

2021
**SUSTAINABILITY
REPORT**





WHO WE ARE

Best-in-class provider of **Utility and Electrical** solutions that enable customers to operate critical infrastructure **Reliably and Efficiently**

WHAT WE DO

Empower and Energize communities through innovative solutions **In Front of and Behind the Meter**

WHY IT MATTERS

Strategically aligned around **Clean Energy** mega-trends, with solutions enabling **Grid Modernization and Electrification**

OUR PILLARS



Serve our Customers



Operate with Discipline



Grow the Enterprise



Develop our People

OUR VALUES

Accountability | Ethics | Inclusion | Performance | Quality | Safety



TABLE OF CONTENTS

4	MESSAGE FROM THE CEO	28	SOCIAL
5	ABOUT HUBBELL		THE EMPLOYEE EXPERIENCE
	OUR STRATEGY AND SOLUTIONS		INCLUSION, DIVERSITY, AND EQUITY
	HUBBELL AT A GLANCE		EMPLOYEE HEALTH AND SAFETY
11	SUSTAINABILITY AT HUBBELL		COMMUNITY IMPACT
	OUR ESG AREAS OF FOCUS		PRODUCT QUALITY AND SAFETY
	HUBBELL'S SUSTAINABILITY GOALS		SUPPLY CHAIN RESPONSIBILITY
	ENGAGING OUR STAKEHOLDERS	51	GOVERNANCE
	PRODUCTS WITH IMPACT		CORPORATE GOVERNANCE
22	ENVIRONMENT		BUSINESS ETHICS AND INTEGRITY
	MANAGING OUR ENVIRONMENTAL IMPACT		DATA PRIVACY AND CYBERSECURITY
	CLIMATE CHANGE, ENERGY, AND EMISSIONS	59	RESPONDING TO COVID-19
	WATER AND WASTE	61	APPENDIX I
			EXTERNAL MEMBERSHIPS, ASSOCIATIONS, AND CERTIFICATES
			POLICIES AND DISCLOSURES
		66	APPENDIX II
			GRI CONTENT INDEX
			SASB CONTENT INDEX
			TCFD CONTENT INDEX



A MESSAGE FROM OUR CHAIRMAN, PRESIDENT AND CHIEF EXECUTIVE OFFICER

Dear Stakeholders,

At Hubbell, sustainability is deeply rooted in our culture and the way we do business.

Our mission is to provide our customers with reliable and efficient critical infrastructure solutions, and our business is strategically aligned around clean energy trends in grid modernization and electrification. In fulfilling this mission, we believe it is our responsibility to manage the environmental, social, and governance factors we impact through our work. We are committed to creating positive, lasting change for our employees, customers, the communities we operate in, and our environment.

We are pleased to share our inaugural Sustainability Report, which illustrates some of the important achievements that are reflected in our results and the global impact of our business. Hubbell already provides a broad portfolio of innovative products that enable more reliable and efficient outcomes for our customers, society, and planet. But we also believe that reducing the environmental impact of our operations, engaging

with our communities, and promoting inclusion, diversity, equity, and safety in our workplace helps us deliver value beyond our product offerings.

Throughout Hubbell's 130+ year history, our culture, our values, and most importantly our people have enabled us to energize and empower the communities that support us. I would like to thank our talented workforce around the world for driving our performance. We would not be where we are without their incredible dedication. I am enthusiastic about what we will achieve as we continue our sustainability journey.

I encourage you to read this report and learn more about our sustainability aspirations, initiatives, and results. I look forward to being on this journey together.



GERBEN BAKKER,
CHAIRMAN, PRESIDENT AND
CHIEF EXECUTIVE OFFICER



ABOUT HUBBELL

Recognized for our innovation, quality, and deep commitment to serving our customers for over 130 years, Hubbell Incorporated (Hubbell) is a world-class manufacturer of electrical and utility solutions.

With more than 75 brands used around the world, Hubbell offers more than half a million products delivered through our team of over 19,000 employees operating across more than 10 countries.¹

Our reliable and efficient critical infrastructure solutions improve lives every day and energize and empower the communities that support us.















HUBBELL'S HISTORY

Founded in 1888, Hubbell's rich heritage can be traced to our innovative founder, Harvey Hubbell.

Harvey Hubbell developed tooling and equipment to serve the growing demand for new assembly and manufacturing machinery during the industrial revolution. He received many patents and is known for inventing the first practical method to control electricity through the pull-chain electrical light socket, a device that remains unchanged to this date.

OUR END MARKETS

In Front of the Meter	Behind the Meter
 ELECTRICAL DISTRIBUTION	 LIGHT INDUSTRIAL
 ELECTRIC TRANSMISSION	 NON-RESIDENTIAL
 WATER	 WIRELESS COMMS
 GAS DISTRIBUTION	 TRANSPORTATION
 TELECOMMS	 DATA CENTER
 SOLAR AND WIND	 HEAVY INDUSTRIAL

1. As of December 31, 2020

OUR STRATEGY AND SOLUTIONS

Our strategic focus is on delivering a comprehensive suite of leading-edge, high-quality electrical and utility solutions. We seek to achieve this through acquisitions of complementary businesses in established markets, as well as by investing in new product development to help our existing products retain their market leadership. Our new product development also tactically addresses niche growth opportunities in our target markets.

Hubbell’s reporting segments consist of Hubbell Electrical Solutions (HES) and Hubbell Utility Solutions (HUS).

Hubbell Utility Solutions

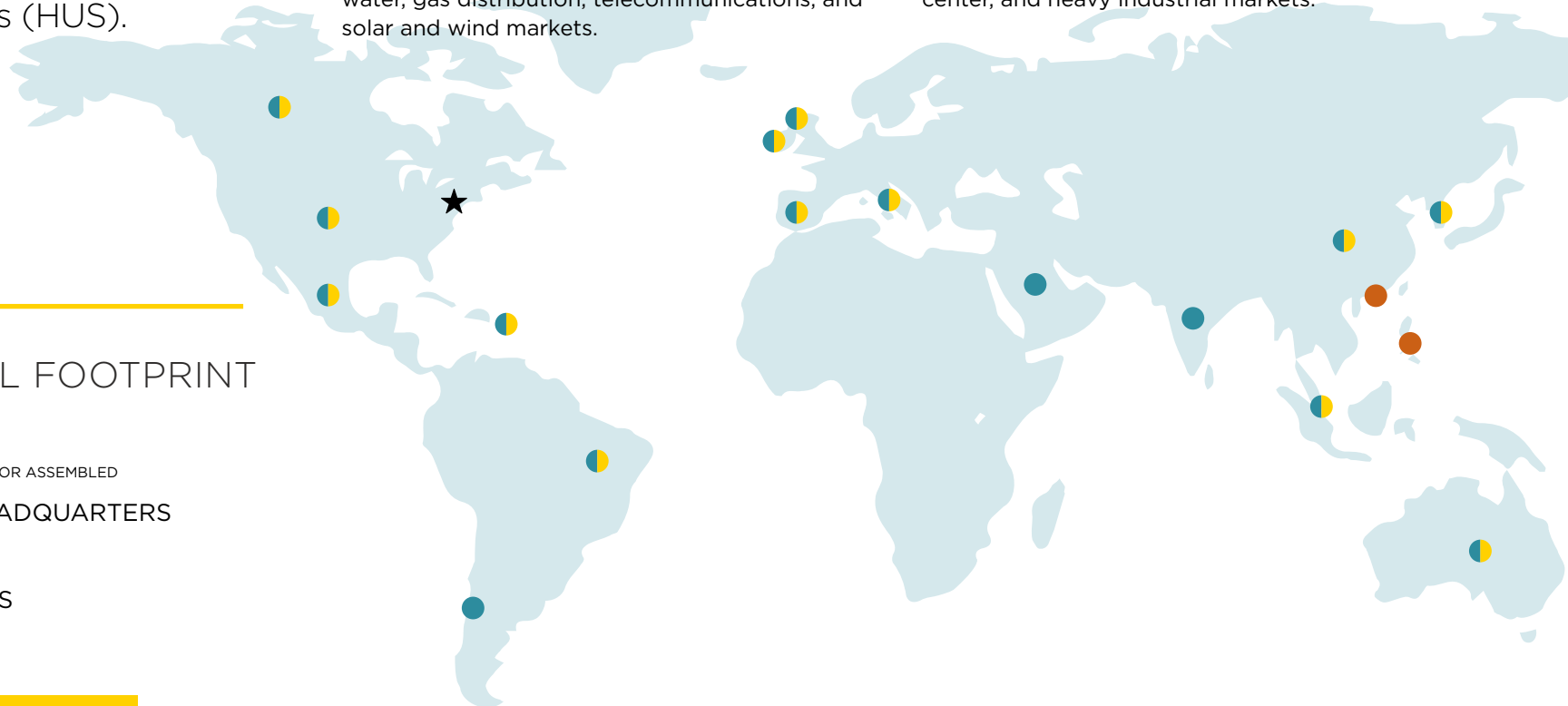
HUS has leading positions In Front of the Meter and at The Edge of the utility infrastructure. HUS consists of businesses that design, manufacture, and sell a wide variety of electrical distribution, transmission, substation, and telecommunications products, which support applications In Front of the Meter. This includes utility transmission & distribution (T&D) components such as arresters, insulators, connectors, anchors, bushings, and enclosures. HUS also offers solutions that serve The Edge of the utility infrastructure, including smart meters, communications 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

HES is well positioned Behind the Meter, providing key components to building operators and industrial customers that enable them to manage their energy and operate critical infrastructure more efficiently and effectively. 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, lighting fixtures and controls, as well as other electrical equipment. HES products have applications in the light industrial, non-residential, wireless communications, transportation, data center, and heavy industrial markets.

OUR GLOBAL FOOTPRINT

- PRODUCTS
STORED, MANUFACTURED, OR ASSEMBLED
- ★ CORPORATE HEADQUARTERS
- OFFICES
- JOINT VENTURES



SUPPORTING ENERGY INFRASTRUCTURE IN FRONT OF THE METER, ON THE EDGE, AND BEHIND THE METER

HUBBELL UTILITY SOLUTIONS				HUBBELL ELECTRICAL SOLUTIONS	
UTILITY	TRANSMISSION	DISTRIBUTION	COMMUNICATIONS AND CONTROLS	DIVERSIFIED APPLICATIONS	OWNER/OPERATOR
ELECTRIC					NON-RESIDENTIAL
GAS					RESIDENTIAL
WATER					LIGHT INDUSTRIAL
TELECOM					HEAVY INDUSTRIAL

IN FRONT OF THE METER

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

THE EDGE

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

BEHIND THE METER

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

WE ARE STRATEGICALLY ALIGNED TO MEET CLEAN ENERGY MEGATRENDS IN OUR INDUSTRIES

ELECTRIFICATION

- “**Electrification of Everything**” drives need for innovative power management and electrical solutions
- Heightened emphasis on **energy efficiency** and reducing energy consumption necessitates renovation/retrofit solutions

GRID MODERNIZATION

- Replacement of **aging grid infrastructure** enables improved system reliability
- **Proliferation of renewables** increases grid complexity and drives need for **smart grid solutions with data-driven insights**
- **Climate change** and extreme weather events highlight importance of **programmatic grid hardening** investment

OUR PRODUCTS

- Enable efficient use of natural resources across utility infrastructure
- Facilitate transition to renewable energy
- Increase energy efficiency in buildings and homes
- Protect critical infrastructure for enhanced safety and resilience

GENERATING VALUE

As a company, we combine category-leading solutions with unmatched scale and breadth of offerings, which results in a robust business model designed to drive financial performance. At the same time, Hubbell's sustainability priorities are underpinned by and aligned with our business strategy and capital allocation practices, focusing on the long-term. For example, our product portfolio allows us to capitalize on clean energy megatrends, including electrification and grid modernization.

2020 FINANCIAL PERFORMANCE HIGHLIGHTS

HUBBELL INCORPORATED
TOTAL SALES

\$4.2B

NEW YORK STOCK EXCHANGE
STOCK TICKER:

HUBB

ELECTRICAL SOLUTIONS SEGMENT
NET SALES

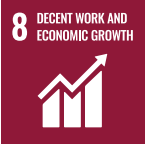




\$2.1B

UTILITY SOLUTIONS SEGMENT
NET SALES

\$2.1B

HUBBELL AT A GLANCE

HOW WE CREATE ECONOMIC, ENVIRONMENTAL, AND SOCIAL VALUE^{1, 2}

INPUT AND ACTIVITIES ➔	OUTPUT AND OUTCOMES ➔	IMPACT ³
HUMAN CAPITAL <i>Skills, expertise, creativity, knowledge, diversity of experience, and opinion</i>		
Empower our global workforce	<ul style="list-style-type: none"> Supported 19,000+ employees globally, providing competitive salaries and benefits 120,000 learning hours delivered globally through Hubbell University 42% decrease in overall total recordable incident rate (TRIR) since 2015 	
Lead with inclusion and foster diversity	<ul style="list-style-type: none"> 32% female representation across our workforce 37% racial and ethnic diversity representation across our United States (US) workforce 33% female and racial/ethnic representation among Board of Directors Signed the Paradigm for Parity pledge to further inclusion, diversity, and equity 	 
SOCIAL AND RELATIONSHIP CAPITAL <i>Networks, communities, stakeholder relationships, shared norms, and common values</i>		
Ensure business ethics and integrity	<ul style="list-style-type: none"> Maintaining a strong compliance culture Recognized as one of the 2021 World's Most Ethical Companies 100% employee participation in business ethics training 	
Enable a more responsible supply chain	<ul style="list-style-type: none"> 100% of vendors screened for social and environmental risks Diverse suppliers comprise approximately 10% of US procurement spend⁴ 	
Support our communities	<ul style="list-style-type: none"> \$1 million donated annually to charities through The Hubbell Foundation 180+ charities and non-profits supported by our employees, Directors, and the company through donations or volunteerism Community impact initiatives focused on health, food and housing insecurity, education, and science, technology, engineering, and math (STEM), social and racial justice, and disaster relief 	





1. As of December 31, 2020

2. These disclosures are mapped with the six value-creation capitals identified by the International Integrated Reporting <IR> Framework

3. Impact as it relates to the United Nations Sustainable Development Goals

4. Subject to the self-identification indicators provided by suppliers

HUBBELL AT A GLANCE HOW WE CREATE ECONOMIC, ENVIRONMENTAL, AND SOCIAL VALUE^{1,2} (CONTINUED)

INPUT AND ACTIVITIES ➔	OUTPUT AND OUTCOMES ➔	IMPACT ³
FINANCIAL, MANUFACTURED, AND INTELLECTUAL CAPITAL <i>Financial performance, physical assets, intellectual property, and innovation</i>		
Create shareholder value	<ul style="list-style-type: none"> • \$4.2 billion in total sales for Hubbell Incorporated • \$560 million in free cash flow generation 	
Reinforce a strategic, global presence	<ul style="list-style-type: none"> • Located across 10+ countries • 53 manufacturing locations • 19 distribution centers 	
Innovate for customers and pursue product excellence	<ul style="list-style-type: none"> • 500,000+ products • Over 50% of 2020 revenue associated with <i>products with impact</i>, including electrical grid protection and control solutions, renewable energy infrastructure, and LED lighting solutions • 6,500+ patents • Business strategy aligned with industry megatrends including climate change, energy efficiency, urbanization, and digital technology 	
NATURAL CAPITAL <i>Renewable and non-renewable materials, resources, and processes</i>		
Manage climate change, energy, and emissions	<ul style="list-style-type: none"> • 11% reduction in energy consumption compared to 2019 • 8% reduction in Scope 1 and 2 emissions compared to 2019 • 1 million+ kilowatt-hours of energy from electric hydropower 	
Achieve resource productivity	<ul style="list-style-type: none"> • LED lighting solutions sold avoided approximately 71,000 metric tons of carbon dioxide equivalent • Smart meter and water leak detection solutions enabled energy and water efficiency for customers 	
Reduce water and waste	<ul style="list-style-type: none"> • 15% reduction in water withdrawn compared to 2019 • Continued to identify opportunities to reduce waste • 60% of steel utilized in products is recycled steel 	

1. As of December 31, 2020

2. These disclosures are mapped with the six value-creation capitals identified by the International Integrated Reporting <IR> Framework

3. Impact as it relates to the United Nations Sustainable Development Goals

SUSTAINABILITY AT HUBBELL

Across our company, we remain focused on embedding sustainability into our overarching business strategy.

