community impact is The Hubbell Foundation. Overseen by a board of trustees comprised of Hubbell senior leaders, The Hubbell Foundation has collaborated with organizations to donate to mission-aligned nonprofit organizations in the US for over 60 years.
GRI 413 Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development program	The Hubbell Foundation supports a variety of other nonprofit organizations through its employee donation and matching gifts campaign, scholarship fund program, and employee volunteering activities. As part of its philanthropic giving campaigns, The Hubbell Foundation donates to our national partners that advance a variety of social and environmental causes. Our Volunteer Paid Time Off Policy permits our US employees to use a paid workday to volunteer in their local communities. The Hubbell Foundation tracks these campaigns by measuring donations, matching gifts, and volunteering hours.

GRI STANDARD	DISCLOSURE	EXPLANATION
PRODUCT QUALITY AND SAFETY		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Across our business segments and units, we maintain a strong emphasis on continual product quality improvement to better serve our customers. Each business is responsible for managing product quality, which allows for a tailored approach customized to the unique business environments and quality requirements of our diverse product portfolio. Our HES and HUS Quality Councils, comprising Quality Leaders from each manufacturing site and strategic business unit as applicable, share best practices for product quality management to facilitate continuous improvement. Specific quality management practices vary depending on our business units' product lines and the unique needs of their customers, but generally, product quality management efforts include some or all of the following:</p> <ul style="list-style-type: none"> • Ensure we obtain the right raw materials, work with qualified suppliers, and maintain tested and proven processes throughout our production workflow • Follow internationally recognized best practice quality management systems like International Organization for Standardization (ISO) • Conduct phased quality testing of products in the lab followed by testing in controlled field environments • Continuously improve the effectiveness of our quality management systems, our processes, and products to enhance their value • Perform incident investigation and corrective action when appropriate <p>In addition to delivering quality products, helping our customers keep their people and end users safe is a priority for our business. To that end, we aim to ensure and improve the safety of our products. We provide various training courses to our employees on product safety and embed safety criteria into the product design process. As part of a rigorous stage-gate process, our product engineering team follows Failure Mode and Effects Analysis, a standard engineering practice, to evaluate and maximize safety performance within a product's design. They also perform analyses to minimize harmful chemicals as much as possible, as well as ensure adherence with applicable regulatory requirements, such as the Restriction of Hazardous Substances (RoHS) directive and the Registration, Evaluation Authorisation, and Restriction of Chemicals (REACH) regulation.</p>
GRI 416 Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents of non-compliance concerning health and safety impacts of products and services were recorded in 2023.
SUPPLY CHAIN RESPONSIBILITY		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We are firmly committed to responsible sourcing and managing ESG-related risks throughout our supply chain. Our global sourcing and supply chain teams are responsible for overseeing our relationships with our suppliers with support from functional managers at each of our business units. Our broader legal organization also works closely with our sourcing teams to manage potential risks in the supply chain and ensure Hubbell remains compliant with local laws and regulations. Our Third-Party Code of Business Conduct and Ethics (Third-Party Code) is the foundation of our responsible sourcing practices. As an extension of Hubbell's Code of Business Conduct and Ethics, our Third-Party Code mandates that our suppliers, vendors, sales agents, distributors, or other third parties that we do business with comply with the law and conduct business in an ethical, legal, and responsible manner. It also provides information on our reporting mechanisms through our Speak Up Today program. To learn more about Speak Up Today, see our disclosure for GRI 2-26.</p> <p>In addition to our Third-Party Code, our Global Human Rights Policy, which is based on the United Nations (UN) Guiding Principles on Business and Human Rights, as well as our Conflict Minerals Policy, California Transparency Act Disclosure, vendor onboarding procedures, and contract and purchase order terms, establish the standards and expectations for our suppliers regarding human rights-related issues and ethical conduct. To manage ESG risks across the supply chain, we follow a rigorous due diligence approach that includes establishing strong policies, screening and auditing suppliers, identifying and measuring risks, developing and executing risk management strategies, and engaging with suppliers to drive accountability and results. Moreover, Hubbell's cross-functional Supplier Diversity Council is responsible for providing insight regarding sourcing products and services from qualified diverse suppliers in the US. Under the oversight of the Supplier Diversity Council, our procurement team is committed to integrating supplier diversity into our strategic sourcing and procurement processes to generate efficiency, innovation, and increase opportunities for diverse suppliers. We also aim to work with suppliers that offer environmentally-preferable goods and services, such as recycled materials.</p>

GRI STANDARD	DISCLOSURE	EXPLANATION
GRI 414 Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	<p>We screen all new and current suppliers for social criteria, including their status as a diverse supplier. In 2023, 14.8% of our new direct material suppliers were international, and 100% of those suppliers underwent additional screening.</p> <p>We estimate our 2023 diverse spend to be 9.9% of our total procurement spend. View our 2024 Supplier Diversity Program Statement to learn more about our supplier diversity program and performance to date.</p>

HUMAN RIGHTS IN THE WORKPLACE AND VALUE CHAIN

GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Safeguarding human rights throughout our company, operations, supply chain, and communities is a business imperative for our company. We are committed to complying with applicable labor laws and maintaining commercial operations and a supply chain free of human rights violations. To this end, we strictly prohibit all forms of involuntary labor, child labor, bonded labor, and human trafficking in our business dealings, as outlined in our Code of Business Conduct and Ethics.</p> <p>Our company's commitment to respecting human rights not only applies to our operations, but also our business partners across our value chain. Our Third-Party Code, which is an extension of Hubbell's Code of Business Conduct and Ethics, mandates that our suppliers comply with the law and conduct business in an ethical, legal, and responsible manner – including with respect to labor and human rights. In addition, our Global Human Rights Policy, which is based on the UN Guiding Principles on Business and Human Rights, as well as our Conflict Minerals Policy, California Transparency Act Disclosure, vendor onboarding procedures, and contract and purchase order terms, establish the standards and expectations for our suppliers regarding human rights-related issues and ethical conduct.</p>
GRI 408 Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	<p>Suppliers, business partners, and other stakeholders across our value chain are expected to comply with our Global Human Rights Policy, Conflict Minerals Policy, and Hubbell's California Transparency Act Disclosure. We also apply the same expectations for our own facilities. During 2023, 0% of Hubbell's operations were at significant risk for incidents of child labor or forced compulsory labor.</p>
GRI 409 Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>As part of our effort to manage potential ESG-related risks such as human rights violations within our supply chain, we maintain a process that preemptively screens potential counterparties, including suppliers, vendors, customers, distributors, agents, consultants, and other business partners of the company, prior to any transactions. This third-party due diligence process screens for corporate social responsibility areas of concern, including criminal activity, sanction, embargo, and watch lists, as well as human rights and export controls. Our goal is to ensure that all Hubbell partners share our commitment to conducting business with a focus on ethics, integrity, sustainability, and social responsibility. We also audit international suppliers we work with both onsite and virtually to assess potential quality, security, human rights, and environmental issues or compliance risks. Furthermore, we are members of the US Customs-Trade Partnership Against Terrorism initiative, which seeks to protect supply chains from the concealment of terrorist weapons or threats.</p>

