



2022  
**SUSTAINABILITY  
REPORT**





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PRESIDENT AND CHIEF EXECUTIVE  
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## **ABOUT HUBBELL INCORPORATED**

Recognized for our innovation, quality, and deep commitment to serving our customers for over 130 years, Hubbell Incorporated (Hubbell) is a best-in-class provider of high quality, reliable electrical and utility solutions for a broad range of customer and end market applications.

Our business is strategically aligned around clean energy megatrends, including grid modernization and electrification. We create products that bolster grid reliability and efficiency, enhancing our use of energy and other resources. Hubbell's solutions upgrade and strengthen aging infrastructure, making it more resilient for storms and urbanization. Our products also facilitate the transition to renewable energy and electrification of transportation. Overall, our reliable and efficient critical infrastructure solutions improve lives every day and energize and empower the communities that support us.



## A MESSAGE FROM OUR CHAIRMAN, PRESIDENT AND CHIEF EXECUTIVE OFFICER

Dear Stakeholders,

After publishing our inaugural Sustainability Report in 2021, we are pleased to present our 2022 Report, which details how Hubbell continues on its path of empowering and energizing our stakeholders through our products and programs, with a commitment to forging a sustainable future. We view our sustainability journey as a

continuous endeavor, and, embedding it into our strategy and culture is a core priority to our business.

Hubbell is over 130 years old, and we manufacture innovative products that provide our customers with reliable and efficient critical infrastructure solutions in utility and electrical

applications. Our products enable grid resiliency and modernization and a transition to clean renewable energy. They also allow for safe and reliable electrification, and our environmental, social, and governance-related programs support our planet and develop our employees and our communities.

In 2021, we continued to reduce our greenhouse gas emissions and decrease our water usage, part of our multi-year reduction goals in these areas.

We published, for the first time, specific equal employment opportunity-level (EEO-1) diversity data about our company, while continuing to drive initiatives that promote diversity, equity, and inclusion. As the COVID-19 pandemic and its impacts continued to be felt by our employees, businesses, and supply chain, we focused on the development and support of our employees by investing in mental health and wellbeing programs. As part of this, we also held an enterprise-wide Global Recharge Day during Summer 2021. We supplied electric transmission infrastructure products to connect several major windfarms to the grid and developed new products that supported the efficient construction and operation of one of the largest solar power plants in the US.

These are just a few pieces of Hubbell's environmental, social, and governance strategy, and I welcome you to read more about our programs in this 2022 Report. Hubbell will continue to focus on progressing our sustainability journey and to developing products that help support the impacts of a changing climate on our world. I look forward to pursuing this journey with you.



**GERBEN BAKKER,**  
CHAIRMAN, PRESIDENT AND  
CHIEF EXECUTIVE OFFICER

### CONTINUED RESILIENCE DURING COVID-19

2021 was not without its challenges. The COVID-19 pandemic continued to impact not just our employees and customers, but also the availability and predictability of materials, products, and the supply chain. This turbulence was felt by our people and businesses directly, but Hubbell demonstrated its resilience and continued to deliver critical infrastructure products and solutions to our customers. Regardless of the state of the pandemic, Hubbell and its people will rise to the challenge.



# HUBBELL BY THE NUMBERS

## \$4.2B

NET REVENUE<sup>1</sup>

## 53

MANUFACTURING FACILITIES

## 14

DISTRIBUTION CENTERS

## 10

COUNTRIES OF OPERATION

## \$424M

FREE CASH FLOW  
GENERATION<sup>1</sup>

## 19,333

TOTAL WORKERS<sup>2</sup>

## 500,000+

PRODUCTS

## 6,500+

PATENTS

1. As of December 31, 2021. Net revenue and free cash flow represent the results of continuing operations. See Note 2 in the Notes to the Consolidated Financial Statements in our Annual Report on Form 10-K for the year ended December 31, 2021, filed with the United States (US) Securities and Exchange Commission (SEC) on February 11, 2022, for further details.

2. This is a global 2021 headcount that includes contingent workers from temporary agencies and contractors who get paid by accounts payable.

## OUR BUSINESS

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

Hubbell's reporting segments consist of Hubbell Utility Solutions (HUS) and Hubbell Electrical Solutions (HES). Both segments support energy infrastructure in Front of the Meter, on the Edge, and Behind the Meter. In Front of the Meter is where utilities transmit and distribute energy to their customers through the grid. 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 is where owners and operators of buildings and other critical infrastructure consume energy.



### 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 and 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, and other electrical equipment. HES products have applications in the light industrial, non-residential, residential, commercial, wireless communications, transportation, data center, and heavy industrial markets.

# OUR COMMITMENT TO SUSTAINABILITY

Hubbell's commitment to environmental, social, and governance (ESG) responsibility and sustainability has been a vital part of our business model for years. Our obligations to employees, customers, suppliers, shareholders, and the communities we serve go well beyond providing products and services: we have the opportunity to improve people's lives and the world around us.



As part of our commitment to sustainability, we remain focused on reducing our impact on the planet and providing solutions that enable sustainability for our customers and value chain.

## SUPPORTING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

At Hubbell, we support the United Nations (UN) Sustainable Development Goals (SDGs) and believe we can make the greatest contribution to the seven SDGs listed below. These goals align with our material ESG topics and inform our sustainability strategy and initiatives.

### PROMOTING INCLUSION



Inclusion, diversity, and equity continue to be top priorities for our business, and we have established programs and initiatives that promote a diverse, safe, and inclusive workplace. The Hubbell Foundation is also committed to supporting communities and increasing opportunities for young people.

### ENABLING SUSTAINABILITY



We are committed to reducing the environmental impact of our operations and creating products that support renewable energy infrastructure and smarter, stronger, and more efficient grids.

## OUR SUSTAINABILITY APPROACH AND AMBITIONS

Our sustainability approach is aligned with our company’s mission and values and embedded into our culture and systems. Since our founding over 130 years ago, an emphasis on long-term performance has guided our company and decision-making. To support our ongoing success and longevity and ensure we remain focused on the right priorities for our stakeholders, we conduct regular ESG materiality assessments, most recently in 2020.

The material topics resulting from our 2020 materiality assessment continue to inform our global sustainability commitments, strategies, and goals. We prioritize the material sustainability areas where we can make the biggest impact and add the greatest possible value to our customers and society. This includes developing products with impact; our approach to climate change and environmental sustainability; creating a diverse, equitable, inclusive, and safe workplace; supporting our communities through the Hubbell Foundation’s signature programs; and conducting business in an ethical and professional manner.

To that end, we view sustainability as a journey. As our ESG program and initiatives continue to grow and evolve, we will deploy new ESG-related goals and key performance indicators across our business, disclose our progress results, and engage with our stakeholders to create positive impacts within our business and industry.



## HUBBELL’S SUSTAINABILITY GOALS



In 2021, we were proud to achieve our goal of reducing our absolute Scope 1 and 2 greenhouse gas emissions by 10% by 2025, compared to a 2019 baseline



In 2021, Hubbell also achieved its goal of reducing absolute water consumption by 10% by 2025, compared to a 2019 baseline

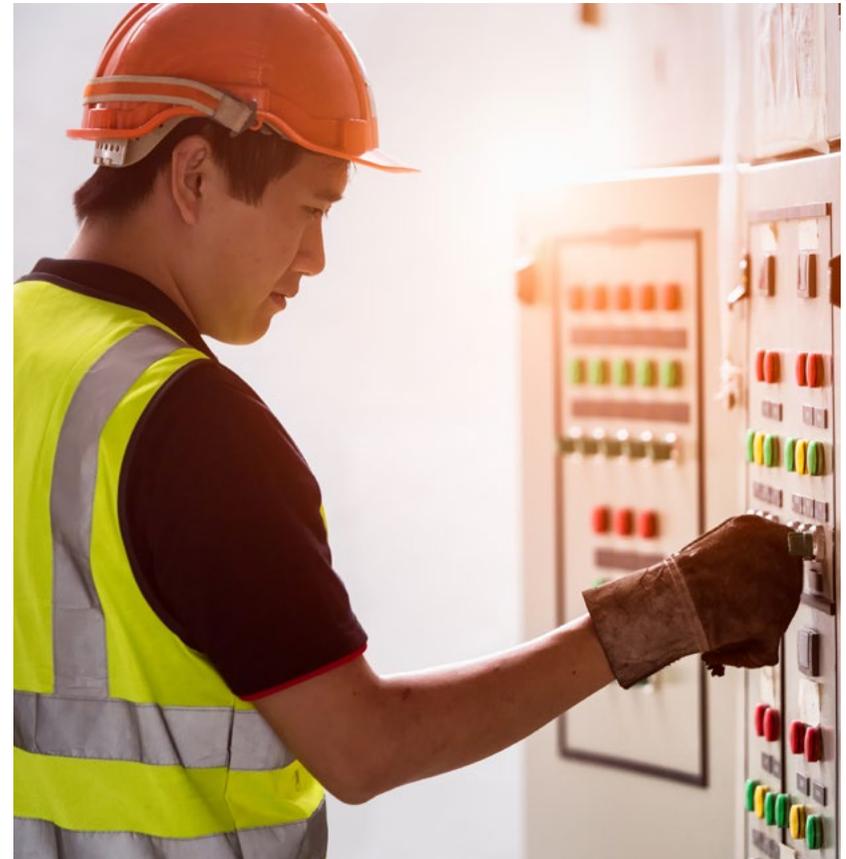
# PRODUCTS WITH IMPACT

Since our founding over 130 years ago, Hubbell's products have touched countless lives across the globe. Our electrical and utility solutions have enabled our customers and communities to operate energy infrastructure with greater reliability, efficiency, and safety.

Today, our products still offer those same benefits—and then some. As clean energy technologies advance, including renewable energy and electrification of vehicles, we have developed solutions to support those opportunities. You can find Hubbell's products on the outside of your home or building where you work, among the components fastened to nearby utility poles and the grid, and even in the foundation of a windmill, solar panel, or charge station. Our solutions are impactful—offering sustainability benefits for our customers and society.

We are committed to creating products that support energy efficiency, safety and resilience, renewable energy, and overall, a lower-carbon economy.

Of our \$4.2 billion in sales in 2021, over half was associated with our *Products with Impact*. In Front of the Meter products include utility T&D 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 includes products that increase the energy efficiency of buildings and homes, as well as solutions that support electrification in industries such as transportation and manufacturing. Our products at the Edge of the energy infrastructure include our utility communications and controls solutions that provide data collection, analysis, and control capabilities. These products enable the management of energy T&D with consumption, facilitating the integration of renewable energy and smart grid technologies.



## PRODUCT QUALITY AND SAFETY

We understand that our customers' trust relies on our ability to deliver high-quality, safe products. Across our business, we have embedded product quality and safety procedures into our manufacturing processes to ensure we're meeting the needs and expectations of our customers while keeping our employees and end-users safe. We also strive to continually improve the effectiveness of our quality and product safety management systems.

## ADVANCING DURABILITY, EFFICIENCY, AND CLEAN ENERGY

Hubbell's products can be found in infrastructure around the world, keeping buildings and electric grids safe, reliable, and resilient. Our solutions also support renewable energy infrastructure and smarter, more efficient grids.