We believe it is our responsibility to manage the environmental, social, and governance (ESG) factors we impact through our work, and simultaneously view sustainability as a meaningful driver for business resilience and growth. Ultimately, our sustainability efforts reflect our commitment to energizing and empowering the communities that support us.

OUR ESG AREAS OF FOCUS

In 2020, 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, and ESG rating agencies. The resulting ESG topics were evaluated and validated by our leadership team. On the following pages of this report, we discuss how we are addressing these topics, the role they play in our business strategies and risk management processes, and the initiatives we are pursuing in our sustainability journey.

HUBBELL'S MATERIAL ESG TOPICS

The topics we deem most material to our stakeholders, to our impact as a company, and to our ability to create long-term value, include:



HUBBELL'S SUSTAINABILITY GOALS

Reduce our absolute Scope 1 and 2 greenhouse gas emissions by 10% by 2025, compared to a 2019 baseline

Reduce our absolute water consumption by 10% by 2025, compared to a 2019 baseline

Sustainability is an established priority in Hubbell's enterprise-wide business strategy

SUSTAINABLE DEVELOPMENT GOALS

SUPPORTING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

In 2016, the United Nations (UN) launched the UN Sustainable Development Goals (SDGs), consisting of 17 goals and 169 targets geared toward solving the world's most pressing problems, including ending poverty, improving health and education, making cities sustainable, and tackling climate change. The SDGs provide a call to action and a global framework to address many of the pressing social and environmental issues facing us today.

At Hubbell, we support all the SDGs and strive to play our part in achieving their ambitions. We believe we can make the greatest contribution to the SDGs noted on this page. In turn, we use these goals to inform the ongoing development of our strategies, initiatives, and long-term priorities.



PROMOTING INCLUSION

Gender equality

Decent work and economic growth

Reduced inequalities

To ensure a prosperous, sustainable future, we believe we must be representative of that future. Inclusion, diversity, and equal opportunity continue to be a top priority for Hubbell, and we have established programs and initiatives that promote a diverse and inclusive workplace. Moreover, we view employment as a critical route out of poverty, helping move people toward prosperity. With this in mind, we provide jobs and follow applicable labor, health, and safety standards in our facilities and locations across the globe. The Hubbell Foundation, with which we are affiliated, is also committed to supporting the SDGs by advancing STEM and increasing opportunities for young people through its signature programs. We also contribute to economic growth and equality by encouraging diverse and local vendors to be part of our supply chain.

ENABLING SUSTAINABILITY

Affordable and clean energy

Industry, innovation, and infrastructure

Responsible consumption and production

Climate action

We are committed to reducing the environmental impact of our operations. As we pursue our sustainability goals, we will continue to invest in efficiency projects, alternative energy, and product design that contribute to a lower carbon footprint. Hubbell's products also support renewable energy infrastructure and smarter, more efficient grids. Our products can be found in infrastructure around the world, keeping buildings and electric grids safe, reliable, and resilient. Overall, we are devoted to innovation and enabling sustainability for our customers and value chains.

ESG MOVING FORWARD

We are dedicated to integrating sustainability further into our business strategy and operations. In 2021, we began implementing a multi-year plan to expand our ESG disclosures, metrics, targets, governance oversight, and alignment with the goals set forth by the UN SDGs. This journey commenced after extensive dialogue with our stakeholders and with the strong support of, and collaboration with, our Board of Directors.

Moving forward, we will continue building a cohesive ESG strategy intended to drive long-term value and accountability through meaningful progress and transparent and credible disclosures. We will also deploy new ESG-related goals and key performance indicators across our business and will continue reporting our progress and results.

ENGAGING OUR STAKEHOLDERS

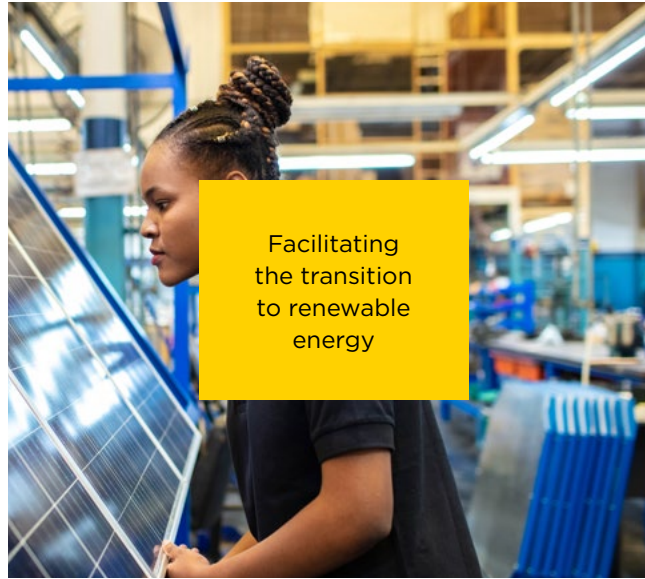
Engaging with stakeholders allows us to hear their perspectives and understand their needs and priorities to factor those into our plans as appropriate. We actively engage with key stakeholders—customers, employees, investors, suppliers, and communities—regularly through our day-to-day business activities. Since these stakeholder groups are interested in a variety of ESG topics, we consider them the key stakeholders for our sustainability program and performance. We also periodically engage with other stakeholders such as industry associations and ESG rating organizations to advance our business priorities.

This table lists our key sustainability stakeholders, how we engage with them, and selected topics of interest that they have raised with us.

STAKEHOLDERS	ENGAGEMENT MECHANISMS	TOPICS OF INTEREST
Customers	<ul style="list-style-type: none"> • Customer learning and development centers • Sales meetings • New product development and technology partnerships 	<ul style="list-style-type: none"> • Product and service quality • Product development and innovation • Responsible sourcing and human rights • On-site service and support • Environmental sustainability
Employees	<ul style="list-style-type: none"> • Town hall meetings • Employee intranet and online social community • Employee events, seminars, and employee inclusion group leadership summits • Training and development sessions • Ad hoc and programmatic educational programs, including learning management system and Hubbell University 	<ul style="list-style-type: none"> • Product and service quality • Product development and innovation • Responsible sourcing and human rights • On-site service and support • Environmental sustainability
Investors	<ul style="list-style-type: none"> • Annual meeting • Quarterly and annual reports • Investor calls, meetings, and conferences • Calls on ESG topics 	<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 supplier 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 donation matching program for employees • The Hubbell Foundation philanthropic donations and partnerships • Employee volunteering with local nonprofits 	<ul style="list-style-type: none"> • Food and housing insecurity • Health and wellness • Education and STEM • Social and racial justice • Disaster/pandemic relief



Enabling the efficient use of natural resources across utility infrastructure



Facilitating the transition to renewable energy



Increasing energy efficiency in buildings and homes



Protecting critical infrastructure for enhanced safety and resilience

PRODUCTS WITH IMPACT

At Hubbell, we pride ourselves on delivering products and solutions that make critical infrastructure operate efficiently, safely, reliably, and sustainably. We are committed to enabling sustainability for our customers and value chains within our company and through our products which enable a lower carbon, more energy-efficient economy.

Products with impact support Hubbell's pursuit of energizing and empowering communities through reliable and efficient solutions that enable positive environmental impact.

◀ Our *products with impact* are rooted in four key opportunity areas

INNOVATION AND NEW PRODUCT DEVELOPMENT

In support of one of Hubbell's core business strategies, "Grow the Enterprise," our New Product Development (NPD) teams lead Hubbell's innovation, including our development of *products with impact*. NPD efforts are led by our business units to be more market-focused and to better serve our customers, with support from enterprise-wide innovation councils comprised of senior leaders. To identify opportunities for developing new products, our NPD teams regularly engage with our customers to assess ways we can help them achieve their business and sustainability objectives.

These efforts are complemented with internal analysis of potential opportunities and unmet market needs, which we identify as "big bets," or key strategic opportunities. These initiatives are spearheaded by our Chief Technology Officer, complement the NPD pipeline, and target all levels of our business: business unit, segment, and enterprise. All new products are designed and developed through a comprehensive stage-gate process, which includes a stage that evaluates the sustainability potential and environmental impact of a product. Post commercialization, we continue to monitor and adjust to customer needs and regulatory developments.



Hubbell's history of innovation began with our founder, Harvey Hubbell, but continues today.

HUBBELL HAS BEEN AWARDED OVER

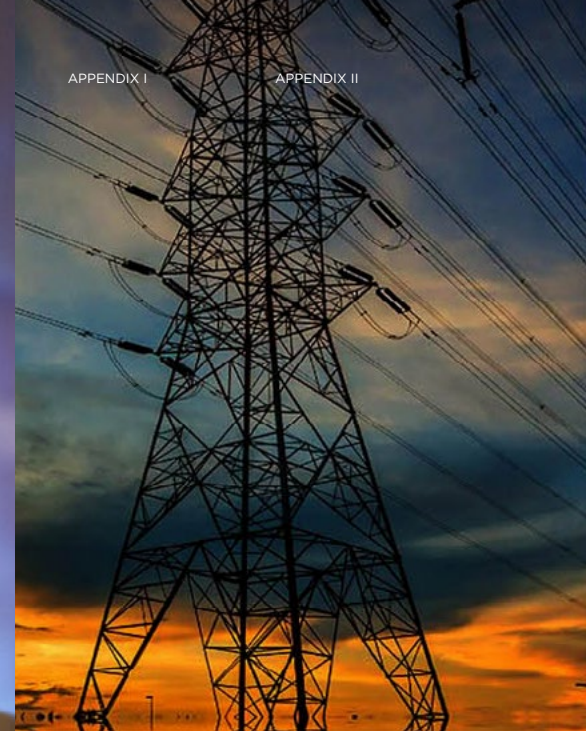
6,500

PATENTS THROUGHOUT ITS
130+ YEAR HISTORY

REVENUE FROM PRODUCTS WITH IMPACT

Of our \$4.2 billion in sales in 2020, over half was associated with *products with impact*.

Our *products with impact* have applications in Front of the Meter, at The Edge, and Behind the Meter. For more information on these energy infrastructure boundaries, see [page 7](#). In Front of the Meter, this includes utility T&D components which harden critical infrastructure and support the build-out of renewable energy, as well as electrical solutions for solar and wind generation. Behind the Meter, this includes LED lighting, controls, and other products which increase the energy efficiency of buildings and homes, as well as solutions supporting electrification in industries such as transportation and manufacturing. At The Edge of energy infrastructure, our utility communications and controls solutions provide data collection, analysis, and control capabilities that enable smart grid technologies, enhance management of energy T&D and consumption, and facilitate the integration of renewable energy.



Aclara 



ENABLING THE EFFICIENT USE OF NATURAL RESOURCES ACROSS UTILITY INFRASTRUCTURE

Our electric grid was originally designed to deliver electricity one way. However, the proliferation of renewable energy generation today means that energy can be placed back on the grid, leading to unique challenges for utilities. Our [Hubbell Power Systems](#) and [Aclara](#) businesses offer resources that can help drive the next generation of the smart grid by coupling innovative technology with data-driven solutions to predict, plan, and respond to system conditions across electric, gas, or water distribution networks.

For example, our [smart meters](#) and [advanced metering infrastructure](#) solutions can help utilities and buildings track their energy use and detect overages and potential methane leaks while enabling users to identify opportunities to save energy and reduce emissions. In addition, our [water leak detection solutions](#) measure and manage water usage and can pinpoint a water leak within a few feet, ultimately saving water. The ability to transmit energy and water use data wirelessly also eliminates the need for vehicular travel to read meters, thus avoiding emissions associated with such maintenance.

FACILITATING THE TRANSITION TO RENEWABLE ENERGY

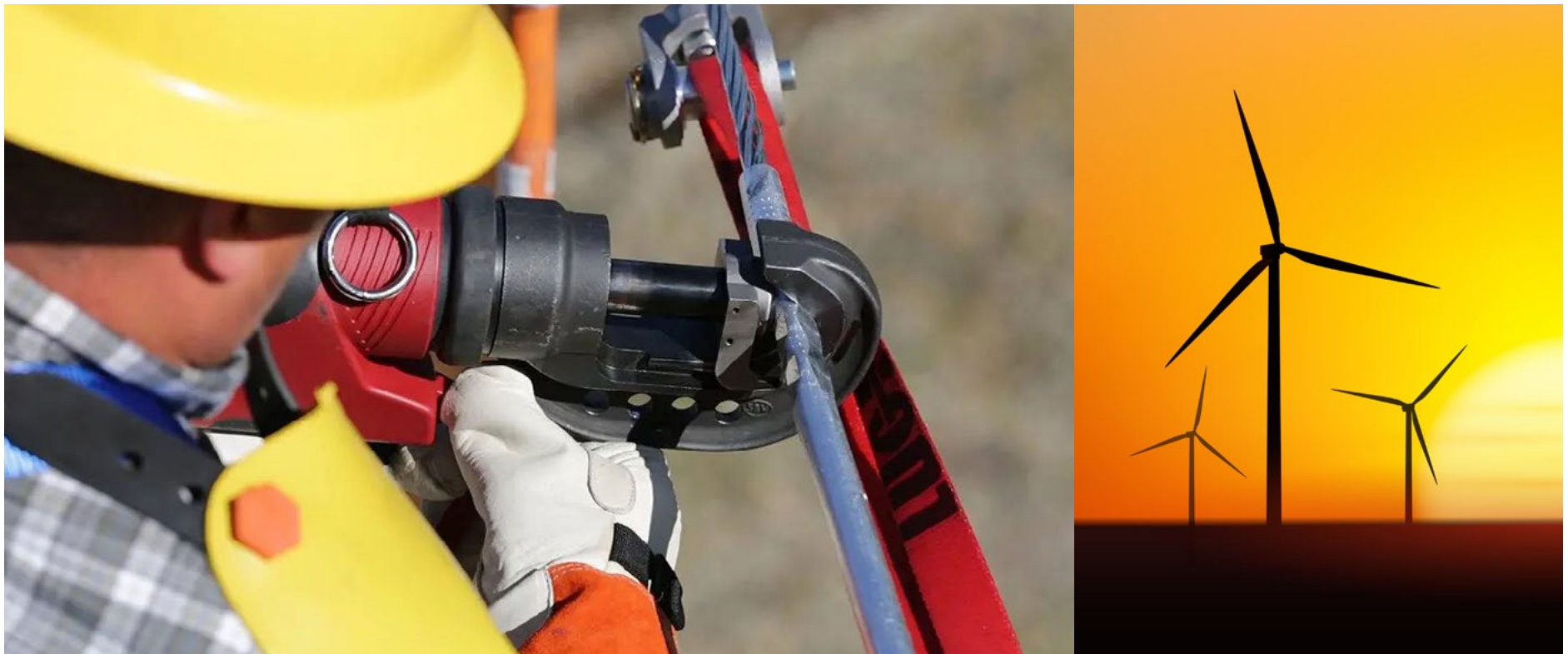
As solar and wind become increasingly important sources of energy generation, Hubbell is playing a key role in providing products and services to support the growth of these industries. Hubbell Power Systems is well positioned to meet this need as a leading provider of electrical transmission components and solutions, capable of servicing 90% of the product needs on a transmission tower that is fed by renewable energy.