RISK EXCELLENCE

GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We are committed to establishing sound governance structures, delegating ESG oversight, and implementing robust risk management processes that operationalize risk excellence and maintain business resilience. Our governance frameworks and business policies are designed to promote the effective oversight of our business and strategy. Our Board of Directors provides the highest level of oversight for Hubbell's strategy, performance, and enterprise risks. In addition, the Board's NCGC oversees the development and administration of Hubbell's sustainability/ESG program, which includes supporting the integration of the management of climate-related issues (e.g., risks and opportunities) into our strategy and outlook. At the executive level, our ESG Committee is responsible for developing, implementing, and driving Hubbell's global sustainability strategy, initiatives, target-setting, and reporting.</p> <p>Throughout the year, we proactively engage in risk management processes that reinforce risk excellence across our business. Our senior leaders periodically report to the Board on the company's strategic planning activities, risks relevant to the execution of the company's strategy, measures in place to address these risks, and the effectiveness of these measure. As part of risk management, we conduct an Enterprise Risk Management (ERM) analysis to assess the risks and opportunities that may have a material impact on our company. Our ERM procedure focuses on identifying, prioritizing, and mitigating risk exposures to the company on an ongoing basis. In relation to ESG and climate-related risks, our ERM program drives our processes for examining all relevant ESG risks, including physical and transition risks associated with the shift to a low-carbon economy.</p> <p>For a detailed description of our governance and risk management practices, see our GRI 2: General Disclosures 2021 disclosures above.</p>
GRI 201 Economic Performance 2016	201-1 Direct economic value generated and distributed	<p>We believe sound governance practices and risk excellence generate value. In 2023, Hubbell's net sales were \$5.4 billion and free cash flow generation was \$715 million. See Note 2 in the Notes to the Consolidated Financial Statements in our Annual Report on Form 10-K for the year ended December 31, 2023, filed with the US Securities and Exchange Commission (SEC) for further details.</p>

GRI STANDARD	DISCLOSURE	EXPLANATION
BUSINESS ETHICS, INTEGRITY, AND TRANSPARENCY		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Our commitment to business ethics and compliance begins at the very top of our organization, with oversight from our Board of Directors and senior leadership team. Our Code of Business Conduct and Ethics (the Code) and other ethics and compliance policies serve as guideposts for our behavior and management practices. The Code, which is evaluated regularly, addresses our standards and policies for various matters, including conflicts of interest, anti-corruption, bribery, harassment, and compliance with applicable laws. The Code applies to our Directors, employees, and third parties, and it is the foundation on which our ethics and compliance policies are built. The Code is shared with all employees as part of our new-hire onboarding process, and all employees and Directors are required to certify to the Code annually. We also provide monthly training for employees on tenets of the Code.</p> <p>Our Compliance Program is led by a dedicated team of compliance professionals located across the enterprise. This team includes our Internal Audit group, which performs over 40 compliance-related audits per year. We also maintain a continuous program that addresses risks within the business through risk assessments, compliance reviews, and mitigation activities. Any significant ethical matters or concerns that arise are reported to our Compliance Review Program. Our Board's Audit Committee also receives regular updates on compliance-related matters, including the results of Hubbell's Compliance and Internal Audit Programs, our performance compared to benchmarking trends, the results of our annual ERM assessment, and Code of Conduct awareness initiatives.</p> <p>Operating with integrity also encompasses being transparent about our business. We recognize that being open about our company's goals, tactics, performance, and operations is integral to earning the trust of our internal and external stakeholders. As a company, we are dedicated to providing credible and decision-useful information on a regular basis through stakeholder engagement and public disclosures. To this aim, we strive to publish disclosures that keep our stakeholders informed, including our Annual Report and 2024 Proxy Statement and the resources on our Sustainability Website.</p>
GRI 205 Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	<p>We seek to conduct business only with third parties who share our commitment to the values and principles in our Code, as well as the standards included in our Third-Party Code. We also maintain a compliance-vetting program that screens third parties who provide goods and services to Hubbell and its business units. The program evaluates all potential and existing business partners based on factors such as the country in which they do business, the interactions they have with government agencies, and the nature of their compensation or the level of business they do with Hubbell companies and sets screening standards for each third party based on the level of risk.</p> <p>In addition, 100% of Hubbell's operations are assessed for risks related to corruption.</p>
	205-2 Communication and training about anti-corruption policies and procedures	Each month, compliance-themed courses and resources based on tenets of our Code are rolled out to all employees. Monthly topics covered in this training program include data privacy and security, human rights, record keeping, insider trading, raising concerns, and bribery and corruption, and the substance and methods of compliance training are refreshed regularly.
	205-3 Confirmed incidents of corruption and actions taken	100% of compliance matters have been investigated.
GRI 206 Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practice	Hubbell has not experienced any legal actions for anti-competitive behavior, anti-trust, and monopoly practice in 2023. Please refer to Hubbell's filings with the US SEC on Hubbell's website .
GRI 415 Public Policy 2016	415-1 Political contributions	In 2023, Hubbell did not make any (\$0) financial and in-kind political contributions.

GRI STANDARD	DISCLOSURE	EXPLANATION
DATA PRIVACY AND CYBERSECURITY		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>As part of our effort to safeguard our data and protect our assets from cybersecurity threats, we apply a “Privacy and Security by Design” strategy to our organization, products, and supply chain. Dedicated resources within Hubbell’s legal team are responsible for overseeing Hubbell’s information security and cybersecurity strategy. Hubbell’s Chief Information Security Officer (CISO), who reports to Hubbell’s CCO, establishes and maintains the information security program to ensure information assets and associated technology, applications, and systems are adequately protected.</p> <p>When it comes to data privacy, we have a dedicated data privacy team that oversees all aspects of our corporate privacy program. This team is responsible for employee data privacy policies, overseeing data management, identifying and managing risks, and driving compliance with regulatory requirements. Meanwhile, we also have a cybersecurity team responsible for managing data and protecting our business and assets from potential threats. On a routine basis, our cybersecurity team monitors for malicious activity and responds to threats when detected, while simultaneously testing and improving the security of our systems and controls. Hubbell’s cybersecurity team briefs senior leadership and our Board of Directors regularly on our enterprise-wide cybersecurity risk management, or immediately if significant cybersecurity issues arise.</p> <p>Moreover, our cybersecurity team works diligently to manage cybersecurity risks and safeguard data throughout our supply chain. Our internal team of experts execute risk-based assessments, remediation plans, and reassessment schedules to manage risks within our value chain. Hubbell’s incident response plan is also tested on a quarterly basis to ensure all contingency plans are up-to-date. At the same time, Hubbell’s cybersecurity team works closely with our compliance teams to conduct internal audits of our cybersecurity controls and ensure we remain compliant with applicable regulations. Hubbell also works with third-party providers to perform external cyber and information security audits of our program.</p> <p>Our business is also focused on fostering a “Privacy and Security by Design” culture for the development of our digital solutions, such as connected products, sensors, and software. Our product teams and enterprise cybersecurity team manage and execute initiatives that combat cybersecurity threats and data privacy risks related to our products, with support from Hubbell’s Product Cybersecurity Council (PCC). The PCC partners with Hubbell’s Engineering Council to ensure product security protections are integrated into the full lifecycle of our new product development process. To reinforce the security of our offerings, we continue to strengthen the rigor of our tools and safeguards for our digital products and services.</p>
GRI 418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Hubbell has not identified any material complaints concerning breaches of customer privacy and losses of customer data in 2023.
No Applicable GRI Topic Standard	Custom disclosure: Total number of third-party information security breaches	Hubbell did not have any material third-party information security breaches in 2023. See Item 1C in our Annual Report on Form 10-K for the year ended December 31, 2023, filed with the US SEC for further details.

