

2025

# SUSTAINABILITY REPORT



# HUBBELL INCORPORATED'S 2025 SUSTAINABILITY REPORT

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# VISION

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

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# MISSION

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



SERVE OUR  
CUSTOMERS



OPERATE WITH  
DISCIPLINE

## OUR PILLARS



GROW THE  
ENTERPRISE



DEVELOP  
OUR PEOPLE

## OUR VALUES

Accountability | Ethics  
Inclusion | Quality  
Safety | Sustainability

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

## Dear Stakeholders,

As we publish our fifth sustainability report, I am inspired to look back on Hubbell's achievements and reflect on the direction we are headed. In 2024, Hubbell unveiled our new Vision for a Reliable, Resilient and Renewable energy infrastructure built on a backbone of Hubbell solutions. While we have long held a commitment to creating long-term value for our customers and communities, our Vision helps us build on this legacy by renewing our focus on delivering solutions that support a sustainable, resilient future.

**As a leading provider of electrical and utility solutions, we are connecting the world through innovative products that touch the entire energy landscape—from in Front of The Meter to Behind The Meter.**

We deeply value the trust our customers place in us and recognize the privilege of working with partners to drive positive, lasting change. We aim to uphold this trust by investing our time and resources in the areas where we can have the most meaningful impacts.

In 2024, we continued to operate responsibly and with integrity. We were recognized by Ethisphere® as one of the 2025 World's Most Ethical Companies®, which marked the fifth time we were named to this list. Our talented team also strengthened our assurance- and

quality-control procedures for environmental data management to reinforce the quality, completeness, and credibility of our data. In addition, we engaged with our stakeholders and demonstrated our commitment to transparency in our business operations and activities by responding to the EcoVadis disclosure for the first time. We also were named a member of the S&P Global Dow Jones Best-in-Class North America Index (formerly known as the Dow Jones Sustainability Index) for a second time.

Our impact goes beyond our operations and extends to the people and communities with whom we interact. Over the course of 2024, we hosted Hubbell's inaugural Align 2027 educational campaign to engage our global team on our strategy, Vision, Mission, and core values, fostering a sense of belonging throughout the company. Within our local communities, we also extended our support to those in the Eastern United States impacted by Hurricane Helene and Hurricane Milton. The Hubbell Foundation donated \$100,000 to Feeding America for disaster relief efforts, and the Hubbell Emergency Action Team promptly jumped into action to provide emergency response support to our utility partners.

All we've achieved throughout our sustainability journey this year was made possible by the innovation, teamwork, creativity, and perseverance of our colleagues around the world. The energy our people bring to work every day makes me optimistic that we will continue to deliver on our broader Mission to Electrify communities and Energize economies.



**Gerben Bakker**

Chairman, President and Chief  
Executive Officer



**In 2024,  
we continued  
to operate  
responsibly and  
with integrity.”**



# AWARDS AND RECOGNITION

Hubbell is honored to share the recognition and awards we received in 2024 for our sustainability practices and performance.

## CDP (formerly the Carbon Disclosure Project)

2024 Climate Change Disclosure Score B, increased score from a D in 2022

## S&P Global Dow Jones Indices

Dow Jones Best-in-Class Index (formerly known as the Dow Jones Sustainability Index) for North America, for the second consecutive year

## Ethisphere®

2025 World's Most Ethical Companies®1, for the fifth consecutive year

## Newsweek

America's Most Responsible Companies 2025, for the third consecutive year

## EcoVadis

Committed Badge for Hubbell's inaugural disclosure

## Mental Health America

2024 Platinum Bell Seal for Workplace Mental Health, for the second consecutive year

## American Heart Association

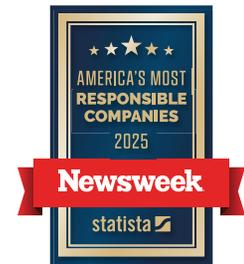
2024 Gold Recognition for the Well-being Works Better™ Scorecard

## Mitrtech DiversityJobs

Top Diversity Employer 2024

## Military.com

Veteran Hiring Pledge Badge



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

# ABOUT HUBBELL

**Hubbell Incorporated (Hubbell)** is a leading manufacturer of utility and electrical solutions with 137 years of experience.

We provide a broad range of high-quality, dependable products that enable customers to operate critical infrastructure safely, reliably, and efficiently. Our knowledgeable customer-care teams and vast network of channel partners, distributors, and retailers ensure that end-consumers get what they need when they need it.

Since our inception in 1888, Hubbell has continuously evolved, grounded in the pillars of quality and innovation. We deliver critical infrastructure solutions strategically aligned around clean energy megatrends, including grid modernization and energy efficiency. With solutions that help build more reliable, resilient, and renewable energy infrastructure, we equip customers today to meet the challenges of tomorrow.



**17,700**  
Employees<sup>1</sup>



**Shelton, CT**  
Headquarters



**\$5.6B**  
Net Sales in 2024



**1M+**  
Products Offered



**52** Manufacturing  
Locations



**8** Warehouse  
Locations

1. This global headcount metric includes joint venture employees and excludes contingent workers and contractors as of December 31, 2024.



## Our Business

**Hubbell provides trusted solutions for electrical and utility infrastructure, which is critical to global society and economies.**

Our expertise extends across the entire spectrum of electrical and utility infrastructure, both In Front of The Meter and Behind The Meter. Our strategy is rooted in adapting to the changing landscape of our industry while also sustaining our foundational manufacturing and distribution strengths. Year after year, we invest in new product development to enhance our existing products and acquire complementary businesses in established markets. This includes capitalizing on opportunities for strategic growth in grid infrastructure, grid automation, United States (US) industrial infrastructure, data centers, and renewables.

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

**HUS**  
**HES**

## UTILITY SOLUTIONS

## ELECTRICAL SOLUTIONS

### In Front Of The Meter

Utility, Transmission, Distribution

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

### The Edge

Communications and Controls

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

### Behind The Meter

Diversified Applications,  
Owner/Operator

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

#### RENEWABLES



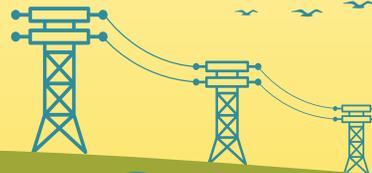
#### GAS



#### TELCOM



#### ELECTRICITY



#### WATER

#### NON-RESIDENTIAL



#### RESIDENTIAL



#### LIGHT INDUSTRIAL



#### HEAVY INDUSTRIAL



### Hubbell Utility Solutions

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

### Hubbell Electrical Solutions

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

# SUSTAINABILITY AT HUBBELL



# HUBBELL'S COMMITMENT TO SUSTAINABILITY

At Hubbell, our Mission is to **Electrify** economies and **Energize** communities.

Our commitment to sustainability is most apparent in our Vision, which imagines a Reliable, Resilient and Renewable energy infrastructure built on a backbone of Hubbell solutions. This Vision unifies our global team and inspires us to achieve positive impacts for our stakeholders, communities, and planet.

## Establishing Sustainability as a Value

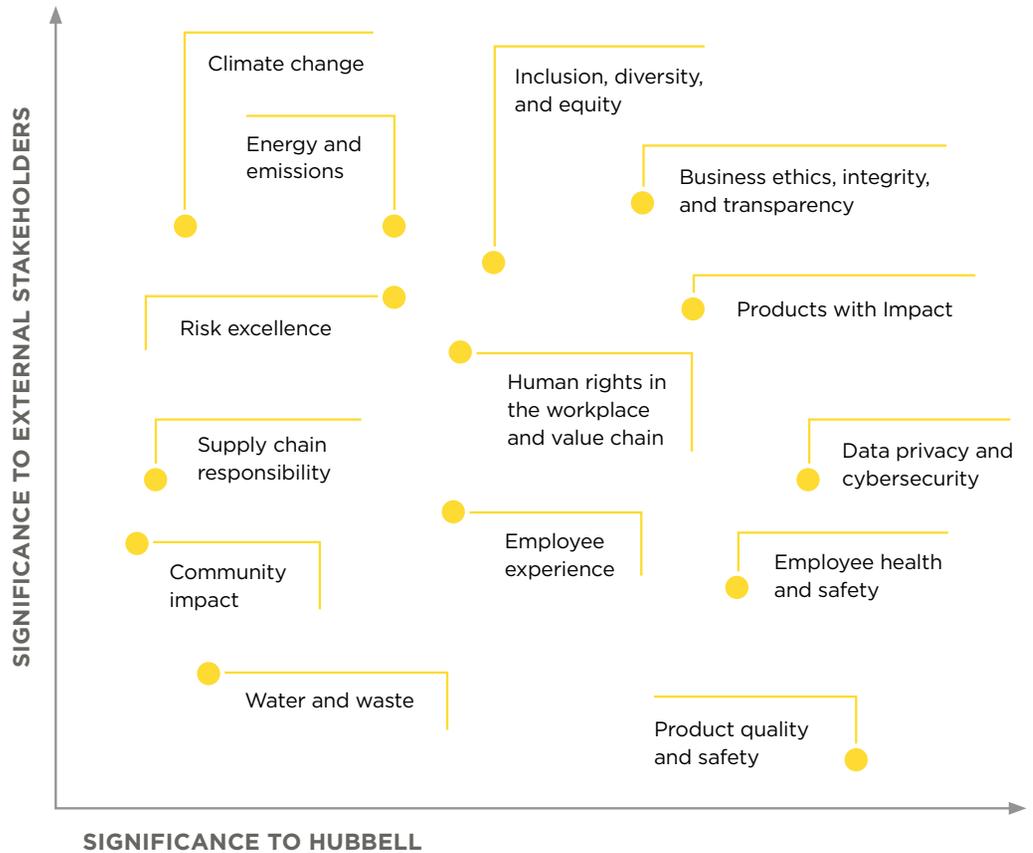
In 2024, we were proud to memorialize sustainability as one of Hubbell's official core values. This milestone formally recognizes sustainability as an integral part of our company's ethos, reflecting our dedication to driving positive value creation and growth.



# OUR SUSTAINABILITY PRIORITIES

Hubbell’s sustainability priorities are used to shape long-term strategy and reporting.

We continuously review our priorities to ensure they remain relevant in the ever-changing landscape of our business, regulatory environment, and economy. In 2022, we completed a comprehensive materiality assessment to identify and prioritize the sustainability topics that matter most to our business and stakeholders. This rigorous process involved research, peer benchmarking, surveys, and interviews with internal and external stakeholders. The results were reviewed and validated by Hubbell’s Sustainability Steering Committee and leadership team.



## Consulted Internal and External Stakeholders and Standards



Hubbell  
Leadership



Customers



Investors



Suppliers



Sustainability  
Standards &  
Frameworks



Ratings  
Agencies



Peers

# HUBBELL'S APPROACH TO SUSTAINABILITY

From our products to operations, **sustainability runs through everything we do at Hubbell.**

Therefore, our Sustainability Framework mirrors our corporate strategic pillars: Serve Our Customers, Operate with Discipline, Grow the Enterprise, and Develop Our People. Our Sustainability Vision and Mission serve as the North Star for our sustainability program, and each strategic pillar is linked to a Sustainability Objective. **Collectively, these objectives shape how our products, operations, resources, and people create value for our stakeholders and planet.**



## Our 2030 Sustainability Goals

Hubbell's environmental responsibility begins with managing our own operations.

We have set enterprise-wide goals to reduce our greenhouse gas (GHG) emissions, water usage, and hazardous waste. These goals were developed using leading science-based methodologies within the wider context of our business's impact, strategy, and growth trajectory. Hubbell's goals accelerate our sustainability performance by serving as key indicators to track and measure our progress. We remain steadfast in these commitments, and we aim to continue investing in and scaling initiatives that drive us toward achieving our goals.



**30%**

reduction in Scope 1 & 2  
emissions by 2030<sup>1</sup>



**25%**

reduction in water  
usage by 2030<sup>1</sup>



**30%**

reduction in hazardous  
waste by 2030<sup>1</sup>

1. Goals are compared to a 2022 baseline.

# SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals (SDGs) offer a comprehensive framework for creating a sustainable and equitable world.

Adopted by the United Nations (UN)<sup>1</sup> in 2015, the 17 SDGs call on all stakeholders—including governments, businesses, and communities worldwide—to collaboratively take action to achieve peace and prosperity. As a provider of utility and electrical solutions, we are committed to doing our part by advancing the seven SDGs that align with our business and to which we believe we can contribute the most impact.



We invest in the development of products and solutions that help our customers operate critical infrastructure with greater efficiency, safety, reliability, and sustainability.



We promote inclusion across our teams and strive to foster a mission-driven, engaged workforce.



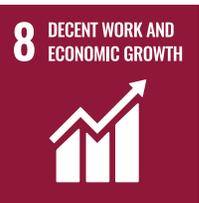
We contribute to equality inside and outside our four walls by advancing inclusion and equal employment opportunities across the employee experience, donating to mission-aligned non-profit organizations, and encouraging employee volunteerism.



We deliver a broad portfolio of solutions that support renewable energy infrastructure, grid modernization, and efficiency.



We implement efficiency projects to improve the environmental performance of our operations, while also partnering with engineering teams to promote efficiency throughout our products' life cycles.



We provide safe and fair employment opportunities, and we hold our third-party partners to the same standards. In addition, we engage with local vendors in our supply chain.



We pursue decarbonization by reducing the GHG emissions of our global facilities and developing solutions that support the transition to a low-carbon and resilient economy.



1. The content of this publication has not been approved by the UN and does not reflect the views of the UN or its officials or Member States. Please visit the following [website](#) to learn more about the UN SDGs.

# PRODUCTS WITH IMPACT



# PRODUCTS WITH IMPACT

Our customers in utility and electrical markets are challenged to build the infrastructure of the future. Hubbell delivers the solutions that allow the grid to do more than ever before.



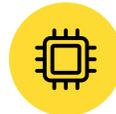
In 2024, **66% of our sales** were associated with our *Products with Impact*, representing over **\$3.7 billion in sales.**<sup>1</sup>

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

## Hubbell's Products with Impact

Hubbell creates solutions that connect, protect, and manage energy across grids, factories, and homes. Across the various end markets we serve, we focus on serving our customers by providing solutions that support their sustainability and business goals. Our *Products with Impact* portfolio advances both the business and sustainability goals of our customers by supporting the transition to an energy-efficient, resilient, and low-carbon economy.

**Each solution in the portfolio contributes to at least one of four impact categories:**



### GRID MODERNIZATION & HARDENING

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



### RESOURCE EFFICIENCY

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



### RENEWABLE ENERGY

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



### ELECTRIFICATION

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

## Our Products with Impact at a Glance

	RENEWABLES	UTILITY TRANSMISSION AND DISTRIBUTION COMPONENTS	UTILITY COMMUNICATIONS AND CONTROLS
PRODUCTS	Connectors & Lugs • Bonding & Grounding • Wire Management	Arresters • Insulators • Switches • Fuses • Bushings • Enclosures • Connectors • Anchors • Pole-line Hardware	Smart Meters • Advanced Metering Infrastructure • Reclosers • Controllers • Smart Switches • Relays
BRANDS	        	<p>HUBBELL® Power Systems</p>                	   
END MARKETS	Solar Generation • Wind Generation	Electrical Distribution • Electrical Transmission & Substation • Telcom • Water/Civil	Electrical Distribution • Water Distribution
PRODUCTS WITH IMPACT CATEGORIES	 <p>GRID MODERNIZATION AND INFRASTRUCTURE HARDENING</p>  <p>RESOURCE EFFICIENCY</p>  <p>ELECTRIFICATION</p>  <p>PROLIFERATION OF RENEWABLE ENERGY</p>		

## Grid Modernization and Hardening



Critical energy infrastructure is under unprecedented pressure. The grid is aging, and it is increasingly strained by severe weather events, distributed renewable energy sources, and rising demand from widespread electrification.