### Modernizing and Hardening the Grid

As power grids continue to age over time and weaken when faced with storms and natural disasters, our products help combat these effects. Our solutions replace, strengthen, and modernize energy

infrastructure, making it more resilient, durable, reliable, and smarter. Hubbell Power Systems (HPS), for example, offers products that are essential to the overall health and functionality of the grid. HPS products help communities adapt to the impacts of a changing climate, including responding to and withstanding the increased frequency and severity of storms.

A failure in a critical T&D 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 utility solutions can mitigate those outages and associated risks. Our grid monitoring tools, including our Aclara smart meters, can also help predict and respond to utility-related fire hazards that could lead to or result from wildfires.



### Increasing Efficiency to Lower Environmental Impact

Hubbell's products support connection and growth through increasingly smarter and more efficient infrastructure. For example, our Aclara smart meters and advanced metering infrastructure solutions can help utilities and buildings track their energy and water use and detect overages and potential methane leaks. The electric, water, and gas meters and water leak detection solutions thus enable users to identify opportunities to save energy, reduce water use, and lower emissions. Our smart meters' ability to transmit energy and water use data wirelessly also eliminates the need for vehicular travel to read meters, ultimately avoiding emissions associated with such maintenance. Moreover, our energy efficient electrical solutions can reduce energy usage and total cost of ownership.



### Building and Bolstering Renewable Energy

As solar and wind become increasingly important sources of energy generation, Hubbell is playing a notable role in providing products and services to support the growth of these industries. Our products, services, and solutions span renewable energy infrastructure from the ground up—including wind turbine and solar panel foundation components, wiring for panels, arrays, turbines, towers, and robust solutions that reinforce collector systems, substations, and transmission. Our electrical transmission components and solutions are also capable of servicing 90% of the product needs on a transmission tower that is fed by renewable energy. Moreover, we offer data-driven solutions to predict, plan, and respond to system conditions, such as increased renewable energy generation, across electric and gas distribution networks.



## WILDLIFE AND WILDFIRE PROTECTION

Our products play a significant role in supporting business continuity in the event of a hurricane, wildfire, or other natural disaster. For example, our ReliaGuard and GreenJacket contact prevention products and wildlife coatings mitigate the risk of fires caused by animals and prevent wildlife electrocutions, and our passive fire protection coatings can help protect utility infrastructure from wildfires should they occur.

# ENVIRONMENTAL STEWARDSHIP

At the heart of our business, we are dedicated to empowering and energizing our communities by offering solutions that increase operational efficiency, strengthen energy infrastructure, and connect our society through electrical and utility solutions.

However, we understand that our business has an impact on the environment, and we are committed to minimizing these impacts. As we seek to enable sustainability for our customers through our products with impact, we strive to “walk-the-talk” by implementing initiatives that reduce our own energy use, water consumption, and waste production. Acting as a steward for our environment and natural resources is critical to our company.



# MANAGING OUR IMPACT

Across our business, we are committed to lowering our environmental footprint. We believe that focusing on sustainability results and enhanced efficiency in our operations will reduce costs, improve margins, and help us achieve operational excellence. 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 our environmental performance metrics, implement initiatives that increase the efficiency of our operations, and review our environmental policies and procedures to ensure they remain compliant with applicable laws, regulations, and industry standards. We also consider environmental criteria when we select new sites and design buildings.



## ENVIRONMENTAL GOALS

In 2020, we published multi-year environmental reduction goals, based on an inventory of our worldwide greenhouse gas emissions and water consumption.

Our goal is to reduce our GHG emissions and water consumption by 10% by the year 2025. **In 2021, we were proud to reach our GHG and water goals.**

In addition, our enterprise-wide Environmental Management System (EMS), which we evolve each year for continuous improvement, guides our processes for managing our environmental impacts and regulatory risks holistically. Our EMS is complemented by Hubbell's internal Sustainability and Infrastructure Management Handbook, which is a set of guidelines and recommendations for improving the efficiency of our facilities. Moreover, several of our facilities are also certified to International Organization for Standardization (ISO) 14001.

# 150%

**INCREASE IN ANNUAL BUDGET**  
FOR ENVIRONMENTAL-RELATED CAPITAL AND EXPENDITURE PROJECTS IN 2022

# CLIMATE CHANGE RISKS AND OPPORTUNITIES

We recognize that climate change implications, such as severe weather events, GHG emissions regulations, and increased public awareness of global warming-related issues pose strategic risks for our company and our stakeholders. At the same time, some of these climate-related challenges also present opportunities for our business.

We are focused on managing the physical and transition risks posed by climate change, including response planning for natural disasters and climate-related policy, legal, technology, and market changes. 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. We also proactively manage transitional risks by measuring our environmental performance and implementing initiatives that increase energy efficiency and reduce GHG emissions.

Moreover, as demand is expected to grow for renewables and energy efficiency-related products and services in the future, we anticipate significant opportunities to provide the solutions our customers depend on in support of a lower carbon economy. For more information on our management of climate change risks and opportunities, see pages [7](#) and [40](#).

## 2021 CARBON REDUCTION INITIATIVES



During 2021, we implemented energy-saving projects at three of our major manufacturing facilities in the US. These lighting retrofit and equipment upgrade projects, which are slated to be completed in 2022, support GHG emissions savings of approximately 1,542 metric tons of carbon dioxide equivalent (tCO<sub>2</sub>e) per year.

## ENERGY AND EMISSIONS

Hubbell is committed to contributing to a lower-carbon future. To mitigate the impact of our operations, we focus on measuring our energy use performance, improving energy efficiency, and investing in alternative and renewable power generation sources. In 2020, 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 2021, we were proud to achieve our GHG goal. Our scope 1 and 2 GHG emissions decreased by 15% compared to our 2019 baseline. For more details on our GHG performance and our full carbon inventory, please see [page 29](#). Looking ahead, we anticipate establishing a new GHG goal to further reduce our environmental impact.

We attribute our emissions reduction to several energy efficiency initiatives we have implemented throughout our facilities. We are also continuing to identify and pursue new energy saving projects that further reduce our GHG emissions. **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



Installing solar panels at our sites



Repairing compressed air leaks



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

# 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. In 2021, we withdrew 156.9 million gallons of water. This was a 14% reduction in our water usage compared to our 2019 baseline, reflecting our achievement of our water goal. For more details on our water consumption and performance, see [page 30](#). Looking ahead, we anticipate establishing a new water goal to further reduce our environmental impact.



We are also focused on reducing the amount of waste generated from our operations, as well as reducing or eliminating hazardous materials in our products. We reduce, recover, reuse, and recycle byproducts, such as scrap metals and other surplus materials in our operations whenever feasible. When not feasible, we responsibly dispose of waste materials and encourage our facilities to identify new ways to reduce waste throughout our manufacturing processes. We are also currently in the process of implementing a software system to help us track the waste we dispose, which in turn will help us identify opportunities to further reduce the waste generated at all our sites.



## ADVANCING THE CIRCULAR ECONOMY

As a manufacturing company, we recognize our role in supporting a more circular economy. To that end, we aim to create solutions that keep products and materials in use, design out waste and pollution, and regenerate natural systems. We view the circular economy as an opportunity to develop technologies and business models that are restorative and regenerative by design, with the added benefit of inspiring innovation and driving a more sustainable future.

We are continuing to explore ways to build upon our current practices in support of a more circular economy—starting with a focus on using recycled content, reducing waste, and closing the materials loop. To that end, approximately 50% of the steel we purchased in 2021 came from less environmentally impactful mills that use recycled material as their primary feedstock rather than virgin steel. In addition, approximately 60% of our corrugated cardboard packaging was made of recycled material in 2021.

We also drive circularity through our smart meter recycling program. Through this initiative, we replace and recycle our customers' electric, gas, and water meters when they are at their end-of-life. **In 2021, we recycled 1.36 million meters, which, in addition to several components and materials recovered from the meters, is equivalent to recycling approximately 20.7 million pounds of scrap metal.** We intend to expand these efforts in the future and identify new ways to innovate through circular economy models.



# SOCIAL RESPONSIBILITY

Every day, Hubbell's employees shape our company's future and bring our values to life. Our workforce drives our success, contributing unique perspectives and a growth mindset as we create electrical and utility solutions that support the communities our business touches.

In turn, Hubbell provides a positive, inclusive work environment by continually strengthening a culture that supports the health, safety, diversity, and wellbeing of our people. 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 gift matching, and corporate donations via The Hubbell Foundation. We also prioritize social responsibility throughout our supply chain.



# THE EMPLOYEE EXPERIENCE

Across the globe, our workforce of more than 19,000<sup>3</sup> is united by its dedication to energizing and empowering the communities that support us. To help our employees thrive, we cultivate an employee experience that is centered on developing our exceptional people, retaining them through a fulfilling, high performance culture, and providing competitive employee benefits that foster wellbeing.

## TALENT ATTRACTION AND RETENTION

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.

Engaging with and supporting our employees is also integral to creating an inspiring workplace where people feel valued and included. At the enterprise-level, we engage with employees through our company intranet, “Harvey,” where stories, videos, and training materials are regularly updated and provided. Locally, a variety of tools such as monitors, posters, and team meetings help our colleagues stay informed and provide a platform for questions and ideas. Hubbell’s Employee Inclusion Groups also enable employees with similar backgrounds and experiences to collaborate with each other.

## TUITION REIMBURSEMENT

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

We are also dedicated to the health and wellbeing of our employees and their families. We provide comprehensive health, emotional, and financial benefits through our “myLife” program. myLife supports our global employees on their journey to health, wealth, and peace of mind. Moreover, to support workforce wellbeing, in 2021 we held an enterprise-wide Global Recharge Day to help our employees around the world relax and recharge.

## DEVELOPING AND ADVANCING OUR WORKFORCE

A crucial part of Hubbell’s employee experience is our dedication to develop our people. Our company learning strategy and platform, dubbed “Hubbell University,” offers courses and curricula to support education and development across key areas such as business acumen, leadership traits, functional skills, safety, and compliance. Learning mechanisms include online and instructor-led training, books, and videos, as well as ever evolving content to support every learner’s style.

**98,500+**

**LEARNING HOURS WERE DELIVERED GLOBALLY THROUGH HUBBELL UNIVERSITY IN 2021**

We also believe in 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 and recognize and reward great contributors through Hubbell’s global “WIN AS ONE” program, which celebrates employees through written praise or personally engraved mementos.

## 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

3. As of December 31, 2021.

# INCLUSION, DIVERSITY, AND EQUITY

At Hubbell, we believe diverse perspectives are instrumental in driving innovation and delivering strong business growth. As such, one of our key business strategies involves cultivating a more inclusive and diverse company. We understand the value that diversity provides our business 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.

**44%**

**RACIALLY/ETHNICALLY  
DIVERSE EMPLOYEES (US)<sup>4</sup>**

**32%**

**GLOBAL FEMALE  
EMPLOYEES<sup>4</sup>**

**33%**

**BOARD OF DIRECTORS  
DIVERSITY (FEMALE &  
RACE/ETHNICITY)<sup>4</sup>**

## PROMOTING DIVERSITY

We take action to advance a culture of inclusion by integrating measures across our performance management systems, compensation programs, and hiring processes. We are also committed to transparently reporting our representation to hold ourselves accountable and encourage action by others. For our workforce diversity metrics, see [page 31](#).