2024 SASB CONTENT INDEX

DISCLOSURE TOPIC	DISCLOSURE #	ACCOUNTING METRIC	EXPLANATION
ELECTRICAL & ELECTRONIC EQUIPMENT INDUSTRY DISCLOSURES			
Energy Management	RT-EE-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) Total energy consumed in 2023: 444,152,204 kWh (2) (3) This information is unavailable/incomplete; Hubbell is in the process of improving measurements of these metrics.
Hazardous Waste Management	RT-EE-150a.1	Amount of hazardous waste generated; percentage recycled	Total hazardous waste directed to disposal in 2023: 2,795 tons Total hazardous waste diverted from disposal (recycled) in 2023: 210 tons
	RT-EE-150a.2	Number and aggregate quantity of reportable spills, quantity recovered	Approximately 43,800 pounds of resin and 330 gallons of solid waste substance were cleaned up, and the majority of the material was recovered in the cleanup process.
Product Safety	RT-EE-250a.1	Number of recalls issued; total units recalled	Two product recalls were issued in 2023, and approximately 2,500 products were recalled.
	RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	We did not experience any monetary losses as a result of legal proceedings associated with product safety in 2023.

DISCLOSURE TOPIC	DISCLOSURE #	ACCOUNTING METRIC	EXPLANATION
Product Lifecycle Management	RT-EE-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Some of our products contain IEC declarable substances, however the volume/ mass of these substances is not materially significant.
	RT-EE-410a.2	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria	412 of our products meet ENERGY STAR® criteria.
	RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	<p>Hubbell's <i>Products with Impact</i> support the transition to an energy efficient and low-carbon economy through four impact categories:</p> <ul style="list-style-type: none"> • Grid modernization and hardening: Equipping grid infrastructure with critical components to make it smarter and stronger. • Resource efficiency: Innovating advanced solutions to operate the grid and critical infrastructure with greater efficiency. • Renewable energy: Facilitating the generation, transmission, and distribution of clean energy to end consumers. • Electrification: Enabling the grid to handle increased energy demands tied to the electrification of buildings, homes, and vehicles. <p>To define our four <i>Products with Impact</i> categories, we leveraged inputs from the European Union Taxonomy for Sustainable Economic Activities, Sustainability Accounting Standards Board, and CDP definitions for products related to renewable energy, energy efficiency, and a low-carbon economy. Our <i>Products with Impact</i> categories reflect the opportunity areas where we deliver the largest positive impact for our customers and value chain.</p> <p>Our <i>Products with Impact</i> represented approximately 65% of our total sales in 2023. This calculation includes all sales from electrical utility transmission and distribution components and utility communications and controls, as well as products sold directly into solar and wind applications. It also includes products that support grid modernization and communications applications such as 5G/fiber/broadband access and data centers. This calculation excludes sales from products sold into oil and gas markets, which enhances the safety of those applications. It also excludes sales from our broader portfolio of electrical products sold into various industrial, non-residential, and residential applications.</p> <p>Moreover, while our decarbonization-related products are salient to our business and our industry, we believe that our solutions also generate positive social and environmental impacts beyond our <i>Products with Impact</i> categories. These benefits include enhancing safety, resource efficiency, hardening of infrastructure, explosion prevention, and rural broadband access. For example, Hubbell Gas Utility Solutions offers connectors and valves that both promote resource efficiency and prevent gas leaks and spills.</p>
Materials Sourcing	RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	<p>At Hubbell, we are committed to socially responsible sourcing of the materials included in our products. Our Conflict Minerals Policy, which reflects the requirements of the Dodd-Frank Wall Street Reform and Consumer Protection Act (the Act), aims to prevent the use of conflict minerals that directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo or adjoining countries. The Act requires our company to perform due diligence with respect to the sourcing of conflict minerals and to report annually on our potential use of conflict minerals and origin of such minerals. Our suppliers are responsible for following our Conflict Minerals Policy and the conflict minerals guidelines in our Third-Party Code and for passing these same requirements on to their suppliers.</p> <p>We also screen and audit our suppliers both onsite and virtually to assess potential quality, financial, security, social, and environmental issues or compliance risks, including risks related to the use of critical materials, conflict minerals, or human rights violations.</p>

DISCLOSURE TOPIC	DISCLOSURE #	ACCOUNTING METRIC	EXPLANATION	
Business Ethics	RT-EE-510a.1	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	<p>Our Board of Directors, Chairman, President and CEO, SVP, General Counsel and CCO oversee the execution of ethical conduct. Our Code of Business Conduct and Ethics and other ethics and compliance policies serve as guideposts for our behavior and management practices. The Code, which is evaluated and updated on a regular basis, provides the framework for our conduct, our interactions with others, and our decision-making. It addresses our standards and policies for various matters, including conflicts of interest, anti-corruption, and compliance with applicable law. The Code applies to our Directors, employees, and third parties, and it is the foundation on which our ethics and compliance policies are built.</p> <p>The Code is shared with all employees as part of our new-hire onboarding process, and all employees and Directors are required to certify to the Code annually. We also provide monthly training for employees on tenets of the Code.</p> <p>As stipulated in the Code, all employees and third-party business partners are required to avoid any behavior that could be perceived as a form of bribery or corruption. On a routine basis, we supervise third parties and conduct due diligence procedures to ensure they are aligned with our position against corruption.</p>	
	RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	We did not experience any monetary losses as a result of legal proceedings associated with bribery or corruption in 2023.	
Activity Metric	RT-EE-000.A	Number of units produced by product category	HUBBELL UTILITY SOLUTIONS (HUS) TOTAL UNITS PRODUCED IN 2023	
			HUBBELL BUSINESS UNIT	UNIT OF MEASURE: EACH
			Aclara	40,292
			Connected Initiatives	42,302
			Hubbell Gas Utility Solutions	8,919,121
			Hubbell Power Systems	118,825,870
			Total HUS Units	127,827,585
			HUBBELL ELECTRICAL SOLUTIONS (HES) TOTAL UNITS PRODUCED IN 2023	
			HUBBELL BUSINESS UNIT	UNIT OF MEASURE: EACH
			Retail and Builder	6,451,210
			Electrical Products	301,660,528
			Light Industrial	323,081,067
			Harsh & Heavy Industrial	7,283,081
			Canada	50,518,900
			Total HES Units	688,994,786
Total Units for Entire Company (HUS + HES)	816,822,371			
		<p>NOTE: Due to diverse products Hubbell offers, which may be produced and sold in a variety of units including pounds, feet, packs, and cartons, we store all products in units of "Each." Therefore, we utilize "Each" as our unit of measure for our production summary. In addition, the production summary above excludes products (i.e., in "eaches") from some business units due to data aggregation challenges. Moreover, the production summary excludes data from Balestro, Systems Control, and EIG due to a lack of aggregated product data for those acquired businesses. Please see Hubbell's 2023 Annual Report and 2024 Proxy Statement filed with the US SEC for further details on Hubbell's 2023 acquisitions. We are continuing to refine our process for collecting and analyzing our units produced data and information.</p>		
RT-EE-000.B	Number of employees	Total employees as of December 31, 2023: 18,317 (headcount/FTE)		
		NOTE: This is a global 2023 headcount that includes our joint venture employees. It does not include contingent workers and contractors.		