With products In Front of The Meter and at The Edge, Hubbell equips customers with solutions that enhance the durability, reliability, and resiliency of the grid. Our transmission and distribution solutions strengthen grid infrastructure, while our communications and controls unlock full grid automation capabilities that enable grid monitoring and flexibility.

WHEN  
THE  
POWER  
IS OFF

THE  
H.E.A.T.  
IS ON

### Raising the Bar for Customer Support with H.E.A.T.

As natural disasters and storms become more severe, the need to upgrade and repair utility infrastructure has never been greater. In times of crisis, the Hubbell Emergency Action Team (H.E.A.T.) strives to be a reliable first-responder. H.E.A.T. works tirelessly with our distributors and customers to ensure

the timely delivery of essential products to areas impacted by extreme weather events like hurricanes, ice storms, floods, and wildfires. The team offers centralized support for more than 40,000 products and is ready to assist customers at any hour, providing 24/7 service until power is restored. In 2024 alone, the H.E.A.T. team delivered 175 truckloads of material to US and Canadian customers, achieving a 97.5% storm-related product fulfillment rate within 24 hours.

### Fortifying Grid Protection and Controls

Hubbell's SmartBank® Capacitor Bank solution enables cooperative and public power utilities to optimize their distribution networks through intelligent energy applications that improve power-factor flow and regulate voltage. The fully integrated solution is pre-wired, tested, and shipped ready for field installation. As conditions on the distribution grid evolve with the introduction of distributed energy resources, this solution will be vital to maintaining grid reliability.



## Resource Efficiency



Hubbell empowers customers across industries to optimize resource efficiency through better visibility and planning. We offer a diverse suite of products that help operators manage infrastructure more efficiently without compromising on reliability. For example, in the utility industry, our smart-meter technologies, software, and advanced metering infrastructure solutions deliver actionable insights in real time on the distribution and use of energy, water, and other natural resources.

## Renewable Energy



From generation through distribution, Hubbell is a leading provider of utility-scale renewable energy solutions. Our products can be found in the entire balance of system for solar and other generation applications, including grounding solutions, cable management, wiring, connectors, fittings, and enclosures.

**Our transmission and distribution components are essential for building, upgrading, and expanding the infrastructure needed to deliver electricity from distributed generation sources to end consumers.**

In addition, our utility communications and controls provide data-driven insights that enable utilities to better manage demand against the intermittent supply of renewable generation.

## Bringing AI to The Grid Edge

**In 2024, Hubbell partnered with Utilidata to bring artificial intelligence (AI) to The Edge of the electric grid.**

Hubbell will be the first manufacturer to embed Utilidata's distributed AI platform, Karman, into smart meters. The AI integration will transform the way utilities capture, analyze, condense, and deliver robust grid-management data. As the energy grid becomes increasingly complex, this new generation of smart meters will arm utilities with distributed computation that is 100 times more powerful than conventional solutions. This will allow them to understand and predict grid conditions, manage distributed energy resources, and improve efficiency and reliability within their networks in real time.



## Bolstering Renewable Energy in the Western US

**Hubbell was selected as a supplier of insulators and hardware for the largest renewable energy infrastructure project in US history developed by Pattern Energy.**

For this project, a 550-mile high-voltage direct current (HVDC) transmission line is being constructed to transmit new wind energy from New Mexico to Arizona, where it will be converted to alternating current for transmission and distribution to end consumers. Starting in 2023, Hubbell began delivering transmission line hardware products for the project, including hardware assemblies, insulators, and compression connectors.



When fully operational in 2026, the transmission line will transport **~3,500 megawatts of wind energy**, enough power for over **three million Americans annually**.

As a provider of utility and electrical solutions, we are honored to contribute to this monumental project, which will help utilities meet the growing demand for clean, affordable energy in Arizona and the Western US.

## 2024 Electrical Construction & Maintenance (EC&M) Product of the Year



Hubbell received 2024 Product of the Year recognition from EC&M, a publication that provides expertise on electrical construction and maintenance technologies.

Our Compression Insulation Piercing Connector won the Connectors and Terminating Devices category for innovation in product development and design. This product improves the flexibility of solar installation processes and reduces installation labor, demonstrating our commitment to pioneering solutions that meet our customers' evolving needs.

## Electrification



As the world moves toward a more electrified future, Hubbell's solutions lead the charge in advancing the electrification of transportation, buildings, homes, and other infrastructure applications. Our electrical products serve as crucial components for connecting, protecting, wiring, and managing electricity across a broad range of industries. Simultaneously, our solutions boost the capacity of the grid by enhancing flexibility, visibility, and control.

**Hubbell's utility solutions prepare the grid to handle increasing energy loads**—from electric vehicles (EV) to data centers—by providing communications and controls that facilitate the seamless management of electricity across networks.



## Hubbell Helps Electric Aircraft Take Off

Hubbell is supporting an exciting project for an aircraft manufacturer. In 2024, we entered into an agreement with the customer to supply a cable reel within the charging cube used to power the company's electric aircraft. The design of the reel enables the cable to move smoothly as it is pulled out by the user and has the capacity to hold more than 50 feet of cable. We are thrilled to provide our solution to this customer as they lead the way into uncharted territory with developing a piloted electric vertical takeoff and landing aircraft.

## Transportation Electrification

Hubbell has set the market standard for EV receptacles with our 50A Flush Mount Receptacle. This product has been recognized by leaders in EV manufacturing, and it is now denoted as the charging outlet receptacle of choice in the operating manuals of several EVs. Our superior design for wire termination promotes safety, efficiency, and reliability by reducing the risk of loose wires and dangers from overheating.



## Broadband Access

Looking beyond our *Products with Impact*, Hubbell's products also provide positive social benefits that support the communities around us.



For example, our broadband solutions, which span enclosures, hardware, bonding, and grounding, bring fast and reliable internet to low-income, rural, and indigenous communities. In 2024, Hubbell partnered with Oklahoma State University Institute of Technology (OSUIT), tribal representatives, and community leaders to develop a curriculum in fiber optics that was tailored to tribal broadband needs. Through this engagement, Hubbell equipped training facilities with advanced technology for hands-on learning and supported job-placement initiatives for graduates interested in transitioning into roles in telecommunications.

Over **120 students** enrolled in the training program, with **30%** from tribal nations and **40%** from underrepresented groups.

This collaborative effort between Hubbell and OSUIT gave students the tools, expertise, and opportunities to manage and expand tribal and rural telecommunications networks, promoting digital equity in underserved areas.

# PRODUCT INNOVATION

We take leading positions across energy infrastructure with products that enable our customers to serve their end users safely, reliably, and efficiently.

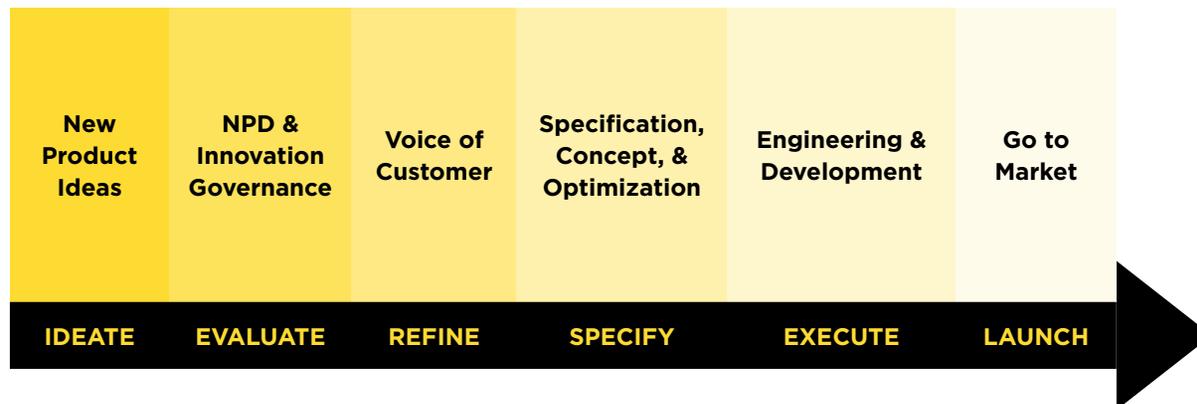
In this role, we focus on continuous innovation to expand our portfolio of solutions and drive value for our customers.

## Our New Product Development Process

Our approach to innovation is guided by our new product development (NPD) process. Through this process, Hubbell product teams apply their expertise to ideate, develop, and launch products that tap into high-value opportunities in the market. With a commitment to continuous improvement, we engage with our customers during each NPD project to adjust our product designs to better meet their business and sustainability objectives.

In 2024, Hubbell launched a new innovation-management software

to support the entire innovation cycle from idea generation to project execution and evaluation. The software facilitates innovation through a collaborative platform that optimizes workflow, supports data analysis, and enables strategic planning and decision-making. To harmonize sustainability with product innovation, the software also integrates environmental considerations directly into the stage-gate process. The Sustainability Product Requirements Document, included as a tool within the software, defines criteria for improving, measuring, and tracking environmental impacts across the product lifecycle. These criteria include sourcing low-impact materials, reducing product and material weight, minimizing hazardous chemicals or materials, improving durability to extend product life, and enhancing modularity to support repairs, refurbishment, or recycling at end of life.



At Hubbell, we foster a culture of innovation by creating an environment in which our product teams feel safe and encouraged to explore new project ideas. **In 2024 alone, we obtained 288 new patents.**

## Sparking Innovation Through Training

In 2024, we launched a comprehensive library of technical training modules for our engineering team via our learning platform, Hubbell University (please see [page 48](#) to learn more about Hubbell University).



These modules provide learning pathways in various areas, including root-cause analysis, computer programming, 3D printing, product development and modeling software, and additive manufacturing. By providing these trainings, we support our employees' development as innovators so they can continue to stay up to date with leading practices and deliver cutting-edge solutions within our industry.

## Designing for Circularity



During design, we consider various stages of the product life cycle from cradle to grave to assess opportunities for minimizing resource consumption, GHG emissions, or waste generation. In 2024, we launched a new design for underground connectors (our SSBC350-S submersible secondary connector) that uses recycled injection-molded thermoplastic elastomer instead of synthetic ethylene propylene diene monomer (EPDM) rubber to encapsulate the connector. EPDM typically cannot be recycled once cured, meaning it must be disposed of at the end of life. The change in material composition reduces the environmental impact of our underground connectors by providing customers with the opportunity to recycle the connectors.

## Investing in Sustainability

Our teams of engineers and product managers work together to develop new and improved solutions that help our customers solve the most pressing sustainability challenges of our world. Our innovation strategy centers on reinforcing our core strengths while expanding our offerings for strategic-growth opportunities. As a provider of utility and electrical solutions, we invest in research and development within key vertical markets aligned around clean-energy megatrends such as grid infrastructure, grid automation, US industrial infrastructure, data centers, EVs, and renewables.

# \$80M+<sup>1</sup>

of research and development was invested in new product development projects in 2024 for solutions that support our *Products with Impact* categories: grid modernization and hardening, resource efficiency, renewable energy, and electrification.

1. Represents investments in new product development projects that support our *Products with Impact* categories, excluding research and development for products that support harsh, hazardous, or gas markets, as of December 31, 2024.

# PRODUCT QUALITY AND SAFETY

We are committed to maintaining the highest standards of product quality and safety.



As we work to deliver world-class products and solutions, our comprehensive quality-management systems and rigorous safety protocols ensure that our products not only meet but also exceed industry expectations.

## Product Quality

Given the diverse nature of our business, we maintain quality-management systems through segment-specific and business unit-specific quality manuals. These manuals define quality-management practices tailored to the unique environment of each business unit, including product-quality testing, performance monitoring, continuous improvement, incident investigation, and corrective action. All operations and quality employees receive on-the-job training on Hubbell's quality-management systems and expectations based on the specific products and production processes they interact with. During onboarding, employees are trained to understand their

role in maintaining product-quality standards within the business. Operators are responsible for applying product quality criteria during production, while quality auditors and engineers verify product quality through compliance assessments, product-quality testing, and other tasks outlined in the quality-management system.

### **In 2024, Hubbell implemented a refreshed, enterprise-focused Quality Policy that outlines quality-management procedures.**

This policy, overseen by our HUS and HES segments' Quality Directors, aligns the business around common procedures that enhance product quality. To continuously improve our quality-management program, our HES and HUS Quality Councils meet monthly to share best practices, identify opportunities for improvement, and review key performance metrics, such as scrap, cost of poor quality, and customer complaints, which are tracked through an enterprise-wide quality-performance dashboard.



Hubbell strives to align our quality-management systems and processes with industry leading frameworks. Our quality-management system is audited annually by internal teams and periodically by external representatives for facilities certified to the International Organization for Standardization (ISO®) 9001:2015 for Quality Management Systems, and we continuously work to expand the scope of these audits across business segments.

### **In 2024, 80% of our global operations<sup>1</sup> were covered by quality-management systems certified to ISO 9001:2015.**

1. This metric was calculated based on Hubbell's total global manufacturing and warehouse facilities, as listed in our 2024 Annual Report and 2025 Proxy Statement available on [Hubbell's website](#).