## INCLUSION RECOGNITION IN 2021



**TOP DIVERSITY  
EMPLOYER**



**MILITARY FRIENDLY  
EMPLOYER**



**ENDORSED EMPLOYERS  
BY WORK180**

## EMPLOYEE INCLUSION GROUPS AT HUBBELL

As a global organization, we encourage the creation and growth of Employee Inclusion Groups (EIGs) as a way of strengthening our inclusive culture and fostering diverse and unique perspectives.

**ESTABLISHED  
EIGS**



**EIGS  
LAUNCHED  
IN 2021**



## The core elements of our inclusion, diversity, and equity strategy include:

- Measuring, externally disclosing, and pursuing initiatives that improve workforce diversity
- Partnering with various universities and organizations to increase diverse candidates in talent pools
- Increasing diverse representation at the people manager and supervisor level and above, including within senior leadership
- Providing tools and resources for inclusive leadership
- Partnering with organizations and engaging with the community to build an inclusive culture within and beyond Hubbell
- Increasing inclusion and diversity education, communication, initiatives, and events
- Expanding and supporting our Employee Inclusion Groups
- Conducting unconscious bias training and follow-up planning sessions with all people managers and supervisors and requiring harassment and discrimination training for all employees
- Providing equal employment opportunity and reviewing our remuneration practices regularly to ensure pay equity at all levels
- Ensuring equitable hiring practices and teams



Hubbell also signed the Paradigm for Parity pledge to accelerate gender equality and address the leadership gender gap in the US. The Paradigm for Parity pledge aims for its coalition of 100+ companies to achieve gender parity throughout corporate leadership by 2030.

4. As of December 31, 2021.

# EMPLOYEE HEALTH AND SAFETY

At Hubbell, employee health and safety are a top priority. We emphasize a culture of “Always Think Safety”—one that encourages employees to uphold a sharp focus on safety at work so that they can maintain their health and wellness outside of work. With over 19,000<sup>5</sup> dedicated workers around the world, we are always taking steps to further advance the safety, health, and well-being of our workforce.

Safety is one of Hubbell’s enterprise-wide values. We believe maintaining a safe and healthy work environment is the responsibility of every employee at Hubbell and promote a culture of **“Always Think Safety”** across our global operations.

## TAKING SAFETY SERIOUSLY

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. Our [EHS Policy](#) and EHS Instruction Manual, which all sites utilize as part of their safety management systems, guides our employees in performing safe practices, including assessing, preventing, and responding to safety risks and incidents, conducting job hazard analysis prior to commencement of any job, incorporating job rotation to prevent ergonomic-related injuries, and implementing behavioral campaigns, such as “Stop and Think,” to encourage greater safety awareness and practices.

Our employees are also 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. Simultaneously, we evaluate opportunities for continuous improvement. We visit our sites to identify and manage EHS risks, evaluate compliance with regulatory requirements, and share exemplary practices both internally and externally.

5. As of December 31, 2021.

# 45%

**DECREASE IN OVERALL TOTAL  
RECORDABLE INCIDENT RATE  
SINCE 2015<sup>5</sup>**

## EXPANDING OUR SAFETY TOOLS AND PROGRAMS

Building on these safety practices, in 2021 Hubbell rolled out an enterprise wide EHS Assessment Tool that measures a facility’s implementation of EHS programs and initiatives. This tool also evaluates overall safety culture and helps us track EHS reviews and metrics, as well as our performance against annual internal safety goals.

In 2021, we experienced a decrease in our total recordable incident rate by approximately 4%, and our days away, restricted, or transferred (DART) rate increased by 12% compared to 2020. The higher DART rate resulted from an uptick in injuries at non-US locations where more restrictive return to work guidelines had been implemented due to the COVID pandemic. Total injuries remained flat in comparison to 2020 even though hours worked increased by 4%, largely due to an increase in production demand experienced in 2021.



## CELEBRATING SAFETY

Each year, we award sites that embody a strong safety culture by achieving outstanding health and safety performance. **In 2021, the following sites received Hubbell’s annual Safety Award:**

**Large Site Winner: HES - Hamilton, OH**

**Small Site Winner: HUS - Centralia, MO**

**Integration Site Winner: HUS - Largo, FL**

# COMMUNITY IMPACT

At Hubbell, we strive to be a caring corporate citizen and encourage our employees to engage with their local communities in ways that reflect their interests and passions. Through support from The Hubbell Foundation and the volunteer hours donated by employees, we aim to positively impact the communities in which we operate.



## VOLUNTEERING WITH HABITAT FOR HUMANITY IN AIKEN

In September 2021, employees from Aiken, South Carolina, traded their laptops for rakes, shovels, and gardening gloves to landscape the 131st home built by Aiken County Habitat for Humanity—which is located a few miles from Hubbell’s Aiken facility. Through our work with Habitat for Humanity and other nonprofits, we aim to improve the quality of life in communities where Hubbell employees live and work.

## CHARITABLE GIVING THROUGH THE HUBBELL FOUNDATION

For over 50 years, The Hubbell Foundation, Hubbell’s main vehicle for community impact, has collaborated with organizations to donate to mission-aligned nonprofit organizations in the US. The Hubbell Foundation’s programs and initiatives support a variety of causes, including health, food and housing insecurity, education, social and racial justice, and disaster relief. The Hubbell Foundation is also committed to advancing science, technology, engineering, and math (STEM) programs, since STEM is fundamental to the success of our industry.

The Hubbell Foundation formalizes its philanthropic giving campaigns through national nonprofit partners, including Habitat for Humanity, the American Red Cross, and the National Urban League. 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.

## EMPLOYEE VOLUNTEERISM

We encourage our employees to volunteer in their communities and established a [Volunteer Paid Time Off Policy](#) to permit our US employees to use a paid workday to volunteer with a nonprofit of their choice. The Hubbell Foundation also donates funds to eligible 501(c)(3) nonprofits for which employees have volunteered their time through its “Dollars for Doers” campaign. In 2021, Dollars for Doers raised over \$165,000 for more than 40 charities that employees, Directors, and the company volunteered for last year.

## HUBBELL HELPING HANDS



Our “Hubbell Helping Hands” campaign establishes the month of October as a month of focused volunteering and service. Throughout October, Hubbell employees in the US, Canada, and

Puerto Rico are encouraged to give back to their communities by participating in Hubbell Helping Hands’ month of giving. Through this campaign, Hubbell raised over \$2,400 for local schools and charities. Hubbell employees also held clothing and food drives for underserved communities.

# 174 CHARITIES

WERE SUPPORTED BY OUR EMPLOYEES,  
DIRECTORS, AND THE COMPANY THROUGH  
DONATIONS OR VOLUNTEERISM IN 2021.

# \$1,063,770

DONATED BY THE HUBBELL FOUNDATION  
TO CHARITABLE ORGANIZATIONS IN 2021

# SUPPLY CHAIN RESPONSIBILITY

As a business, we believe that our customers care not only about the quality of our products, but also about how those products are produced. As such, we view addressing human rights and other critical issues in our supply chain as both a business imperative and a sustainability priority. We are committed to responsible sourcing and managing ESG-related risks throughout our supply chain.

## SUPPLY CHAIN PRIORITIES AND OVERSIGHT

Our [Third-Party Code of Business Conduct and Ethics](#) (Third-Party Code) is the foundation of our responsible sourcing practices. As an extension of Hubbell's [Code of Business Conduct and Ethics](#), our Third-Party Code 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, conflict minerals, labor and human rights, environmental stewardship, data privacy, safety, and non-discrimination, among other topics.

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, sanctions, embargos, and watch lists, as well as human rights and export controls. 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.

## RESPECTING 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. Moreover, we are dedicated to maintaining commercial operations and a supply chain free of human rights violations and strictly prohibit all forms of involuntary labor, child labor, bonded labor, and human trafficking in our business dealings. To that end, our suppliers are responsible for following our [Global Human Rights Policy](#), [Conflict Minerals Policy](#), and Hubbell's [California Transparency Act Disclosure](#).

## SUPPLY CHAIN DUE DILIGENCE APPROACH

GOVERN	VERIFY	ASSESS	RESPOND	REPORT	ENGAGE
					
Establish strong policies and management systems	Screen suppliers and audit supply chain for risks	Identify, assess, and measure risks in the supply chain	Develop and implement strategies to respond to risks	Track and report supply chain due-diligence activities	Engage with suppliers to strengthen partnerships and results

← Expectations for suppliers are continuously reinforced by Hubbell's [Third-Party Code of Business Conduct and Ethics](#) →

## SUPPLIER DIVERSITY

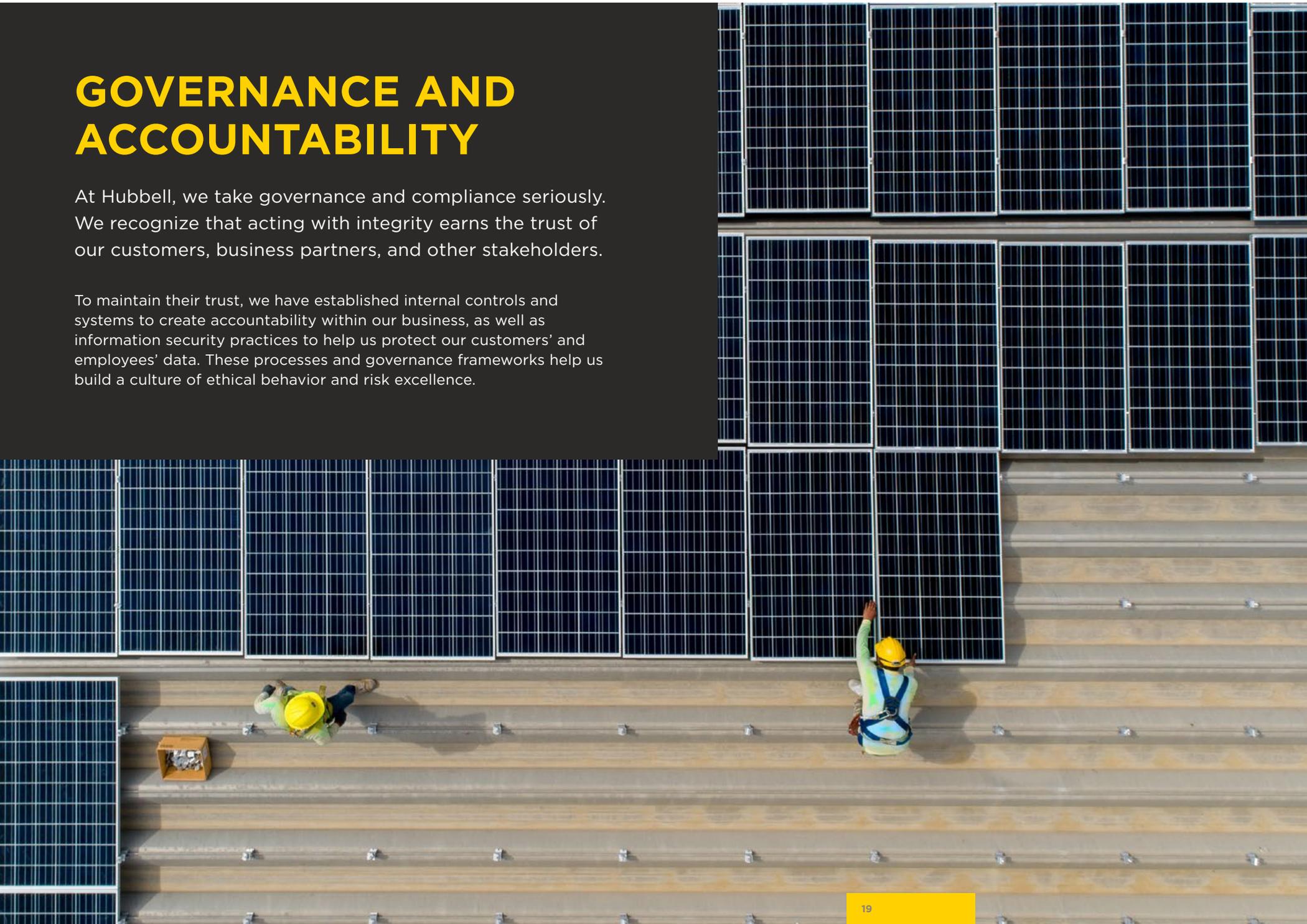
Working with diverse suppliers is also important for our business. Through our supplier diversity program, we engage and track spend with our small and diverse suppliers, integrate supplier diversity considerations into our strategic sourcing decisions, and partner with organizations, such as the National Minority Supplier Development Council, to access qualified and certified diverse firms that can provide quality goods and services for our business. **We estimate our 2021 diverse supplier spend to be approximately 7% of our total US procurement spend.**<sup>6</sup>

6. As of December 31, 2021. This estimation is subject to the self-identification indicators provided by its suppliers.

# GOVERNANCE AND ACCOUNTABILITY

At Hubbell, we take governance and compliance seriously. We recognize that acting with integrity earns the trust of our customers, business partners, and other stakeholders.