2024 TCFD CONTENT INDEX

Hubbell considered the TCFD recommendations when creating this report. The index below provides information responsive to TCFD disclosures categories.

DISCLOSURE FOCUS AREA	DISCLOSURE DESCRIPTION	EXPLANATION
GOVERNANCE		
Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities	<p>Hubbell's Board of Directors provides overall risk oversight focusing on the most significant risks facing our company. The Board annually reviews the company's risk profile and assesses specific key business or functional risk areas during Board meetings throughout the year. The Board also oversees the risk management processes that are implemented by our executives to determine whether these processes are functioning as intended and are consistent with our business and strategy as well as best practices. This includes oversight of ESG-related risks, such as climate change. Moreover, the Board receives periodic updates on environment, health, and safety and sustainability matters, including corporate-level climate-related goals on GHG emissions and water usage. In the course of these discussions, a variety of topics may arise ranging from reducing the environmental impact from operations and products to considerations that may affect merger and acquisition plans.</p> <p>In addition, the Board's NCGC has formal oversight of the development and administration of Hubbell's sustainability/ESG program. This includes overseeing our ESG strategy; reviewing ESG risks, practices, policies, and programs; evaluating progress on ESG performance and goals; and supporting the integration and management of climate-related issues (e.g., risks and opportunities) into our strategy and outlook. The NCGC is intimately involved in ESG decisions including in actions taken to further Hubbell's commitment to manage climate change risks and opportunities.</p>
	b) Describe management's role in assessing and managing climate-related risks and opportunities	<p>At the executive level, our ESG Committee has responsibility for the management of our ESG program, including devising ESG strategy and ensuring alignment with overarching business objectives, directing ESG initiatives and target-setting, and managing ESG-related risks and opportunities. Hubbell's SVP, General Counsel and CCO are the executive sponsors for the ESG Committee, and our Sustainability & ESG Director serves as the ESG Committee lead. The ESG Committee meets at least four times per year, provides status updates on ESG topics to the NCGC, the Board, and Chief Executive Officer Council (i.e., Hubbell's cross-functional senior executive management team), the Chairman, President and CEO, and engages with other functional leaders throughout Hubbell who champion our ESG initiatives across the company.</p> <p>The ESG Committee is supported by cross-functional leaders that interact in a matrixed fashion. On a day-to-day basis, our Sustainability & ESG Director takes the lead on coordinating the performance of our businesses on environmental and climate-related issues, together with the CCO and SVP, General Counsel. This includes developing and executing on Hubbell's ESG strategy, measuring our GHG emissions, supporting the establishment of our climate change targets (i.e., GHG goals), monitoring our environmental impacts, creating and maintaining Hubbell's external ESG communications strategy, and driving ESG reporting. Our SVP, General Counsel, CCO, and Sustainability & ESG Director are responsible for integrating the plans and processes arising from our operations and our supply chain into our overall sustainability program that also includes customer, employee, product technology, and other initiatives from across the company. In addition, our Chief Technology Officer supports the development of products that enable sustainability-related benefits for our customers, such as those that offer climate-related opportunities including energy efficiency and renewable/clean energy technologies. Moreover, our Vice President, Investor Relations, provides support with our ESG disclosures for investors, customers, and other stakeholders, including climate change-related issues.</p>

DISCLOSURE FOCUS AREA	DISCLOSURE DESCRIPTION	EXPLANATION
STRATEGY		
<p>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.</p>	<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term</p> <hr/> <p>b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning</p> <hr/> <p>c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario</p>	<p>Hubbell's annual assessment of enterprise risks and regular business continuity planning, as well as strategic product initiatives, drive our processes for determining the risks and opportunities that may have a material financial impact on our company over the short, medium, and long term. The time horizons we use to evaluate the impact of future risks and opportunities are defined as follows: short term (0-1 years), medium term (1-3 years), and long term (3-10 years). Through the assessment process, Hubbell has examined physical risks as well as transition risks associated with the shift to a low-carbon economy. We have identified emerging risks with the potential to have a strategic impact on our business including increases in operating costs due to emerging climate-related regulations and carbon taxation schemes (short and medium term), as well as increased costs of raw materials, reduced sales, and potential impact on the supply of necessary products and services resulting from the increased severity and frequency of severe weather events, such as hurricanes, wildfires, and floods or long-term shifts in weather patterns (short, medium, and long term). In addition to risks, we have identified opportunities that include reductions in operating costs resulting from efficiency improvements in production and distribution processes (short and medium term), increased demand for lower-carbon products (short, medium, and long term), and increased sales through demand from new and emerging markets as potential regulatory and market drivers continue to grow the renewable energy market, which our products support (medium and long term).</p> <hr/> <p>We recognize the impact that acute and transitional climate change can pose on our business. In response, we have implemented business continuity risk planning and emergency response plans to enable our business to mitigate the risk of business operations in our supply chain and protect our employees, facilities, and assets in the event of extreme weather events. We have also integrated climate-related activities into our risk management processes. Across Hubbell, teams monitor emerging schemes and regulations to ensure ongoing compliance; track acute physical weather events to prepare for possible disruptions to product; and coordinate cross-functionally to manage inventories, production process needs, and potential alternative product formulations as market conditions evolve in our changing climate.</p> <p>At the same time, we have put programs in place to capitalize on climate-related opportunities. We are committed to improving our operational performance and, to guide these efforts, we set a GHG 2030 emissions target to reduce our Scope 1 and 2 emissions by 30% compared to a 2022 baseline. On an ongoing basis, we identify and pursue opportunities for investing in energy efficiency and process improvements in our sites globally. For example, we formalized the creation of our Sustainability Impact Program, which allocates capital to Hubbell facilities for projects that enhance environmental performance and the efficiency of our business operations and processes. We have also leveraged opportunities to engage with stakeholders to explore markets for environmentally preferable products, such as those that enable energy efficiency, renewable energy infrastructure, electric vehicles, and other low-emissions technologies. To that end, Hubbell's NPD team with the support of the sales team, regularly engages with customers, performs sales forecasting, and executes market analysis to assess opportunities for products that help our customers meet their business and sustainability objectives. Hubbell's Products with Impact deliver products and solutions that enable grid modernization and hardening, resource efficiency, renewable energy, and electrification.</p> <hr/> <p>While reducing our environmental impacts and performing in accordance with our sustainability goals is a priority to our business, at this time we are still in the process of developing our climate change strategy, including our low-carbon transition plan. We intend to use climate-related scenario analysis to inform our strategy and disclosures in the next 3-5 years once we have further evaluated our climate change risks and opportunities.</p>