## Product Safety

**As a manufacturer of critical utility and electrical solutions, we will never compromise on safety.**

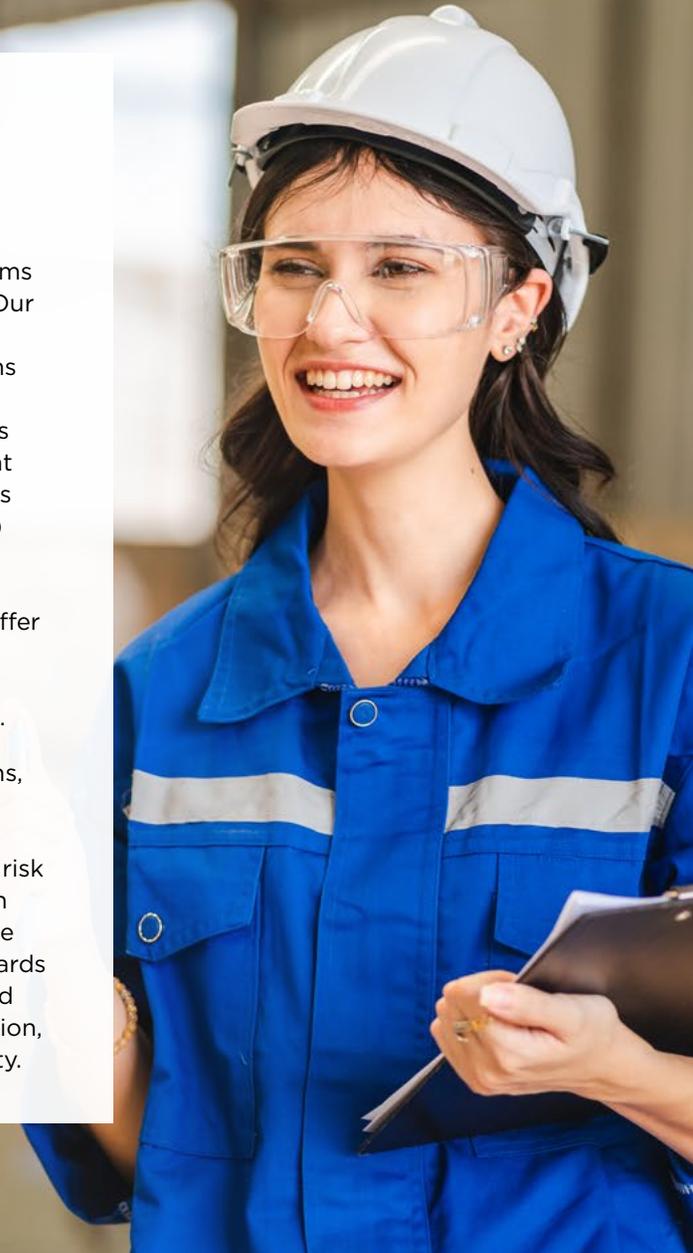


Safety is a core value that is emphasized throughout the organization, with several teams partnering across the entire product lifecycle taking responsibility for product safety. Our product-management teams set the standards, defining customer and industry expectations for our products. During the product-design phase, our engineering teams utilize decades of experience and best practices (such as Failure Mode and Effects Analysis) to evaluate and maximize safety performance within a product's design and exceed the requirements with appropriate safety margins. They also perform analyses to select materials and processes that minimize or eliminate harmful chemicals, ensuring adherence with regulatory requirements such as

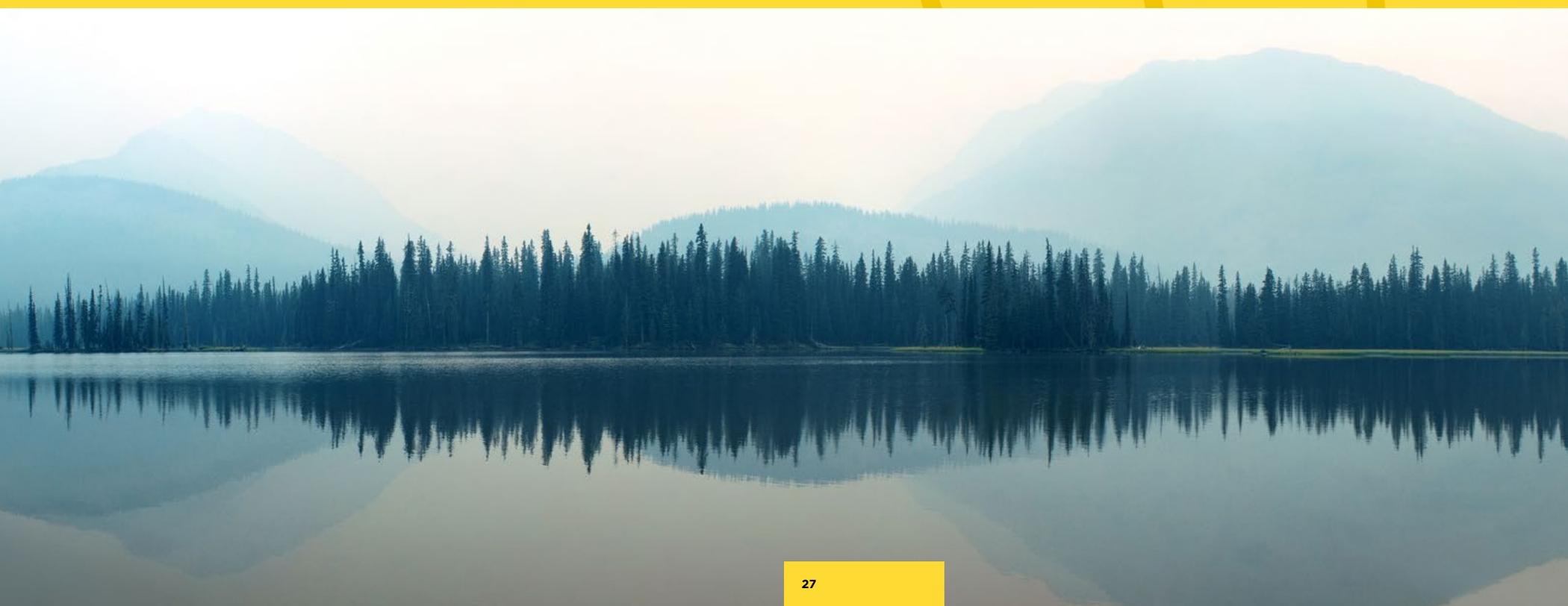
**Many of Hubbell's engineers are also active members of standards organizations such as American National Standards Institute, Institute of Electrical and Electronics Engineers, and Underwriters Laboratory (UL) Standards & Engagement, where they contribute to developing standards that advance product safety.**

the Restriction of Hazardous Substances (RoHS) Directive and the Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) Regulation. While training programs differ among our business units, every new Hubbell engineer receives training on the standards and procedures relevant to the products they design.

Independent from our product engineering teams, we also have internal testing labs, certified to nationally recognized testing laboratories and bodies, that perform product-safety testing and risk assessments to ensure our products comply with applicable safety standards. As an additional safeguard, products that bear a certification mark are subject to external audits from testing bodies including CSA Group (formerly the Canadian Standards Association), UL Solutions, and Intertek. At the point of production, our manufacturing teams build our solutions according to product specifications with complete quality plans that include inspection, testing, and sampling that ensures the highest level of quality and required performance and safety.



# ENVIRONMENTAL STEWARDSHIP



# ENVIRONMENTAL MANAGEMENT

Environmental management extends beyond compliance and encompasses strategies to improve the health of our business and the communities in which we operate.

At Hubbell, we empower and collaborate with our colleagues to responsibly manage our carbon, water, waste, and energy impacts in our direct operations and value chain to build environmental resilience.

## Environmental Management System



Hubbell's Environmental Management System (EMS) guides our enterprise-wide approach to managing the impacts of our operations and activities. Based on industry leading frameworks such as ISO 14001:2015 for Environmental Management Systems, our EMS outlines the procedures for a range of topics, including the training of personnel, site-level roles and responsibilities, goal-setting and performance-monitoring, regulatory compliance, and continuous improvement.

**A team led by the Vice President (VP) of Environmental Health and Safety oversees Hubbell's EMS and provides updates to senior leadership, including Hubbell's Chairman, President and Chief Executive Officer (CEO).**

The team evaluates environmental management activities for improvement opportunities during routine environmental health and safety audits.

## Performance Monitoring and Verification

Hubbell's environmental management is anchored in robust data-management procedures, which are standardized through procedural documentation for consistent, accurate, and complete data collection. Analysts on our sustainability team coordinate with Hubbell personnel worldwide to collect, review, and verify Hubbell's energy, GHG emissions, water, and recycling data. Data is collected from our manufacturing, warehouse, and office facilities monthly and aggregated at the enterprise level using a software solution.

To strengthen the integrity of our data-management processes, we engage with independent third-party vendors for external assurance. Our data-management procedures and documentation undergo certification to ISO 9001:2015 on an annual basis. In addition, we obtain a limited level of assurance over our GHG-emissions and water-data inventories. For more details on our environmental-data inventories and assurance engagement, see pages [33](#), [37](#), [39](#), [87](#), [88](#), [89](#) and [115](#).

**In 2024, Hubbell established a new Sustainability Data Management and Reporting Policy to reinforce our data governance practices.** This policy covers environmental data collection, verification, and reporting procedures. In 2025, we will launch a training program to educate relevant personnel on the policy's principles and ensure compliance.

## Environmental Training

Environmental performance begins with our people. We developed Hubbell's Sustainability and Infrastructure Management Handbook and Sustainable Operations Toolkit to educate our employees on actions they can take within their facilities to evaluate environmental performance, identify opportunities for improvement, and develop innovative projects to reduce the carbon, water, and waste impacts of operations.

### Topics covered include:

- Energy, water, and waste audits.
- Equipment optimization and repairs.
- Energy efficiency initiatives such as lighting, HVAC, and compressed air upgrades.
- Renewable energy technology such as solar array panels and battery storage.
- Water efficiency, treatment, and reuse opportunities.
- Waste reduction initiatives including recycling programs and equipment installations.



## Driving Action Toward Our Goals



As part of our commitment to improving the environmental performance of our direct operations, we developed Hubbell's Sustainability Impact Program (SIP). This program invests in capital projects that propel us toward our environmental goals, and we continue to focus on increasing facility engagement with the program. Initially launched in 2022, SIP took a bottom-up approach that empowered front-line leaders in the facilities to develop projects with local accountability. In 2024, we also introduced a top-down approach for senior leaders to suggest and advocate for projects. By fostering a culture of

collaboration, SIP has approved a variety of projects including solar-panel installations, variable-frequency drive installations, HVAC upgrades, and exterior-economizer replacements, with a total investment that has tripled since 2022. Our Director of Sustainability oversees SIP and our enterprise-wide energy, water, and waste strategy and works closely with our business-segment leadership, manufacturing personnel, controllers, and data analysts to monitor and report on Hubbell's progress.

1. Represents all Hubbell facilities with SIP projects active in 2024.

2. Approximation of capital expenditure for the 2024 fiscal year, as of December 31, 2024, for SIP projects in process and/or completed in 2024.

3. Includes cost savings only for SIP projects completed in 2024.

### 2024 SUSTAINABILITY IMPACT PROGRAM ACTIVITY AT A GLANCE

**14** sites<sup>1</sup>

**\$5M** capital investments<sup>2</sup>

**\$200k+** estimated annual cost savings<sup>3</sup>

# CLIMATE CHANGE RISKS AND OPPORTUNITIES

As we experience rising global temperatures and the increasing frequency of severe weather events, it is obvious that climate change already impacts people, communities, and businesses around the world.

At Hubbell, we are continually taking steps to address the unique climate-related risks and opportunities facing our business today and in the future.

## Hurricanes Make Landfall at Hubbell

In the fall of 2024, Hurricane Helene and Hurricane Milton swept through the Eastern US, making landfall only two weeks apart. These devastating hurricanes impacted our team members and operations across Florida, North Carolina, and South Carolina.

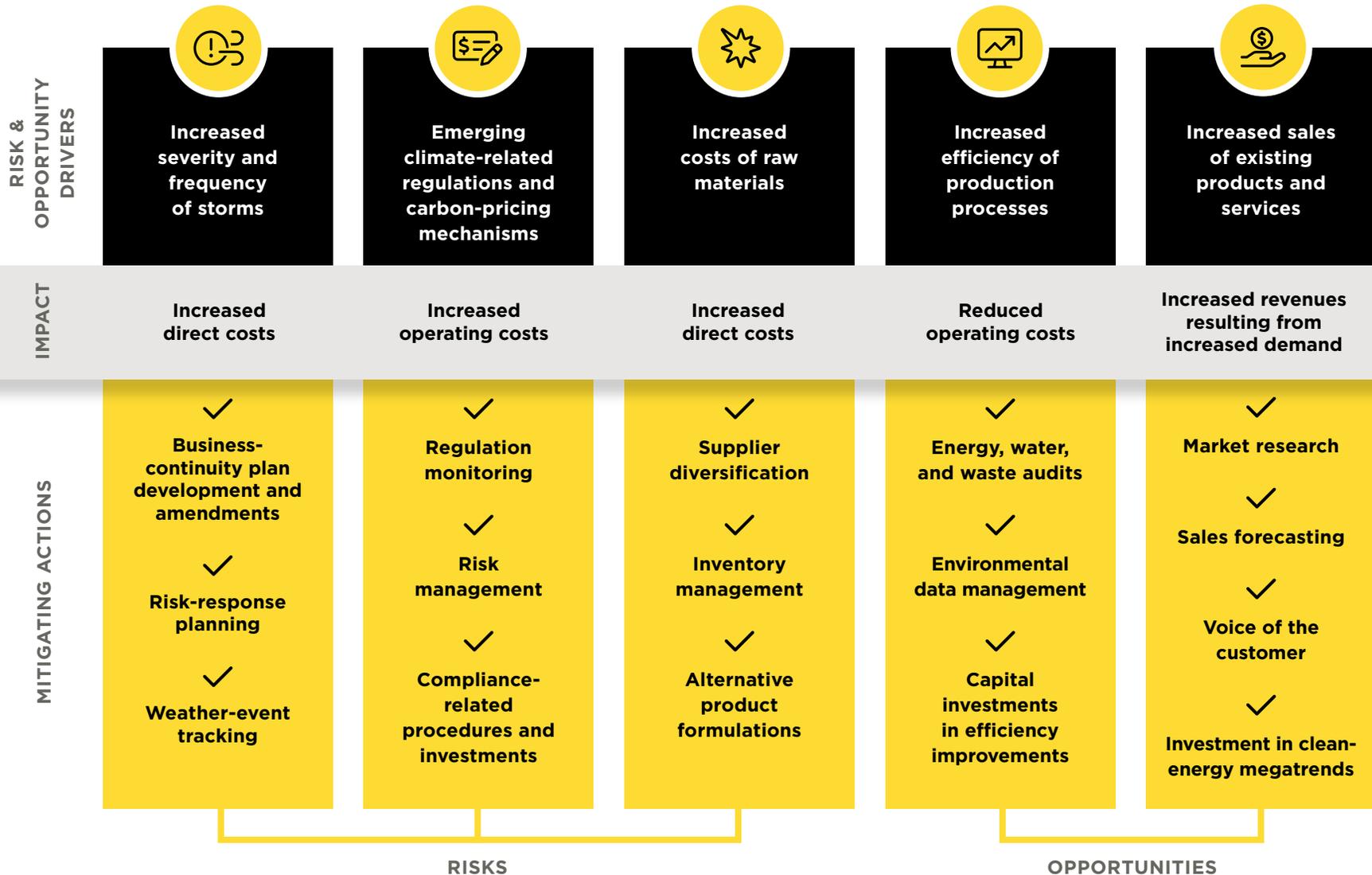


**With the safety of our people as our top priority, we worked diligently to first secure the safety of our employees and then restore our operations.**

The severe impacts of these catastrophic storms affirm the importance of building resilience for the wellbeing of our employees, business, and surrounding communities.

## Climate Risk Management

Through our risk-management process, we have identified strategic climate-related risks and opportunities that may impact Hubbell. For more information on the risks and opportunities climate change presents for our company, please refer to [Hubbell's most recent CDP Climate Change Disclosure](#).



# ENERGY AND EMISSIONS

We are motivated to help our customers reduce their climate impacts through innovative solutions, and we bring this same focus to our own operations.



Across our enterprise, Hubbell strives to reduce energy consumption and GHG from our business operations and activities to reduce our contribution to global climate change.