To maintain their trust, we have established internal controls and systems to create accountability within our business, as well as information security practices to help us protect our customers' and employees' data. These processes and governance frameworks help us build a culture of ethical behavior and risk excellence.



# CORPORATE GOVERNANCE

As a company, we believe that sound governance structures and policies help us live up to our values and deliver superior results to our customers, employees, business partners, and communities, while creating long-term value for shareholders. We have adopted comprehensive corporate governance principles, policies, and practices to promote effective oversight and functioning of the Board of Directors (Board), its committees, and the company.

## HUBBELL'S BOARD OF DIRECTORS

Hubbell's Board has highest level of oversight for our company's strategy, performance, and enterprise risks. Our Board currently has nine members, including Gerben Bakker, Hubbell's Chairman, President and CEO. Our Directors serve one-year terms and stand for reelection annually. All Directors adhere to our [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 Annual Report and Proxy Statement available on [Hubbell's website](#).

Our Chairman, President and CEO and senior leadership team, which is comprised of senior executives, 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.



## SUSTAINABILITY OVERSIGHT

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 (NCGC) is charged with specific oversight of ESG-related matters, although ESG issues are reviewed, discussed, and addressed by the entire Board.

At the executive-level, our ESG Steering Committee (ESG Committee) is responsible for Hubbell's sustainability program. Comprised of senior leaders, the ESG Committee develops, implements, and drives Hubbell's global sustainability strategy and initiatives, including reporting ESG goals, progress, and challenges to the Board, NCGC, and senior leadership.

## BOARD COMPOSITION AND DIVERSITY

The Board has five committees: The Audit Committee, the Compensation Committee, the Finance Committee, the Nominating and Corporate Governance Committee, and the Executive Committee. All Board committees except the Executive Committee consist entirely of independent Directors.

# 33%

OF DIRECTORS ARE  
**DIVERSE IN TERMS OF  
GENDER OR RACE/ETHNICITY**<sup>7</sup>

# 56%

OF DIRECTORS  
HAVE SERVED FOR  
**TEN YEARS OR LESS**<sup>7</sup>

# 7.4

**YEARS IS THE  
AVERAGE TENURE**  
OF OUR DIRECTORS<sup>7</sup>

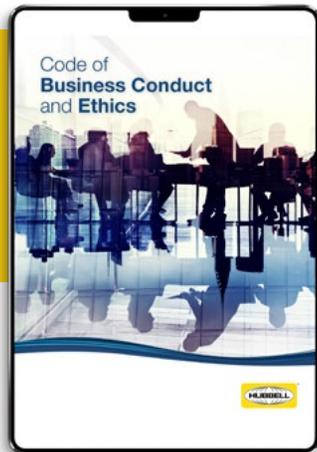
# 89%

OF OUR DIRECTORS **ARE INDEPENDENT**<sup>7</sup>

<sup>7</sup> As of March 4, 2022.

# BUSINESS ETHICS AND INTEGRITY

Throughout our history, operating with integrity and upholding high standards of ethical business conduct have been guiding principles for Hubbell. We expect everyone at Hubbell to embody these principles and treat others with integrity, respect, fairness, and equity. We strive to nurture an ethical culture that is supported and shaped by in-depth training and communications and upheld through targeted policies and strong governance. We are committed to risk excellence and complying with all applicable laws and regulations everywhere we operate.



Our Code of Business Conduct and Ethics is the foundation on which our ethics and compliance programs and policies are built.

## MANAGING RISKS

Our Code of Business Conduct and Ethics (the Code) sets the standards of risk excellence we expect for our company and guides our employees'

decision-making, conduct, and interactions with others. The Code promotes ethical and honest behavior by providing prescriptive directives for risk areas that are most relevant to our business, including conflicts of interest, anti-corruption, and compliance with applicable law. The Code applies to our Directors, employees, and third parties. It is shared with all employees as part of our new hire onboarding process and all employees and Directors are required to re-certify to the Code annually. We also provide monthly training for employees on tenets of the Code.

## COMPLIANCE AND TRAINING

We proactively manage compliance with relevant laws and regulations. A dedicated team of compliance professionals performs over 40 compliance-related audits per year and significant ethical matters are reported to a Compliance Review Committee. Moreover, our Board's Audit Committee is updated regularly on compliance-related matters, including the results of internal audit activities and annual Enterprise Risk Management (ERM) assessment and Code awareness initiatives. We also maintain a compliance vetting program that screens third parties for potential risks, including bribery, corruption, and conflicts of interest.

Another essential aspect of our compliance program is training. Each month, compliance-themed courses and resources are rolled out to all employees, spanning topics such as data privacy and security, insider trading, bribery, and corruption. We regularly refresh both the substance and methods of compliance training to reflect key areas identified through our ERM process.



Our ethical culture depends on the active participation of our employees. If any employee or business partner believes that an action may be in violation of the Code, they are expected to report the matter immediately to their direct supervisor, their local human resources partner, a member of Hubbell's legal and compliance teams, or anonymously through Hubbell's "Speak Up Today" service. Speak Up Today is available to employees, customers, vendors, or any other third-party 24 hours a day, seven days a week, and in multiple languages. The service is accessible via the web ([www.speakuptoday.com](http://www.speakuptoday.com)), email, and phone through toll-free telephone numbers in 16 countries.

Hubbell Recognized as One  
of the **2022 World's Most  
Ethical Companies**



# DATA PRIVACY AND CYBERSECURITY

Like most businesses, we grapple with increasingly prevalent and sophisticated cybersecurity, data privacy, and product security threats. To that end, we have established rigorous policies, procedures, and controls to protect the data and information of the company, our business partners, customers, end users of our products, and employee data.



## SAFEGUARDING DATA

We recognize data privacy's unique importance for our business and its impact on our performance. As a company, we focus on fostering a "privacy by design" culture, where privacy controls and processes are embedded in everything we do. Our dedicated data privacy team, which is aligned with our cybersecurity function, is responsible for implementing data privacy measures, enacting policies, and overseeing the use of company data. Their efforts serve to meet the ever-changing regulatory and industry requirements to protect the privacy of our stakeholders' data.



## MANAGING CYBERSECURITY RISK

To protect our business against cybersecurity attacks, we have developed a comprehensive, multi-layered information security infrastructure to defend our data, network, and employees.

Our cybersecurity program focuses on operations, governance, risk, and product security and is led by a team of dedicated cybersecurity professionals. In 2021, we enhanced our cybersecurity operational process, risk register, incident response procedures, phishing program, and audit controls. This included the deployment of an internal risk assessment aligned with the National Institute of Standards and Technology's Cybersecurity Framework (NIST CSF), a leading standard for cybersecurity. Our cybersecurity function also works closely with our compliance teams and third-party providers to conduct audits of our controls; launch cybersecurity training; ensure we maintain compliance with applicable regulations; and conduct cybersecurity-related risk assessments of our suppliers.



## FORTIFYING 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 teams and enterprise cybersecurity team manage and execute initiatives that combat cybersecurity threats related to our products. These groups conduct risk assessments of our products' code, firmware, and protocols; incorporate product security considerations into Hubbell's new product development process; and train our engineers, software architects, and product owners to follow a "security by design" approach.

# GRI, SASB, AND TCFD DISCLOSURES

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

## GRI CONTENT INDEX

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

GRI STANDARD	DISCLOSURE	EXPLANATION
<b>GENERAL DISCLOSURES</b>		
GRI 2: General Disclosures 2021	2-1 Organizational details	Location of Hubbell Incorporated's (NYSE: HUBB) headquarters: Shelton, Connecticut Our products are either sourced complete, manufactured, or assembled by subsidiaries in the US, Canada, Puerto Rico, Mexico, China, the United Kingdom, Brazil, Australia, Spain, and Ireland. The Company also participates in joint ventures in Hong Kong and the Philippines, and maintains offices in Singapore, Italy, China, India, Mexico, South Korea, Chile, and countries in the Middle East.
	2-2 Entities included in the organization's sustainability reporting	This report covers our ESG efforts across our organization, spanning Hubbell Incorporated and its subsidiaries, with a primary focus on our activities in the US.
	2-3 Reporting period, frequency and contact point	Unless otherwise noted, this sustainability report, as well as Hubbell's annual financial reporting, covers calendar year 2021 (January 1, 2021-December 31, 2021). We intend to publish our sustainability disclosures on an annual basis. This report was published in March 2022. For questions related to Hubbell's ESG disclosures, please email <a href="mailto:sustainability@hubbell.com">sustainability@hubbell.com</a> .
	2-4 Restatements of information	In October 2021, Hubbell initiated the sale of its Commercial and Industrial Lighting business, which was part of HES. As a result, we restated our energy and GHG emissions intensity figures for current and historical data based on net revenue from continuing operations. See Note 2 in the Notes to the Consolidated Financial Statements in our Annual Report on Form 10-K for the year ended December 31, 2021, filed with the US SEC, for further details. In addition, due to an error in measurement methodologies utilized during prior reporting periods, absolute renewable energy consumed has been removed from our energy inventory. Moreover, our total production units in our previous reporting period reflected a summation error.
	2-5 External assurance	At this time, Hubbell's ESG disclosures are not externally assured.
	2-6 Activities, value chain and other business relationships	Hubbell Incorporated (est. 1888) is a world-class manufacturer of electrical and utility solutions. Hubbell's reporting segments consist of Hubbell Utility Solutions and Hubbell Electrical Solutions. HUS offers electrical distribution, transmission, substation, and telecommunications products. HUS supports the electrical distribution, electrical transmission, water, gas distribution, telecommunications, and solar and wind markets. HES provides wiring device products, connector and grounding solutions, controls, and other electrical equipment. HES products have applications in the light industrial, non-residential, wireless communications, transportation, data center, and heavy industrial markets. Optimized for quality, cost, and delivery, Hubbell's supply chain is made up of a globally diverse supply base. Our direct suppliers provide material inputs, such as steel, copper, and aluminum; catalog parts, which we assemble in our facilities; and tools for stamping, casting, and other activities. Our indirect suppliers afford us services that support our offices and facilities, such as logistics solutions and professional services. In October 2021, Hubbell initiated the sale of its Commercial and Industrial Lighting business, which was part of HES. Other than this divestiture, which closed in February 2022, there were no significant changes regarding our size, structure, ownership, or supply chain in 2021.