DISCLOSURE FOCUS AREA	DISCLOSURE DESCRIPTION	EXPLANATION
RISK MANAGEMENT		
<p>Disclose how the organization identifies, assesses, and manages climate-related risks.</p>	<ul style="list-style-type: none"> a) Describe the organization’s processes for identifying and assessing climate-related risks b) Describe the organization’s processes for managing climate-related risks c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management 	<p>Risk management is the responsibility of everyone at Hubbell, including our Board of Directors, who oversee risk management activities. Members of senior management assist the Board and its committees with their risk oversight responsibilities through routine discussions of risks involved in their specific areas of responsibility—focusing on near-term, medium-term, and long-term risks and opportunities that could have a substantive financial or strategic impact on Hubbell’s business. For example, our principal business leaders will report to the Board at regular intervals during the year on Hubbell’s strategic planning activities and risks relevant to execution of the Hubbell’s strategy, which may include strategic climate change-related activities in response to physical, regulatory, or transitional risks. In addition, from time to time, independent consultants with specific areas of expertise, including related to ESG matters, are engaged to discuss topics that the Board and management have determined may present a material risk to Hubbell’s operations, plans, or reputation.</p> <p>As part of our risk management processes, Hubbell carefully monitors and evaluates the relevance of all policies, laws, and regulations applicable to environmental protection, energy use, and emissions to ensure compliance. Changes in regulation, such as energy efficiency legislation, regulations that limit GHG emissions, or disclosure mandates (e.g., the forthcoming US SEC Climate Proposal), may impact growth by increasing capital, compliance, operating, and maintenance costs and/or decreasing demand. Violations of these laws could result in substantial penalties or sanctions as well as restrictions of markets due to inability to comply/cost of redesign to comply. Therefore, Hubbell assesses risks associated with both current and emerging regulations.</p> <p>Moreover, Hubbell’s formal ERM program focuses on effectively identifying, prioritizing, and mitigating a wide range of potential strategic and operational risks to the company, which may include climate-related risks (e.g., impacts from climate change, such as storm, flood, and water implications). Hubbell’s annual ERM assessment of enterprise risks drives our process for determining the risks and opportunities that may have a substantive financial or strategic impact on the company. We examine physical and transitional risks, which inform decisions related to mitigating, transferring, accepting, or controlling identified risks, such as those related to climate change, and capitalizing on opportunities. The risk management team refreshes the ERM risks on an ongoing basis to capture evolving and emerging risks, which may include direct operational risks and risks outside of Hubbell’s operations in our supply chain (both upstream and downstream) and in the market. In addition to identifying risks, the ERM also maps risks to controls and risk owners and establishes risk mitigation plans which are then executed by the business. The ERM process includes an annual survey of leaders from across the company to rank potential risks to the company. At least once per year the ERM leaders brief the Board on risk management activities.</p>

DISCLOSURE FOCUS AREA	DISCLOSURE DESCRIPTION	EXPLANATION
METRICS AND TARGETS		
<p>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.</p>	<p>a) Disclose the metrics used by the organization to assess climate-related risk and opportunities in line with its strategy and risk management process</p> <hr/> <p>b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions, and the related risks</p> <hr/> <p>c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets</p>	<p>Hubbell calculates Scope 1 and 2 emissions in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD) Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol), and we received limited assurance from an independent third party. Currently, we do not disclose Scope 3 emissions. We are in the process of improving our data collection processes and intend to report our Scope 3 emissions and conduct assurance over our environmental metrics in the future. Beyond our GHG emissions, Hubbell tracks our energy consumption, water withdrawal, waste generation, and recycling. These metrics serve as key indicators of our company's ESG performance, especially as it relates to our business operations and activities. Hubbell also calculates the percentage of total sales generated from low-carbon products to capture the extent to which our business is aligned with climate-related opportunities.</p> <p>For details on our GHG performance and our full carbon inventory, please see page 82. Please also refer to page 101 for our Energy and GHG Emissions Basis of Reporting details and page 107 for Hubbell's assurance statement pertaining to the limited assurance conducted by an independent third party for our Scope 1 and 2 emissions (or visit Hubbell's 2023 assurance statement). In addition, our emissions and climate change-related risks are reported annually in our CDP Climate Change response and our sustainability report. To view our annual CDP response, visit Hubbell's 2023 CDP Climate Change disclosure.</p> <p>Since we achieved our previous environmental goals in 2021, we established new goals to further reduce the environmental impact of our operations. These goals, which are all compared to a 2022 baseline, include the following:</p> <ul style="list-style-type: none"> • Emissions goal: 30% reduction in Scope 1 and 2 emissions by 2030 • Water goal: 25% reduction in water usage by 2030 • Waste goal: 30% reduction in hazardous waste by 2030 <p>To reduce our GHG emissions, water usage, and waste, we routinely review the efficiency of our equipment, technologies, and processes, and look for ways to drive operational improvement. We have many on-going efficiency improvement projects throughout our facilities and are continuing to identify initiatives that support progress toward our goals.</p>

BASIS OF REPORTING

Emissions, Water, Waste, and Recycling

ENERGY AND GREENHOUSE GAS EMISSIONS – BASIS OF REPORTING

Guidance and Boundary (2023)

Within this report, Hubbell Incorporated measures and discloses the company's Scope 1 and Scope 2 GHG emissions in accordance with the following guidance and standards:

- WRI/WBCSD GHG Protocol
- WRI/WBCSD GHG Protocol Scope 2 Guidance

Organizational Boundary:

For Scope 1 and Scope 2 location-based GHG emissions, Hubbell selected an organizational boundary based on operational control. Therefore, only assets or facilities where our business operates and can directly influence emissions-generating activities are included in our Scope 1 and Scope 2 GHG emissions calculations.

Restatements of Reported Data:

In 2023, we continued to enhance our energy and emissions data measurement and management processes. We also engaged with an external third-party assurance provider to conduct limited assurance of our Scope 1 and 2 emissions. These activities led to an improvement in the completeness of our inventory. As a result, we restated our historical energy and emissions.

Acquisitions, Divestments, and Exclusions:

Hubbell established a recalculation threshold for significance of more than 5% of Hubbell's total base-year inventory for the company's rebaseline policy. Where an acquisition or divestment is material, i.e., the inclusion or removal of the entity's data results in a variation that exceeds $\pm 5\%$ of the original, historical data will be restated where attainable. This may include restating goal baselines where appropriate. We aim to fully integrate any acquired entities through our data collection, consolidation, and reporting processes within one full fiscal quarter following the close date of an acquisition.

Hubbell acquired EIG in May 2023. The EIG acquisition did not trigger our rebaseline policy and therefore, EIG facilities within Hubbell's operational control are included in our 2023 energy and emissions inventory.

In October 2023, Hubbell also closed a bolt-on acquisition of Balestro. Moreover, in December 2023, Hubbell closed an acquisition of Systems Control. Due to delays and current limitations in accessing complete and accurate data for the new facilities included within those two acquisitions, all Balestro and Systems Control sites have been excluded from Hubbell's energy and emissions inventory. These facilities will be incorporated into Hubbell's inventory from 2024 onward. Please see Hubbell's 2023 Annual Report and 2024 Proxy Statement filed with the US SEC for further details on Hubbell's acquisitions.

In addition, the energy and emissions for consolidated joint ventures where Hubbell does not retain operational control have been excluded from our inventory.

Scope 1 GHG Emissions (2023)

Scope 1 GHG emissions were measured in accordance with the WRI/ WBCSD GHG Protocol. Hubbell selected an organizational boundary based on operational control.