Our products and solutions also enable renewable energy from the ground up. For example, our Chance business supports wind turbine and solar panel foundations. Our Burndy business also offers products and services that span the entire scope of the solar industry and the wind industry (including panels, arrays, turbines, towers, collector systems, substation, and transmission).

HUBBELL
Power Systems, Inc.

CHANCE[®]

 **BURNDY**[®]



INCREASING ENERGY EFFICIENCY IN BUILDINGS AND HOMES

Hubbell Lighting works closely with commercial and residential customers to provide lighting fixtures and controls which reduce energy usage and total cost of ownership. In 2020, the LED fixtures we sold had the potential to save our customers more than 100 million kilowatt-hours (kWh) annually. This is equivalent to avoiding approximately 71 thousand metric tons of carbon dioxide equivalent, which translates to greenhouse gas emissions avoided from 178 million miles driven by an average passenger vehicle. Furthermore, approximately 944 of our Hubbell Lighting fixture products meet ENERGY STAR® criteria for their energy efficiency.



WHEN
THE
POWER
IS **OFF**

THE
H.E.A.T.
IS **ON**



PROTECTING CRITICAL INFRASTRUCTURE FOR ENHANCED SAFETY AND RESILIENCE

Hubbell Power Systems products ensure that electrical power is conducted safely, reliably, and efficiently across the electrical grid infrastructure. Our Power Systems products are essential to the overall health and functionality of the grid. A failure in a critical transmission and distribution component could lead to outages, creating additional maintenance and labor expense for the utility, as well as inconvenience and potential safety risks to homeowners or building operators. Our products help mitigate those outages and associated risks.

In addition to supporting critical infrastructure, our products play a significant role in supporting business continuity in the event of a hurricane, wildfire, or other natural disaster. For example, our contact prevention products and wildlife coatings may mitigate the risk of fires caused by animals, and our passive fire protection coatings protect utility infrastructure from wildfires should they occur. Our grid monitoring tools can also help predict and respond to utility-related fire hazards that could lead to or result from wildfires.

SUPPORTING BUSINESS RESILIENCE

As we continue responding to extreme weather and natural disasters caused by climate change, strengthening our infrastructure is critical. Our products can help, and Hubbell's Emergency Action Team (HEAT) works around the clock to assure product gets to where it is needed during storms and catastrophic events.

ENVIRONMENTAL STEWARDSHIP

At Hubbell, we are committed to reducing the environmental impact of our operations and remain focused on addressing and managing risks associated with climate change.

We believe that environmental management is good business, as it means that we can support a sustainable value chain that is risk-prepared, solutions-oriented, and that has a lower-impact on the environment for both our customers and our businesses.

In addition to being beneficial from a sustainability perspective and enhancing our resilience to climate change, we believe that managing our environmental impact can also improve our operational performance and reduce cost. As a result, we focus our environmental initiatives on projects that improve efficiency and mitigate risks, while also delivering on our return-on-investment requirements.

MANAGING OUR ENVIRONMENTAL IMPACT

Our most significant environmental impacts are associated with the energy we consume, the greenhouse gases (GHG) 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, as we look for ways to improve our environmental performance over time.

On a day-to-day basis, our Sustainability & ESG Manager and our Vice President (VP), Environmental Health & Safety (EHS) take the lead on coordinating the performance of our businesses on environmental and climate-related issues. Together, the Sustainability & ESG Manager and VP of EHS, with collaboration from our operations, compliance, and legal teams, monitor

our environmental indicators and facilitate environmental impact reduction initiatives. Environmental performance, as well as actions designed to further reduce our GHG emissions, are reported to Hubbell's ESG Steering Committee, which in turn regularly briefs our senior leadership and the Board of Directors. For more information on our oversight for sustainability matters, please see [page 53](#).



We also routinely analyze our environmental policies and procedures to comply with applicable laws, regulations, and industry standards. To that end, we have begun developing an enterprise-wide Environmental Management System (EMS) to guide our processes for managing our environmental impacts and regulatory risks holistically. As a foundation for our corporate EMS, several of our sites currently have EMS systems and eight of our facilities are certified to International Organization for Standardization (ISO) 14001:2015 (ISO 14001), an industry-leading environmental management certification standard. Our sites also utilize Hubbell's Sustainability and Infrastructure Management Handbook, which is a set of guidelines and recommendations for improving the efficiency and sustainability of our facilities.

ESTABLISHING OUR GOALS

In 2020, we published multi-year environmental reduction goals based on an inventory of our worldwide GHG emissions and water consumption. Our goal is to reduce our GHG emissions and water consumption by 10% by the year 2025.



CLIMATE CHANGE, ENERGY, AND EMISSIONS

We are committed to reducing our GHG emissions and energy consumption across our business. We believe that focusing on sustainability results and enhanced efficiency in our operations will reduce costs, improve margins, and help us achieve operational excellence.

At the same time, we recognize that the impacts of climate change are already happening, increasing the severity and likelihood of extreme weather, wildfires, and other natural disasters. As part of our commitment to energizing and empowering the communities that support us, we focus on mitigating our own carbon footprint and continuously assessing the potential risks and opportunities climate change presents for our businesses.



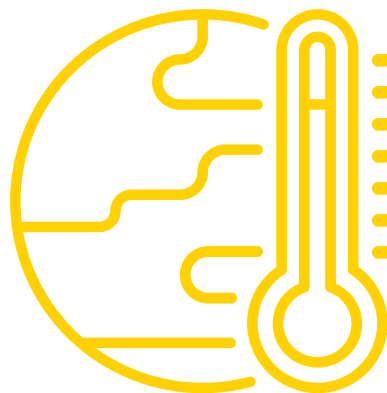
CDP AND TCFD

We recognize and support the recommendations set forth by the Task Force on Climate-related Financial Disclosures (TCFD). To learn more about our TCFD disclosures, see [page 75](#). In addition, we disclose our GHG emissions data and management of climate change risks and opportunities in our annual CDP Climate Change questionnaire. To view our annual CDP response, visit [Hubbell's 2021 CDP Climate Change disclosures](#). Our TCFD and CDP disclosures also outline the metrics we use to assess our climate-related risks and opportunities, including our performance in relation to the metrics. For example, our energy and GHG emissions data aid our evaluation of climate risks and our revenue from *products with impact* supports our analysis of opportunities.

CLIMATE CHANGE RISKS AND OPPORTUNITIES

As a company, we have identified several risks and opportunities, which are described below along with the mitigation and capitalization measures our businesses have in place and future initiatives we plan on pursuing.

- As part of response planning for natural disasters and severe weather, we evaluate the physical risks posed by climate change for our facilities and operations. To address these risks, we have established business continuity plans to protect our employees, properties, and assets from disruptions that may result from the physical impacts of climate change, such as increased incidence and severity of storms. These plans help us prepare for possible catastrophic events and support timely recovery of business operations.
- We recognize the business risks that may present themselves as society considers shifting to a lower carbon economy. We aim to address these transition risks through our environmental initiatives, such as efforts that increase energy efficiency and reduce GHG emissions.
- A significant portion of our business is already directly involved in industries that will likely be impacted by climate change policy and the associated potential for a transition to a lower carbon economy, such as renewable energy. As demand is expected to grow for renewable energy and energy efficiency-related products and services in the future, we anticipate significant opportunities to provide the solutions our customers depend on. For more information on the *products with impact* we offer that enable sustainability for our customers, please see [page 16](#).



ENERGY AND EMISSIONS

To reduce the environmental impact of our operations, we established a goal of decreasing our GHG emissions (Scope 1 and 2) by 10% by 2025, compared to a 2019 absolute baseline. In pursuit of this goal, we actively monitor and collect data on the electricity and fuel we consume in our facilities, which are the primary drivers of our Scope 1 and 2 GHG emissions. In 2020, our scope 1 and 2 GHG emissions decreased by 8% compared to a 2019 baseline, which we attribute in part to the temporary site closures due to the COVID-19 pandemic. We anticipate our emissions to recalibrate in future reporting periods and will continue implementing initiatives that lessen our energy consumption and GHG emissions to achieve our goal.

To reduce our energy and GHG emissions, 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 and emission reduction projects throughout our facilities and are continuing to identify and implement energy saving initiatives that support our GHG reduction goal. These initiatives include, but are not limited to:



Retrofitting lighting with more efficient LED bulbs



Integrating renewable energy into our purchased electricity mix



Replacing equipment with higher energy efficiency models, including HVAC systems, air compressors, and dust collectors



Enacting a “shut it off” behavioral-change initiative to encourage our colleagues to turn off lights and equipment when not in use



Repairing compressed air leaks



Installing solar panels at our sites



GHG EMISSIONS REDUCTION INITIATIVES AT OUR VEGA BAJA, PUERTO RICO FACILITY

During 2020, we replaced our HVAC and air compressor equipment at our Vega Baja, Puerto Rico manufacturing facility to reduce the GHG emissions associated with the site. The consolidation of new air compressors that are now sequenced together led to reducing energy consumption by about 40% when compared to the previously installed equipment. The new HVAC control system also resulted in lowering the cooling load by about 25%. Together, these projects supported an overall reduction in GHG emissions by approximately 1,021 metric tons of carbon dioxide equivalent (tCO₂e) per year, which is equivalent to avoiding the CO₂e emissions associated with 222 passenger vehicles being driven for one year.

HUBBELL'S ENERGY AND EMISSIONS

The following tables summarize our energy consumption as well as our GHG emissions at our largest leased and owned manufacturing and warehouse facilities across the globe, representing approximately 85% of our real estate footprint in terms of square footage.

1. For all environmental metrics, we apply the operational control boundary, except for our 50/50 joint-venture facility in China, for which we accounted for 100% of our production. This data represents our largest leased and owned manufacturing and warehouse facilities across the globe, representing approximately 85% of our real estate footprint in terms of square footage. We are in the process of improving our data collection processes to capture all facilities (for example, including offices) so that we may better monitor and provide a more complete picture of our impacts moving forward. We used the methodology outlined in the World Resource Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD) GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) to calculate the Scope 1 and 2 emissions generated by our facilities. Through this assessment, we measured the GHG emissions associated with the natural gas, propane, and diesel fuels we utilize for heating and cooling our facilities and for our backup generators and forklifts (Scope 1 emissions). In addition, we measured the electricity we purchase to power our facilities (Scope 2 location-based method). GHG emissions are reported in metric tons of carbon dioxide equivalent (tCO₂e). Our energy consumption is limited to natural gas, diesel, propane, hydropower renewable energy, and electricity use.

FUEL AND ENERGY CONSUMPTION (KWH) ¹	2019	2020	% CHANGE
Electricity	227,075,058	216,000,892	-5%
Natural Gas	256,297,974	220,326,071	-14%
Diesel	12,750,216	15,600,545	22%
Propane	22,839,071	11,232,709	-51%
Total Energy Consumption	518,962,318	463,160,216	-11%
Energy intensity per million dollars of revenue (kWh/\$M of net revenue)	113,039	110,645	-2%

RENEWABLE ENERGY CONSUMPTION (KWH) ¹	2019	2020	% CHANGE
Total Electric Hydropower	1,124,107	1,124,107	0%

FUEL AND ENERGY CONSUMPTION (KWH) ¹	2019	2020	% CHANGE
SCOPE 1 EMISSIONS (CO₂e)¹			
Diesel	3,219	3,938	18%
Natural Gas	54,085	46,494	-16%
Propane	4,709	2,311	-104%
Total Scope 1	62,012	52,743	-18%
SCOPE 2 EMISSIONS (CO₂e)¹			
Total Scope 2	122,303	117,231	-4%
Total Scope 1 & 2	184,315	169,974	-8%
Total Scope 1 & 2 emissions per million dollars of revenue (tCO₂e/\$M of net revenue)	40	41	1%

WATER AND WASTE

Our commitment to reducing our environmental impact includes being a responsible water and waste steward. As part of our effort to improve our use of water across our global facilities, we established a goal of reducing our water consumption by 10% by 2025, compared to a 2019 absolute baseline. 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.

In 2020, we withdrew 155 million gallons of water. This was a 15% reduction in our water withdrawn compared to 2019, which we attribute in part to the temporary site closures due to the COVID-19 pandemic. We anticipate our water metrics to recalibrate in future reporting periods and are implementing initiatives that lessen our water consumption to continue pursuing our goal. Initiatives include, for example, installing low-flow water valves and leak detection mechanisms in our facilities.

Waste also continues to be a focus area for our company. In 2020, we began a process to aggregate our waste data, which has historically been handled at a local level. Specifically, we are focused on reducing the amount of waste generated from our operations, as well as reducing or eliminating hazardous materials in our products. To support our management of waste across our global company, we plan on utilizing a software system to track the waste we dispose, which in turn will help us identify opportunities to further reduce the waste generated at all our sites.



We are focused on reducing the amount of waste generated from our operations, as well as reducing or eliminating hazardous materials in our products.

WATER CONSUMPTION

The following tables summarize our water consumption at our largest leased and owned manufacturing and warehouse facilities across the globe, representing approximately 85% of our real estate footprint in terms of square footage.

WATER (GALLONS) ¹	2019	2020	% CHANGE
Total Water Consumed	182,297,948	155,181,443	-15%

1. For all environmental metrics, we apply the operational control boundary, except for our 50/50 joint-venture facility in China, for which we accounted for 100% of our production. This data represents our largest leased and owned manufacturing and warehouse facilities across the globe, representing approximately 85% of our real estate footprint in terms of square footage. We are in the process of improving our data collection processes to capture all facilities (for example, including offices) so that we may better monitor and provide a more complete picture of our impacts moving forward. We calculated water withdrawals based on actual data when available. When actual data is not available, we estimate utilizing water consumption averages by facility type.

ENABLING THE CIRCULAR ECONOMY

As manufacturers continue to embrace the concept of the circular economy, we support this important concept for furthering sustainability within our own products and supply chain. The circular economy is based on the principle of designing out waste and pollution, keeping products and materials in use, and regenerating natural systems as opposed to the current take-make-waste model. Integrating the principles of the circular economy helps organizations take responsibility for their products within every layer of their value chain, or essentially from “cradle to cradle”—from raw materials to production, use, and disposal, preferably through maintenance, reuse, remanufacturing, recycling, or return to raw materials. At Hubbell, we are continuing to explore ways to build upon our current practices in support of a more circular economy.

~60%

RECYCLED

Currently, about **60% of the steel we utilize in our products is recycled**, rather than virgin steel. We also recycle a majority of our scrap metals and use recycled content in our packaging. We intend to expand on these efforts in the future and identify new ways to innovate through circular economy models.

SOCIAL RESPONSIBILITY

We can communicate about our purpose and values, but it is our people that bring them to life. Investment in the engagement, development, and safety of our workforce is paramount to our success as a business.

We work to attract and develop the most talented people and promote a workplace environment that is safe, respectful, inclusive, and open to new ideas and ways of thinking.

Our social imperatives also expand to the communities in which we operate and the stakeholders we engage with. We actively give back to our communities through employee volunteering, employee donation matching, and corporate donations via The Hubbell Foundation. We also prioritize the quality and safety of our products and engage with our suppliers to encourage social responsibility throughout our supply chain.