GRI STANDARD	DISCLOSURE	EXPLANATION																								
<b>GENERAL DISCLOSURES</b>																										
GRI 2: General Disclosures 2021	2-7 Employees	<b>REPORTING PERIOD: JANUARY 1, 2021 – DECEMBER 31, 2021</b>																								
	2-8 Workers who are not employees																									
		<table border="1"> <thead> <tr> <th></th> <th>GLOBAL TOTAL</th> <th>FEMALE</th> <th>MALE</th> <th>US-BASED</th> <th>OUTSIDE OF US</th> </tr> </thead> <tbody> <tr> <td>Total Workforce<sup>9</sup> (headcount/ FTE)</td> <td>19,333</td> <td>5,897</td> <td>12,435</td> <td>11,187</td> <td>8,146</td> </tr> <tr> <td>Full-Time Workers (headcount/ FTE)</td> <td>18,274</td> <td>5,864</td> <td>12,409</td> <td>10,358</td> <td>7,916</td> </tr> <tr> <td>Part-Time Workers (headcount/ FTE)</td> <td>59</td> <td>33</td> <td>26</td> <td>41</td> <td>18</td> </tr> </tbody> </table>		GLOBAL TOTAL	FEMALE	MALE	US-BASED	OUTSIDE OF US	Total Workforce <sup>9</sup> (headcount/ FTE)	19,333	5,897	12,435	11,187	8,146	Full-Time Workers (headcount/ FTE)	18,274	5,864	12,409	10,358	7,916	Part-Time Workers (headcount/ FTE)	59	33	26	41	18
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		<sup>9</sup> This is a global 2021 headcount that includes contingent workers from temporary agencies and contractors.																								
	2-9 Governance structure and composition	<p>Hubbell's Board provides the highest level of oversight for Hubbell's strategy, performance, and enterprise risks, as outlined in the Board's <a href="#">Corporate Governance Guidelines</a>.</p> <p>Hubbell's Board has five committees and nine Directors, including Gerben Bakker, Hubbell's Chairman, President and CEO. Eight of our nine Directors are independent, and all Board committees, except the Executive Committee, consist entirely of independent Directors.</p> <p>All Directors adhere to the Board's Corporate Governance Guidelines, <a href="#">Committee Charters</a>, and <a href="#">Code of Business Conduct and Ethics</a>. A full description of the Board's responsibilities, as well as Director biographies and tenure, are available in our 2021 Annual Report and Proxy Statement available on <a href="#">Hubbell's website</a>.</p>																								
	2-10 Nomination and selection of the highest governance body	Our Board's Nominating and Corporate Governance Committee works with the Board at least annually to determine the appropriate characteristics, skills, and experience for the Board and its individual members to properly oversee the interests of Hubbell and its shareholders. The NCGC recommends candidates for Board membership using the selection criteria outlined in the <a href="#">Corporate Governance Guidelines</a> , <a href="#">Committee Charters</a> , and other factors it deems necessary to fulfill its objectives, including diversity. Diversity criteria includes gender, race, and ethnicity, as well as diversity of experience, professional background, industry exposure, and other areas. A full description of the Board's nomination practices are available in our 2021 Annual Report and Proxy Statement available on <a href="#">Hubbell's website</a> .																								
	2-11 Chair of the highest governance body	Hubbell's Chairman, President and CEO is Gerben Bakker.																								
	2-12 Role of the highest governance body in overseeing the management of impacts	Hubbell's <a href="#">Corporate Governance Guidelines</a> and the <a href="#">Charter</a> of the NCGC formally include Board oversight of the company's ESG programs as part of the Board's responsibilities. The NCGC is charged with specific oversight of ESG-related matters, although ESG issues are discussed by the entire Board and are incorporated into Hubbell's overall business strategy.																								
	2-13 Delegation of responsibility for managing impacts	At the executive-level, our ESG Steering Committee has responsibility for ESG matters globally and oversees alignment between our ESG efforts and our overarching business objectives. Hubbell's Senior Vice President (SVP), General Counsel and Corporate Secretary and Chief Compliance Officer (CCO) are the executive sponsors for the ESG Committee and provide regular updates to senior leadership and the Board. Moreover, a comprehensive team of human resources (HR) senior leaders manage the company's employee programs, including inclusion and diversity initiatives. They partner with our Chairman, President and CEO to provide regular updates to our senior leadership and Board on employee-related matters.																								
	2-14 Role of the highest governance body in sustainability reporting	The Board's NCGC is responsible for reviewing and approving Hubbell's sustainability programs and initiatives, including our ESG reporting and disclosure activities.																								
	2-15 Conflicts of interest	As outlined in Hubbell's <a href="#">Corporate Governance Guidelines</a> , Directors are expected to avoid any action, position, or interest that conflicts with the interests of the company. If an actual or potential conflict of interest develops, the Director is to immediately report the matter to the Lead Director, who in turn shall notify the Chair of the Board. Any significant conflict must be resolved, or the Director should resign.																								

GRI STANDARD	DISCLOSURE	EXPLANATION
<b>GENERAL DISCLOSURES</b>		
GRI 2: General Disclosures 2021	2-16	<p>Communication of critical concerns</p> <p>Hubbell's CCO regularly updates our Board's Audit Committee on compliance and ethical-related matters. Should significant critical concerns arise, they are communicated to the Board immediately.</p> <p>In addition, Hubbell offers a resource where individuals can ask questions or report ethical or compliance concerns confidentially or anonymously. This service is called "Speak Up Today," and it is managed by an independent third-party. Speak Up Today is available to employees, customers, vendors, or any other third-party 24 hours a day, seven days a week, and in multiple languages. The service is accessible via the web (<a href="http://www.speakuptoday.com">www.speakuptoday.com</a>), email, and phone through toll-free telephone numbers in 16 countries.</p>
	2-17	<p>Collective knowledge of the highest governance body</p> <p>As outlined in our <a href="#">Corporate Governance Guidelines</a>, Hubbell will make available to Directors continuing educational programs and each Director is expected to participate in such programs, as the Board determines desirable. This includes sustainability-related educational content. Moreover, the ESG Committee provides regular updates to the NCGC and broader Board on ESG-related matters to advance their knowledge of sustainable development issues relevant to Hubbell.</p>
	2-18	<p>Evaluation of the performance of the highest governance body</p> <p>Following the end of each fiscal year, the NCGC oversees an annual self-assessment by the Board of the Board's performance. This evaluation process also includes the Board and the company's management of ESG matters. For more information, see our <a href="#">Corporate Governance Guidelines</a> and the NCGC's <a href="#">Charter</a>.</p>
	2-19	<p>Remuneration policies</p> <p>Process to determine remuneration</p> <p>Hubbell's NCGC annually reviews all forms of independent Director compensation in relation to other US companies of comparable size and Hubbell's competitors, and recommends changes to the Board, when appropriate. The NCGC is supported in this review by an independent outside compensation consultant that provides compensation consultation and competitive benchmarking. Moreover, the Board's Compensation Committee provides assistance to the Board in determining and approving compensation for Hubbell's Chairman, President and CEO and other Board-appointed officers. A full description of the Board's compensation practices are available in the <a href="#">Compensation Committee's Charter</a> and our 2021 Annual Report and Proxy Statement available on <a href="#">Hubbell's website</a>.</p> <p>In addition, in 2021, Hubbell also 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 STI element will support continued focus on critical priorities including diversity, equity, inclusion, sustainability/ESG, and safety.</p>
	2-20	
	2-21	<p>Annual total compensation ratio</p> <p>Omitted due to confidentiality constraints.</p>
2-22	<p>Statement on sustainable development strategy</p> <p>To read our 2022 ESG message from Hubbell's Chairman, President and CEO, see <a href="#">page 3</a>.</p>	

GRI STANDARD	DISCLOSURE	EXPLANATION
<b>GENERAL DISCLOSURES</b>		
GRI 2: General Disclosures 2021	2-23 Policy commitments	<p><b>ESG-RELATED POLICIES, COMMITMENTS, AND DISCLOSURES</b></p> <p><b>Sustainability</b></p> <ul style="list-style-type: none"> <li>• <a href="#">ESG and Sustainability Disclosures Policy</a></li> <li>• <a href="#">2021 CDP Climate Change Disclosures</a></li> </ul> <p><b>Employee Inclusion and Benefits</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Equal Employment Opportunity Policy</a></li> <li>• <a href="#">Paid Parental Leave Policy</a></li> <li>• <a href="#">Volunteer Paid Time Off Policy</a></li> <li>• <a href="#">Military Leave Policy</a></li> <li>• <a href="#">Paradigm for Parity Signatory</a></li> <li>• <a href="#">2021 Equal Employment Opportunity Diversity Data</a></li> </ul> <p><b>Health and Safety</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Environmental, Health, and Safety Policy</a></li> </ul> <p><b>Ethics and Compliance</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Code of Business Conduct and Ethics</a></li> <li>• <a href="#">Violence-Free Workplace Policy</a></li> <li>• <a href="#">Anti-Corruption Policy</a></li> <li>• <a href="#">Political Contributions Policy</a></li> <li>• <a href="#">Anti-Harassment, Discrimination, and Retaliation Policy</a></li> </ul> <p><b>Governance and Accountability</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Corporate Governance Guidelines</a></li> <li>• <a href="#">Audit Committee Charter</a></li> <li>• <a href="#">Compensation Committee Charter</a></li> <li>• <a href="#">Finance Committee Charter</a></li> <li>• <a href="#">Nominating and Corporate Governance Committee Charter</a></li> <li>• <a href="#">2021 Annual Report and Proxy Statement</a></li> </ul> <p><b>Data Privacy</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Website Visitor Privacy Policy</a></li> </ul> <p><b>Human Rights and Supply Chain Responsibility</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Global Human Rights Policy</a></li> <li>• <a href="#">Third-Party Code of Business Conduct and Ethics</a></li> <li>• <a href="#">California Transparency in Supply Chains Act Disclosure</a></li> <li>• <a href="#">Conflict Minerals Policy</a></li> </ul>
	2-24 Embedding policy commitments	Hubbell's ESG Committee, as well as cross-functional departments across the business, are responsible for embedding the company's ESG policy commitments and ensuring they are integrated into organizational strategies and operational procedures.
	2-25 Processes to remediate negative impacts	In our <a href="#">Code</a> and business ethics and compliance training, 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, a member of Hubbell's legal and compliance teams, or through Hubbell's Speak Up Today service. For more information on Speak Up Today, see our disclosure for GRI 2-16.
	2-26 Mechanisms for seeking advice and raising concerns	Through Speak Up Today, Hubbell's audit and compliance procedures, and stakeholder engagement mechanisms, all critical concerns, grievances, and other ESG-related issues are identified, tracked, and addressed by the company, its senior leaders, and the Board of Directors.
	2-27 Compliance with laws and regulations	100% of compliance matters have been brought to our attention, addressed, and remediated. Please refer to Hubbell's filings with the US SEC on <a href="#">Hubbell's website</a> .
	2-28 Membership associations	<p>Hubbell is a member of several associations within our industry. However, we are proud to participate in a significant role in the following organizations:</p> <ul style="list-style-type: none"> <li>• <a href="#">National Electrical Manufacturers Association (NEMA)</a></li> <li>• <a href="#">Manufacturers Alliance (formerly MAPI)</a></li> <li>• <a href="#">Business Ethics Leadership Alliance (BELA), an Ethisphere Community</a></li> <li>• <a href="#">Carolinas-Virginia Minority Supplier Development Council (CVMSD)</a></li> <li>• <a href="#">The Conference Board (TCB)</a></li> <li>• <a href="#">Electric Utility Industry Sustainable Supply Chain Alliance (EUISSCA)</a></li> <li>• <a href="#">National Minority Supplier Development Council (NMSDC)</a></li> </ul>