## Reporting on Climate

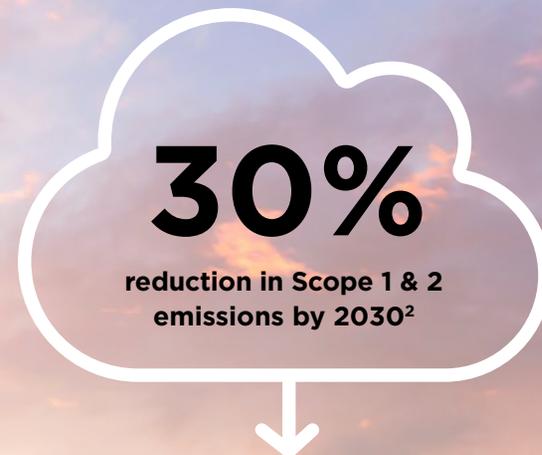
We improved Hubbell's CDP Climate Change Disclosure<sup>1</sup> score from:



reflecting our efforts to more effectively manage the climate-related impacts of our company.

## Scope 1 and 2 Emissions Goal

As part of our commitment to emissions reduction, we have set an enterprise-wide goal to reduce our absolute Scope 1 and 2 GHG emissions by 30% by 2030 from a 2022 baseline. This goal was developed using science-based methodologies within the context of our business strategy and growth trajectory. Please see pages [33](#) and [110](#) for more information on our GHG emissions inventory and methodology.



1. Please see [Hubbell's Sustainability Reporting Center](#) to access our most recent CDP Climate Change Disclosure.

2. Goals are compared to a 2022 baseline.

## Energy Consumption and GHG Emissions Inventory, 2019-2024

We disclose our carbon impacts through industry-leading frameworks such as the Global Reporting Initiative, CDP, and the Task Force on Climate-related Financial Disclosures. Our GHG inventory is verified by a third-party partner through an annual assurance audit. Read our independent, limited assurance report on [page 115](#) to learn more.

FUEL AND ENERGY CONSUMPTION <sup>1</sup> (KWH)	2019	2020	2021	2022	2023	2024
Electricity	220,912,640	213,228,297	216,522,848	234,991,574	233,612,477	239,112,886
Natural Gas	185,837,996	165,487,104	144,582,017	196,945,382	202,471,302	203,755,875
Stationary Fuels	33,939,409	30,376,235	25,450,453	26,326,929	28,173,070	25,420,750
Transport Fuels	6,385,407	4,231,993	7,737,445	36,199,631	38,429,003	32,692,194
<b>Total Energy Consumption</b>	<b>447,075,452</b>	<b>413,323,629</b>	<b>394,292,763</b>	<b>494,463,517</b>	<b>502,685,852</b>	<b>500,981,706</b>
<b>Energy Intensity per Million Dollars of Sales (kWh/\$M of Net Sales)</b>	<b>113,281</b>	<b>112,240</b>	<b>94,011</b>	<b>99,934</b>	<b>93,560</b>	<b>89,008</b>

GREENHOUSE GAS EMISSIONS <sup>1</sup> (TCO <sub>2</sub> E)	2019	2020	2021	2022	2023	2024
<b>SCOPE 1 EMISSIONS</b>						
Natural Gas	33,685	29,997	26,207	35,696	36,698	36,940
Stationary Fuels	7,843	7,112	5,832	6,021	6,429	5,831
Transport Fuels	1,578	1,046	1,895	8,793	9,344	7,949
Refrigerants	512	228	492	230	244	149
<b>Total Scope 1</b>	<b>43,617</b>	<b>38,382</b>	<b>34,427</b>	<b>50,740</b>	<b>52,716<sup>2</sup></b>	<b>50,870<sup>2</sup></b>
<b>SCOPE 2 EMISSIONS</b>						
Total Scope 2 (Location-based Method)	93,484	87,746	91,416	95,931	94,287 <sup>2</sup>	93,141 <sup>2</sup>
<b>Total Scope 1 &amp; 2</b>	<b>137,101</b>	<b>126,129</b>	<b>125,844</b>	<b>146,671</b>	<b>147,003</b>	<b>144,012</b>
<b>Scope 1 &amp; 2 Emissions Intensity per Million Dollars of Sales (tCO<sub>2</sub>e/\$M of Net Sales)</b>	<b>35</b>	<b>34</b>	<b>30</b>	<b>30</b>	<b>27</b>	<b>26</b>

1. Energy is reported in kilowatt-hours (kWh). GHG emissions are reported in metric tons of carbon dioxide equivalent (tCO<sub>2</sub>e). Please refer to [page 110](#) for our Energy and GHG Emissions Basis of Reporting details.

2. ERM Certification & Verification Services Incorporated (ERM CVS) provided independent limited assurance of total Scope 1 and Scope 2 (location-based) GHG emissions for 2023-2024. Assurance information for 2023 can be found in the associated sustainability and assurance reports available in [Hubbell's Sustainability Reporting Center](#). Please refer to [page 115](#) or visit [Hubbell's 2025 Assurance Report](#) for 2024 assurance information.

## Operational Emissions Reduction Strategy

We continually look for ways to improve the operational efficiency of our sites. Our decarbonization strategy is a dynamic and iterative process, driven by collaboration with our employees. Together, we pursue strategic measures such as installing LED lighting, upgrading HVAC systems, optimizing air compressors, and deploying solar-panel installations.

**In 2024, our enterprise-wide approach to decarbonization included the following:**



## Making Strides Toward Energy Reduction

Over the course of 2024, the sustainability team collaborated with site personnel on the ground to support more than 15 energy-reduction projects through Hubbell's Sustainability Impact Program. For more information on SIP, please see [page 29](#). These projects spanned solar-array and capacitor-bank installations, LED-lighting and HVAC upgrades, and air-compressor enhancements, across our manufacturing and distribution facilities.

**For the projects fully implemented by the end of 2024, we estimate the following annual impacts:**

**\$200k+** cost savings

**1.6M** electric savings in kWh

**28k** gas savings in therms

**680+** carbon savings in tCO<sub>2</sub>e

## Installing Solar Arrays Around the World

**We recognize that renewable energy is an impactful lever for lowering GHG emissions.** In 2024, our manufacturing facility in Manchester, New Hampshire, installed a solar array that is estimated to generate savings of 189,825 kWh per year.



Across the world in Australia, our office in Castle Hill installed 136 solar panels. In its first 2.5 months of operation, the solar array avoided more than **10 tons of CO<sub>2</sub>e**, which is equivalent to planting more than 304,000 trees. Looking ahead, the Castle Hill solar array is estimated to save approximately 113,000 kWh per year.

Together, the Manchester and Castle Hill solar installation projects are estimated to generate emissions savings of approximately **133 tCO<sub>2</sub>e** each year. Both projects were supported by Hubbell's Sustainability Impact Program.

# WATER MANAGEMENT

From forests to cities, water is essential to life, and we remain steadfast in our commitment to using it responsibly.



To protect this valuable resource, we aspire to continuously reduce the water footprint of our daily operations.

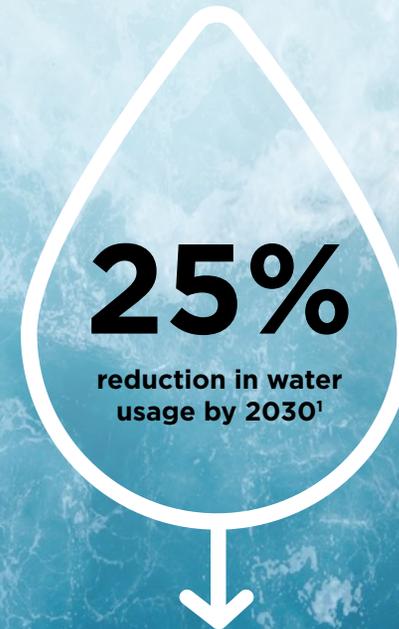
## Managing Our Water Impact

Hubbell’s enterprise-wide water-management strategy focuses on minimizing our water footprint. Over the past several years, we challenged ourselves to look for water-reduction opportunities across all our company locations. We measure water usage both locally and globally, and we review legal requirements for wastewater quality and effluent management to develop tailored waste-management action plans for our facilities. To drive positive impacts in our local watersheds, we make efforts to evaluate, innovate, and implement water-efficiency projects that reduce the amount of water withdrawn for daily operational activities and processes—ranging from simple water-efficiency measures to high-tech water-treatment and -reuse systems.

1. Goals are compared to a 2022 baseline.

## Water Usage Goal

Within Hubbell’s direct operations, we aim to reduce our water usage by 25% by 2030 compared to a 2022 baseline. This enterprise-wide goal pivots around minimizing our impact on local watersheds. Please see pages [37](#) and [112](#) for more information on our water withdrawal inventory and methodology.



## Assessing Water Risk

Water is an intensifying global issue threatening the health of natural ecosystems and communities. On an annual basis, we use the World Resources Institute Aqueduct tool to better understand our exposure to water scarcity in the communities where we operate. In 2024, 29% of our facilities were in high or extremely high water-stressed regions. As we continue to explore ways to reduce the water footprint of our direct operations, we will look to prioritize water-efficiency improvements for those facilities.

## Water Withdrawal, 2019-2024

WATER WITHDRAWAL <sup>1</sup> (KGAL)	2019	2020	2021	2022	2023	2024
Total Withdrawn Water	159,901	140,455	124,353	126,050	135,486 <sup>2</sup>	139,525 <sup>2</sup>
<b>Water Intensity per Million Dollars of Sales (kgal/\$M of Net Sales)</b>	<b>41</b>	<b>38</b>	<b>30</b>	<b>25</b>	<b>25</b>	<b>25</b>

1. Withdrawn water is reported in kilogallons (kgal). Please refer to [page 112](#) for our Water Withdrawal Basis of Reporting details.

2. ERM CVS provided independent limited assurance of total withdrawn water for 2023-2024. Assurance information for 2023 can be found in the associated sustainability and assurance reports available in [Hubbell's Sustainability Reporting Center](#). Please refer to [page 115](#) or visit [Hubbell's 2025 Assurance Report](#) for 2024 assurance information.

In 2024, **29%** of our facilities were in high or extremely high water-stressed regions.

# WASTE MINIMIZATION

At Hubbell, we believe that continually enhancing the efficiency of our operations is essential to reducing costs and driving business resilience.



To this end, responsible waste management is a priority across our facilities globally. Throughout our operational processes, we search for opportunities to conserve natural resources, reduce waste generation, and minimize the amount of waste sent to landfills each year.

## Waste-Management Activities

We engage our employees throughout the business to execute an enterprise-wide business and production waste-management program that aims to reduce waste generation at the source, while also taking advantage of opportunities to recover, reuse, and recycle byproducts from business processes where feasible. Although our facilities are at different points in their waste-reduction journeys, we encourage them to foster continuous improvement in all aspects of their operations to enhance efficiency. At the point of disposal, we coordinate with independent vendors to sort and dispose of waste streams in accordance with laws and regulations.

When it comes to hazardous waste, we drive progress toward our enterprise goal in several ways. We review regulations to ensure we remain in compliance with hazardous waste-management requirements, and we also strive to reduce generation and increase recycling of this waste stream wherever feasible. In 2024, we also surveyed our manufacturing and distribution facilities to learn more about processes that generated hazardous waste, providing insights for future waste-reduction opportunities.

## Waste Goal

We understand that hazardous waste poses tangible risks to the health and safety of communities. We have set an enterprise-wide goal to reduce our hazardous waste by 30% by 2030, compared to a 2022 baseline. In addition, we are committed to managing our nonhazardous waste streams, including municipal, industrial, universal, and wood waste. Please see pages [39](#) and [113](#) for more information on our waste and recycling inventory and methodology.

# 30%

reduction in hazardous  
waste by 2030<sup>1</sup>



1. Goals are compared to a 2022 baseline.

In 2024, we recycled **460,204 tons** of material across the enterprise, which is a waste diversion rate of **94%**.

## Waste Generation and Recycling, 2019-2024

WASTE DIRECTED TO DISPOSAL <sup>1</sup> (US TON)	2019	2020	2021	2022	2023	2024
Waste - General (Municipal)	14,049	13,051	10,589	19,495	15,115	12,805
Waste - Hazardous	1,953	1,589	2,007	1,813	2,844	3,789
Waste - Industrial	8,394	10,195	10,623	4,341	9,610	8,492
Waste - Universal	1,870	1,955	2,044	2,017	1,702	1,848
Waste - Wood	170	228	292	420	409	553
<b>Total Waste Directed to Disposal</b>	<b>26,436</b>	<b>27,018</b>	<b>25,555</b>	<b>28,086</b>	<b>29,680</b>	<b>27,488</b>
<b>Waste Intensity per Million Dollars of Sales (US ton/\$M of Net Sales)</b>	<b>7</b>	<b>7</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>5</b>

WASTE DIVERTED FROM DISPOSAL - RECYCLING <sup>1</sup> (US TON)	2019	2020	2021	2022	2023	2024
Recycled Waste - Aluminum	2,895	2,722	1,880	11,262	3,219	3,572
Recycled Waste - Brass	1,567	1,431	1,247	1,333	1,213	1,234
Recycled Waste - Bronze	0	0	178	159	281	26
Recycled Waste - Copper	1,971	1,748	885	970	1,024	1,160
Recycled Waste - Iron	300	419	292	909	604	844
Recycled Waste - Lead	18	4	13	5	7	5
Recycled Waste - Stainless Steel	384	321	498	468	409	380
Recycled Waste - Steel	179,956	204,386	338,808	296,453	353,214	432,774
Recycled Waste - Tin	227	76	24	215	701	863
Recycled Waste - Zinc	0	0	0	113	174	155
<b>Total Recycled Metals</b>	<b>187,317</b>	<b>211,107</b>	<b>343,824</b>	<b>311,886</b>	<b>360,848</b>	<b>441,014</b>
Recycled Waste - Cardboard	1,664	1,679	1,676	1,413	4,096	1,404
Recycled Waste - Commingled (Municipal) Waste	545	428	371	318	502	479
Recycled Waste - Compost	285	401	451	5,343	10,600	10,509
Recycled Waste - E-waste	22	12	9	11	45	36
Recycled Waste - Energy Recovery	1	63	30	42	63	65
Recycled Waste - Glass	1	1	1	1	1	1
Recycled Waste - Hazardous Waste	40	87	61	200	303	322
Recycled Waste - Industrial Waste	1,095	1,350	860	2,760	2,796	2,737
Recycled Waste - Paper	31	34	103	282	156	123
Recycled Waste - Plastic	217	276	449	235	274	360
Recycled Waste - Universal Waste	2	4	3	4	5	4
Recycled Waste - Wood	2,173	2,309	3,168	2,724	2,783	3,148
<b>Total Recycled Metals &amp; Waste</b>	<b>193,394</b>	<b>217,750</b>	<b>351,006</b>	<b>325,218</b>	<b>382,471</b>	<b>460,204</b>
<b>Waste Diversion Rate</b>	<b>88%</b>	<b>89%</b>	<b>93%</b>	<b>92%</b>	<b>93%</b>	<b>94%</b>

1. Please refer to [page 113](#) for our Waste and Recycling Basis of Reporting details.

## Closing the Materials Loop

At Hubbell, we are aware of the adverse effects that waste can have on ecosystems and communities. As a manufacturing company, we're looking beyond our traditional business models to envision ones that are more circular by design.

Embracing the principles of circular economy is helping us re-evaluate our linear waste streams and transform them into closed loop systems. For example, we actively work to eliminate waste by sourcing recycled or eco-friendly content for our products, using efficient production processes, like additive manufacturing, and utilizing recycled or reusable packaging. As we reduce waste, we are simultaneously exploring ways to keep materials in use for as long as possible throughout the entire product lifecycle. This can range from finding opportunities to reuse byproducts from our manufacturing processes, to coordinating our smart meter recycling program for end-of-life electric and water meters.