THE EMPLOYEE EXPERIENCE

Our ability to deliver high quality and innovative products and solutions for our customers is only achievable through the talent, expertise, and dedication of our global team of over 19,000 employees. We cultivate an employee experience that is centered on developing our exceptional people and retaining them through a fulfilling, high performance culture and providing competitive employee benefits that foster their wellbeing.

Our efforts to attract, engage, retain, and advance our talent are led by our Senior Vice President (SVP) of Human Resources (HR) and a comprehensive team of HR senior leaders. They also partner with our Chairman, President and Chief Executive Officer (CEO) and SVP, General Counsel and Corporate Secretary to provide regular updates to our senior leadership and Board of Directors.

2020 SNAPSHOT OF OUR GLOBAL WORKFORCE



1. This is a global 2020 headcount that includes contingent workers from temporary agencies and contractors who get paid by accounts payable.

2. This number is a global number of new hires for year 2020 excluding contingent workers from temporary agencies and contractors paid by accounts payable.

3. Our 2020 global turnover ratio does not include contingent workers and contractors paid by accounts payable.

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

TALENT ATTRACTION

We focus on attracting and recruiting talent to meet the current and future needs of our global business. We seek people who are innovative, eager to grow, proactive, and dedicated. Our culture aims to empower our people to bring their whole selves to work every day and advance Hubbell by contributing their unique skills and experiences at work. For more information on diverse talent and recruitment partnerships, see [page 38](#).

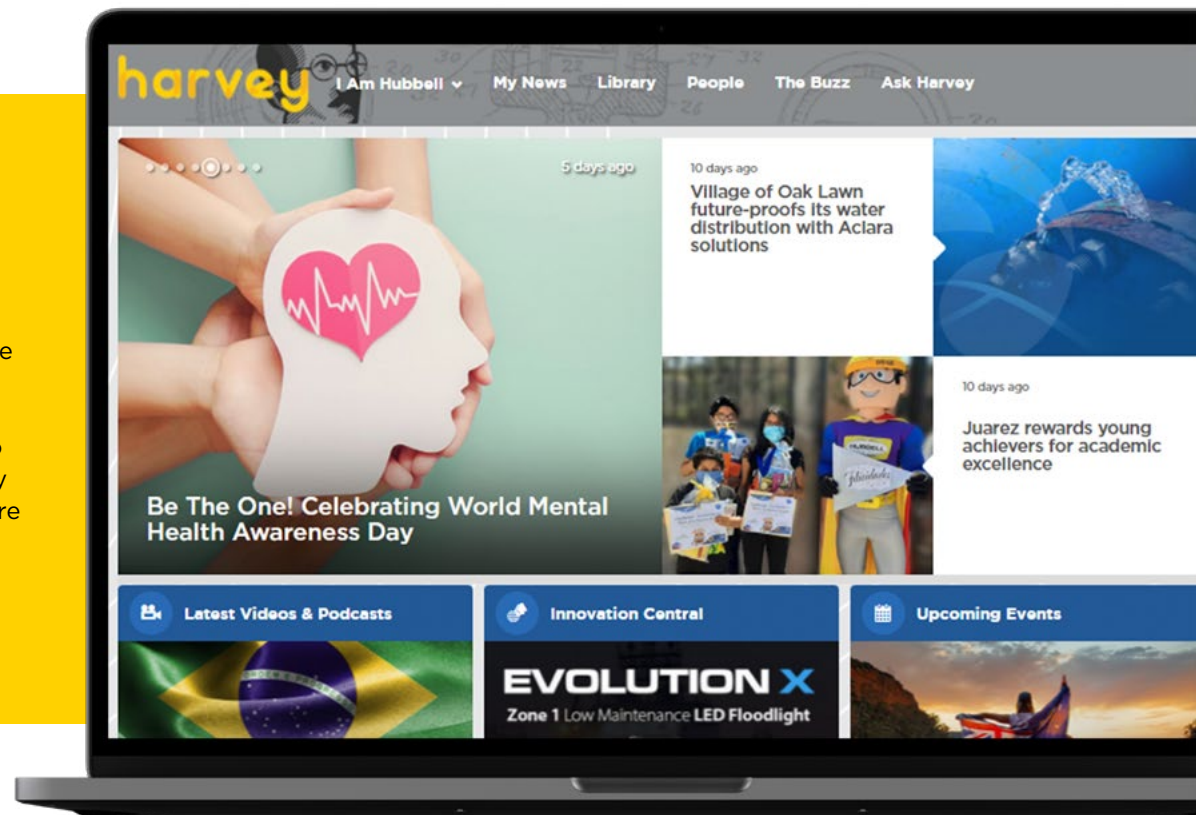
ENGAGING AND RETAINING OUR EMPLOYEES

Engaging with and supporting our employees is integral to creating an inspiring workplace where people feel valued and included. Providing a strong employee experience, supported by open, two-way communication, helps us achieve our mission as a company. We welcome our employees' perspectives and strive to create a culture that embraces continuous improvement.

Our culture aims to empower our people to bring their whole selves to work every day and advance Hubbell by contributing their unique skills and experiences at work.

EMPLOYEE ENGAGEMENT

Through our company intranet, "Harvey," we encourage our employees to participate in discussions around business news and initiatives. Through Harvey, we share employee stories, host enterprise policies, and announce company updates—with language translation available for all our international locations. In addition, Hubbell is proud to have several Employee Inclusion Groups that encourage employees with similar backgrounds and experiences to collaborate with each other on topics and opportunities where they can help drive employee engagement and business results. For more information on these groups, please see [page 37](#). We also regularly check in with our employees through employee surveys to ensure that our colleagues feel heard.



BENEFITS AND WELLBEING

We are dedicated to the health and wellbeing of our employees and their families. We provide comprehensive health, mental, and financial benefits through our “myLife” program. myLife supports our global employees on their journey to health, wealth, and peace of mind, offering regular learning opportunities through webinars, articles on Harvey, and virtual and live events. We also partner with third-party employee benefits organizations including Virgin Pulse and Magellan to further our employees’ access to mental and social support.

Our benefits¹, which are available to full-time employees and part-time employees working at least 20 hours per week, include, but are not limited to:

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



Health Benefits Offered

Healthcare plans (e.g., medical, dental, vision), Health Savings Accounts (HSA) and Flexible Spending Accounts (FSA), comprehensive exams, health navigation, expert opinion, virtual care, subsidized on-premise cafes featuring healthy dietary options, and surgical expertise, diabetes and hypertension management, physical therapy, weight loss, and sleep support programs.



Wealth Benefits Offered

Retirement and savings plans, 401(k) plan with company matching retirement contributions, educational reimbursement, financial education and webinars, identity theft coverage, group legal plan, and employee discounts.



Peace of Mind Benefits Offered

Paid vacation, paid volunteer time off, paid sick time including increased sick-leave flexibility in response to COVID-19, short- and long-term disability insurance, paid parental leave, accident insurance, critical illness and hospital indemnity insurance, pet insurance, home and auto insurance, flexible work arrangements for greater work-life balance, and charitable and volunteering program with company matching of qualifying employee donations.



SUPPORTING OUR EMPLOYEES DURING COVID-19

While we knew the medical community would rise to the occasion to support the physical health needs following COVID-19, we recognized the need to focus on the mental health aspects of the pandemic and its effect on our workforce. Throughout 2020, we shared

weekly health tips and resource reminders, implemented monthly live engagement events to combat social isolation, partnered with several benefits, counseling, and sleep aid



providers to make mental health support more readily available, and distributed quarterly Benefits Connector newsletters to our global employees across all offices and facilities. For more information on our COVID-19 response, see [page 59](#).

DEVELOPING AND ADVANCING OUR WORKFORCE

A crucial part of Hubbell's employee experience is our dedication 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 learn-on the job, in the classroom, through self-directed learning, or through a variety of leadership programs. We recognize and emphasize the value of continued education and training for our employees and invest in talent programs that develop and advance our workforce.

>120,000

LEARNING HOURS

DELIVERED GLOBALLY THROUGH
HUBBELL UNIVERSITY IN 2020

26

AVERAGE HOURS OF TRAINING

IN 2020 FOR PEOPLE
MANAGERS AND ABOVE



TRAINING THROUGH HUBBELL UNIVERSITY

To encourage learning and growth, we offer resources that empower our employees to build the skills and knowledge they need to succeed today and in the future. Our company learning platform, "Hubbell University," offers courses and curricula to support education and development across key areas such as business acumen, leadership traits, functional skills, safety, inclusion, and compliance. Learning mechanisms include online and instructor-led training, books and summaries, audiobooks, and videos, as well as ever-evolving content to support every learner's style.



TUITION REIMBURSEMENT

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

EMPLOYEE RECOGNITION

We believe in paying for performance, 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. Offered through peer and report driven tools, WIN AS ONE provides our people managers with an array of recognition delivery methods, including:



APPLAUSE which harnesses the power of the written word to express thanks, congratulations, and praise to an individual or group, privately or publicly, and with electronic or hand-written card options.



ROCK STAR which awards a personally engraved memento for significant contributions. Since its debut in 2020, over 200 medallions or plaques have been issued, both in the US and internationally, with recipients further celebrated on our company intranet.

I AM Hubbell.





INCLUSION, DIVERSITY, AND EQUITY

At Hubbell, we understand that success comes from diverse perspectives, and we value diversity and inclusion in all aspects of our business.

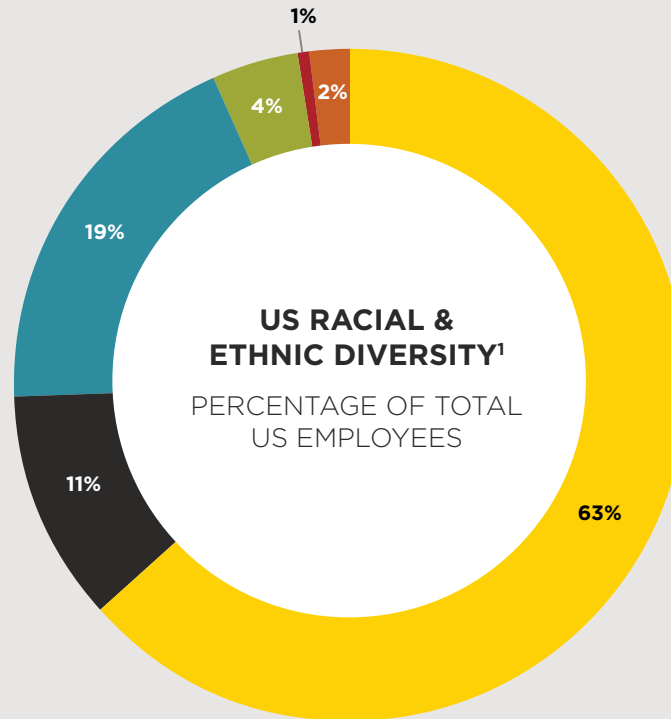
We believe that diversity adds value to our company by ensuring that our workforce mirrors the customers and communities we serve.

However, fostering diversity requires a focus on inclusion. Leading with inclusion is an important part of our employee experience. We strive to create a workplace where employees feel that their contributions are welcomed and valued and encourage everyone to bring their whole selves to work every day.

Led by our VP of Talent, Inclusion, and Communications, with support from Hubbell's HR Council and 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.

OUR DIVERSE GLOBAL WORKFORCE

Hubbell is a global company committed to fostering an environment that respects and encourages individual differences, diversity of thought, and talent.



- White
- Hispanic or Latino
- Black or African American
- Asian
- American Indian or Alaska Native
- Native Hawaiian or Pacific

GLOBAL FEMALE EMPLOYEES¹

32%

RACIALLY/ETHNICALLY DIVERSE EMPLOYEES¹ (US)

37%

BOARD OF DIRECTORS DIVERSITY¹ (FEMALE AND RACE)

33%

1. As of December 31, 2020

I AM *Hubbell.*

INCLUSION
@ HUBBELL

LEADING WITH INCLUSION

As a company, one of our key business strategies involves cultivating a more inclusive and diverse company. We understand the value that this brings and developed a cultural awareness campaign, "I am Hubbell," to promote inclusion and diversity across our enterprise. This reflects our dedication to leading with inclusion, which sits at the core of our employee experience and informs our employee engagement and wellbeing initiatives.

INCLUSION AND DIVERSITY TRAINING

To nurture a culture that supports inclusion and diversity, our people managers and supervisors are required to participate in dedicated unconscious bias training and follow-up action planning sessions. In 2020, we also launched an updated required sexual harassment training.



CORE ELEMENTS OF OUR INCLUSION AND DIVERSITY PROGRAM

- Increase diverse candidates in talent pools
- Increase inclusion and diversity education and communication
- Increase gender and ethnicity representation at the people manager and supervisor level and above, including within senior leadership
- Demonstrate inclusion and diversity commitment through partnerships and community engagement
- Pursue events, initiatives, and develop Employee Inclusion Groups that build an inclusive culture
- Partner with various universities and organizations to ensure we are reaching diverse candidates
- Provide tools and resources for inclusive leadership



EMPLOYEE INCLUSION GROUPS AT HUBBELL

To support a more inclusive culture, we are proud to have employee Employee Inclusion Groups (EIGs). Initiated by employees and sponsored by our senior leaders, EIGs are organizations of employees and their allies who share characteristics or life experiences and a desire to positively impact communities, improve corporate culture, drive professional development, and advance business results at Hubbell.



Our first EIG, Women Advancing Their Careers at Hubbell (WATCH), has been inspiring the women of Hubbell to pursue their personal and professional goals, surpass their own expectations, and support other women within the network since 2013. In 2020 WATCH hosted its inaugural virtual “Week of WATCH (WOW)” conference. WOW brought together hundreds of colleagues from across Hubbell’s global facilities, with sessions and activities spanning company and industry updates, personal and professional development opportunities, a food drive, and trivia games.



Established in 2021, Veterans Engaged To Succeed (VETS) is our new military and veteran focused EIG. VETS is open to all employees with previous military experience or employees who have a connection to the military, such as military spouses or families.



MULTICULTURAL MEN

PROFESSIONAL DEVELOPMENT | INNOVATION | BUSINESS RESULTS

Established in 2020, Multicultural Men, or MCM, is our EIG focused on understanding and fostering appreciation of inclusion and multiculturalism while empowering men of color through training, mentoring, and networking opportunities to enhance personal development and leadership growth.

LGBTQ+

Hubbell supports an inclusive environment for lesbian, gay, bisexual, transgender, and queer employees. During early 2021, Hubbell stood up a new LGBTQ+ EIG to continue nurturing inclusion, diversity, and equality.



PARADIGM FOR PARITY

Today and every day, we celebrate all women who help make Hubbell what it is. To accelerate gender equality and address the leadership gender gap in the US, Hubbell signed the Paradigm for Parity pledge. The Paradigm for Parity pledge aims for its coalition of 100+ companies to achieve gender parity throughout corporate leadership by 2030 by pursuing the following 5-Point Action Plan:

- 1. Minimize or eliminate unconscious bias**
- 2. Significantly increase the number of women in senior operating roles**
- 3. Measure targets at every level and communicate progress and results regularly**
- 4. Base career progress on business results and performance, not on presence**
- 5. Identify women of potential and give them sponsors, as well as mentors**

PROMOTING DIVERSITY

Hubbell actively recruits across the country for candidates from different backgrounds, with different life experiences, and across a broad range of skill levels.