GRI STANDARD	DISCLOSURE	EXPLANATION																		
<b>GENERAL DISCLOSURES</b>																				
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	<p>The following table lists our key sustainability stakeholders, how we engage with them, and selected topics of interest that they have raised with us.</p> <table border="1"> <thead> <tr> <th>STAKEHOLDERS</th> <th>ENGAGEMENT MECHANISMS</th> <th>TOPICS OF INTEREST</th> </tr> </thead> <tbody> <tr> <td><b>Customers</b></td> <td> <ul style="list-style-type: none"> <li>• Customer learning and development centers</li> <li>• Sales meetings</li> <li>• New product development and technology partnerships</li> </ul> </td> <td> <ul style="list-style-type: none"> <li>• Product and service quality</li> <li>• Product development and innovation</li> <li>• Responsible sourcing and human rights</li> <li>• On-site service and support</li> <li>• Environmental sustainability</li> </ul> </td> </tr> <tr> <td><b>Employees</b></td> <td> <ul style="list-style-type: none"> <li>• Town hall meetings</li> <li>• Employee intranet and online 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	2-30 Collective bargaining agreements	<p>As outlined in our <a href="#">Global Human Rights Policy</a>, 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 2021, 23% of our US workforce were under collective bargaining agreements.</p>																		

GRI STANDARD	DISCLOSURE	EXPLANATION		
<b>MATERIAL TOPICS</b>				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	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.		
	3-2 List of material topics	<table border="0"> <tr> <td style="vertical-align: top;"> <p><b>Environmental</b></p> <ul style="list-style-type: none"> <li>• Climate change</li> <li>• Energy and emissions</li> <li>• Water and waste</li> <li>• Products with impact</li> </ul> </td> <td style="vertical-align: top;"> <p><b>Social</b></p> <ul style="list-style-type: none"> <li>• Inclusion, diversity, and equity</li> <li>• Employee health and safety</li> <li>• Employee recruitment, development, and wellbeing</li> <li>• Community impact</li> <li>• Product quality and safety</li> <li>• Supply chain responsibility</li> </ul> </td> <td style="vertical-align: top;"> <p><b>Governance</b></p> <ul style="list-style-type: none"> <li>• Corporate governance</li> <li>• Business ethics and integrity</li> <li>• Data privacy and cybersecurity</li> </ul> </td> </tr> </table>	<p><b>Environmental</b></p> <ul style="list-style-type: none"> <li>• Climate change</li> <li>• Energy and emissions</li> <li>• Water and waste</li> <li>• Products with impact</li> </ul>	<p><b>Social</b></p> <ul style="list-style-type: none"> <li>• Inclusion, diversity, and equity</li> <li>• Employee health and safety</li> <li>• Employee recruitment, development, and wellbeing</li> <li>• Community impact</li> <li>• Product quality and safety</li> <li>• Supply chain responsibility</li> </ul>
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**CLIMATE CHANGE**

GRI 3: Material Topics 2021	3-3 Management of material topics	To address the impacts climate change poses for our business, we focus on mitigating our own carbon footprint and continuously assess relevant climate-related risks and opportunities. For a comprehensive description of our management of climate change risks and opportunities, view our TCFD responses on <a href="#">page 40</a> . 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 most recent CDP response, visit Hubbell's <a href="#">2021 CDP Climate Change disclosures</a> .
GRI 201 Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	

**ENERGY AND EMISSIONS**

GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Our most significant environmental impacts are associated with the energy we consume, the GHGs we emit, the water we use, and the waste we generate in our operations. To help us manage these impacts, we track and review our relevant environmental data; establish targets for reducing energy use, GHG emissions, and water; and implement initiatives that improve our environmental performance. We are also in the process of implementing a new software solution to help us manage our environmental metrics. Our energy and emissions-related reduction activities include, for example, implementing lighting retrofits, replacing equipment with higher energy efficiency models, and utilizing renewable energy sources.</p> <p>We also routinely analyze our environmental policies and procedures to comply with applicable laws, regulations, and industry standards. Moreover, our sites utilize Hubbell's EMS and Sustainability and Infrastructure Management Handbook for guidance on improving the efficiency and sustainability of our facilities.</p>
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GRI STANDARD	DISCLOSURE	EXPLANATION					
<b>ENERGY AND EMISSIONS</b>							
GRI 302 Energy 2016	302-1	Energy consumption within the organization	<b>FUEL AND ENERGY CONSUMPTION (KWH)</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>% CHANGE FROM 2019</b>
			Electricity	227,075,058	216,000,892	230,369,741	1%
	302-3	Energy intensity	Natural Gas	256,297,974	220,326,071	227,681,625	-11%
GRI 305 Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Diesel	12,750,216	15,600,545	10,580,606	-17%
	305-2	Energy indirect (Scope 2) GHG emissions	Propane	22,839,071	11,232,709	28,610,522	25%
			Total Energy Consumption	518,962,318	463,160,216	497,242,494	-4%
	305-4	GHG emissions intensity	Energy intensity per million dollars of revenue (kWh/\$M of net revenue)	131,496	125,773	118,558	-10%
	305-5	Reduction of GHG emissions					
			<b>GREENHOUSE GAS EMISSIONS (TCO<sub>2</sub>E)</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>% CHANGE FROM 2019</b>
			<b>SCOPE 1 EMISSIONS</b>				
			Diesel	3,219	3,938	2,701	-16%
			Natural Gas	54,085	46,494	41,095	-24%
			Propane	4,709	2,311	5,956	26%
			Total Scope 1	62,012	52,743	49,752	-20%
			<b>SCOPE 2 EMISSIONS</b>				
			Total Scope 2	122,303	117,231	106,060	-13%
			Total Scope 1 & 2	184,315	169,974	155,811	-15%
			Total Scope 1 & 2 emissions per million dollars of revenue (tCO <sub>2</sub> e/\$M of net revenue)	47	46	37	-20%

**NOTE:** 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.

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 (measured in (kilowatt-hours, or kWh) to power our facilities (Scope 2 location-based method). GHG emissions are reported in metric tons of carbon dioxide equivalent (tCO<sub>2</sub>e).

In addition, in October 2021, Hubbell initiated the sale of its Commercial and Industrial Lighting business, which was part of HES. As a result, we restated our energy and GHG emissions intensity figures for current and historical data based on net revenue from continuing operations. See Note 2 in the Notes to the Consolidated Financial Statements in our Annual Report on Form 10-K for the year ended December 31, 2021, filed with the US SEC, for further details. In addition, due to an error in measurement methodologies utilized during prior reporting periods, absolute renewable energy consumed has been removed from our energy inventory.

GRI STANDARD	DISCLOSURE	EXPLANATION										
<b>WATER AND WASTE</b>												
GRI 3: Material Topics 2021	3-3 Management of material topics	For information on our approach to managing energy, GHG emissions, water, and waste, see GRI 3-3 for the material topic, "energy and emissions." In addition to those practices, our efforts to reduce our water consumption include behavior changes that promote water conservation and installing low-flow water valves and leak detection mechanisms in our facilities. As water availability and scarcity varies considerably from region to region, we continue to evaluate opportunities to minimize the amount of water we consume on a local basis. We are also focused on reducing the amount of waste 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 are in the process of implementing a software system to track the waste we dispose and recycle, which in turn will help us identify opportunities to further reduce the waste generated at all our sites.										
GRI 303 Water and Effluents 2018	303-5 Water consumption	<table border="1"> <thead> <tr> <th>WATER (GALLONS)</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>% CHANGE FROM 2019</th> </tr> </thead> <tbody> <tr> <td>Total Water Consumed</td> <td>182,297,948</td> <td>155,181,443</td> <td>156,908,935</td> <td>-14%</td> </tr> </tbody> </table> <p><b>NOTE:</b> 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. 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.</p>	WATER (GALLONS)	2019	2020	2021	% CHANGE FROM 2019	Total Water Consumed	182,297,948	155,181,443	156,908,935	-14%
WATER (GALLONS)	2019	2020	2021	% CHANGE FROM 2019								
Total Water Consumed	182,297,948	155,181,443	156,908,935	-14%								
GRI 306 Waste 2020	306-3 Waste generated	Information is unavailable/incomplete. We are in the process of implementing a new software solution to help us measure environmental metrics, including waste.										
<b>PRODUCTS WITH IMPACT</b>												
GRI 3: Material Topics 2021	3-3 Management of material topics	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. 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.										
No applicable GRI Topic Standard	Custom disclosure: Total revenue associated with products with impact	Of our \$4.2 billion in sales in 2021, over half was associated with products with impact.										

GRI STANDARD	DISCLOSURE	EXPLANATION																								
<b>INCLUSION, DIVERSITY, AND EQUITY</b>																										
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Led by senior HR leaders with support from Hubbell's HR Council, dedicated talent team, and legal team, we are committed to promoting inclusion, diversity, and equity, monitoring our practices for effectiveness, and ensuring our commitment is emphasized by all levels of management and communicated to all team members and stakeholders.</p> <p>Hubbell actively recruits across the country for candidates from different backgrounds, with different life experiences, and across a broad range of skill levels. We 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. 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.</p> <p>Moreover, 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, political affiliation, union membership, or other bases protected by applicable federal, state, or local law, as outlined by our <a href="#">Equal Employment Opportunity Policy</a>. 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.</p>																								
GRI 405 Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<p><b>REPORTING PERIOD: JANUARY 1, 2021 - DECEMBER 31, 2021</b></p> <p><b>GLOBAL GENDER DIVERSITY (% OF TOTAL HEADCOUNT/ FTE)</b></p> <table border="1"> <tr> <td>Global Male</td> <td>67.8%</td> </tr> <tr> <td>Global Female</td> <td>32.1%</td> </tr> </table> <p><b>US GENDER DIVERSITY (% OF US HEADCOUNT/ FTE)</b></p> <table border="1"> <tr> <td>US Male</td> <td>71%</td> </tr> <tr> <td>US Female</td> <td>29%</td> </tr> </table> <p><b>US RACE &amp; ETHNICITY (% OF US HEADCOUNT/ FTE)</b></p> <table border="1"> <tr> <td>White</td> <td>55.6%</td> </tr> <tr> <td>Black/African American</td> <td>17.5%</td> </tr> <tr> <td>Hispanic/Latino</td> <td>20.1%</td> </tr> <tr> <td>Asian</td> <td>4.1%</td> </tr> <tr> <td>American Indian/Alaskan Native</td> <td>0.5%</td> </tr> <tr> <td>Native Hawaiian/Pacific Islander</td> <td>0.2%</td> </tr> <tr> <td>Two or More Races</td> <td>2.1%</td> </tr> </table> <p><b>BOARD OF DIRECTORS DIVERSITY (% OF TOTAL DIRECTORS)</b></p> <table border="1"> <tr> <td>Gender/ Race &amp; Ethnicity</td> <td>33%</td> </tr> </table> <p><b>NOTE:</b> The diversity metrics above exclude contingent workers, contractors, and third-party workers. Please visit our <a href="#">Equal Employment Opportunity (EEO-1) Diversity Data</a> for more information.</p>	Global Male	67.8%	Global Female	32.1%	US Male	71%	US Female	29%	White	55.6%	Black/African American	17.5%	Hispanic/Latino	20.1%	Asian	4.1%	American Indian/Alaskan Native	0.5%	Native Hawaiian/Pacific Islander	0.2%	Two or More Races	2.1%	Gender/ Race & Ethnicity	33%
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GRI 406 Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	All allegations are promptly investigated and handled appropriately. Status of incidents and actions taken are not reported as this information is considered confidential.																								