**As we continue to grow, we aim to collaborate with internal and external stakeholders, from cradle to grave, to improve our waste-management initiatives.**

## Additive Manufacturing

Hubbell is actively investing in additive manufacturing research and development, so we can leverage it in our manufacturing processes. As an emerging technology, we recognize its potential to unlock more circular resource pathways within our business. **Additive manufacturing, which produces products via 3D printing, drives resource efficiency and eliminates waste in the following ways:**



**Enables** production of lighter weight products.



**Avoids** scrap waste typically produced from subtractive manufacturing.



**Eliminates** the need for molds or tooling, driving efficiency in manufacturing lines.



**Facilitates** inventory management, reducing over-production.

**81%**

Amount of steel, by weight, purchased in 2024 from mills that use recycled material as their primary feedstocks

**2+**

Tons of waste will be reduced annually from our manufacturing facilities by Sustainability Impact Program projects completed in 2024

**70%**

Amount of our packaging supplies made of recycled material<sup>1</sup> in 2024

**415,864**

Number of electric and water meters recycled in 2024 via our smart meter recycling program

**1.18M**

Pounds of scrap metal recovered from recycled meters in 2024

**SOURCING**

**MANUFACTURING & DISTRIBUTION**

**END OF LIFE**

1. This metric includes packaging materials that are either made entirely of recycled content or contain a percentage of recycled content.

# SOCIAL RESPONSIBILITY



# EMPLOYEE EXPERIENCE

Our employees are our greatest strength.

Day in and day out, they power our company, helping us deliver on our business strategy. We believe that we succeed together by providing a dynamic, rewarding environment where our employees can grow and thrive as individuals. Our world-class employee experience provides purpose-based opportunities, benefits, and resources that support individuals both personally and professionally throughout their careers.



## Hubbell's Inclusive Employee Experience

Our employee experience includes four key aspects of a career path at Hubbell, from recruitment to development as leaders within the company.

### 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.

## Employee Attraction and Recruitment

Hubbell's ability to attract and recruit high-caliber talent underpins the success of our business in competitive markets. We aim to attract skilled candidates with a range of different backgrounds, experiences, and perspectives. Our talent strategy hinges on expanding our reach with broad pools of talent around the world, while also building relationships with colleges and universities to access early-career talent.

**We also maintain recruitment relationships with 10+ schools and visit campuses every spring and fall semester to connect with emerging professionals. Through information sessions, tabling events, and other opportunities, we are always looking for ways to increase our presence and engagement with students on campus.**

In addition to recruitment events, our investment in campus programs helps build a talent pipeline of future Hubbell professionals. Our Summer Internship Program and Hubbell Rotation Program offer undergraduate, graduate, and early-career professionals opportunities to explore various assignments, businesses, and locations throughout the organization.

These programs offer on-the-job experiences and development opportunities such as:



**Assigned mentorship from managers or supervisors.**



**Networking with Hubbell executives, leadership, and colleagues.**



**Peer support through a close-knit cohort.**



**Training and development through educational courses and programs.**

## Hubbell's Campus Programs

### 2024 SUMMER INTERNSHIP PROGRAM

**85** interns

**58** universities

**29** Hubbell locations



### 2025 HUBBELL ROTATION PROGRAM NEW HIRES

**100%** were 2024 summer interns

## Employee Engagement

To unite our global workforce, we work to sustain a culture in which colleagues feel connected to both the business and each other. We strive to build a sense of community that helps employees nurture meaningful relationships. Our company intranet, "Harvey," named after Hubbell's

**harvey**

**Hubbell employees visited Harvey site content over 2.9M times in 2024.**

founder, serves as a central hub for company news, updates, and policies, while also providing a platform for employees to engage in online discussions and share local celebrations and social events. For instance, our Employee Spotlight Program on Harvey

allows employees to nominate peers for a monthly post that celebrates their career journeys and contributions to Hubbell's goals. Every quarter, we also hold an enterprise-wide virtual town hall meeting where employees can tune in from around the world to hear from and ask questions of our senior leaders, as well as learn about our different operations around the world through location spotlights.

## Coming Together for Earth Day



**In 2024, Hubbell celebrated Earth Day by hosting employee-engagement events throughout the entire month of April.**

For this inaugural Earth Month Campaign, we invited Hubbell employees to submit photos for a global photo contest, participate in a training about Hubbell's *Products with Impact*, attend a lunch-and-learn session about sustainability, and get involved with local environmental activities or volunteer events within their communities. This month-long employee-engagement campaign recognized our collective role in protecting our planet.

## EARTH MONTH PHOTO CONTEST WINNERS



FIRST PLACE



SECOND PLACE



THIRD PLACE

As a company, Hubbell prioritizes actively listening to and encouraging feedback from our employees.

We invite our global, salaried employees to participate in Hubbell’s annual Elevate Employee Experience Survey (Elevate), which measures three key engagement indices: **employee engagement, manager effectiveness, and enablers for job success.**



In 2024, our Elevate survey achieved a best-in-class participation rate of **88%**.

The insights gathered help us develop action plans to enhance the employee experience at both the facility and enterprise levels. Following Elevate, our facility in Vega Baja, Puerto Rico, for example, began instituting quarterly town hall meetings for employees on all shifts, initiating individual engagement and development discussions between supervisors and hourly employees, and organizing employee-inclusion and-recognition activities.



### Hubbell’s Align 2027 Learning Campaign

Hubbell takes the opinions voiced in Elevate seriously, and as a response to Elevate feedback about employees wanting to better understand Hubbell and their connection to Hubbell’s strategies, Hubbell launched “Align 2027” for all employees in mid-2024. Align 2027 was an interactive learning campaign where teams at locations or virtually could cross-functionally work through an exercise that brought to life Hubbell’s refreshed brand, Vision, Mission, core values, key markets, products, history and strategic objectives. Employees were afforded time to connect and better understand how each of their roles fit together to better help Hubbell achieve a common purpose.

Align 2027 was a demonstration of how Hubbell implements the Elevate survey to put employee feedback into action.

## Employee Wellness and Retention

At Hubbell, we believe that taking care of our employees allows them to be their best, healthiest, and whole selves.



We provide wellness programs, resources, and tools to support both their professional and personal lives. At the heart of it all is our myLife Wellbeing Program, which provides a holistic portfolio of wellness offerings for building and maintaining healthy lifestyles.

### myLife Program



myHealth



myWealth



myPeaceofMind

## Hubbell's Award-Winning Mental Health Initiatives

Understanding that mental health is key to our employees' personal and professional success, we make mental health and emotional support programs available. Our free Employee Assistance Program provides six counseling sessions and an online platform with mental health courses, webinars, and educational resources on topics like stress management for all global employees. In recognition of our commitment to mental health, we received the Bell Seal for Workplace Mental Health from Mental Health America. This was the third consecutive year Hubbell received this certification, and the second year in a row achieving Platinum status. This award recognizes our commitment to maintaining a mentally healthy workplace focused on culture, benefits, compliance, and wellness programs.



## Supporting Our Workforce in Their Minds, Hearts, and Bodies

In 2024, Hubbell was awarded the Gold Recognition in the 2024 Well-being Works Better™ Scorecard from the American Heart Association. The American Heart Association has defined best practices for employers to use to build a culture of health and well-being for their workforce. The American Heart Association's Workforce Well-being Scorecard measures the extent to which the company has implemented those best practices.



### myHealth

myHealth<sup>1</sup> includes a robust selection of medical, dental, and vision plans, as well as Health Savings Accounts and Flexible Spending Accounts. We also offer programs for diabetes, anxiety, sleep, and medical condition management. Hubbell employees are also eligible for family-planning services at all stages of life.



### myWealth

myWealth<sup>1</sup> delivers the education and resources Hubbell employees need as they plan their financial journeys toward retirement. We provide competitive 401(k) retirement plans, educational reimbursement, and tools and resources to empower and inspire our employees to build financial security. Our market-competitive compensation programs and benefits help maintain our company's standing in global and local markets, enabling us to attract and support our employees effectively.



### myPeaceofMind

myPeaceofMind<sup>1</sup> provides paid holidays, paid vacation days, paid volunteer time off, paid parental leave, and part-time and flexible work arrangements. Our insurance, disability, and accident-coverage benefits bring peace of mind to our employees during challenging or unexpected events.

## Helping Our Employees Step into Physical Wellbeing



To inspire our employees to take charge of their physical health, we also provide fitness and wellness tips to our global team through articles, webinars, and other resources, along with reduced rates for fitness programs and gyms (for benefits-eligible employees in the US).

In 2024, we hosted our third-annual Tour de Hubbell Global Wellbeing Step Challenge Program to encourage our employees to get moving and compete for the most active steps. More than **900 employees** participated, taking a total of **395,173,872 steps** by the end of the challenge.

## Tuition Reimbursement

Hubbell supports employees who pursue education outside of work, providing up to

**\$8,000**

in education assistance per year, per eligible employee.



1. Hubbell's market-competitive benefit offerings vary by jurisdiction.

## Employee Development

Investing in workforce development helps our employees grow to their full potential. At Hubbell, we are focused on cultivating a growth-oriented culture where our teammates feel empowered to continuously learn on the job. We provide e-learning courses, self-paced toolkits, and face-to-face classes to help develop our employees' skillsets and leadership capabilities. Throughout the year, we leverage feedback from business leaders via surveys and other tools to continuously evaluate and improve our learning and development programs.



Hubbell's online learning-management system, "Hubbell University," provides a centralized platform where employees can take courses at their own pace to build the knowledge and skills they require for current and future roles. All full- and part-time employees can access a library of on-demand courses covering topics such as business acumen, leadership traits, functional skills, safety, cybersecurity, sustainability, inclusion, and compliance.

In 2024, our global employees logged **199,026** learning hours<sup>1</sup> through Hubbell University and external training providers.

Through training, coaching, and mentorship, we recognize that today's employees can grow into tomorrow's leaders at Hubbell. In 2024, we had seven flagship programs for employees at all levels of our organization to enhance their leadership capabilities. These programs benefit our colleagues and the company by increasing their readiness to take on additional responsibilities. Approximately 5% of Hubbell's full-time employees participated in leadership programs in 2024. For more information on our seven leadership programs, please see [page 94](#).



### Empowering Leadership at All Levels

**We encourage continued growth of employees at all leadership levels. In 2024, we added two new leadership-development programs to Hubbell's five legacy programs to support first-time managers and experienced people-leaders:**

#### **FIRST TIME MANAGER**

This program assists all first-time managers as they transition into management roles. It includes instructor-led training, benchmarks, and conversation circles to help participants develop important leadership skills.

#### **PEOPLE-LEADER PATHWAYS**

This training is an opt-in program for experienced people-leaders. Participants complete curated, instructor-led and e-Learning content through Hubbell University to enhance their leadership skills.

1. 100% of Hubbell's total workforce participated in Hubbell's learning and development training programs in 2024. This includes full- and part-time workers but excludes contingent workers and contractors.

## Employee Advancement

We aim to inspire our employees to take ownership of their career trajectories. Each year, managers conduct performance-review cycles to drive growth and accountability within their teams.



Employees, in partnership with their managers, develop professional goals and are encouraged to create Individual Development

Plans to build critical skills for future roles. This annual cycle, which includes regular touchpoints between managers and employees, helps employees achieve their goals while aligning with Hubbell’s broader business objectives. As we continue to grow as a company, we also tap into the talent and potential of our current workforce.

**To develop and promote internal talent, people-leaders participate in succession training to think about career advancement for employees at all levels within and across teams.**

# WIN AS ONE

## Celebrating Employees Through Win As One

In 2024, Hubbell refreshed its Employee Recognition Program, “Win as One,” to reinforce our practice of uplifting one another for personal and professional accomplishments. The updated program, which complements local sites’ activities, now provides a centralized platform for employees around the globe to celebrate their team members.

**Throughout the year, employees are encouraged to use the new platform to acknowledge each other across three categories:**



### Appreciate

a job well done



### Applaud

work-related achievements



### Celebrate

service milestones and life events

# INCLUSION, DIVERSITY, AND EQUITY

Inclusion, diversity, and equity are foundational to Hubbell's success and innovation as a company. We foster an environment where our people feel they belong by providing opportunities to participate fully, share ideas, and be heard. Hubbell's four Inclusion Pillars guide our activities to cultivate a mission-driven, engaged workforce.

## Our Inclusion Pillars



### BUSINESS RESULTS

Collaborative cross-functional teams aligned to drive business results



### INCLUSIVE CULTURE

Expand leader capability in creating environments that foster belonging



### INCLUSIVE TEAMS

Build high-performing teams to advance Hubbell's strategic objectives



### EMPLOYEE EXPERIENCE

Drive a high level of engagement across the enterprise

**Mission-driven, engaged workforce**

## Leading with Inclusion

As a solutions-oriented company in diverse markets, we recognize that engaging our workforce in activities that facilitate cultural awareness, professional development, and personal growth are key to both individual and team success. We provide trainings, which are available to employees at every level of the organization, that focus on fostering a sense of belonging and supporting collaboration.



### Learning to Lead Inclusively

This training supports people-leaders by helping them develop skills for fostering inclusion within their teams. It comprises three learning modules that cover how to build belonging, understanding, and collaboration in groups.



### Supervisor Essentials

This training, which is available in multiple languages, provides tools for people-leaders to transform and develop their leadership capabilities.

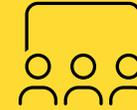


### Belonging: Creating a Positive Workplace Culture

This training for hourly employees equips team members with an understanding of the impact of inclusive and exclusive behaviors in the workplace and how to collaborate for more inclusive teams.

As a member of industry organizations, we also provide learning and growth opportunities to our employees, including conferences, events, and trainings. For instance, more than two dozen Hubbell employees attended the National Association of Electrical Distributors Women in Industry Forum in June of 2024 in Arlington, Texas, where they networked and learned with more than 1,200 other women in the industry. In 2024, Hubbell also became a member of Women in Manufacturing®, giving our employees access to year-round support and resources designed for women who have chosen a career in the manufacturing industry.

## Spotlighting Inclusion at Mayville



In 2023, our facility in Mayville, Wisconsin, delivered the “Learning to Lead Inclusively” training for its salaried employees and “Belonging: Creating A Positive Workplace Culture” training for its hourly employees. Throughout 2024, employees at this facility applied what they learned by implementing several initiatives to foster a more inclusive culture. They installed posters with belonging guidelines in all meeting rooms, invited two different employees each week to participate in management-led gemba walks around the plant for enhanced visibility and inclusion, and established optional annual one-on-one meetings between supervisors and employees to discuss inclusion and employee engagement.

## Increasing Awareness

We embrace diversity in all its forms, including gender, age, race, ethnicity, religion, neurodiversity and ability. Across the enterprise, we share a variety of resources on our company’s intranet to increase awareness and education around neurodiversity, mental health, and physical disabilities.

**In 2024, our facility in Leeds, Alabama, hosted a training on autism to raise awareness of this neurological and developmental disability.**

## Employee Inclusion Groups at Hubbell

Hubbell's **Employee Inclusion Groups (EIGs)** are employee-led teams that focus on areas that help support a collaborative culture and engage our workforce. They provide opportunities for employees to connect with one another through purpose-driven events and activities that foster inclusivity, drive professional development, and support the community. EIGs are open to all Hubbell employees.