We have national partnerships with organizations that help us focus on recruiting ex-military members as well as female and racially and ethnically diverse candidates. We also partner with several universities around the US including several Historically Black Colleges and Universities (HBCUs). Moreover, we are focused on expanding opportunity and removing bias from the hiring process using technology to attract more diverse candidates and by building more diverse interview teams. Together, these initiatives are supporting our effort to promote diversity within our workforce.



DIVERSITY PARTNERSHIPS

Hubbell partners with organizations such as the National Black MBA Association, National Society of Black Engineers, Society of Women Engineers, Prospanica Association of Hispanic MBAs & Business Professionals, National Urban League, Out & Equal, DiversityJobs.com, Military.com, and Work180 that help us identify qualified, diverse candidates to join our global team.



SUPPORTING LABOR AND HUMAN RIGHTS

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 2020, 22% of our global workforce were under collective bargaining agreements.

22%

OF GLOBAL WORK
FORCE UNDER COLLECTIVE
BARGAINING AGREEMENT

(2020)

EQUAL OPPORTUNITY AND FAIR LABOR

We are a multi-national, multi-cultural company and employ people of many different nationalities, ethnicities, cultures, faiths, and beliefs around the world. 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, Protected

Veteran Status (Recently Separated, Disabled, Armed Forces Service Medal, Active Duty Wartime or Campaign Badge), 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 are receiving comparable wages, with bonuses determined on the merits of their performance and potential.

MILITARY TALENT AT HUBBELL

We partner with [Employer Support of the Guard and Reserve \(ESGR\)](#), pledging to fully recognize, honor, and comply with the Uniformed Services Employment and Reemployment Rights



Act. We provide our managers and supervisors with the tools they need to effectively manage

employees who serve in the Guard and Reserve, and we recognize and support our country's service members and their families, in peace, in crises, and in war.





EMPLOYEE HEALTH AND SAFETY

At Hubbell, we view health and safety as both foundational to our business, and the responsibility of every Hubbell employee. We believe that maintaining a safe and healthy work environment is important for the well-being and productivity of our employees, who are our most important asset. Our environmental, health, and safety (EHS) policies, procedures, guidelines, and management systems are designed to foster safe and compliant workplaces and promote good physical and mental health.

We emphasize a culture of “Always Think Safety” across our global operations, from the most senior level of the company to the facility floor.

HEALTH AND SAFETY OVERSIGHT AND ACCOUNTABILITY

Health and safety are overseen and executed by both onsite EHS personnel and our senior leaders. At the site-level, Safety Committees that include site leadership, as well as EHS coordinators at our smaller facilities and EHS



managers at our larger facilities, are responsible for managing and ensuring adherence to health and safety protocols. They regularly

examine safety performance, ensure policies are followed, and assess root cause analysis for any safety observations and incidents.

Our Safety Committee personnel report directly to their respective site leadership and indirectly to our EHS Council, which is comprised of EHS leaders from our business segments, HUS and HES. Hubbell's EHS Council, VP of EHS, and Chief Manufacturing & Supply Chain Officer regularly review and present our health and safety performance to senior leadership.

Our goal is to reduce workplace incidents to zero. Our global [Environmental, Health, and Safety Policy](#) and internal EHS Instruction Manual guide our behavior, and all sites employ a robust health and safety management system to promote a healthy and safe workplace. Our employees are trained and briefed on occupational health and safety principles as well as work procedures specific to their individual tasks prior to starting a new role or activity. In 2020, each operations employee received an average of ten hours of health and safety training.

HEALTH AND SAFETY MANAGEMENT

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. In addition, we are in the process of launching a software platform that will enable our sites to report key health and safety information, such as incident reporting and corrective actions, job hazard analyses, and ISO 14001 certification. Moreover, our EHS Instruction Manual, which all sites utilize as part of their safety management systems, guides our health and safety teams in performing the following procedures:

- Assessing, preventing, and responding to safety risks and incidents, including safety protocols for conducting, for example, compliance audits and ergonomic assessment
- Conducting Job Hazard Analysis (JHA) prior to commencement of any job, and implementing job rotation to prevent ergonomic-related injuries
- Conducting site and occupational risk assessments and guidance for implementing mitigation mechanisms, covering aspects such as potential exposure to respiratory, hearing, and chemical hazards and dangerous processes
- Implementing engineering controls, administrative controls, personal protective equipment (PPE), and employee training to mitigate potential hazards, 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, and potential hazard identification exercises
- Closing and resolving incidents and safety observations through appropriate actions
- Developing and documenting new safety ideas with our site-level Safety Committees
- Implementing behavioral campaigns, such as "Stop and Think" to encourage greater safety awareness and practices



SAFETY PERFORMANCE

Safety performance at our facilities is supported by senior leadership, our EHS Council, site managers, our “Always Think Safety” culture, and our continuous improvement mindset. Our sites understand the importance of safety, and each site tracks several EHS metrics to measure safety performance, including the number of safety observations recorded, percentage of safety incidents, safety observations closed in a timely fashion, and first aid reporting. Internally, we set business segment-level and enterprise-wide safety goals to ensure we are continually assessing, preventing, and responding to safety risks and incidents.

In 2020, the total number of hours worked decreased by 8% when compared to 2019, largely due to the COVID-19 pandemic. We also saw a decrease in total number of recordable injury/illness, total recordable incident rate, and days away, restricted, or transferred rate by approximately 16%, 9%, and 17%, respectively, compared to 2019. We believe these improvements are due in part to a stronger safety focus by our teams, our enhanced job safety analysis (JSA), and an increase in reported safety observations.

SAFETY REPORT

42%

**DECREASE IN OVERALL TOTAL
RECORDABLE INCIDENT RATE**
SINCE 2015

YEAR	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)
2018	214	1.19	36,000,000	0.72
2019	234	1.13	41,000,000	0.72
2020	196	1.03	38,000,000	0.60



HUBBELL SAFETY AWARDS

Every year, we award sites that embody a strong safety culture by achieving an outstanding health and safety performance. In 2020, the following sites received Hubbell’s annual Safety Award.

**SMALL SITE
AWARD**

Rocky Mount,
North Carolina

**LARGE SITE
AWARD**

Plympton,
Massachusetts



COMMUNITY IMPACT

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. Through support from The Hubbell Foundation and the volunteer hours donated by employees, we aim to positively impact the communities in which we operate.



\$1,000,000+
DONATED BY THE HUBBELL FOUNDATION TO
CHARITABLE ORGANIZATIONS IN 2020

180+ CHARITIES
AND NON-PROFITS WERE SUPPORTED BY OUR
EMPLOYEES, DIRECTORS, AND THE COMPANY THROUGH
DONATIONS OR VOLUNTEERISM IN 2020

FEEDING AMERICA DURING COVID-19

In 2020, The Hubbell Foundation provided financial support for communities affected by the COVID-19 pandemic. This included Feeding America, the US’ largest domestic hunger-relief organization. **The Hubbell Foundation donated \$150,000 to Feeding America** to deliver immediate support to struggling families during the pandemic.



CHARITABLE GIVING THROUGH THE HUBBELL FOUNDATION

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 50 years. The Hubbell Foundation's programs and initiatives support a variety of causes, including health, food and housing insecurity, education and STEM, social and racial justice, and disaster relief.

The Hubbell Foundation formalizes its philanthropic giving campaigns through national nonprofit partners, including Habitat for Humanity, Make-A-Wish, and the American Red Cross. In 2020, we also added the National Urban League to our list of national partners, donating \$100,000 to its education programs. The Hubbell Foundation also supports a variety of other nonprofit organizations through its employee donation and matching gifts campaign, scholarship fund program, and Hubbell Helping Hands month of giving and volunteering campaign.

THE HUBBELL FOUNDATION'S NATIONAL PARTNERS



Habitat for Humanity helps families build and improve places to call home, with the intent of eliminating poverty and homelessness around the world.



National Urban League

The National Urban League is a historic civil rights and urban advocacy organization devoted to empowering underserved communities.



The American Red Cross is our partner for emergency relief efforts, providing aid to people around the world faced with natural disasters and unforeseen crises.

PROUD SUPPORTER OF



Make-A-Wish creates life-changing wishes for children with critical illnesses, renewing their strength to fight illnesses and bringing families and communities closer together.

Hubbell remains committed to advancing STEM programs, since STEM is fundamental to the success of our industry. In 2020, **The Hubbell Foundation donated over \$120,000 in charitable contributions and grants** for STEM programs at educational institutions and nonprofit organizations.

EMPLOYEE DONATIONS, MATCHING GIFTS, AND SCHOLARSHIP FUNDS



The Hubbell Foundation also offers an employee donation matching program for eligible, 501(c)(3) public charities. The Hubbell Foundation also provides scholarship opportunities.

EMPLOYEE VOLUNTEERISM

We also encourage our employees to volunteer in their communities. [Our Volunteer Paid Time Off Policy](#) permits our US employees to use a paid workday to volunteer in their local communities. Our employees lead Habitat for Humanity builds, run Make-A-Wish Foundation fundraisers, and volunteer for numerous other local and national charities. Despite the pandemic, we are proud to share that Hubbell employees logged more than 2,300 hours of volunteer work in 2020.

DOLLARS FOR DOERS

To support employee volunteerism, The Hubbell Foundation will donate funds to eligible 501(c)(3) charities for which employees have volunteered their time. In 2020, this “Dollars for Doers” campaign supported more than 170 charities and non-profits that employees, Directors, and the company volunteered for in 2020.

HUBBELL HELPING HANDS

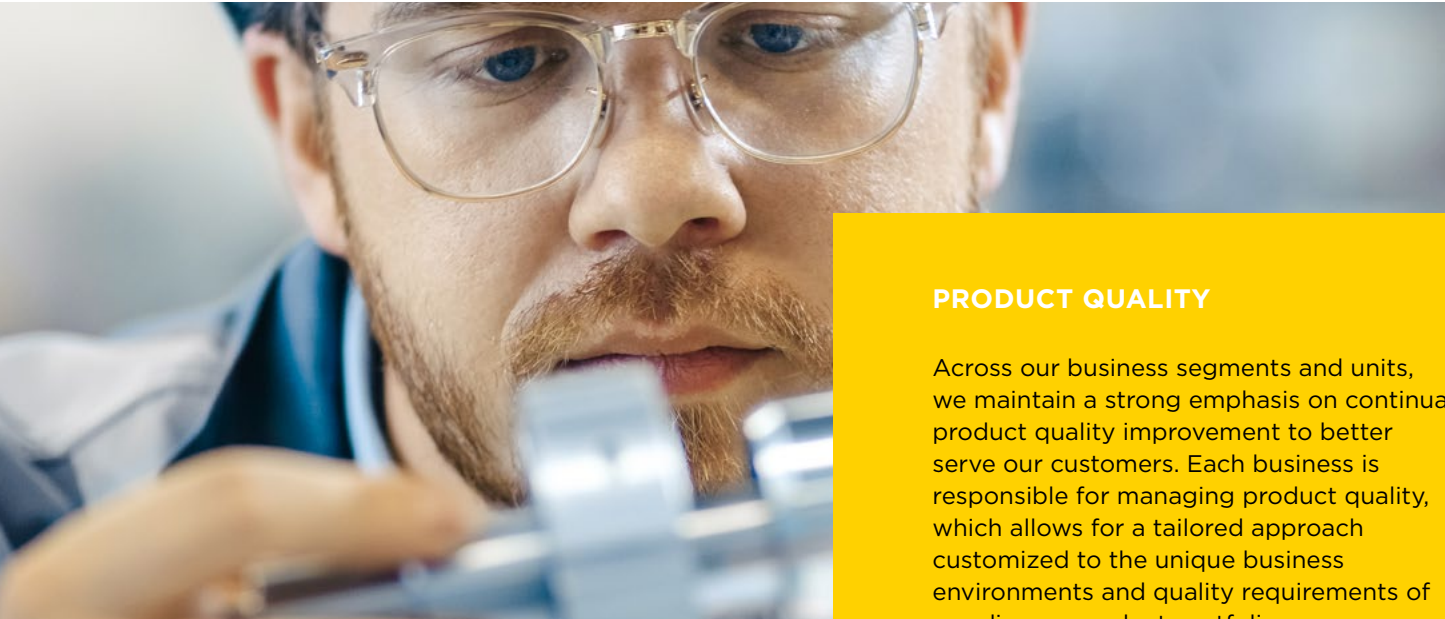
In 2020, Hubbell launched its inaugural “Hubbell Helping Hands” campaign, which established the month of October as a month of focused volunteering and service.

Throughout October 2020, Hubbell employees in the US, Canada, and Puerto Rico were encouraged to give back to their communities by participating in Hubbell Helping Hands’ month of giving. Through this campaign, over 300 Hubbell employees donated their time and energy to local organizations, resulting in **over 480 volunteer hours** by the end of October.

In addition to volunteering, Hubbell Helping Hands also conducted a variety of other community impact initiatives during its inaugural year. In October 2020, the campaign:

- **Donated about 6,900 pounds of food** to local food banks and shelters near seven of our facilities
- **Ran a household and personal care product drive** for local shelters near five of our facilities
- **Donated to four schools**, including the Spring Garden Waldorf School, South Carolina Governor’s School for Art & Humanities, Legacy Early College, and Buncombe County School Foundation





PRODUCT QUALITY AND SAFETY

As a global manufacturer and solutions provider, we know that a commitment to product quality and safety is the foundation of our businesses' success.

Meeting the needs and expectations of customers is critical to earning and keeping their trust and protecting the value of our brands.

PRODUCT QUALITY

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.

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:

- **Designing quality into new products through a rigorous, cross-functional stage-gate process**
- **Ensuring we obtain the right raw materials, work with qualified suppliers, and maintain tested and proven processes throughout our production workflow**
- **Following internationally recognized best practice quality management systems like ISO9001:2015 (ISO 9001)**
- **Using, where applicable, third-party product safety, quality, or sustainability certifications such as UL and CSA or industry-specific certifications**
- **Conducting phased quality testing of products in the lab followed by controlled field environments**
- **Continuously improving the effectiveness of our quality management systems, our processes, and products, to enhance their value**

PRODUCT SAFETY

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.

Due to the diverse nature of our businesses, safety practices and needs can vary depending on the business segment, business unit, and product line. Generally, to improve and support product safety, we:

- **Incorporate safety considerations in the early stages of and throughout the product design process**
- **Seek to eliminate hazardous chemicals from relevant products and processes**
- **Ensure compliance with relevant regulatory requirements, including the Restriction of Hazardous Substances Directive (RoHS) and the Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH)**
- **Continuously monitor product performance in the field, track warranty rates, and work to appropriately address potential safety hazards identified as a result**
- **Develop innovative safety features to help customers stay safe such as real time leak detection, temperature sensors, automatic shutoffs, and digital solutions for preventative maintenance**



WORKING TOWARD INDUSTRY SAFETY

Across Hubbell, we strive to deliver high-quality, safe products to meet customers' needs. As part of that effort, our product teams collaborate with industry partners, such as the National Electrical Manufacturers Association (NEMA), to drive safety across the electrical manufacturing industries.

SUPPLY CHAIN RESPONSIBILITY

We are firmly committed to responsible sourcing and managing ESG-related risks throughout our supply chain.



HUBBELL'S SUPPLY CHAIN

Optimized for quality, cost, and delivery, our 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.

We believe that our customers care not only about the quality of our products, but also about how those products are produced. As a result, we view addressing human rights and other critical issues in our supply chain as both a business imperative and a sustainability priority. We have established standards for our third parties to follow to help us manage potential risks and positively impact the world around us.

