



## ESG AND SUSTAINABILITY DISCLOSURES POLICY

### POLICY

Hubbell Incorporated, its divisions, subsidiaries and affiliates (collectively, "Hubbell" or the "Company") is committed to ensuring its sustainability commitments and disclosures are factually accurate and consistent with messaging previously approved and disclosed. Hubbell therefore requires that Environment, Health, and Safety (EHS) and Sustainability information and disclosures must be approved prior to being shared with external stakeholders or published on public platforms.

### SCOPE

This Policy applies to the Company, its locations, employees, and any consultants or vendors engaged on behalf of the Company.

### PURPOSE

This Policy provides the procedures that must be used by Hubbell personnel when responding to third party EHS and Sustainability information requests and when preparing external EHS and Sustainability related communication materials including items such as performance data and marketing claims. The primary intent of this Policy is to ensure the Company maintains accurate and consistent Sustainability disclosures, to prevent Greenwashing or the misrepresentation of Hubbell products, performance data, and services and to prevent unauthorized commitments being made without proper planning and approval.

### DEFINITIONS

**EHS** - Stands for environment, health, and safety.

**ESG** - The term ESG focuses on three dimensions - environmental, social, and governance. In a business setting, ESG is intended to provide a specific set of criteria that companies can measure and report against. At Hubbell, the terms Sustainability and ESG are used interchangeably for describing the Company's sustainability initiatives

**Greenwashing** - The process of conveying a false impression or providing misleading information about how a company's operations or products are more environmentally sound. Greenwashing is considered an unsubstantiated claim to deceive consumers into believing that a company's way of doing business (e.g., operations) and/or products are environmentally friendly.

**Hubbell** - Hubbell means Hubbell Incorporated, its divisions, subsidiaries, and affiliates.

**Sustainability** - A concept that describes meeting the needs of the present without compromising the ability of future generations to meet their own needs. Sustainability is also an umbrella term that encompasses all of a company's efforts to reduce its impact on the world around it. For example, sustainability can mean creating good jobs or promoting gender equality - in addition to helping the environment and pursuing climate action. Moreover, corporations use various additional phrases to describe their Sustainability efforts, including corporate social responsibility, going green, and ESG (see definition for ESG above). At Hubbell, the terms Sustainability and ESG are used interchangeably for describing the Company's sustainability initiatives.