### 2024 EIG HIGHLIGHTS



**Women Advancing Their Careers at Hubbell (WATCH)** hosted webcasts about career development throughout 2024.



**MultiCultural Men (MCM)** hosted a Black History Month program culminating in a webinar celebrating "African Americans and the Arts."



**Veterans Engaged To Succeed (VETS)** supported Homes for Our Troops, an organization dedicated to building and donating specially adapted custom homes for injured or disabled veterans.



**Hubbell Pride** hosted webinars and supported Pride events at our facilities.

### A TRIBUTE TO SERVICE



Every year, our Cuba, Missouri, VETS EIG employees hold a "changing of the colors" flag ceremony in honor of the birthday of each US military branch.

### Peer-to-Peer Mentorship

Hubbell's MATCH Mentoring Program, launched as a collaboration between our MCM and WATCH EIGs, pairs employees with experienced leaders for one-to-one mentoring. The annual program is open to all employees and determines matches based on the career skills and knowledge mentees want to acquire.



## Equal Opportunity and Fair Labor

Hubbell safeguards the human rights of our employees by upholding fair labor practices. Our [Global Human Rights Policy](#) and [Code of Business Conduct and Ethics](#) stipulate our standards of freely chosen employment, non-discrimination, and the rights of workers to organize and associate freely.

In 2024, **19%** of our global workforce was represented under a collectively bargained agreement. Hubbell maintains positive relationships with the unions and collective councils representing its employees.

To promote equity throughout the company, we follow diligent measures to ensure fair treatment, access, and opportunity for all employees. Our [Equal Employment Opportunity Policy](#) affords equal opportunity regardless of race, color, sex, sexual orientation, gender identification or expression, religion, creed, national origin or ancestry, age, citizenship, protected veteran status, marital status, disability, pregnancy, childbirth, or any other personal characteristic protected under applicable federal, state, or local law.



# EMPLOYEE HEALTH AND SAFETY

Safety is a foundation for everything we do at Hubbell.

The motto of our global safety culture is “Think Safe, Work Safe, and Go Home Safe.” Through robust procedures, continuous improvement practices, and training programs, we aim to engage our entire workforce in minimizing health and safety risks.

## EHS Partnership

Health and safety partnerships start on the facility floor and reach every level of the organization. Environmental health and safety (EHS) leaders manage Hubbell’s EHS program across the enterprise and work in close collaboration with site leadership, who work to implement and maintain site-specific procedures. Together, our EHS leaders and site leaders form Safety Committees that are responsible for activating and driving our safety-focused culture.

In 2024, we established weekly injury calls to review root causes of injuries and disseminate knowledge among EHS leaders, Directors of Operations, Plant Managers, and other leaders. Hubbell’s VP of Environmental Health and Safety regularly reviews and communicates our EHS performance to senior leadership, including periodic updates to Hubbell’s Chairman, President and CEO.

## Environmental Health and Safety Management

We employ standardized EHS protocols that apply to all operations globally, complemented by site-specific systems that guide health and safety efforts at the facility level. **Hubbell’s enterprise-wide EHS Policy and EHS Instruction Manual provide clear guidelines for:**



**Performing** job-hazard analysis before commencing a job or activity.



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



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



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



**Executing** a job-rotation schedule to help prevent ergonomic-related injuries.



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

At the facility level, our EHS personnel manage site-specific health and safety systems that establish principles for maintaining a safe work environment in alignment with local risks and legal requirements. These systems, along with our [EHS Policy](#) and EHS Instruction Manual, unify the business around steps all colleagues should take to drive safety excellence. All our EHS documents comply with leading standards and are continually updated to reflect regulatory developments and industry best practices.

## Safety Awareness and Training

From the factory floor to our conference rooms, Hubbell empowers our employees to create a safe workplace. Through targeted training initiatives and events, we emphasize a safety-first mindset, encouraging our employees to identify and mitigate hazards before safety incidents can occur.

### THINK SAFE, WORK SAFE, AND GO HOME SAFE

Beginning in 2024, we introduced a new safety training curriculum for all Hubbell employees through our learning system, Hubbell

University. All full-time, part-time, temporary, and contract employees receive initial EHS training upon hire to meet both the Occupational Safety and Health Administration's (OSHA) and Hubbell's safety requirements according to their job-specific responsibilities, tasks, and work environments. After onboarding, employees are assigned monthly training and recurring training sessions on an annual or multi-year schedule to reinforce their safety awareness and knowledge.

This new approach strengthens our EHS training program by **automating, delivering, and tracking** the assignment of EHS training modules for new hires and existing employees.



## Hubbell's Safety Tenets

Hubbell's training and awareness-building programs reinforce **eight safety tenets** throughout the organization:





## The Stop Work Card

Because we prioritize employee safety, we encourage anyone to stop work if they observe unsafe conditions. Our Stop Work safety program empowers any employee to take charge of workplace safety. The program issues stop-work cards that can be used to halt work until potential hazards are addressed. This program helps engage all employees in maintaining their own safety and the safety of their colleagues.

## Hubbell's Safety Week and Summit



In 2024, Hubbell hosted an annual Safety Summit and a virtual global Safety Week campaign to renew our safety focus throughout the enterprise. This year's summit brought together more than 70 EHS leaders to share best practices, engage in team-building exercises, and develop actions plans to enhance our EHS program. To celebrate National Safety Month, we conducted a month-long campaign in June to highlight safety topics, such as our eight safety tenets and the importance of holding safety moments at the beginning of meetings. As part of this enterprise-wide celebration, employees across various locations participated in a range of safety-focused activities, including a safety fair, safety bingo, hazard-identification games, and hands-on safety reminders, all supported by local vendors.



## From Safety Training to Action

In 2024, Hubbell launched a new process to strengthen our approach to risk reduction company wide. EHS leaders gathered at our facilities in Cuba, Missouri, and Oklahoma City, Oklahoma, in February and March to learn how to lead and apply Kaizen methodology at their respective facilities. Kaizen is an approach to improving processes, systems, and practices incrementally over time through collaboration within an organization. For instance, following the training, team members in Corona, California, achieved a risk reduction of 72% by coming together to investigate and devise solutions for safety hazards. By the end of the year, all Hubbell facilities set Kaizen goals, the results of which are tracked in our data-assessment tool.

## Incident Prevention and Performance



We leverage an EHS assessment tool to measure, monitor, and improve our health-and-safety performance worldwide.

Each facility takes ownership of safety performance and is responsible for evaluating its EHS program. Our enterprise-wide tool enables users to evaluate leading and lagging metrics, including total recordable incidents; days away, restricted, or transferred; near misses; regulatory compliance; corrective actions; and stop work, while also tracking facility-specific action plans. To drive accountability, every site establishes safety-improvement plans with internal quantified targets for tracking progress.

In 2024, we achieved a **21%** decrease in our total recordable incident rate (TRIR) and a **20%** decrease in our days away, restricted, or transferred (DART) rate compared to 2023.

At Hubbell, we proactively mitigate incidents by working to identify and address risks before problems arise. Throughout the year, our EHS Council conducts in-person audits at various sites to assess safety performance, manage EHS risks, and ensure compliance with regulatory requirements. We also collaborate with third-party consultants to perform safety-gap assessments and risk evaluations. In the event of an incident, we conduct thorough investigations and root-cause analyses to determine appropriate corrective actions.

## Hubbell's Annual Safety Awards

Every year, we recognize sites that champion safety excellence. In 2024, Hubbell awarded the following sites for embodying our culture of “Think Safe, Work Safe, and Go Home Safe.”

LARGE SITE:

**Centralia, Missouri - Civil and Construction Products Facility**

SMALL SITE:

**Arden, North Carolina Facility**



## Hubbell Manufacturing System

Hubbell formally introduced our new Hubbell Manufacturing System (HMS) in 2024. HMS is a comprehensive approach to embed lean manufacturing practices across our global footprint, and our EHS leaders work hand in hand with our HMS team to integrate safety into this approach. All of our plant managers are certified in lean processes and equipped with a consistent set of HMS tools and methods to activate a culture of safety and continuous improvement at our facilities.



# COMMUNITY IMPACT

Hubbell strives to be a good neighbor in the communities where we live, work, and play.

Around the world, we aim to use our resources and time to create positive, social impacts that help communities thrive. Our efforts are driven by a community-impact strategy focused on three areas: **corporate philanthropy, national partnerships, and employee giving and volunteerism.**

## Corporate Philanthropy



Philanthropic donations by The Hubbell Foundation are the core of Hubbell's corporate-giving efforts. The Hubbell Foundation partners

with mission-aligned, US-based non-profit organizations dedicated to causes such as food and housing insecurity, education, and disaster relief. It also prioritizes contributing to science, technology, engineering, and math (STEM) programs, since STEM is fundamental to the success of our industry. Guided by Hubbell's Mission to **Electrify** economies and **Energize** communities, The Hubbell Foundation supports partners that invest in communities to create a healthier, more resilient, and sustainable future.

In 2024, The Hubbell Foundation increased its donations to organizations by **36%**, giving a total of **\$1.9 million** through its signature programs.

### GIVING PROGRAMS

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

**\$1.15M** in 2024



### NATIONAL PARTNERS

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

**\$500k** in 2024



### UNIVERSITY PARTNERS

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

**\$250k** in 2024



## National Partnerships

Through long-term partnerships, we collaborate with national non-profit organizations to help meet the needs of the communities where we operate. In 2024, The Hubbell Foundation donated \$100,000 to each of four national partners: Habitat for Humanity, One Tree Planted, the National Urban League, and Feeding America. We also encourage our Hubbell teammates to volunteer their time with local chapters of these organizations to deepen Hubbell's connections in the community and with our non-profit partners.



In 2024, The Hubbell Foundation's donation supported grants to

local chapters in New York, Wisconsin, North Carolina, South Carolina, and Tennessee. These grants funded various community-oriented activities including neighborhood revitalization and development projects; home repair initiatives; after-school enrichment programs; storm recovery support; and leadership-development training for community representatives.



**National Urban League**

The Hubbell Foundation's donation was

directed to the National Urban League's affiliates, including the Birmingham Urban League, Los Angeles Urban League, and Southern Connecticut Urban League. In 2024, sub-grants were extended to the affiliates to fund activities that would empower underserved members in their communities, including emergency rental assistance, youth and workforce development, housing services and counseling, financial education, and entrepreneurship counseling.



The Hubbell Foundation provided a direct

donation to plant 100,000 trees across 2,674 hectares of land in Florida, Texas, Alabama, and Georgia. This tree-planting effort contributes to the restoration of longleaf pine ecosystems in the southern US, which provide critical habitat for a variety of species, protect watersheds, and generate many other ecological benefits.



In the first year of a formal partnership with Feeding

America, The Hubbell Foundation donated \$100,000 to the Food Rescue Fund. This fund helps scale efforts to divert excess food through a network of partners to communities experiencing food insecurity.



## Swiftly Aiding Hurricane Relief

The Hubbell Foundation donated an additional

**\$100,000**

to Feeding America, a non-profit working on hunger relief in the aftermath of Hurricane Helene. The Hubbell Foundation's funds were distributed to food banks, providing critical relief to communities impacted by the storm.

## Employee Volunteerism

Hubbell employees bring our spirit of collaboration, teamwork, and inclusion out into the communities where they live. Recognizing the value of service, we encourage our employees to donate their time to causes they care about. Through our [Volunteer Paid Time Off Policy](#), all Hubbell employees in the US are given one paid workday annually to volunteer.

We also facilitate volunteering by planning events in the community. In 2024, this included activities such as house and park builds, school-supply deliveries, holiday-toy collections, and fundraisers for disaster relief.

In total, more than **299** local charities received support through donations or volunteerism.



### Delivering School Supplies

Hubbell facilities in Archdale, North Carolina, and Leeds, Alabama, stepped up to deliver much needed supplies to local schools in 2024.

Employees from Archdale **donated over 198 pounds of school supplies**, including book bags, lunch totes, crayons, pencils, and folders.

Our Leeds team also provided boxes of school supplies to 30 teachers. The donations in both Leeds and Archdale helped ease the strain on teachers by donating items they might otherwise pay for themselves.

## Giving Back in Juarez

Hubbell teammates in Juarez, Mexico, organized a variety of local volunteer events and activities throughout the year to give back to the local community.

APR.

More than **30 Juarez teammates** convened at a park to celebrate Earth Day by planting trees and participating in other park-improvement activities.

JUN.

The team at Juarez led a food drive, collecting more than **1,763 pounds** of food for local pet shelters.

AUG.

In celebration of Grandparent's Day, colleagues visited a local nursing home to **donate food and time** as well as help with maintenance activities for the facility.

OCT.

More than **50 employees** ran in an annual race to raise funds for Breast Cancer Awareness Month.

## Amplifying our Impact through Dollars for Doers

The Hubbell Foundation's "Dollars for Doers" campaign elevates the impact of employee volunteerism by donating funds to nonprofits where employees volunteer their time.

In 2024, Hubbell employees logged **3,320 hours** through the Dollars for Doers program. In turn, The Hubbell Foundation donated **\$249,000** to amplify the impact of their volunteerism.

### RUNNING FOR BREAST CANCER



In honor of Breast Cancer Month, Hubbell employees in Juarez, Mexico, participated in a race in October of 2024.

# SUPPLY CHAIN RESPONSIBILITY

Hubbell operates global offices, warehouses, and manufacturing sites with supply chains extending across multiple countries.

We manage our supply chains with robust policies and procedures to safeguard human rights and address other critical risks, and we require our supply partners to uphold our principles for conducting business ethically and responsibly.

## Hubbell's Third-Party Code

Hubbell's [Third-Party Code of Business Conduct and Ethics](#) (Third-Party Code) outlines our expectations of workplace standards and business practices for new and existing suppliers. As an extension to our [Code of Business Conduct and Ethics](#) (the Code), the Third-Party Code covers a range of topics including anti-bribery, anti-corruption, trade compliance, conflict minerals, labor and human rights, environmental stewardship, data privacy, safety, and non-discrimination. We expect our suppliers to adhere to these principles and hold their own suppliers accountable for following the same standards.

During onboarding, we communicate to all new suppliers that they are mandated to operate in full compliance with the Third-Party Code, along with local regulations and laws in their jurisdictions. Each year, we also require suppliers to re-confirm the Third-Party Code to mitigate noncompliance. All Hubbell suppliers and business partners are expected to raise concerns and report any violations of the Third-Party Code through our confidential [Speak Up Today](#) program. We take reports of misconduct seriously, and we do not maintain relationships with suppliers who fail to uphold our ethical standards. For more information on our business-ethics program, please view [page 71](#).

## Supply Chain Management and Oversight



We manage our supply chain activities through a hybrid governance model designed to deliver efficiency and results. A centralized supply chain team maintains and oversees enterprise-wide sourcing requirements and procedures, and regionally deployed procurement professionals execute our supply chain strategy, while upholding those requirements.

In their day-to-day roles, Hubbell's procurement professionals focus on optimizing Hubbell's global supply base for the highest quality goods and services from vendors with ethical and responsible business conduct. They receive annual training on topics such as bribery, corruption, and human rights through our compliance program to reinforce their knowledge on social responsibility in the value chain. Hubbell's sourcing leaders also participate in industry groups, such as the Manufacturers Alliance, to exchange resources and best practices on supply chain topics.