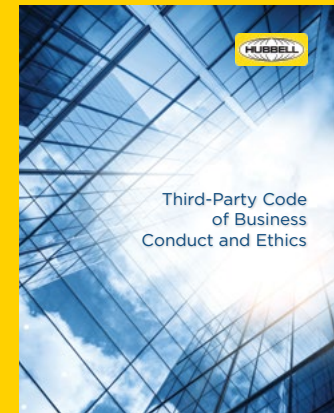
SUPPLY CHAIN MANAGEMENT

Our Third-Party Code of Business Conduct and Ethics (Third-Party Code), which we launched in 2020, is the foundation of our responsible sourcing practices. As an extension of Hubbell's Code of Business Conduct and Ethics, our Third-Party Code establishes our expectations regarding workplace standards and business practices for our suppliers.

The Third-Party Code mandates that our suppliers comply with the law and conduct business in an ethical, legal, and responsible manner—including with respect to anti-bribery and anti-corruption, trade compliance, conflicts of interest, anti-money laundering, conflict minerals, labor and human rights, environmental stewardship, protection of confidential information, data privacy, safety, ethical employment practices, and non-discrimination. It also provides information on our reporting mechanisms through our “Speak Up Today” program. To learn more about Speak Up Today, see [page 56](#).

Our commitment to ethical business practices extends to third parties with whom we partner.

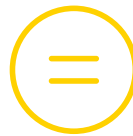
Every supplier, vendor, sales agent, distributor, or any other third-party that does business with Hubbell must comply with our Third-Party Code of Business Conduct and Ethics.



Our global sourcing and supply chain teams, led by our Chief Manufacturing & Supply Chain Officer, 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 COMMITMENT TO HUMAN RIGHTS

Respecting human rights throughout our company, operations, supply chain, and communities is important to our business.



We are committed to complying with applicable labor laws and we expect our business partners to do the same. Furthermore, we are dedicated to maintaining commercial operations and a supply chain free of human rights violations from our commercial operations and supply chain and strictly prohibit all forms of involuntary labor, child labor, bonded labor, and human trafficking in our business dealings.

In addition to our Third-Party Code, our [Global Human Rights Policy](#), which is based on the UN Guiding Principles on Business and Human Rights, as well as our [Statement Against Slavery and Human Trafficking](#), [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.

PROMOTING SUSTAINABILITY WITHIN OUR VALUE CHAIN



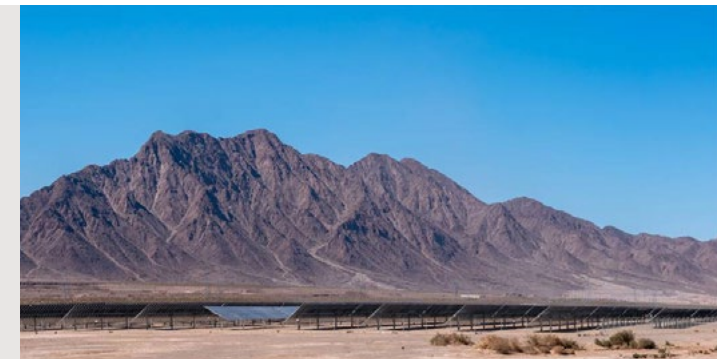
ELECTRIC UTILITY INDUSTRY
SUSTAINABLE SUPPLY CHAIN ALLIANCE

Hubbell is an active member of the Electric Utility Industry Sustainable Supply Chain Alliance (EUISSCA), a coalition of

electric utility providers, distributors, manufacturers that support the electric utility industry. EUISSCA works with its members to improve environmental performance and advance sustainable business.

OUR POLICY ON CONFLICT MINERALS

At Hubbell, we are committed to the socially responsible sourcing of 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 or critical materials that directly or indirectly finance or benefit armed groups in The Democratic Republic of the Congo (DRC) or adjoining countries. Conflict minerals include tantalum, tin, gold, tungsten, or their derivatives. 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. For more information, please visit our [2020 Conflict Minerals Report](#).



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. We expect our suppliers to implement a process to reasonably assure that conflict minerals contained in the products they provide to us do not perpetrate human rights abuses in the DRC or an adjoining country.

Hubbell is a member of the **National Minority Supplier Development Council (NMSDC)** and the **Carolinas-Virginia Minority Supplier Development Council (CVMSDC)**. Our memberships with NMSDC and CVMSDC help us access qualified and certified diverse firms in advance of potential or actual projects.

SUPPLIER DIVERSITY

We understand that success comes from diverse perspectives, and we value diversity and inclusion in all aspects of business. A key part of our commitment to diversity, equity, and inclusion is supplier diversity and the development and engagement of certified ethnically/racially diverse-owned, woman-owned, historically underutilized businesses, veteran-owned, and service-disabled veteran-owned businesses that can provide quality goods and services in a timely and competitive manner.

In 2020, Hubbell established a cross-functional Supplier Diversity Council that is responsible for sourcing products and services from qualified diverse suppliers in the US. The Supplier Diversity Council is committed to integrating supplier diversity into our strategic sourcing and procurement processes to generate efficiency, innovation, and increase opportunities for diverse suppliers.

THIRD-PARTY SCREENING AND MONITORINGS

As part of our effort to manage potential ESG-related risks in 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 (C-TPAT) initiative, which seeks to protect supply chains from the concealment of terrorist weapons or threats. Our involvement with C-TPAT, together with our supply chain audits and third-party due diligence programs, help us achieve supply chain responsibility.



Hubbell's aspirational goal is to continue to increase its spend with diverse suppliers year over year. With the formation of the **Supplier Diversity Council**, Hubbell believes it can drive such growth absent complicating factors like the continued impact of the COVID-19 pandemic. Hubbell estimates its 2020 diverse supplier spend to be **approximately 10% of its US procurement spend**, subject to the self-identification indicators provided by its suppliers.

GOVERNANCE & ACCOUNTABILITY

At Hubbell, we believe that sound governance structures and policies are needed to manage our business, drive performance, and create value responsibly and ethically.

We are dedicated to disciplined oversight, uncompromising high standards of business conduct and ethics, and proactive information security practices designed to protect our customers' and employees' data.

Our governance frameworks and business policies are designed to create accountability within our business, which supports the best interests of our company, employees, shareholders, and other stakeholders. These processes and systems serve as the foundation for delivering on our sustainability strategy and integrating sustainability issues into our business decisions.



CORPORATE GOVERNANCE

Solid principles of corporate governance are essential to maintaining the trust of stakeholders, managing risks, and achieving success as a business. Hubbell has adopted corporate governance principles, policies, and practices to promote effective oversight and functioning of the Board of Directors (Board), its committees, and the company.

BOARD OVERSIGHT

Our commitment to thoughtful governance starts with our Board, who provide the highest level of oversight for Hubbell's strategy, performance, and enterprise risks, as outlined in the Board's [Corporate Governance Guidelines](#). Our Chairman, President and CEO and senior leaders regularly review and discuss with the Board any material risks our company faces, the measures in place to address these risks, and the effectiveness of these measures.

BOARD COMPOSITION

Hubbell's Board consists of five standing committees: The Audit Committee, the Compensation Committee, the Finance Committee, the Nominating and Corporate Governance Committee, and the Executive Committee. Our Board currently has ten members, including Gerben Bakker, Hubbell's Chairman, President and CEO. Nine of our ten Directors are independent, and all Board committees except the Executive Committee consist entirely of independent Directors.

Our Directors serve one-year terms and stand for reelection annually. 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, Director biographies, and nomination and compensation practices are available in our [2021 Proxy Statement](#).



BOARD DIVERSITY

Hubbell's Directors are evaluated on their background and experience and reflect Hubbell's commitment to diversity.

33%

OF INDEPENDENT DIRECTORS
ARE **DIVERSE IN TERMS OF
GENDER OR RACE/ETHNICITY**

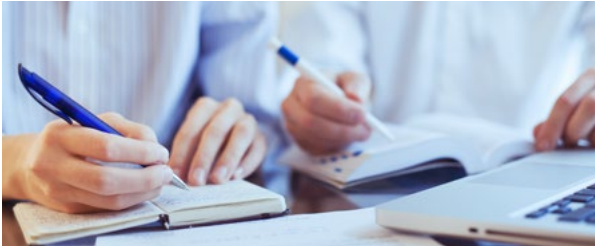
78%

OF INDEPENDENT DIRECTORS
HAVE SERVED FOR
TEN YEARS OR LESS

6.5

**YEARS IS THE AVERAGE
TENURE** OF OUR INDEPENDENT
DIRECTORS

Note: Board diversity metrics as of March 2021.



MANAGING OUR ESG STRATEGY AND PERFORMANCE

Hubbell's [Corporate Governance Guidelines](#) and the [Charter](#) of the Nominating and Corporate Governance Committee formally include Board oversight of the company's ESG programs as part of the Board's responsibilities. The Nominating and Corporate Governance Committee 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. Moreover, members of the Board periodically participate in conference calls with various shareholders to discuss a wide range of topics, including sustainability matters.

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 SVP, General Counsel and Corporate Secretary and Chief Compliance Officer (CCO) are the executive sponsors for the ESG Committee, and our Sustainability & ESG Manager serves as the ESG Committee lead. The ESG Committee's executive sponsors provide regular updates to senior leadership and the Board. As we continue building our sustainability program, we will further expand our ESG governance structures.

OUR CHAIRMAN, PRESIDENT AND CEO'S ESG PERFORMANCE INCENTIVE

In 2021, Hubbell added a component to our Chairman, President and CEO's annual Short-Term Incentive (STI) award design representing performance on strategic initiatives, at a 20% weighting. The addition of this element will support continued focus on critical priorities including diversity, equity, inclusion, sustainability/ESG, and safety.



ESG STEERING COMMITTEE

In early 2021, we established an ESG Steering Committee to lead our ESG strategy and create greater accountability for our ESG outcomes. Specifically, the ESG Steering Committee is responsible for:

- **Setting the company's strategic priorities for ESG-related topics**
- **Steering various sustainability efforts around the company including operational efficiencies, responsible sourcing, sustainability brand marketing, and sustainable innovation efforts**
- **Implementing new ESG policies and practices across our organization and within each of our business segments**
- **Reporting ESG goals, progress, and challenges to the Board, Nominating and Corporate Governance Committee, and senior leadership**

BUSINESS ETHICS AND INTEGRITY

Throughout our history, operating with integrity and upholding high standards of ethical business conduct have been guiding principles for us at Hubbell. Our commitment to these values within our global operations and across our business partnerships has earned us the trust of our customers, suppliers, employees, shareholders, and the communities where we work. We care deeply about maintaining this trust and strive to achieve risk excellence and continuous improvement in our ethics and compliance processes while remaining compliant with all relevant laws and regulations.



HUBBELL RECOGNIZED AS ONE OF THE 2021 WORLD'S MOST ETHICAL COMPANIES



Thanks to our dedication to ethics and integrity in 2020, Hubbell was recognized as one of the **2021 World's Most Ethical Companies** by the Ethisphere Institute.*

Ethisphere's assessment process focuses on an organization's culture of ethics, environmental and societal impact, governance, leadership and reputation, and ethics and compliance program. Hubbell is one of 135 total companies spanning 22 countries and 47 industries to be honored.

*"World's Most Ethical Companies" and "Ethisphere" names and marks are registered trademarks of Ethisphere LLC.

MANAGING RISKS

Our commitment to business ethics and compliance begins at the very top of our organization, with oversight from our Board of Directors; Chairman, President and CEO; SVP, General Counsel and Corporate Secretary; and CCO. [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, 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 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.

100%



- Of Hubbell employees, Directors, and third-party partners the code applies to
- Of targeted Hubbell employees that have completed training modules and are certified on the code
- Of targeted Hubbell employees certified on the code in 2020



Employees and Directors annually certify on the Code

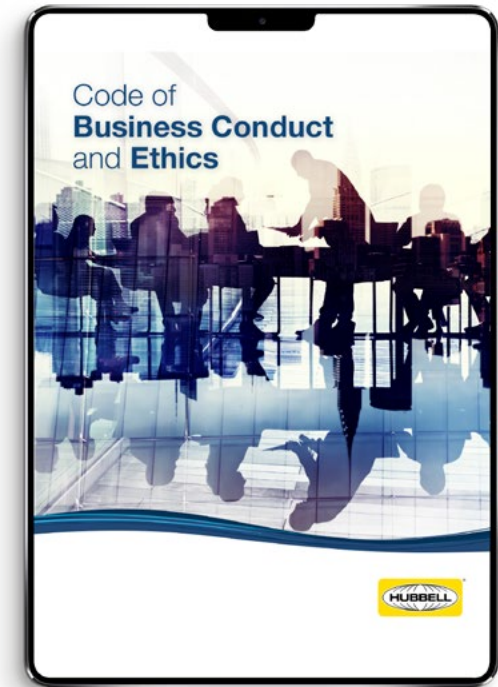


Monthly training for employees on tenets of the Code

ENSURING COMPLIANCE

Our compliance program is led by our CCO and 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 have a Compliance Review Committee that reviews all significant ethical matters should they arise. Our CCO regularly updates our Board's Audit Committee on compliance-related matters, including the results of internal audit activities, our performance compared to benchmarking trends, the results of our annual Enterprise Risk Management (ERM) assessment, and Code of Conduct awareness initiatives.



EMPLOYEE ETHICAL CULTURE SURVEY

Every year, we conduct an “Employee Ethical Culture” survey to better understand employee perceptions of Hubbell’s ethical culture and compliance program. In 2020, we scored above the survey’s company peer group benchmark in all categories, indicating that our employees believe in the strength of our compliance program and the integrity of our senior leadership. The results of these surveys are discussed with senior leadership and our Audit Committee and are reported to the full Board.

ETHICS AND COMPLIANCE TRAINING

Another essential aspect of our compliance program is training. Based upon the key areas identified through our compliance risk assessments, we regularly refresh both the substance and methods of compliance training. These updates help our global workforce, and our business partners understand and comply with the law, our Code, and our policies. Each month, compliance-themed courses and resources are rolled out to all employees. Monthly topics covered in this training program include data privacy and security, insider trading, raising concerns, and bribery and corruption.

ENCOURAGING EMPLOYEES TO SPEAK UP TODAY

Due to our global presence, we recognize that laws, regulations, business practices, and customs can vary significantly from one country to the next.

In our Code training and all live training sessions, employees are reminded that whenever they have a concern, they have multiple avenues to raise their concerns in a manner most comfortable to them. Those avenues include their direct supervisor, their local human resources partner, or a member of Hubbell's legal and compliance teams.

In addition, Hubbell offers a resource where individuals can ask questions or report compliance concerns confidentially or anonymously. This service is called "Speak Up Today," and is managed by an independent third-party and is available to employees, customers, vendors, or any other third-party. Speak Up Today is available 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.

THIRD-PARTY RISK

Ultimately, our goal is to prevent, manage, and mitigate any ethics and compliance risks within our walls and beyond our facilities, including but not limited to our engagements with customers, suppliers, and communities, as well as any other third parties. 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.



In 2020, our Speak Up Today program received inquiries on a range of topics, all of which were reviewed and evaluated in accordance with our compliance procedures. This level of engagement from our employees demonstrates that our training programs and policies afford our employees the opportunity to raise concerns and provide input on ways to improve our policies, initiatives, and programs.

100%

SPEAK UP CASES
WERE INVESTIGATED¹

46

AVERAGE NUMBER OF
DAYS TO CLOSE SPEAK
UP TODAY CASES¹

11

NUMBER OF
COUNTRIES WHERE
CALLS WERE MADE¹

1. As of December 31, 2020

DATA PRIVACY AND CYBERSECURITY

As a global manufacturer of electrical and utility equipment, we maintain valuable information and technology assets, data, systems, and applications—critical to our operations and success as an enterprise.