Data Sources:

Direct emissions sources include stationary and mobile combustion. Fuel sources included in Hubbell's calculation of Scope 1 GHG emissions consist of natural gas, gasoline, diesel, ethanol, heating oil, jet fuel, propane/liquified petroleum gas (LPG), and refrigerants dispensed. Hubbell obtains primary data from energy utility invoices, aviation reports, fuel receipts, manufacturing site logs, and maintenance logs.

Estimates and Assumptions:

Where primary data is not available, the Hubbell team uses generally accepted estimation methods to calculate emissions and capture a complete and accurate population of data for the reporting period. The following summarizes the estimation methodologies used by Hubbell for Scope 1:

- For facility-level data gaps, Hubbell utilizes the Commercial Building Energy Consumption Survey (CBECS) energy intensity values and facility square footage or historic monthly consumption values to estimate.
- For LPG consumption estimations, Hubbell extrapolates data from historical LPG usage at our manufacturing facilities and warehouses, respectively, to create intensity factors that are multiplied by the total number of months with missing data.
- For fuel usage estimations, we refer to vehicle tank size and number of refuels.

Scope 1 Emissions Factors:

- 2023 Environmental Protection Agency (EPA) Center for Corporate Climate Leadership GHG Emission Factors
- 2023 UK Government and the Department for the Environment, Food and Rural Affairs (DEFRA) Emission Factors

ENERGY AND GREENHOUSE GAS EMISSIONS – BASIS OF REPORTING

Scope 2 GHG Emissions (2023)

Scope 2 GHG emissions were measured using the location-based methods in accordance with the WRI/WBCSD GHG Protocol Scope 2 Guidance. Hubbell selected an organizational boundary based on operational control.

Data Sources:

Hubbell obtains primary data to calculate Scope 2 GHG emissions from electricity invoices at sites that are within Hubbell's operational control.

Estimates and Assumptions:

Where primary data is not available, the Hubbell team uses generally accepted estimation methods to calculate emissions and capture a complete and accurate population of data for the reporting period. The following summarizes the estimation methodologies used by Hubbell for Scope 2:

- For facility-level data gaps, Hubbell utilizes the CBECS and Carbon Risk Real Estate Monitor (CRREM) energy intensity values and facility square footage or historic monthly consumption values to estimate.

Scope 2 (Location-based) Emissions Factors:

- 2022 International Energy Agency (IEA) Emission Factors
- 2021 EPA eGRID Emission Factors
- 2022 National Greenhouse and Energy Reporting (NGERS) - National Greenhouse Accounts (NGA) Indirect Factors
- 2023 NGERS - NGA Indirect Factors
- 2022 United Nations Framework Convention on Climate Change (UNFCCC) Emission Factors
- 2023 UNFCCC Emission Factors
- 2023 UK DEFRA Emission Factors

Emissions Intensity (2023)

Hubbell calculates its aggregated Scope 1 and 2 emissions intensity figure by dividing the total Scope 1 and 2 GHG emissions per million dollars of total net sales. In 2023, Hubbell acquired EIG, Balestro, and Systems Control and in the company's financial filings for the 2023 fiscal year, those three acquisitions are included in Hubbell's total net sales. Therefore, Hubbell's GHG intensity calculation reflects this same approach. Please see Hubbell's 2023 Annual Report and 2024 Proxy Statement filed with the US SEC for further details on Hubbell's acquisitions.

WATER WITHDRAWAL - BASIS OF REPORTING**Guidance and
Boundary
(2023)**

Within this report, Hubbell Incorporated measures and discloses the company's water use/withdrawal in accordance with the following guidance and standards:

- The GRI definition for water withdrawal: the sum of all water drawn from surface water, groundwater, seawater, or a third party for any use by an organization over the course of the reporting period.
- Sources of water measured as part of Hubbell's consolidated withdrawn water consist of groundwater (e.g., from wells) and third-party (i.e., municipal) water.

Organizational Boundary:

For water withdrawal, Hubbell selected an organizational boundary based on operational control. Therefore, only assets or facilities where our business operates and has the ability to directly influence water-generating activities are included in our water inventory.

Restatements of Reported Data:

In 2023, we continued to enhance our water data measurement and management processes. We also engaged with an external third-party assurance provider to conduct limited assurance of our water data. These activities led to an improvement in the completeness of our inventory. As a result, we restated our historical water data.

Acquisitions, Divestments, and Exclusions:

Hubbell established a recalculation threshold for significance of more than 5% of Hubbell's total base-year inventory for the company's rebaseline policy. Where an acquisition or divestment is material, i.e., the inclusion or removal of the entity's data results in a variation that exceeds $\pm 5\%$ of the original, historical data will be restated where attainable. This may include restating goal baselines where appropriate. We aim to fully integrate any acquired entities through our data collection, consolidation, and reporting processes within one full fiscal quarter following the close date of an acquisition.

Hubbell acquired EIG in May 2023. The EIG acquisition did not trigger our rebaseline policy and therefore, EIG facilities within Hubbell's operational control are included in our 2023 water inventory.

In October 2023, Hubbell also closed a bolt-on acquisition of Balestro. Moreover, in December 2023, Hubbell closed an acquisition of Systems Control. Due to delays and current limitations in accessing complete and accurate data for the new facilities included within those two acquisitions, all Balestro and Systems Control sites have been excluded from Hubbell's water inventory. These facilities will be incorporated into Hubbell's inventory from 2024 onward. Please see Hubbell's 2023 Annual Report and 2024 Proxy Statement filed with the US SEC for further details on Hubbell's acquisitions.

In addition, the withdrawn water for consolidated joint ventures where Hubbell does not retain operational control has been excluded from our inventory. One small office within a multi-tenant building in Italy has also been excluded from the inventory due to the minimal (immaterial) water use occurring at the site.

**Water
Withdrawal
(2023)**

Water usage figures were measured by leveraging the GRI definition of water withdrawal. Hubbell selected an organizational boundary based on operational control. Direct water, including groundwater (e.g., from wells) and third-party (i.e., municipal) water, are consolidated as total water withdrawn.

Data Sources:

Hubbell obtains primary data from water utility invoices and manufacturing site logs.

Estimates and Assumptions:

Where primary data is not available, the Hubbell team uses generally accepted estimation methods to calculate water withdrawal and capture a complete and accurate population of data for the reporting period. The following summarizes the estimation methodologies used by Hubbell for withdrawn water:

- For facility-level data gaps, Hubbell utilizes the CBECS water intensity values and facility square footage or historic monthly consumption values to estimate.

**Water
Intensity
(2023)**

Hubbell calculates its water intensity figure by dividing the total withdrawn water per million dollars of total net sales. In 2023, Hubbell acquired EIG, Balestro, and Systems Control and in the company's financial filings for the 2023 fiscal year, those three acquisitions are included in Hubbell's total net sales. Therefore, Hubbell's water intensity calculation reflects this same approach. Please see Hubbell's 2023 Annual Report and 2024 Proxy Statement filed with the US SEC for further details on Hubbell's acquisitions.

WASTE AND RECYCLING – BASIS OF REPORTING**Guidance and
Boundary
(2023)**

Within this report, Hubbell Incorporated measures and discloses the company's waste and recycling data in accordance with the following internal definitions:

- Waste directed to disposal encompasses any material produced as a by-product of business activities and operations that is not sold to our customers, but is intended or required to be discarded and/or disposed of.
- Recycling (i.e., waste diverted from disposal) encompasses the process of converting waste materials produced as a by-product of business activities and operations, and which would otherwise be disposed of, into a new product or material.
- Waste and recycled waste subcategories were defined leveraging globally recognized and region-specific classifications of waste types.
- Hazardous waste data represents waste deemed hazardous by region-specific definitions.