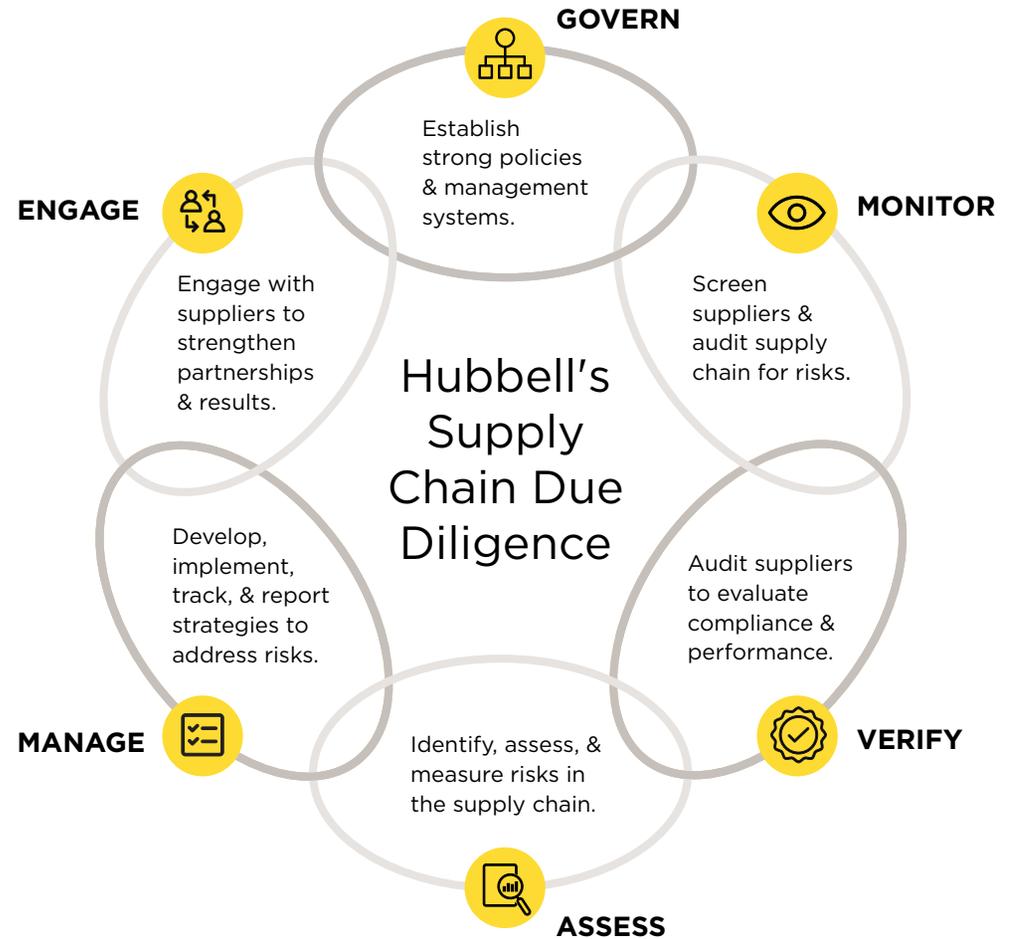
In partnership with our supply chain team, members of executive management serve as co-sponsors for supply chain resiliency. Hubbell's legal organization also provides assistance with assessing the supply chain to ensure compliance with local laws and manage potential risks. In addition, the Chairman, President and CEO and Board of Directors receive updates on supply chain management and resiliency matters.



## Supply Chain Due Diligence

**Hubbell follows a strategic due diligence program to prevent, identify, and manage environmental and social risks within our supply chains.**

Our first line of defense is monitoring supply chains to proactively identify potential risks. Before any business transaction, our internal team performs a screening assessment of potential counterparties for corporate-social-responsibility concerns, including criminal activity, sanctions, embargoes, watch lists, and human-rights and export controls. Existing suppliers are reviewed on an ongoing basis through our supplier portal, which monitors transactions in real time to verify that our partners are not listed on any prohibited entities lists. Hubbell's internal team conducts audits of our top-spend suppliers every five years. The audit process allows us to assess compliance with our Third-Party Code by evaluating potential risks related to quality, security, anti-corruption, human trafficking, forced labor, child labor, and environmental compliance. Both our screening assessment and internal audit are aligned with ISO 9001:2015, as well as regional legal requirements.



To address potential risks across Hubbell's entire supply chain, we perform risk assessments that evaluate country, sector, and commodity-specific risks across our value chain. When appropriate, we develop risk-management strategies to reduce our business exposure to areas of concern and report our due diligence activities in accordance with our standard protocols.

# HUMAN RIGHTS

Protecting human rights across our operations and value chain is a priority for Hubbell.

As we conduct business, we adhere to the highest ethical standards. We integrate the principles of fairness, dignity, and respect into culture and business activities, and we continuously monitor our impact to ensure we safeguard human rights in every aspect of our work.



## Management and Policies

Our [Global Human Rights Policy](#) is the cornerstone that upholds human rights across our operations and supply chain. Aligned with the UN Guiding Principles on Business and Human Rights, this policy formalizes our commitment to human rights and reflects our standards for all business practices to be free from human-rights violations and comply with applicable labor laws. It firmly prohibits any form of involuntary labor, child labor, bonded labor, and human trafficking in all our operations and business dealings.

## Internal Oversight

Hubbell's Global Human Rights Policy provides fundamental principles that inform requirements, procedures, and management systems in our operations.

We work across all aspects of Hubbell's organization to establish a culture that respects, promotes, and protects fundamental human rights. All Hubbell employees, including full-time and part-time personnel, are trained in human-rights topics through our annual Hubbell [Code of Business Conduct and Ethics](#) training. Once a year, all team members are required to complete the training, which covers human-rights principles, and re-attest to the Code. We hold all employees accountable for reporting suspected violations of the policy via our confidential Speak Up Today Program.



## Supply Chain Oversight

**We expect our suppliers to share our commitment to respecting human rights.**



All partners that engage with us in business activities are required to sign our [Third-Party Business Code of Conduct](#), which outlines human-rights guidelines. In addition to the Third-

Party Code, suppliers are responsible for adhering to our [Global Human Rights Policy](#), [Conflict Minerals Policy](#), [California Transparency Act Disclosure](#), vendor onboarding procedures, and contract- and purchase-order terms. We conduct risk-mapping assessments for new suppliers in high-risk areas to evaluate and mitigate human-rights abuses. In addition, we conduct internal, on-site audits of our top-spend suppliers against human-rights topics including human trafficking, forced labor, and underage labor.

When it comes to risks posed by conflict minerals, we work internally and with partners across our supply chain to follow the framework laid out by the Organization for Economic Cooperation and Development. Through our conflict-minerals program, we reach out to our suppliers through surveys to increase visibility into our sourcing. Our program involves mapping smelters and refiners across the supply chain, assessing countries of origin, and sharing training resources with our suppliers, among other activities.

**For our latest Conflict Minerals Report, please visit Hubbell's US Securities and Exchange Commission filings.**

## Due Diligence with Third-Party Partners

We view the activities of our third-party partners as an extension of our business, and we follow rigorous procedures to maintain compliance and foster a culture of transparency and integrity throughout our value chain. Our ethical risk-assessment and monitoring processes are designed to be dynamic and responsive, ensuring that we remain vigilant against human-rights risks in third-party business interactions. **We conduct the following measures to better identify, mitigate, and remediate human-rights risks:**

- ✓ Due diligence for new partnerships includes (but is not limited to) background checks into legal records.
- ✓ Risk scoring of third-party partners considers factors such as geographic location, industry sector, and known associations.
- ✓ Policies and procedures that explicitly prohibit human rights-related risks, such as bribery and corruption, require commitments from all potential partners.
- ✓ Training and periodic communications inform employees and third-party partners on ethical conduct with specific attention to anti-bribery and anti-corruption laws and regulations.
- ✓ Anti-bribery and anti-corruption clauses establish the right to audit partners' activities and impose penalties for non-compliance.
- ✓ Right to audit clauses, scheduled and unscheduled, help ensure compliance with our ethical standards.
- ✓ Periodic performance reviews of third-party partners assess ethical conduct and lead to corrective actions as necessary.
- ✓ Whistleblower policies provide a secure, anonymous hotline to report unethical behavior without fear of retaliation.
- ✓ Feedback from audits, performance reviews, and breach incidents inform risk assessments to continuously improve our processes.
- ✓ Regular stakeholder engagement with legal advisors and ethical conduct experts keeps our practices aligned with current standards.

# GOVERNANCE AND ACCOUNTABILITY



# RISK EXCELLENCE

To be a trusted partner, we operate with discipline and hold ourselves accountable through sound governance and risk-management frameworks.



Our corporate governance structures, practices, and policies are also designed to promote the agility and resilience of our company, enabling us to respond to stakeholder needs within rapidly evolving market and regulatory landscapes.

## Board Oversight

Hubbell's Board of Directors provides the highest level of oversight for Hubbell's strategy, performance, and enterprise risks. Hubbell's Board adheres to principles outlined in our [Corporate Governance Guidelines](#), [Committee Charters](#), and [Code of Business Conduct and Ethics](#), which act in concert to provide a framework for effective governance. Meeting regularly throughout the year, the Board oversees the implementation of Hubbell's strategic plans and serves the interests of our company and stakeholders.

Each member of the Board is elected annually by our shareholders and holds office for one-year terms. The Board is led by Hubbell's Chairman, President and CEO, Gerben Bakker, along with an independent Lead Director responsible for fostering collaboration and communication among independent Directors. In total, Hubbell's Board comprises 10 members, 9 of which are independent. Our Chairman, President and CEO and senior leadership team routinely meet with the Board to discuss key areas of strategy and risk, including cybersecurity, innovation, talent- and human-capital management, and climate change.

1. All Board committees, except the Executive Committee, consist entirely of independent Directors.

2. As of March 1, 2025.

## Our Board by the Numbers

Our Board<sup>1</sup> consists of five standing committees:

- Audit Committee
- Compensation Committee
- Finance Committee
- Nominating and Corporate Governance Committee
- Executive Committee

# 8

Years average  
tenure<sup>2</sup>

# 90%

Independent<sup>2</sup>

# 80%

Manufacturing  
experience<sup>2</sup>

For more information about the Board's responsibilities and leadership structure, the Director nomination and election process, and compensation practices, visit our 2024 Annual Report and 2025 Proxy Statement on [Hubbell's website](#).

## Sustainability Governance

### Sustainability oversight starts with our Board of Directors, driving accountability from the top.

Our [Corporate Governance Guidelines](#) and the [Charter of the Nominating and Corporate Governance Committee \(NCGC\)](#) formalize the Board's responsibility for providing strategic direction for Hubbell's sustainability programs. Hubbell's Board of Directors provides overall risk oversight for our company, including key business, functional, and sustainability risks. Meanwhile, our NCGC is delegated with specific oversight of the administration of Hubbell's sustainability program, which includes overseeing our sustainability strategy, risks, performance, and goals and supporting the integration and management of climate-related issues into our strategy and outlook.

At the executive level, Hubbell's Sustainability Steering Committee (Sustainability Committee) provides cross-functional management of our sustainability program, with our Senior Vice President, General Counsel and Secretary and Chief Compliance Officer (CCO) as executive sponsors. The Sustainability Committee orchestrates and executes our sustainability strategy, goals, initiatives, and reporting, while ensuring alignment with our business objectives. At least twice per year, they report updates on sustainability matters up to the NCGC. Directly below the Sustainability Committee, members of our global sustainability team assist with the management of our sustainability program.

## Key Sustainability Focus Areas

### BOARD OF DIRECTORS

10 Directors, 9 of whom are independent

#### General Risk and Program Oversight

- Provides overall risk oversight for the company
- Reviews key business, functional, and sustainability risks
- Assesses management of business and sustainability-related risks and opportunities

### NOMINATING & CORPORATE GOVERNANCE COMMITTEE

4 Directors, all of whom are independent

#### Oversight of Sustainability Program

- Oversees strategy
- Reviews risks, practices, policies, and programs
- Evaluates progress on performance and goals
- Supports management of risks and opportunities

### SUSTAINABILITY STEERING COMMITTEE

Senior leaders, including our Senior Vice President, General Counsel and Secretary and Chief Compliance Officer

#### Management of Sustainability Program

- Devises strategy, ensuring alignment with overarching business objectives
- Directs programs, initiatives, and target-setting
- Reports initiatives to the Board
- Assesses and manages risks and opportunities

### SUSTAINABILITY TEAM

Global, dedicated team

#### Execution of Sustainability Program

- Collaborates with cross-functional teams to implement strategy
- Spearheads internal and external reporting, including data management and stakeholder engagement
- Drives initiatives and performance

## Hubbell's Performance Incentive Structure

Our Executive Officers, including Hubbell's Chairman, President and CEO, receive a short-term incentive award that contains a 20% component based on contributions to Hubbell's strategic objectives. This design prioritizes and rewards performance on critical metrics, including sustainability, innovation, and acquisitions.

## Risk Management

The Board reviews the company's overall risk profile and risk-management practices to ensure the company is proactively managing risks throughout the value chain. Risk-management duties are delegated across several Board committees, and each is responsible for considering risks relevant to their respective areas of authority. Of notable importance, the Audit Committee is charged with primary responsibility for risk oversight, including routine discussions with management about risk assessments, exposures, and related controls. Hubbell's Chairman, President and CEO, along with members of senior management, assist the Board and its committees with their risk-related responsibilities. Throughout the year, senior leaders routinely meet with the Board to provide briefings on the company's strategic planning activities, risks relevant to the execution of the company's strategy, mitigation activities, and results.

## Enterprise Risk Management

Hubbell's Enterprise Risk Management (ERM) program is the main vehicle through which we identify, quantify, and manage key risks. This program provides a unified process to assess risks and opportunities, including climate-related risks, that may have material impacts on the business. These risks span categories such as strategic, operational, compliance, financial, information technology, and cybersecurity. During the ERM process, we prioritize risks according to their likelihood, impact, effectiveness, and velocity. First-line control owners execute risk-mitigation action plans, and second-line control owners monitor the effectiveness of action-plan implementation through key progress indicators and metrics.

## Hubbell's Four Criteria for Risk Rating:



### LIKELIHOOD

Probability the risk will occur in the next year



### IMPACT

Financial severity of the risk



### EFFECTIVENESS

Ability to manage the risk with existing controls and resources



### VELOCITY

Speed with which the risk could materialize or become evident

The VP of Internal Audit and Enterprise Risk Management, who reports to our CCO, leads the ERM process and annual risk assessment. Our CCO sets control standards for risk management through the ERM and oversees compliance. In 2024, Hubbell's internal audit team, reporting directly to the Board's Audit Committee, carried out its annual audit of our ERM and compliance processes. To reinforce our risk-management approach, Hubbell also conducts external audits as needed.

## Building Risk Awareness and Culture

At Hubbell, we deliver training to build a culture of responsibility and accountability. We understand that ongoing education is essential for our Board and global workforce to effectively manage risks in their day-to-day roles. Our Board members receive training periodically on enterprise-risk topics, such as cybersecurity, human-capital management, and climate change, while our employees undergo year-round training on risks and responsibilities through company-wide programs and targeted sessions for specific job functions.