As a result, we are committed to securing these assets and continue to build our resilience against possible cyber threats. We also prioritize data security and privacy in connection with our products.

UPHOLDING DATA PRIVACY

Within our company, data privacy is an increasingly prominent function. A dedicated data privacy group oversees all aspects of our corporate privacy program and reports directly to Hubbell's SVP, General Counsel and Secretary. This team works to promote a uniform and coordinated approach to diverse privacy regulatory frameworks and challenges. Our data privacy group also provides training to employees and leaders from across the business to raise awareness and help them understand what privacy means in their roles.



As a company, we focus on fostering a “privacy by design” culture, where privacy controls and processes are embedded in everything we do. Together, our data privacy team, policies, plans, and initiatives help us secure the data we manage daily.

ESTABLISHING OUR GOALS

We conduct phishing tests regularly with our employees, adjusting the complexity of the phishing emails to enhance vigilance. Our success rate with phishing emails avoided by employees consistently remains higher than the industry benchmark.

MANAGING CYBERSECURITY RISK

To protect our business against cybersecurity threats, we have developed a comprehensive, multi-layered information security infrastructure to defend our data, network, and employees. Our cybersecurity team, which focuses on cybersecurity operations, governance, risk, and product security, is led by our Chief Information Security Officer and overseen by our CCO. This team briefs our senior leadership and Board of Directors regularly on our enterprise-wide cybersecurity risk management, or immediately if significant cybersecurity issues arise.

Our cybersecurity function also works closely with our compliance teams to ensure we maintain compliance with applicable regulations. These groups also conduct internal audits of our cybersecurity controls and work with third-party providers to perform external cyber and information security audits of our program as well. Furthermore, our cybersecurity team partners with our sourcing teams to conduct risk assessments of third-party vendors. These initiatives, as well as Hubbell's Cyber Incident Response Plan, help us prevent and respond to security-related matters.



ENSURING PRODUCT SECURITY

Our businesses increasingly complement our equipment offerings with digital solutions, such as connected products, sensors, and software. We believe that integrating security measures into our digital products and services helps differentiate our product offerings and increase relevance with our customers. Our Product Cybersecurity Counsel (PCC) manages all cybersecurity threats related to our products to safeguard our devices. The PCC also partners with Hubbell's Engineering Council, plugging into our NPD process to ensure product security is integrated into the design of new products.

As an extension of our PCC's efforts, we train our engineers, software architects, and product owners to follow a “security by design” approach. We also conduct ongoing risk assessments and prioritize security validation of our products to discover potential issues in code, firmware, and protocols.

RESPONDING TO COVID-19

COVID-19 had a tremendous impact on nearly every aspect of our daily lives in 2020, and it reminded us that resilience means more than just responding to change.

Across Hubbell, we remained focused on supporting our employees, customers, suppliers, and the communities where we operate.





ACTING SWIFTLY

To ensure a swift response to the pandemic, in 2020 Hubbell established a COVID-19 Steering Committee consisting of senior executives.

Several subcommittees were also created, including an Employees and Facilities Subcommittee, a Crisis Subcommittee, and a Site Reopening Approval Committee. Moreover, a network of Site Leaders and Field HR Business Partners were responsible for implementing Hubbell's COVID-19 Playbook, which outlines our safety standards and protocols.

CARING FOR OUR PEOPLE

We have focused on ensuring a safe and supportive environment for our employees as they balance life challenges resulting from COVID-19. To continue delivering on our commitments, our production and distribution facilities have continued to operate throughout the ongoing pandemic. We adjusted our ways of working to protect everyone's safety and well-being, including implementing additional cleaning and sanitation routines, providing personal protective equipment, and reducing person-to-person interactions. We have reinforced hygiene and exposure guidelines with employees, in line with guidance from local health officials.

ENSURING BUSINESS CONTINUITY

During times of crisis, business continuity and adapting to the needs of our customers are critical. At the onset of the pandemic, we deployed global and regional teams to monitor the rapidly evolving situation in each of our local markets and recommended risk mitigation actions.

We also implemented several cost-saving actions during the second quarter (Q2) of 2020 to alleviate the negative implications COVID-19 had on our business. These initiatives included foregoing the Q2 2020 quarterly retainer fees for our Directors, reducing senior executives' and executives' salaries by 25% and 15%, respectively, and executing a two-week furlough for all other salaried employees. During that same quarter, Hubbell used some of those cost savings to reward our frontline manufacturing and warehouse employees, and supervisors with Appreciation Pay bonuses.

SUPPORTING OUR COMMUNITIES

During the pandemic, we have pursued ways to give back to our communities to promote health, wellness, and vitality beyond our office walls. In 2020, we implemented a Volunteer Paid Time Off Policy that provides employees with up to eight hours of paid time off for employees to use to volunteer for a 501(c)(3) charity. Hubbell also launched its inaugural month of giving campaign, Hubbell Helping Hands, in October 2020. This campaign provided in-person and virtual opportunities for employees to give back despite the ongoing pandemic. For more information on our community impact initiatives, see [page 43](#).



APPENDIX I

ABOUT THIS REPORT

REPORT BOUNDARIES

This report covers our ESG efforts across our organization, with a primary focus on our activities in the US. Unless otherwise noted, this report covers the period of January 1, 2020, to December 31, 2020, and provides qualitative and quantitative information on our approach to managing ESG issues. Some initiatives or targets launched during early 2021 are also included in this report to provide up-to-date information for our stakeholders. We intend to continue to report on ESG issues. For additional information, visit [Hubbell's Sustainability Website](#).

REPORTING GUIDELINES AND CONTENT

We prepared this report leveraging the Global Reporting Initiative (GRI) Sustainability Reporting Standards (Core option) and the Sustainability Accounting Standards Board (SASB) Electrical & Electronic Equipment Industry Standards. We also included disclosures responsive to the Task Force on Climate-related Financial Disclosures (TCFD) recommendations (see [page 75](#)) and summarized our sustainability impact areas using the six value-creation capitals identified by the International Integrated Reporting <IR> Framework (see [page 9](#)).

In 2020, we conducted an ESG materiality assessment to inform our ESG priorities. The process and results of this sustainability materiality assessment are described on [page 12](#). The topics covered in this report were defined based on the results of this materiality assessment.

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 above are different from those terms as used in the context of filings with the US Securities and Exchange Commission (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, 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 within the meaning of the Private Securities Litigation Reform Act of 1995. These include statements about expectations regarding our financial results, condition and outlook, anticipated end markets, near-term volume, the continued opportunity for operational improvement, our ability to drive consistent and differentiated performance, the impact of our high-quality portfolio of electrical solutions and utility solutions with strong brand value and best in class reliability, and our projected financial results, as well as other statements that are not strictly historical in nature. In addition, all statements regarding anticipated growth, changes in operating results, market conditions, and economic conditions are forward-looking, including those regarding the adverse impact of the COVID-19 pandemic on the company's end markets. These statements may be identified by the use of forward-looking words or phrases such as "believe," "expect," "anticipate," "plan," "estimated," "target," "should," "could," "may," "subject to," "continues," "growing," "projected," "if," "potential," "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: The scope and duration of the COVID-19 pandemic and its impact on global economic systems, our employees, sites, operations, customers, and supply chain; 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 tariffs and other trade actions taken by the US and other countries; changes in demand for our products, as well as product sales prices and material costs; expected benefits of productivity improvements and cost reduction actions; effects of unfavorable foreign currency exchange rates; the impact of US tax reform legislation; general economic and business conditions; the impact of and the ability to complete and integrate strategic acquisitions; the impact of certain divestitures; 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," and "Quantitative and Qualitative Disclosures about Market Risk" Sections in the Annual Report on Form 10-K for the year ended December 31, 2020 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.

EXTERNAL MEMBERSHIPS, ASSOCIATIONS, AND CERTIFICATES

We are proud members of various organizations and associations within our industry, including the following:

- [Alliance for PE Pipe](#)
- [American Gas Association \(AGA\)](#)
- [American Public Gas Association \(APGA\)](#)
- [British Smart Metering Association \(BEAMA\)](#)
- [Caribbean Electric Utility Services Corporation \(CARILEC\)](#)
- [Deep Foundations Institute \(DFI\)](#)
- [Edison Electric Institute \(EEI\)](#)
- [Energy Association of Pennsylvania](#)
- [Florida Municipal Electric Association \(FMEA\)](#)
- [Future Water Association](#)
- [Institute for Integrated Supply Chain Management \(IISCM\)](#)
- [Kentucky Gas Association](#)
- [Louisiana Gas Association](#)
- [Manufacturers Alliance \(formerly MAPI\)](#)
- [Midwest Energy Association \(MEA\)](#)
- [National Association of Cathodic Engineers \(NACE\)](#)
- [National Council of Structural Engineers Associations](#)
- [National Electrical Manufacturers Association \(NEMA\)](#)
- [National Propane Gas Association \(NPGA\)](#)
- [National Rural Electric Cooperative Association \(NRECA\)](#)
- [Northeast Gas Association](#)
- [Northwest Public Power Association \(NWPPA\)](#)
- [Oklahoma Gas Association](#)
- [Pennsylvania Rural Electric Association \(PREA\)](#)
- [PRIME Alliance - PRIME UA](#)
- [Propane Gas Association of New England](#)
- [Rocky Mountain Electric League \(RMEL\)](#)
- [Southern Gas Association \(SGA\)](#)
- [Southwest Electrical Metering Association \(SWEMA\)](#)
- [US Customs-Trade Partnership Against Terrorism \(C-TPAT\)](#)
- [Utility Technology Council \(UTC\)](#)
- [Tennessee Gas Association \(TGA\)](#)
- [Texas Gas Association](#)
- [The Smart Meter Device Assurance Scheme \(SMDA\)](#)
- [Western Energy Institute \(WEI\)](#)

We also interact with the following sustainability-related organizations and partnerships:

- [American Water Works Association \(AWWA\)](#)
- [Business Ethics Leadership Alliance \(BELA\), an Ethisphere Community](#)
- [Carolinas-Virginia Minority Supplier Development Council \(CVMSDC\)](#)
- [The Conference Board \(TCB\)](#)
- [Deep Foundations Institute \(DFI\) Sustainability Committee](#)
- [DiversityJobs Top Diversity Employers](#)
- [Electric Utility Industry Sustainable Supply Chain Alliance \(EUISSCA\)](#)
- [Employer Support of the Guard and Reserve](#)
- [Ethisphere World's Most Ethical Companies](#)
- [International Association of Privacy Professionals \(IAPP\)](#)
- [Manufacturers Alliance \(Formerly MAPI\) Sustainability Council](#)
- [Military.com](#)
- [Military Friendly Employer](#)
- [National Black MBA Association](#)
- [National Minority Supplier Development Council \(NMSDC\)](#)
- [National Society of Black Engineers](#)
- [National Urban League](#)
- [Paradigm for Parity](#)
- [Prospanica Association of Hispanic MBAs & Business Professionals](#)
- [Society of Women Engineers](#)
- [Work180 Endorsed Employer for Women](#)

Some of our businesses and facilities are certified and accredited under the following standards:

- [ISO 14001](#)
- [ISO 9001](#)

POLICIES, REPORTS, AND DISCLOSURES

We strive to achieve high standards of quality, ethics, and performance while consistently exceeding applicable requirements and enhancing customer satisfaction. The list below includes some, but not all, of our company-wide ESG-related policies and disclosures.

POLICIES AND DISCLOSURES

Sustainability

- [ESG and Sustainability Disclosures Policy](#)
- [2021 CDP Climate Change Questionnaire](#)

Employee Inclusion and Benefits

- [Equal Employment Opportunity Policy](#)
- [Paid Parental Leave Policy](#)
- [Volunteer Paid Time Off Policy](#)
- [Military Leave Policy](#)

Health and Safety

- [Environmental, Health, and Safety Policy](#)

Ethics and Compliance

- [Code of Business Conduct and Ethics](#)
- [Violence-Free Workplace Policy](#)
- [Anti-Corruption Policy](#)
- [Political Contributions Policy](#)
- [Anti-Harassment, Discrimination, and Retaliation Policy](#)

Governance and Accountability

- [Corporate Governance Guidelines](#)
- [Audit Committee Charter](#)
- [Compensation Committee Charter](#)
- [Finance Committee Charter](#)
- [Nominating and Corporate Governance Committee Charter](#)

Data Privacy

- [Website Visitor Privacy Policy](#)

Human Rights and Supply Chain Responsibility

- [Global Human Rights Policy](#)
- [Third-Party Code of Business Conduct and Ethics](#)
- [2019-2020 Modern Slavery and Human Trafficking Statement](#)
- [California Transparency in Supply Chains Act Disclosure](#)
- [Conflict Minerals Policy](#)
- [2020 Conflict Minerals Report](#)
- [2021 Supplier Diversity Program Statement](#)

Latest Reports

- [2020 Annual Report and Proxy Statement](#)
- [2020 Conflict Minerals Report](#)

APPENDIX II

GRI CONTENT INDEX

Hubbell considered the Global Reporting Standards (Core Option) when creating this report. The index below indicates where information responsive to identified GRI disclosure categories may be found.

DISCLOSURE #	DISCLOSURE DESCRIPTION	LOCATION (REPORT SECTION, URL)
GENERAL DISCLOSURES (CORE OPTION)		
102-1	Name of the organization	Hubbell Incorporated
102-2	Activities, brands, products, and services	About Hubbell Incorporated ; Our Strategy and Solutions
102-3	Location of headquarters	40 Waterview Drive Shelton, CT 06484
102-4	Location of operations	Our Strategy and Solutions
102-5	Ownership and legal form	Our common stock is traded on the New York Stock Exchange under the ticker symbol "HUBB." Our Strategy and Solutions ; 2020 10-K Annual Report , page 1 (Securities Registered Pursuant to Section 12(b) of the Act); Item 1, Business
102-6	Markets served	Our Strategy and Solutions
102-7	Scale of the organization	About Hubbell Incorporated ; Our Strategy and Solutions ; 2020 10-K Annual Report , Item 1, Business
102-8	Information on employees and other workers	The Employee Experience
102-9	Supply chain	Supply Chain Responsibility
102-10	Significant changes to the organization and its supply chain	There were no significant changes regarding our size, structure, ownership, or supply chain in 2020.
102-11	Precautionary principle	Environmental Stewardship ; Climate Change Risks and Opportunities
102-12	External initiatives	External Memberships, Associations, and Certificates
102-13	Membership of associations	External Memberships, Associations, and Certificates

STRATEGY

102-14	Statement from senior decision-maker	Message from Our Chairman, President and CEO
--------	--------------------------------------	--

ETHICS AND INTEGRITY

102-16	Values, principles, standards, and norms of behavior	About Hubbell Incorporated; Business Ethics and Integrity
--------	--	---

GOVERNANCE

102-18	Governance structure	Corporate Governance
--------	----------------------	--------------------------------------

STAKEHOLDER ENGAGEMENT

102-40	List of stakeholder groups	Engaging Our Stakeholders
102-41	Collective bargaining agreements	Equal Opportunity and Fair Labor
102-42	Identifying and selecting stakeholders	Engaging Our Stakeholders
102-43	Approach to stakeholder engagement	Engaging Our Stakeholders
102-44	Key topics and concerns raised	Engaging Our Stakeholders
102-45	Entities included in the consolidated financial statements	2020 10-K Annual Report, Exhibit 21.1, List of Subsidiaries (as of December 31, 2020)
102-46	Defining report content and topic boundaries	About This Report
102-47	List of material topics	Our ESG Areas of Focus
102-48	Restatements of information	N/A; This is Hubbell's inaugural Sustainability Report
102-49	Changes in reporting	N/A; This is Hubbell's inaugural Sustainability Report
102-50	Reporting period	Calendar year 2020. For more information on our report boundaries, see page 61 .
102-51	Date of most recent report	N/A; This is Hubbell's inaugural Sustainability Report
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding this report	sustainability@hubbell.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	The GRI context index begins on page 66 .