Organizational Boundary:

For waste and recycled waste, Hubbell selected an organizational boundary based on operational control. Therefore, only assets or facilities where our business operates and can directly influence waste-generating and recycling activities are included in our waste and recycled waste inventories.

Restatements of Reported Data:

In 2023, we continued to enhance our waste and recycling data measurement and management processes. These activities led to an improvement in the quality and completeness of our inventory. As a result, we restated our historical waste and recycling data.

Acquisitions, Divestments, and Exclusions:

Hubbell established a recalculation threshold for significance of more than 5% of Hubbell's total base-year inventory for the company's rebaseline policy for waste and recycled waste, respectively. Where an acquisition or divestment is material, i.e., the inclusion or removal of the entity's data results in a variation that exceeds $\pm 5\%$ of the original, historical data will be restated where attainable. This may include restating goal baselines where appropriate. We aim to fully integrate any acquired entities through our data collection, consolidation, and reporting processes within one full fiscal quarter following the close date of an acquisition.

Hubbell acquired EIG in May 2023. The EIG acquisition did not trigger our rebaseline policy for waste and recycled waste, respectively. Therefore, EIG facilities within Hubbell's operational control are included in our 2023 waste and recycling inventories.

In October 2023, Hubbell also closed a bolt-on acquisition of Balestro. Moreover, in December 2023, Hubbell closed an acquisition of Systems Control. Due to delays and current limitations in accessing complete and accurate data for the new facilities included within those two acquisitions, all Balestro and Systems Control sites have been excluded from Hubbell's waste and recycling inventories. These facilities will be incorporated into Hubbell's inventory from 2024 onward. Please see Hubbell's 2023 Annual Report and 2024 Proxy Statement filed with the US SEC for further details on Hubbell's acquisitions.

In addition, the waste and recycling data for consolidated joint ventures where Hubbell does not retain operational control has been excluded from our inventory.

WASTE AND RECYCLING – BASIS OF REPORTING

Waste (2023) Waste data was measured by leveraging internal waste definitions based on globally recognized and region-specific classifications of waste types. Hazardous waste data represents waste deemed hazardous by region-specific definitions. Hubbell selected an organizational boundary based on operational control for waste. Subcategories of waste measured by Hubbell include:

- Waste – General Municipal Waste
- Waste – Hazardous Waste
- Waste – Industrial Waste
- Waste – Universal Waste
- Waste – Wood

Data Sources:

Hubbell obtains primary data from waste invoices and manufacturing site logs.

Estimates and Assumptions:

Where primary data is not available, the Hubbell team uses generally accepted estimation methods to calculate waste figures and capture a complete and accurate population of data for the reporting period. The following summarizes the estimation methodologies used by Hubbell for waste:

- For waste estimations, Hubbell utilizes generally accepted conversion factors for volume to weight conversions, dumpster size, frequency of pickup, and/or historic monthly waste generation values.
- For hazardous waste estimations, Hubbell extrapolates data from historical hazardous waste generation at our manufacturing facilities to create an intensity factor that is multiplied by the total number of months with missing data.

WASTE AND RECYCLING – BASIS OF REPORTING

Recycling (2023) Recycled waste data was measured by leveraging internal recycled waste definitions based on globally recognized and region-specific classifications of waste types. Recycled hazardous waste data represents waste deemed hazardous by region-specific definitions. Hubbell selected an organizational boundary based on operational control for recycled waste. Subcategories of recycled waste measured by Hubbell include:

- Recycled Waste – Aluminum
- Recycled Waste – Brass
- Recycled Waste – Bronze
- Recycled Waste – Copper
- Recycled Waste – Iron
- Recycled Waste – Lead
- Recycled Waste – Stainless Steel
- Recycled Waste – Steel
- Recycled Waste – Tin
- Recycled Waste – Zinc
- Recycled Waste – Cardboard
- Recycled Waste – Commingled Municipal Waste
- Recycled Waste – Compost
- Recycled Waste – Electronic Waste (E-Waste)
- Recycled Waste – Energy Recovery
- Recycled Waste – Glass
- Recycled Waste – Hazardous Waste
- Recycled Waste – Industrial Waste
- Recycled Waste – Paper
- Recycled Waste – Plastic
- Recycled Waste – Universal Waste
- Recycled Waste – Wood

Data Sources:

Hubbell obtains primary data from recycled waste invoices and manufacturing site logs.

Estimates and Assumptions:

Where primary data is not available, the Hubbell team uses generally accepted estimation methods to calculate recycled waste figures and capture a complete and accurate population of data for the reporting period. The following summarizes the estimation methodologies used by Hubbell for recycled waste:

- For recycled waste estimations, Hubbell utilizes generally accepted conversion factors for volume to weight conversions, dumpster size, frequency of pickup, and/or historic monthly recycled waste values.
- For compost waste estimations, Hubbell extrapolates data from historical compost waste generation at our manufacturing facilities to create an intensity factor that is multiplied by the total number of months with missing data.

In addition, Hubbell began measuring compost waste, recycled zinc, and waste-to-energy (i.e., energy recovery) data in 2023. This data improvement is based on the results of a waste survey conducted with Hubbell's facilities in 2023. The waste survey also led to the re-categorization of some of our recycled waste data based on inputs from our site contacts. Moreover, Hubbell's recycled zinc figures were disaggregated as a new recycled waste category for figures starting in 2022. Historical recycled zinc data was formerly captured within the recycled industrial waste category.

Waste Intensity (2023) Hubbell calculates its aggregated waste intensity figure by dividing the total waste generated per million dollars of total net sales. In 2023, Hubbell acquired EIG, Balestro, and Systems Control and in the company's financial filings for the 2023 fiscal year, those three acquisitions are included in Hubbell's total net sales. Therefore, Hubbell's waste intensity calculation reflects this same approach. Please see Hubbell's 2023 Annual Report and 2024 Proxy Statement filed with the US SEC for further details on Hubbell's acquisitions.

Waste Diversion (2023) Hubbell calculates its aggregated waste diversion rate by dividing the total weight of recycling by the total weight of recycling plus weight of waste, multiplied by 100. When referring to the total weight of recycling, that includes all recycled waste subcategories (i.e., the total recycled metals and total recycled waste combined). When referring to the total weight of waste, that includes all waste subcategories.

ASSURANCE STATEMENT

Independent Limited Assurance Report to Hubbell Incorporated

ERM Certification & Verification Services Incorporated (“ERM CVS”) was engaged by Hubbell Incorporated (“Hubbell”) to provide limited assurance in relation to the selected information set out below and presented in the Hubbell 2024 ESG Report (the “Report”).