GRI STANDARD	DISCLOSURE	EXPLANATION										
<b>EMPLOYEE HEALTH AND SAFETY</b>												
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We are committed to creating and maintaining a safe and healthy workplace and supporting our employees' wellbeing. Health and safety are overseen and executed by both onsite EHS personnel and our senior leaders. At the site-level, Safety Committees are responsible for managing and ensuring adherence to health and safety protocols. Safety Committee personnel report directly to their respective site leadership and indirectly to our EHS Council, which is comprised of EHS leaders from HUS and HES.</p> <p>Our global <a href="#">EHS Policy</a> and internal EHS Instruction Manual guide our behavior and all sites employ a health and safety management system. Hubbell also establishes annual safety goals and utilizes an EHS Assessment Tool to measure safety metrics and performance related to completion of safety and risk assessments, corrective action closures, and employee engagement. Moreover, Hubbell regularly engages with manufacturing alliance partners and third-party consultants to collaborate on best practices and current or emerging employee health and safety issues.</p>										
GRI 403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Our sites maintain health and safety management systems reinforced by routine safety and compliance audits from our EHS Council. We also work with third-party consultants to analyze regulatory changes and risks pertaining to safety and environmental compliance, which includes performing routine safety gap assessments and risk evaluations.										
	403-2 Hazard identification, risk assessment, and incident investigation	<p>Our EHS Instruction Manual, which all sites utilize as part of their safety management systems, guides our health and safety teams in performing the following procedures:</p> <ul style="list-style-type: none"> <li>Assessing, preventing, and responding to safety risks and incidents, including safety protocols for conducting, for example, compliance audits, and ergonomic assessments</li> <li>Conducting job hazard analysis prior to commencement of any job and implementing job rotation to prevent ergonomic-related injuries</li> <li>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</li> <li>Implementing engineering controls, administrative controls, personal protective equipment, 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</li> <li>Conducting emergency mock drills, health and safety training, and potential hazard identification exercises</li> <li>Closing and resolving incidents and safety observations through appropriate actions</li> <li>Developing and documenting new safety ideas with our site-level Safety Committees</li> <li>Implementing behavioral campaigns, such as "Stop and Think" to encourage greater safety awareness and practices</li> </ul>										
	403-5 Worker training on occupational health and safety	Our employees are trained and briefed on occupational health and safety principles as well as work procedures specific to their individual tasks regularly and prior to starting a new role or activity. In 2021, each operations employee received an average of three hours of health and safety training.										
403-9 Work-related injuries	403-10 Work-related ill health	<p><b>REPORTING PERIOD: JANUARY 1, 2021 - DECEMBER 31, 2021</b></p> <table border="1"> <thead> <tr> <th>YEAR</th> <th>OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA) INJURY/ILLNESS RECORDABLES</th> <th>TOTAL RECORDABLE INCIDENT RATE (TRIR)</th> <th>EMPLOYEE HOURS WORKED (APPROXIMATE)</th> <th>DAYS AWAY, RESTRICTED, OR TRANSFERRED RATE (DART)</th> </tr> </thead> <tbody> <tr> <td>2021</td> <td>196</td> <td>0.99</td> <td>39,471,011</td> <td>0.67</td> </tr> </tbody> </table>	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)	2021	196	0.99	39,471,011	0.67
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)								
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GRI STANDARD	DISCLOSURE	EXPLANATION
<b>EMPLOYEE RECRUITMENT, DEVELOPMENT, AND WELLBEING</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Our efforts to attract, engage, retain, and advance our talent are led by a comprehensive team of HR senior leaders dedicated to helping our workforce flourish. A crucial part of Hubbell's employee experience is our commitment to developing our people. Across the enterprise and within our businesses and teams, there are a variety of ways we encourage our employees and leaders to learn—on the job, in the classroom, through self-directed learning, or through a variety of leadership programs. Our primary employee development mechanisms is Hubbell University, our company-wide learning management system that offers a variety of educational resources and curricula. In addition, to support the health and wellbeing of our employees and their families, we provide comprehensive health, mental, and financial benefits through our “myLife” program. We also partner with third-party employee benefits organizations to further our employees’ access to mental, physical, and social support. Moreover, we believe that employees should be motivated to help the company succeed, and that they should share in that success. We provide market competitive compensation programs which are a mix between base pay and variable financial awards where appropriate. We also recognize and reward great contributors through Hubbell's global “WIN AS ONE” program. This recognition program was established with the aim of reinforcing and expanding a performance-driven culture that celebrates success.
GRI 401 Employment 2016	401-1 New employee hires and employee turnover	New hires (headcount / FTE) <sup>9</sup> : 7,379 Employee turnover (as a ratio) <sup>10</sup> : 36.2%  <sup>9</sup> This number is a global number of new hires for year 2021 excluding contingent workers from temporary agencies and contractors. <sup>10</sup> Our 2021 global turnover ratio does not include contingent workers and contractors.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Hubbell's myLife program supports our global employees on their journey to health, wealth, and peace of mind. myLife benefits, which are available to full-time employees and part-time employees working at least 20 hours per week, include, but are not limited to: <ul style="list-style-type: none"> <li>• <b>Health Benefits Offered:</b> Healthcare plans, health navigation, expert opinion, virtual care, subsidized on-premise cafes featuring healthy dietary options, diabetes and hypertension management, physical therapy, weight loss, and sleep support programs.</li> <li>• <b>Wealth Benefits Offered:</b> Competitive 401(k) plan, educational reimbursement, financial education, identity theft coverage, group legal plan, and employee discounts.</li> <li>• <b>Peace of Mind Benefits Offered:</b> Paid vacation, paid volunteer time off, paid sick time, paid parental leave, pet insurance, home and auto insurance, flexible work arrangements for greater work-life balance, and charitable and volunteering program with company matching of employee donations.</li> </ul>
GRI 404 Training and Education 2016	404-1 Average hours of training per year per employee	98,500+ learning hours were delivered globally through Hubbell University in 2021.
	404-3 Percentage of employees receiving regular performance and career development reviews	99% of our global salaried population received a performance review in 2021. Our employees set objectives for the year in January with their managers, create individual development plans in March, and participate in regular update meetings throughout the year through continuous feedback.

GRI STANDARD	DISCLOSURE	EXPLANATION
<b>COMMUNITY IMPACT</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	We recognize that our business touches communities worldwide, thanks in part to the thousands of employees and customers who choose to work with us. As a result, we believe it is our responsibility to promote and nurture the well-being of our local communities. Our main vehicle for community impact is The Hubbell Foundation. Overseen by a board of trustees comprised of Hubbell senior leaders, The Hubbell Foundation has collaborated with organizations to donate to mission-aligned nonprofit organizations in the US for over 50 years.
GRI 413 Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development program	The Hubbell Foundation supports a variety of other nonprofit organizations through its employee donation and matching gifts campaign, scholarship fund program, and employee volunteering activities. Our <a href="#">Volunteer Paid Time Off Policy</a> permits our US employees to use a paid workday to volunteer in their local communities. The Hubbell Foundation tracks the effectiveness of these campaigns by measuring donations, matching gifts, and volunteering hours.
<b>PRODUCT QUALITY AND SAFETY</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Across our business segments and units, we maintain a strong emphasis on continual product quality improvement to better serve our customers. Each business is responsible for managing product quality, which allows for a tailored approach customized to the unique business environments and quality requirements of our diverse product portfolio. Specific quality management practices vary depending on our business units' product lines and the unique needs of their customers, but generally, product quality management efforts include some or all of the following:</p> <ul style="list-style-type: none"> <li>• Ensure we obtain the right raw materials, work with qualified suppliers, and maintain tested and proven processes throughout our production workflow</li> <li>• Follow internationally recognized best practice quality management systems like ISO 9001</li> <li>• Use, where applicable, third-party product safety, quality, or sustainability certifications such as UL and CSA or industry-specific certifications</li> <li>• Conduct phased quality testing of products in the lab followed by controlled field environments</li> <li>• Continuously improve the effectiveness of our quality management systems, our processes, and products, to enhance their value</li> </ul> <p>In addition to delivering quality products, helping our customers keep their people and end users safe is a priority for our business. To that end, we aim to ensure and improve the safety of our products. 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:</p> <ul style="list-style-type: none"> <li>• Incorporate safety considerations in the early stages of and throughout the product design process</li> <li>• Seek to eliminate hazardous chemicals from relevant products and processes</li> <li>• Ensure compliance with relevant regulatory requirements, including the RoHS and REACH</li> <li>• Continuously monitor product performance in the field, track warranty rates, and work to appropriately address potential safety hazards identified as a result</li> <li>• 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</li> </ul>
GRI 416 Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents of non-compliance concerning health and safety impacts of products and services were recorded in 2021.

GRI STANDARD	DISCLOSURE	EXPLANATION
<b>SUPPLY CHAIN RESPONSIBILITY</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We are firmly committed to responsible sourcing and managing ESG-related risks throughout our supply chain. Our global sourcing and supply chain teams are responsible for overseeing our relationships with our suppliers with support from functional managers at each of our business units. Our broader legal organization also works closely with our sourcing teams to manage potential risks in the supply chain and ensure Hubbell remains compliant with local laws and regulations. Our <a href="#">Third-Party Code of Business Conduct and Ethics</a> is the foundation of our responsible sourcing practices. As an extension of Hubbell's <a href="#">Code of Business Conduct and Ethics</a>, our Third-Party Code mandates that our suppliers, vendors, sales agents, distributors, or other third-parties that we do business with comply with the law and conduct business in an ethical, legal, and responsible manner. It also provides information on our reporting mechanisms through our Speak Up Today program. To learn more about Speak Up Today, see our disclosure for GRI 2-26.</p> <p>In addition to our Third-Party Code, our <a href="#">Global Human Rights Policy</a>, which is based on the UN Guiding Principles on Business and Human Rights, as well as our <a href="#">Conflict Minerals Policy</a>, <a href="#">California Transparency Act Disclosure</a>, 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. Moreover, Hubbell's cross-functional Supplier Diversity Council 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.</p>
GRI 408 Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	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. We also screen all new suppliers for social criteria, including their status as a diverse supplier.
GRI 409 Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	
GRI 414 Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	
<b>CORPORATE GOVERNANCE</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	We are committed to establishing and maintaining sound governance structures and policies to manage our business, drive performance, and create value responsibly and ethically. Our governance frameworks and business policies are designed to create accountability within our business. For a detailed description of our governance practices, see our GRI 2: General Disclosures 2021 information above.
GRI 201 Economic Performance 2016	201-1 Direct economic value generated and distributed	In 2021, Hubbell's net revenue was \$4.2 billion and free cash flow generation was \$424 million. See Note 2 in the Notes to the Consolidated Financial Statements in our Annual Report on Form 10-K for the year ended December 31, 2021, filed with the US SEC for further details.