GRI TOPIC-SPECIFIC DISCLOSURES**ECONOMIC PERFORMANCE**

201	103: Management Approach	Generating Value
201-1	Direct economic value generated and distributed	Generating Value
201-2	Financial implications and other risks and opportunities due to climate change	Climate Change Risks and Opportunities
201-3	Defined benefit plan obligations and other retirement plans	Benefits and Wellbeing

ANTI-CORRUPTION

205	103: Management Approach	Business Ethics and Integrity ; Managing Risks ; Ensuring Compliance
205-1	Operations assessed for risks related to corruption	Ensuring Compliance ; Third-Party Risk
205-2	Communication and training about anti-corruption policies and procedures	Managing Risks ; Ethics and Compliance Training
205-3	Confirmed incidents of corruption and actions taken	None.

ANTI-COMPETITIVE BEHAVIOR

206	103: Management Approach	Business Ethics and Integrity ; Managing Risks ; Ensuring Compliance
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practice	Please refer to Hubbell's filings with the US SEC on Hubbell's website .

ENERGY

302	103: Management Approach	Managing Our Environmental Impact
302-1	Energy consumption within the organization	Energy and Emissions
302-3	Energy intensity	Energy and Emissions

WATER AND EFFLUENTS

303	103: Management Approach	Managing Our Environmental Impact
303-1	Interactions with water as a shared resource	Water and Waste
303-5	Water consumption	Water and Waste

EMISSIONS		
305	103: Management Approach	Managing Our Environmental Impact
305-1	Direct (Scope 1) GHG emissions	Energy and Emissions
305-2	Energy indirect (Scope 2) GHG emissions	Energy and Emissions
305-4	GHG emissions intensity	Energy and Emissions
305-5	Reduction of GHG emissions	Energy and Emissions
EFFLUENTS AND WASTE		
306	103: Management Approach	Managing Our Environmental Impact
306-3	Waste generated	Water and Waste We are in the process of improving our measurement of these metrics.
ENVIRONMENTAL COMPLIANCE		
307	103: Management Approach	Product Quality and Safety; Supply Chain Responsibility
307-1	Non-compliance with environmental laws and regulations	We did not experience any material non-compliance with environmental laws and regulations in 2020.
EMPLOYMENT		
401	103: Management Approach	The Employee Experience; Talent Attraction; Engaging and Retaining Our Employees; Benefits and Wellbeing; Developing and Advancing Our Workforce
401-1	New employee hires and employee turnover	The Employee Experience
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits and Wellbeing
OCCUPATIONAL HEALTH AND SAFETY		
403	103: Management Approach	Employee Health and Safety
403-1	Occupational health and safety management system	Health and Safety Management
403-2	Hazard identification, risk assessment and incident investigation	Health and Safety Management
403-5	Worker training on occupational health and safety	Health and Safety Management
403-9	Work-related injuries	Safety Performance
403-10	Work-related ill health	Safety Performance

TRAINING AND EDUCATION

404	103: Management Approach	The Employee Experience ; Developing and Advancing Our Workforce
404-1	Average hours of training per year per employee	Training Through Hubbell University
404-3	Percentage of employees receiving regular performance and career development reviews	Employee Recognition

DIVERSITY AND EQUAL OPPORTUNITY

405	103: Management Approach	Inclusion, Diversity, and Equity ; Leading with Inclusion ; Promoting Diversity
405-1	Diversity of governance bodies and employees	Inclusion, Diversity, and Equity

NON-DISCRIMINATION

406	103: Management Approach	Equal Opportunity and Fair Labor
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.

CHILD LABOR

408	103: Management Approach	Supply Chain Responsibility ; Third-Party Screening and Monitoring
408-1	Operations and suppliers at significant risk for incidents of child labor	Third-Party Screening and Monitoring

FORCED OR COMPULSORY LABOR

409	103: Management Approach	Supply Chain Responsibility ; Third-Party Screening and Monitoring
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Third-Party Screening and Monitoring

HUMAN RIGHTS ASSESSMENT

412	103: Management Approach	Supply Chain Responsibility ; Third-Party Screening and Monitoring
412-1	Operations that have been subject to human rights reviews or impact assessments	Third-Party Screening and Monitoring

LOCAL COMMUNITIES

413	103: Management Approach	Community Impact ; Charitable Giving Through The Hubbell Foundation
413-1	Operations with local community engagement, impact assessments and development program	Community Impact ; Charitable Giving Through The Hubbell Foundation

SUPPLIER SOCIAL ASSESSMENT

414	103: Management Approach	Supply Chain Responsibility ; Supplier Diversity ; Third-Party Screening and Monitoring
414-1	New suppliers that were screened using social criteria	Third-Party Screening and Monitoring ; Supplier Diversity

CUSTOMER HEALTH AND SAFETY

416	103: Management Approach	Product Quality and Safety
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents of material non-compliance concerning health and safety impacts of products and services were recorded in 2020.

CUSTOMER PRIVACY

418	103: Management Approach	Data Privacy and Cybersecurity ; Upholding Data Privacy ; Managing Cybersecurity Risk
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We had no material complaints concerning breaches of customer privacy and losses of customer data in 2020. Moreover, in the last three years, we have not experienced material information security breaches.

NON-GRI TOPIC-SPECIFIC DISCLOSURES**CUSTOM TOPIC**

Products with Impact	103: Management Approach	Innovation and New Product Development
Custom Metric	Total revenue associated with products with impact	Innovation and New Product Development

SASB CONTENT INDEX

Hubbell considered the SASB Electrical & Electronic Equipment Industry Standards when creating this report. The index below provides information responsive to identified SASB disclosure categories.

DISCLOSURE TOPIC	DISCLOSURE #	DISCLOSURE ACCOUNTING METRIC	LOCATION AND RESPONSE
ELECTRICAL & ELECTRONIC EQUIPMENT INDUSTRY DISCLOSURES			
Energy Management	RT-EE-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	<p><u>Energy and Emissions</u></p> <p>(1) Total energy consumed in 2020: 463,160,216 kWh</p> <p>(2) 47%</p> <p>(3) We are in the process of improving our measurement of this metric. Total measured renewable energy from electric hydropower in 2020: 1,124,107 kWh</p>
Hazardous Waste Management	RT-EE-150a.1	Amount of hazardous waste generated; percentage recycled	<p><u>Water and Waste</u></p> <p>We are in the process of improving our measurement of these metrics.</p>
	RT-EE-150a.2	Number and aggregate quantity of reportable spills, quantity recovered	We are in the process of improving our measurement of this metric.
Product Safety	RT-EE-250a.1	Number of recalls issued; total units recalled	No products were recalled in 2020.
	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.
Product Lifecycle Management	RT-EE-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	A portion of our products contain IEC declarable substances; however, the volume / mass of these substances is not materially significant. We are in the process of improving our measurement of these metrics.
	RT-EE-410a.2	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria	Approximately 944 of our lighting and ceiling fixture products meet ENERGY STAR® criteria (as of July 2021). We are continuing to refine our process for collecting and analyzing this information.
	RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	Of our \$4.2 billion in sales in 2020, over half was associated with products with impact. In front of the meter, this includes utility transmission and distribution components which harden critical infrastructure and support the buildout of renewables, as well as electrical solutions for solar and wind generation applications. Behind the meter, this includes LED lighting, controls, and other products which increase the energy efficiency of buildings and homes, as well as solutions supporting electrification in industries such as transportation and manufacturing. At the edge of the energy infrastructure, our utility communications and controls solutions provide data collection, analysis, and control capabilities which enable the management of energy transmission and distribution with consumption, facilitating the integration of renewables, and smart grid technologies.

Materials Sourcing	RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	<p><u>Our Policy on Conflict Minerals; Third-Party Screening and Monitoring</u></p> <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 of Business Conduct and Ethics 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>
Business Ethics	RT-EE-510a.1	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	<p><u>Business Ethics and Integrity</u></p> <p>Our Board of Directors, Chief Executive Officer, Senior Vice President, General Counsel and Corporate Secretary, and Chief Compliance Officer oversee the execution of ethical conduct. 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 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 are required to re-certify to the Code annually. We also provide monthly training for employees on tenets of the Code, and in 2020, we enhanced our Code training for our Board of Directors.</p>
	RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	None.

Activity Metric	RT-EE-000.A	Number of units produced by product category	HUBBELL UTILITY SOLUTIONS (HUS) TOTAL UNITS PRODUCED IN 2020	
			HUBBELL BUSINESS UNIT	UNIT OF MEASURE: EACH*
			Hubbell Gas Connectors & Accessories	36,713,862
			Hubbell Power Solutions	350,913,978
			Utility Automation	126,975
			Total HUS Units	387,754,815
			HUBBELL ELECTRICAL SOLUTIONS (HES) TOTAL UNITS PRODUCED IN 2020	
			HUBBELL BUSINESS UNIT	UNIT OF MEASURE: EACH*
			Hubbell Canada	182,800,798
			Commercial	635,791,236
			Harsh & Hazardous	24,796,295
			Heavy Industrial	5,137,265
			Light Industrial	917,012,184
			Hubbell Mexico	48,789,000
			Residential	29,663,574
			Wiring	445,313,505
			Total HES Units	2,289,303,857
Total Units for Entire Company (HUS + HES)	2,677,058,672			
		<p>*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.</p> <p>Note: Due to data aggregation challenges, the production summary above does not include products (i.e., in "eaches") from select business units, including Aclara. The omitted units represent about 5-10% of our total production across all of Hubbell. We are continuing to refine our process for collecting and analyzing this information.</p>		
RT-EE-000.B	Number of employees	<u>The Employee Experience</u> 19,100 employees		

TCFD CONTENT INDEX

Hubbell considered the Task Force on Climate-related Financial Disclosures recommendations when creating this report. The index below provides information responsive to TCFD disclosure categories.

DISCLOSURE FOCUS AREA	DISCLOSURE DESCRIPTION	LOCATION AND RESPONSE
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>CDP C1.1a, C1.1b</p> <p>The Hubbell 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 environment, social, and governance (ESG)-related risks, such as climate change.</p> <p>Moreover, the Board receives periodic updates on environment, health, and safety and sustainability matters, including corporate-level climate-related goals on air 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. In addition, the Board's Nominating and Corporate Governance Committee oversees the development and administration of Hubbell's sustainability/ESG program.</p>
	b) Describe management's role in assessing and managing climate-related risks and opportunities	<p>CDP C1.2, C1.2a</p> <p>At the executive-level, our ESG Steering Committee (ESG Committee) has responsibility for sustainability matters globally, including climate change-related issues, and it oversees alignment between our sustainability efforts and our overarching business objectives. Hubbell's Senior Vice President (SVP), General Counsel and Corporate Secretary and Chief Compliance Officer (CCO) are the executive sponsors for the ESG Committee, and our Sustainability & ESG Manager serves as the ESG Committee lead. The ESG Committee meets regularly and engages with other functional leaders throughout Hubbell who champion our ESG initiatives across the company, enabling it to provide status updates to the Nominating and Corporate Governance Committee, the Board, senior leadership, and Chairman, President and CEO.</p> <p>The ESG Committee is supported by cross-functional leaders that interact in a matrixed fashion. Our Chief Manufacturing & Supply Chain Officer has responsibility for Procurement, Operations and Logistics, Hubbell's largest factors that can influence climate change. On a day-to-day basis, our Sustainability & ESG Manager takes the lead on coordinating the performance of our businesses on environmental and climate-related issues, together with the Vice President, Environment, Health, & Safety, who reports to our Chief Manufacturing & Supply Chain Officer. This includes measuring our greenhouse gas (GHG) emissions, supporting the establishment of our climate change targets (i.e., GHG goals), and monitoring our environmental impacts. Our SVP, General Counsel and Corporate Secretary, CCO, and Sustainability & ESG Manager 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. Moreover, our Senior Director, Investor Relations supports our ESG disclosures for investors, customers, and other stakeholders, including climate change-related issues.</p>

STRATEGY

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term

CDP C2.1a, C2.3, C2.3a, C2.4, C2.4a

Hubbell has identified risks with the potential to have a strategic impact on our business, including increases in operating costs due to introduction of carbon taxation schemes (short- and medium-term), as well as increased costs of raw materials, reduced revenue, and potential impact on the supply of necessary products and services resulting from disruption caused by climate-related severe weather events (short-, medium- and long-term). Opportunities include reductions in operating costs resulting from efficiency improvements (short- and medium-term), increased demand for lower-carbon products (short-, medium-, and long-term), and increased revenues 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).

b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning

CDP C2.3a, C2.4a, C3.1, C3.2a, C3.3, C3.4, C3.4a

Climate-related risks and opportunities have influenced our business strategy, although we are still in the process of refining our climate change strategy. However, in an effort to mitigate the acute and chronic physical impacts of climate change on our operations (e.g., more severe weather events), we have taken steps to voluntarily reduce our GHG emissions. Through our public disclosures, we aim to influence other companies to also reduce the environmental impacts of their operations. We have implemented business continuity and disaster recovery programs to ensure our physical operations and supply chains are taking steps to mitigate the risk and impact of interruption. We have identified and leveraged opportunities to progress projects that improve operational efficiency and engage with stakeholders to explore markets for environmentally preferable products, such as those that enhance energy efficiency or enable renewable energy infrastructure.

c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario

CDP C3.2, C3.2a

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 in the next 3-5 years once we have further evaluated and developed our climate change strategy and disclosures.

RISK MANAGEMENT

Disclose how the organization identifies, assesses, and manages climate-related risks.

- a) Describe the organization's processes for identifying and assessing climate-related risks
- b) Describe the organization's processes for managing climate-related risks

CDP C2.1, C2.2, C2.2a

Risk management is the responsibility of everyone at Hubbell, including our Board of Directors, who oversee risk management activities. Members of senior leadership 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 are engaged to discuss topics that the Board and management have determined may present a material risk to Hubbell's operations, plans, or reputation.

Moreover, Hubbell's Enterprise Risk Management (ERM) program focuses on a wide range of potential strategic and operational risks to the company, which may include climate-related risks. The risk management team refreshes the 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. The ERM process includes an annual survey with 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.

METRICS AND TARGETS

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.

- a) Disclose the metrics used by the organization to assess climate-related risk and opportunities in line with its strategy and risk management process
- b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks
- c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets

CDP C4.2, C4.2a, C4.2b, C6.1, C6.3, C6.5, C9.1

Hubbell calculates Scope 1 and 2 emissions in accordance with the WRI and the WBCSD GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). 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.

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 2021 CDP Climate Change disclosures](#).

CDP C4.1, C4.1a, C4.1b, C4.2, C4.2a, C4.2b

To reduce the environmental impact of our operations, we established a goal of decreasing our GHG emissions (Scope 1 and 2) by 10% by 2025, compared to a 2019 absolute baseline.

To reduce our energy and GHG emissions, 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 and emission reduction projects throughout our facilities and are continuing to identify and implement energy-saving initiatives that support our GHG reduction goals.