Engagement summary	
Scope of our assurance engagement	<p>Whether the 2023 information and data for the following selected disclosures, as indicated on pages 31, 36, 82, 83 are fairly presented in the Report, in all material respects, in accordance with the reporting criteria.</p> <ul style="list-style-type: none"> • Total Scope 1 GHG emissions [metric tons CO₂e] • Total Scope 2 GHG emissions (location-based) [metric tons CO₂e] • Total withdrawn water [kilogallons] <p>Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.</p>
Reporting period	1 st January 2023 to 31 st December 2023
Reporting criteria	<ul style="list-style-type: none"> • The GHG Protocol Corporate Accounting and Reporting Standard (WBCSD/WRI Revised Edition 2015) for Scope 1 and Scope 2 GHG emissions • GHG Protocol Scope 2 Guidance (An amendment to the GHG Protocol Corporate Standard (WRI 2015) for Scope 2 GHG emissions • Hubbell's Basis of Reporting
Assurance standard and level of assurance	<p>We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) ‘Assurance Engagements other than Audits or Reviews of Historical Financial Information’ issued by the International Auditing and Assurance Standards Board.</p> <p>The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.</p>
Respective responsibilities	<p>Hubbell is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Report.</p> <p>ERM CVS' responsibility is to provide a conclusion to Hubbell on the agreed scope based on our engagement terms with Hubbell, the assurance activities performed and exercising our professional judgement.</p>

Our conclusion

Based on our activities, as described below, nothing has come to our attention to indicate that the 2023 data and information for the disclosures listed under ‘Scope’ above are not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

Our assurance activities

Considering the level of assurance and our assessment of the risk of material misstatement of the Selected Information a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Assessing the appropriateness of the reporting criteria for the Report;
- Conducting interviews with relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the selected disclosures;
- Reviewing a sample at the corporate level of qualitative and quantitative evidence supporting the reported information;
- Conducting an analytical review of the year-end data submitted by all locations included in the consolidated 2023 group data for the selected disclosures which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Performing virtual visits to 2 Hubbell facilities in the U.S. and Mexico to review source data and local reporting systems and controls;
- Evaluating the conversion and emission factors and assumptions used; and
- Reviewing the presentation of information relevant to the scope of our work in the Report to ensure consistency with our findings.

The limitations of our engagement

The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

Our independence, integrity and quality control

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Hubbell in any respect.



Heather I. Moore
Partner, Corporate Assurance
Malvern, PA

March 25, 2024

On behalf of:

ERM Certification & Verification Services Incorporated
www.ermcvs.com | post@ermcvs.com



ABOUT THIS REPORT

REPORTING GUIDELINES AND CONTENT

This report summarizes our approach to managing our material sustainability issues, which are listed on [page 11](#). We prepared this report leveraging leading sustainability reporting frameworks, including the GRI Standards, SASB, and TCFD.

INTERPRETATION

In this report, the terms “Hubbell Incorporated,” “we,” “us,” “our,” “Hubbell,” and the “company,” refer to Hubbell Incorporated, a Connecticut corporation, and its consolidated subsidiaries, taken as a whole, unless the context otherwise indicates. The terms “material” and “materiality” as used in this report and the materiality assessment referenced herein are different from those terms as used in the context of filings with the US SEC. Issues deemed material for the purposes of this report or the materiality assessment may not be deemed material for SEC reporting purposes.

Unless the context otherwise indicates or requires, all our product names, trade names, trademarks, registered marks, service marks, or logos used in this report are part of the company’s intellectual property, although the “®” and “TM” trademark designations may have been omitted. All rights to such intellectual property are reserved. This report contains additional trade names of other companies. We do not intend the use or display of these trade names to imply any endorsement or sponsorship of us by these companies.

SPECIAL NOTE REGARDING FORWARD-LOOKING STATEMENTS

Certain statements contained herein may constitute “forward-looking statements” as defined by the Private Securities Litigation Reform Act of 1995. These include statements relating to Hubbell’s efforts regarding energy, water, waste and emissions, sustainability, inclusion, diversity, and equity, human capital, product development and other related strategies, policies, programs, commitments, estimates, expectations, projections, initiatives, targets, goals, ambitions, opportunities, and prospects.

In addition, statements regarding anticipated growth, changes in operating results, market conditions, and economic conditions are forward-looking, as well as other statements that are not strictly historic in nature. These statements may be identified by the use of forward-looking words or phrases such as “believe,” “expect,” “anticipate,” “intend,” “depend,” “plan,” “estimated,” “predict,” “target,” “should,” “could,” “may,” “subject to,” “continues,” “growing,” “prospective,” “forecast,” “projected,” “purport,” “might,” “if,” “contemplate,” “potential,” “pending,” “target,” “goals,” “scheduled,” “will,” “will likely be,” and similar words and phrases. Such forward-looking statements are based on our current expectations and involve numerous assumptions, known and unknown risks, uncertainties, and other factors which may cause actual and future performance or the company’s achievements to be materially different from any future results, performance, or achievements expressed or implied by such forward-looking statements. Such factors include, but are not limited to: business conditions, geopolitical conditions (including the wars in Ukraine and Israel, as well as trade tensions with China) and changes in general economic conditions in particular industries, markets or geographic regions, and ongoing softness in the residential markets, as well as the potential

for a significant economic slowdown, continued inflation, stagflation or recession, higher interest rates, and higher energy costs; our ability to offset increases in material and non-material costs through price recovery and volume growth; effects of unfavorable foreign currency exchange rates and the potential use of hedging instruments to hedge the exposure to fluctuating rates of foreign currency exchange on inventory purchases; the outcome of contingencies or costs compared to amounts provided for such contingencies, including those with respect to pension withdrawal liabilities; achieving sales levels to meet revenue expectations; unexpected costs or charges, certain of which may be outside the company’s control; the effects of trade tariffs, import quotas, and other trade restrictions or actions taken by the US, UK, and other countries, including changes in US trade policies; failure to achieve projected levels of efficiencies, cost savings, and cost reduction measures, including those expected as a result of our lean initiatives and strategic sourcing plans, regulatory issues, changes in tax laws including multijurisdictional implementation of the Organisation for Economic Co-operation and Development’s comprehensive base erosion and profit shifting plan, or changes in geographic profit mix affecting tax rates and availability of tax incentives; the impact of and the ability to complete and integrate strategic acquisitions successfully and to obtain the expected financial results thereof, including from the acquisitions of Indústria Eletromecânica Balestro Ltda., El Electronics LLC, and the Systems Controls business, such as potential adverse reactions or changes to business or employee relationships resulting from completion of the transaction, competitive responses to the transaction, the possibility that the anticipated benefits of the transaction are not realized when expected or at all, including as a result of the impact of, or problems arising from, the integration of the company, diversion of management’s attention from ongoing business operations and opportunities, and litigation relating to the transaction; the impact of certain divestitures, including the benefits and costs of the sale of our residential lighting business; the ability to effectively develop and introduce new products, expand into new markets, and deploy capital; and other factors described in our SEC filings, including the “Business,” “Risk Factors,” “Management’s Discussion and Analysis of Financial Condition and Results of Operations,” “Forward-Looking Statements,” and “Quantitative and Qualitative Disclosures about Market Risk” sections in our Annual Report on Form 10-K for the year ended December 31, 2023 and Quarterly Reports on Form 10-Q.

REPORTING UNCERTAINTIES

Certain non-financial information in this report, including, without limitation, product information, competitive position data, and market trends, has been prepared internally and has not been verified by any third party. Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature and methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary. In addition, certain industry and market data described in this report were obtained from industry and general publications and research, surveys, and studies conducted by third parties. While we believe this information is reliable and appropriate, this information has not been verified by any independent source.