GRI STANDARD	DISCLOSURE	EXPLANATION
<b>BUSINESS ETHICS AND INTEGRITY</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Our commitment to business ethics and compliance begins at the very top of our organization, with oversight from our Board of Directors and senior leadership team. Our <a href="#">Code of Business Conduct and Ethics</a> and other ethics and compliance policies serve as guideposts for our behavior and management practices. The Code, which is evaluated regularly, addresses our standards and policies for various matters, including conflicts of interest, anti-corruption, and compliance with applicable laws. The Code applies to our Directors, employees, and third parties, and it is the foundation on which our ethics and compliance policies are built. The Code is shared with all employees as part of our new hire onboarding process, and all employees and Directors are required to certify to the Code annually. We also provide monthly training for employees on tenets of the Code.</p> <p>In addition, our compliance program is led by a dedicated team of compliance professionals located across the enterprise. This team includes our Internal Audit group, which performs over 40 compliance-related audits per year. We also have a Compliance Review Committee that reviews all significant ethical matters should they arise. Our Board's Audit Committee receives regular updates 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 assessment, and Code of Conduct awareness initiatives.</p>
GRI 205 Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	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 <a href="#">Third-Party Code</a> . 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.
	205-2 Communication and training about anti-corruption policies and procedures	Each month, compliance-themed courses and resources based on tenets of our <a href="#">Code</a> 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, and the substance and methods of compliance training are refreshed regularly.
	205-3 Confirmed incidents of corruption and actions taken	100% of compliance matters have been brought to our attention, addressed, and remediated.
GRI 206 Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practice	Please refer to Hubbell's filings with the US SEC on <a href="#">Hubbell's website</a> .

GRI STANDARD	DISCLOSURE	EXPLANATION
<b>DATA PRIVACY AND CYBERSECURITY</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>As part of our effort to safeguard our data and protect our assets from cybersecurity threats, a dedicated data privacy group oversees all aspects of our corporate privacy program. This team employs policies, plans, and initiatives that 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. Hubbell's cybersecurity team focuses on cybersecurity operations, governance, risk, and product security. In addition to implementing initiatives that defend our data, network, and operations, this group works closely with our compliance teams to conduct internal audits of our cybersecurity controls and ensure we remain compliant with applicable regulations. Hubbell also works with third-party providers to perform external cyber and information security audits of our program. Moreover, our cybersecurity team partners with our sourcing teams to conduct our Cybersecurity Supply Chain Risk Management (C-SCRM) procedures, which we employed in 2021. The C-SCRM evaluates cybersecurity risks related to critical suppliers. These initiatives, as well as Hubbell's Cyber Incident Response Plan and internal phishing tests conducted with our employees, help us prevent and respond to cybersecurity-related matters. Hubbell's cybersecurity team briefs senior leadership and our Board of Directors regularly on our enterprise-wide cybersecurity risk management, or immediately if significant cybersecurity issues arise.</p> <p>Our businesses also increasingly complement our equipment offerings with digital solutions, such as connected products, sensors, and software. Our product teams and enterprise cybersecurity team manage and execute initiatives that combat cybersecurity threats related to our products, with support from Hubbell's Product Cybersecurity Council (PCC). The PCC partners with Hubbell's Engineering Council, plugging into our NPD process to ensure product security is integrated into the design of new products. Moreover, we train our engineers, software architects, and product owners to follow a "security by design" approach and conduct ongoing risk assessments of our products to discover potential issues in code, firmware, and protocols. We audit our product security processes and procedures to improve our practices and posture in this area.</p>
GRI 418 Customer Privacy 2016	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 2021.

## SASB CONTENT INDEX

DISCLOSURE TOPIC	DISCLOSURE #	DISCLOSURE ACCOUNTING METRIC	LOCATION AND RESPONSE
<b>ELECTRICAL &amp; ELECTRONIC EQUIPMENT INDUSTRY DISCLOSURES</b>			
Energy Management	RT-EE-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) Total energy consumed in 2021: 497,242,494 kWh (2) (3) Information unavailable/incomplete; we are in the process of improving our measurement of these metrics.
Hazardous Waste Management	RT-EE-150a.1	Amount of hazardous waste generated; percentage recycled	We are in the process of improving our measurement of these metrics. To that end, at the end of 2021, we began implementing a new software platform that will enable our organization to track key environmental performance indicators.
	RT-EE-150a.2	Number and aggregate quantity of reportable spills, quantity recovered	Hubbell had no reportable spills in 2021.
Product Safety	RT-EE-250a.1	Number of recalls issued; total units recalled	No products were recalled in 2021.
	RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	We did not experience any monetary losses as a result of legal proceedings associated with product safety in 2021.
Product Lifecycle Management	RT-EE-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Some of our products contain IEC declarable substances, however the volume/ mass of these substances is not materially significant.
	RT-EE-410a.2	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria	Approximately 916 of our products meet ENERGY STAR® criteria.
	RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	Of our \$4.2 billion in sales in 2021, over half was associated with products with impact, or solutions that make critical infrastructure operate efficiently, safely, reliably, and sustainably. In Front of the Meter products include 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 products include residential 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 which enable the management of energy T&D 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	At Hubbell, we are committed to socially responsible sourcing of the materials included in our products. Our <a href="#">Conflict Minerals Policy</a> , 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.  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.

DISCLOSURE TOPIC	DISCLOSURE #	DISCLOSURE ACCOUNTING METRIC	LOCATION AND RESPONSE	
Business Ethics	RT-EE-510a.1	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	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 <a href="#">Code of Business Conduct and Ethics</a> 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. 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.	
	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	<b>HUBBELL UTILITY SOLUTIONS (HUS) TOTAL UNITS PRODUCED IN 2021</b>	
			<b>HUBBELL BUSINESS UNIT</b>	<b>UNIT OF MEASURE: EACH</b>
			Hubbell Gas Utility Solutions	14,769,540
			Hubbell Power Solutions	139,219,701
			Utility Automation	41,773
			<b>Total HUS Units</b>	<b>154,031,014</b>
			<b>HUBBELL ELECTRICAL SOLUTIONS (HES) TOTAL UNITS PRODUCED IN 2021</b>	
			<b>HUBBELL BUSINESS UNIT</b>	<b>UNIT OF MEASURE: EACH</b>
			Hubbell Canada	69,169,694
			Commercial	196,828,735
			Harsh & Hazardous	9,145,039
			Heavy Industrial	2,324,879
			Light Industrial	358,731,513
			Hubbell Mexico	26,254,966
Residential	9,991,986			
Wiring	176,434,804			
<b>Total HES Units</b>	<b>848,881,615</b>			
<b>Total Units for Entire Company (HUS + HES)</b>	<b>1,002,912,629</b>			
			<p><b>NOTE:</b> 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. Moreover, 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. Furthermore, our total production units in our previous reporting period (published in our 2021 Sustainability Report) reflected a summation error.</p>	
	RT-EE-000.B	Number of employees	Total Workforce: 19,333 (headcount/FTE) <b>NOTE:</b> This is a global 2021 headcount that includes contingent workers from temporary agencies and contractors.	

## TCFD CONTENT INDEX

DISCLOSURE FOCUS AREA	DISCLOSURE DESCRIPTION	RESPONSE
<b>GOVERNANCE</b>		
Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities	<p>Hubbell's Board of Directors provides overall risk oversight focusing on the most significant risks facing our company. The Board annually reviews the company's risk profile and assesses specific key business or functional risk areas during Board meetings throughout the year. The Board also oversees the risk management processes that are implemented by our executives to determine whether these processes are functioning as intended and are consistent with our business and strategy as well as best practices. This includes oversight of ESG-related risks, such as climate change.</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>At the executive-level, our ESG Steering 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 SVP, General Counsel and Corporate Secretary and Chief Compliance Officer are the executive sponsors for the ESG Committee, and our Sustainability &amp; 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 NCGC, 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 &amp; 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 &amp; ESG Manager takes the lead on coordinating the performance of our businesses on environmental and climate-related issues, together with support from the Vice President, Environment, Health, &amp; Safety, who reports to our Chief Manufacturing &amp; Supply Chain Officer. This includes measuring our 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 &amp; 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>

DISCLOSURE FOCUS AREA	DISCLOSURE DESCRIPTION	RESPONSE
<b>STRATEGY</b>		
<p>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.</p>	<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term</p>	<p>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). Hubbell's annual assessment of enterprise risks and regular business continuity planning, as well as strategic product initiatives, drive our processes for determining the risks and opportunities that may have a material financial impact on our company.</p>
	<p>b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning</p>	<p>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. To that end, Hubbell's NPD team regularly engages with customers to assess ways we can help them achieve their business and sustainability objectives and in turn, develops new products and solutions that offer more sustainable outcomes.</p>
	<p>c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario</p>	<p>While reducing our environmental impacts and performing in accordance with our sustainability goals is a priority to our business, at this time we are still in the process of developing our climate change strategy, including our low-carbon transition plan. We intend to use climate-related scenario analysis to inform our strategy and disclosures in the next 3-5 years once we have further evaluated our climate change risks and opportunities.</p>
<b>RISK MANAGEMENT</b>		
<p>Disclose how the organization identifies, assesses, and manages climate-related risks.</p>	<p>a) Describe the organization's processes for identifying and assessing climate-related risks</p>	<p>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 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.</p>
	<p>b) Describe the organization's processes for managing climate-related risks</p>	
	<p>c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management</p>	

DISCLOSURE FOCUS AREA	DISCLOSURE DESCRIPTION	RESPONSE
<b>METRICS AND TARGETS</b>		
<p>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.</p>	<p>a) Disclose the metrics used by the organization to assess climate-related risk and opportunities in line with its strategy and risk management process</p> <hr/> <p>b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions, and the related risks</p> <hr/> <p>c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets</p>	<p>Hubbell calculates Scope 1 and 2 emissions in accordance with the 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.</p> <p>For details on our GHG performance and our full carbon inventory, please see <a href="#">page 29</a>.</p> <p>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 <a href="#">Hubbell's 2021 CDP Climate Change disclosure</a>.</p> <hr/> <p>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 2021, we were proud to achieve our GHG goal. Our scope 1 and 2 GHG emissions decreased by 15% compared to our 2019 baseline. For details on our GHG performance and our full carbon inventory, please see <a href="#">page 29</a>.</p> <p>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.</p>

# ABOUT THIS REPORT

## REPORTING GUIDELINES AND CONTENT

This report summarizes our approach to managing our material sustainability issues, which are listed on [page 6](#). We prepared this report leveraging leading sustainability reporting frameworks, including the GRI Standards, SASB, and TCFD.

## INTERPRETATION

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

Unless the context otherwise indicates or requires, all our product names, trade names, trademarks, 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, 2021 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.