## Business Resilience

**Maintaining business resilience is a key component to delivering long-term value for our stakeholders. Hubbell employs site-specific business continuity plans to ensure the company remains operational during unforeseen events such as natural disasters, cybersecurity attacks, and pandemics.**

These plans outline steps for maintaining critical operations during and after disruptions. Hubbell's business continuity plans are evaluated annually to help ensure their effectiveness in emergencies.

# BUSINESS ETHICS AND INTEGRITY

At Hubbell, we honor the trust our stakeholders place in us by acting in accordance with our company's core values while also remaining compliant with relevant laws and regulations.

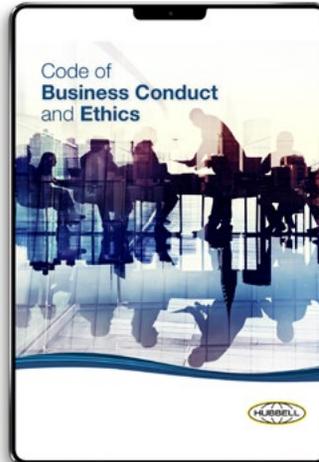


We believe operating with integrity, fairness, and equity is a shared responsibility, and we hold our teammates to the highest standards of business conduct based on these principles.

## Setting Our Expectations

Hubbell's Code of Business Conduct and Ethics is our principal guide for ethical decision-making. The Code outlines expectations for conducting business and working with colleagues, suppliers, and other partners in business interactions. It includes standards for a wide range of topics including human rights, conflicts of interest, bribery, corruption, insider trading, discrimination, and harassment.

The Code applies to everyone across Hubbell's value chain. All employees and Directors are expected to comply with the Code, and we hold our third-party business partners accountable to the same standard. Each year, we train new employees on the tenets of the Code as part of their onboarding process, and current employees are required to complete monthly training on the Code as well as re-certify to the Code at the beginning of each year.



## Building Trust Through Transparency

**In serving our stakeholders, we are committed to maintaining transparency in our business activities.**

Each year, we align our reporting with leading frameworks to deliver the information that matters most to our customers, investors, communities, and partners. In 2024, we improved our reporting processes and infrastructure by enhancing data controls, reinforcing audit procedures, and establishing standardized documentation.

**In the years to come, we will continue to look for ways to improve the transparency and completeness of our reports.**

## Our Compliance Program

**Hubbell's CCO leads a team of compliance professionals responsible for monitoring and investigating compliance with the Code.**

To maintain the compliance team's independence, duties are segregated throughout the organization. This approach helps prevent noncompliance by reducing exposure to unethical opportunities.

At the Board level, Hubbell's Audit Committee regularly receives briefings on compliance matters, including the results of Hubbell's Compliance and Internal Audit Program. Our Compliance and Internal Audit Program consists of a comprehensive set of targeted activities designed to drive compliance across our enterprise.

Throughout the year, Hubbell's internal audit team conducted **47 compliance-related audits.**

Our compliance and internal audit teams conduct ethical risks assessments to evaluate potential risks in our operations and third-party business activities. For any new third-party partner, we follow a rigorous due diligence process to screen for potential ethical risks. Once vetted and onboarded, we continuously monitor our business partners to ensure they remain in compliance with our Code. If we identify ethical risks within our value chain, we take immediate action to address and remediate those risks. Any significant ethical matters or concerns are reported to our Compliance and Internal Audit Program.

## Bribery and Corruption

**Hubbell prohibits any acts of bribery or corruption in our business dealings.**

As stipulated in the Code, all employees and third-party business partners are required to avoid any behavior that could be perceived as a form of bribery or corruption. We regularly supervise third parties and conduct due diligence procedures, such as risk assessments, to ensure their activities are aligned with our position against corruption. Our internal audit team also conducts audits throughout the year to evaluate the effectiveness of internal controls and procedures for preventing and mitigating bribery and corruption. The results of these audits and due diligence activities are reported to the Audit Committee, which provides the highest level of oversight in this area of concern.

## Ethical Training and Awareness



We expect our employees to do what’s right every day. To uphold Hubbell’s ethical standards, we engage our workforce through an enterprise-wide compliance training and awareness program. This program, which we dubbed our “compliance college,” requires all employees, including full-time and part-time personnel, to complete year-round compliance training courses. At the beginning of each year, employees across all levels are assigned

training on the Code. Following this training, they receive monthly supplemental training modules on various topics, including human rights, data privacy and security, record keeping, bribery, corruption, and sustainability. These modules are regularly updated, and in 2024, we introduced “ethical moments” at the end of each module to encourage employees to reflect on key lessons.

**Approximately every three years, our internal audit team evaluates the completion of ethics training and certifications to the Code across the entire organization.**

In addition to training, we conduct an annual employee ethical culture survey to better understand our employees’ perceptions and identify opportunities for continuous improvement. In 2024, we also rolled out a quarterly compliance newsletter on our company’s intranet to further build awareness of our compliance program and principles.



## Fostering Ethical Leadership

We invest in training our leadership, because we recognize the critical role that the Board and our people-leaders play in setting the tone for our organization. Hubbell’s Board receives training on ethics and compliance-risk topics, while managers are provided with a compliance toolkit as part of their monthly compliance training. These resources equip our leaders to oversee and promote compliance within their teams and across the entire company.



## Achieving Recognition

Hubbell was named one of **America’s Most Responsible Companies for 2025** by Newsweek and one of the **2025 World’s Most Ethical Companies<sup>®1</sup>** by Ethisphere<sup>®</sup>. We feel honored to be named to these esteemed lists for a fifth and third time, respectively. These recognitions reflect our commitment to advancing corporate responsibility in the workplace year after year.

1. “World’s Most Ethical Companies” and “Ethisphere” names and marks are registered trademarks of Ethisphere LLC.

## Reporting Concerns

Operating with integrity is a continuous commitment that requires everyone’s active involvement throughout the organization.

If our teammates suspect an action may be in violation of the Code, Hubbell policies, or relevant laws or regulations, we expect them to report it. Through our compliance training program, we remind our global workforce that it is their responsibility to maintain our culture and reputation for ethics by speaking up when necessary.

**To accommodate our employees’ diverse needs and preferences, we provide multiple channels through which employees can report ethical concerns. These include:**



Direct supervisors



Any member of Hubbell’s corporate management team



The Human Resources, Legal, or Internal Audit departments



Any member of the business function team with appropriate expertise



Any member of local, segment, or function management



Speak Up Today Service

**Hubbell takes all allegations of noncompliance seriously and will review every report of alleged misconduct, such as those related to slavery, trafficking, bribery, or corruption.**

We have mechanisms in place to address reported violations from the various outlets available to our employees, including our anonymous Speak Up Today Service.

Our compliance investigators address all reports promptly by conducting comprehensive investigations in a legal, fair, and confidential manner. All compliance investigators undergo thorough training before commencing their job duties, and they are re-trained every year to fortify their responsibilities. Our Compliance Review Committee oversees the results of investigations and determines appropriate remediation action up to and including termination.

## Speak Up Today



Our employees and business partners can raise concerns anonymously

through the service Speak Up Today. Speak Up Today is managed by an independent third party and is available to employees, customers, vendors, or other third-party partners 24 hours a day, seven days a week. The service is available in multiple languages and is accessible via the web ([www.speakuptoday.com](http://www.speakuptoday.com)), email, and phone.

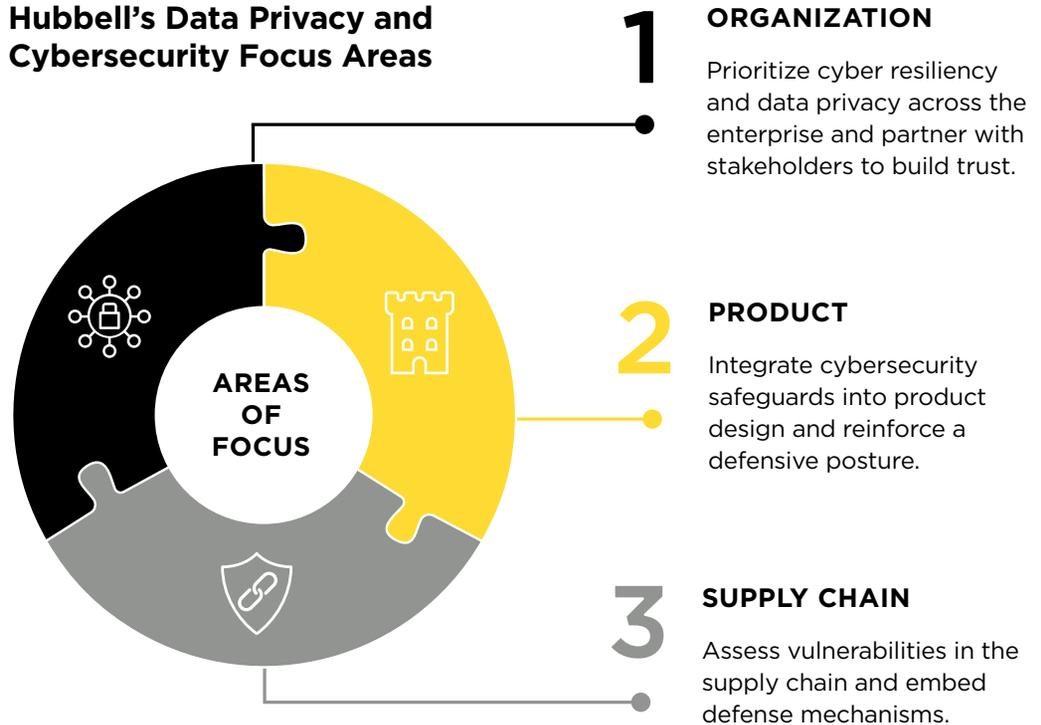
# DATA PRIVACY AND CYBERSECURITY

Hubbell strives to maintain a strong and secure posture in the ever-changing cyber-threat landscape.

**01**  
**100** 

We are committed to carrying out business operations with a risk-oriented focus that safeguards all stakeholder information and assets. By adopting cyber resiliency practices, we aim to enhance our ability to anticipate, withstand, recover from, and adapt to adverse conditions, stresses, attacks, or compromises on our systems. This will not only bolster our security but also ensure the continued trust and confidence of our customers and partners.

## Hubbell's Data Privacy and Cybersecurity Focus Areas





## Safeguarding Our Organization

**As we navigate an increasingly complex and dynamic landscape in today's digital era, it is essential to have robust processes in place to safeguard our critical data and assets.**

Hubbell's cybersecurity and data-privacy program is anchored by a multi-layered information-security infrastructure designed to protect our network.

Our legal team, which includes certified professionals from the International Association of Privacy Professionals, plays a crucial role in overseeing our cyber and information-security strategy. Our Chief Information Security Officer (CISO) leads this effort and is responsible for establishing and maintaining our information-security program. The program protects assets and associated technology, applications, and systems in our digital systems. Our CISO provides quarterly updates on cybersecurity-risk management and security matters to our senior leadership and the Audit Committee of Hubbell's Board of Directors.

## Cyber Awareness

**We are dedicated to fostering a strong culture of cyber-awareness that empowers our employees to act as the first line of defense, protecting our network, data, and information from external threats.**

All full-time employees and contractors with access to email receive information-security training four times per year and phishing tests at least once per month to promote vigilance throughout the organization. In 2024, we also launched a cybersecurity page on our company's intranet to provide news, educational articles, and learning guides that help employees stay informed on security and privacy issues.

We reinforce the belief that cyber resiliency is everyone's responsibility, and we provide three outlets for our employees to report incidents, vulnerabilities, or suspicious activities:



**Phishing button available within their desktop email application.**



**Incident-report button on the cybersecurity page of our company's intranet.**



**An anonymous reporting service, Speak Up Today (see [page 74](#) for more details).**

## Cyber Resiliency

Hubbell is dedicated to cyber resiliency across our enterprise and the digital ecosystems with which our business interacts. This principle is the foundation of our cybersecurity program, which is driven by a global team of cybersecurity experts who work around the clock to protect our business. The team monitors potential malicious activity and responds swiftly to any detected threats. In addition to addressing immediate threats, our cybersecurity team takes proactive measures to identify and mitigate potential risks. These include:

**Aligning** cybersecurity processes with the National Institute of Standards and Technology's (NIST) Cybersecurity Framework.

**Maintaining** information-security risk insurance.

**Collaborating** with Hubbell's compliance team to ensure adherence with regulations.

**Performing** quarterly simulated attacks as part of third-party vulnerability analysis.

**Obtaining** external audits of our IT infrastructure and information-security management systems and controls at least annually.

## Data Privacy

Hubbell's data-privacy program is fundamental to our commitment to safeguarding the information entrusted to us by our employees, customers, business partners, and end users of our products. Underpinned by a "Privacy by Design" approach, our data-privacy program is led by our CISO and comprises a specialized team tasked with implementing data-privacy policies, overseeing data management, identifying and managing data risks, and ensuring compliance with regulatory requirements.

**In 2024, our data-privacy team began modernizing our data-loss prevention program. The initiative established a more robust governance structure, comprehensive policies and standards, and cutting-edge technology to support real-time monitoring.**

Once fully implemented, the program will provide us with the tools and framework necessary to effectively safeguard our data against threats and vulnerabilities.

Across the enterprise, Hubbell's data-privacy team also deploys controls and processes to secure how we collect, use, and share information. Hubbell's privacy policies specify how we handle personal information and data, along with the rights available regarding our customers' and business-partners' information. Our internal audit team conducts NIST-aligned audits of our information-security policies and systems twice a year. Hubbell also obtains external audits of our information-security management systems for specific business units to assess compliance with System and Organization Controls (SOC) 2, ISO/IEC 27001:2022, or NIST Cybersecurity Framework standards.



## Reinforcing Product Security

We make security a top priority for our portfolio of digital solutions, including connected products, sensors, and software. Our Product Cybersecurity Council collaborates with Hubbell's Engineering

Council to integrate security measures throughout the entire lifecycle of our NPD process. During NPD, all connected products undergo rigorous testing to address cybersecurity and data-privacy risks.

In 2024, we introduced a new application-assessment security tool that enhances code analysis, enabling us to better analyze and address vulnerabilities in systems and firmware.

We also continue to implement measures that secure our digital solutions, such as conducting third-party penetration testing of connected products and applying privacy criteria in SSAE 18 SOC 2 audits for select products.



## Managing Our Supply Chain

Throughout the year, we take prudent measures to guard information flowing in and out of our business and supply chain. Our internal team of seasoned experts conducts cybersecurity-related

risk assessments, develops risk-remediation plans, and maintains a risk-based reassessment schedule for our suppliers and vendors.

In 2024, we launched a new tool to streamline our approach to capturing risks, assigning appropriate risk levels, and assigning them to appropriate risk owners. This tool enhances the resilience of our security posture by helping us more effectively mitigate potential cyber risks internally and throughout our supply chain. In addition to their focus on risk management, our cybersecurity team coordinates with Hubbell's compliance team to perform audits of controls and assess regulatory compliance. For suppliers with access to personal data, we tighten the contractual obligations covering our Data Processing Agreements and security standards to further safeguard sensitive information.

## Bolstering Resilience Through Tabletop Exercises

Hubbell's incident-response plan outlines actions for detecting, responding to, and recovering from cybersecurity risks, with an overarching goal of limiting the impacts of potential threats.

In 2024, we expanded our incident-response plan training to strengthen our preparedness for threat activity across the company.

Hubbell conducts technical tabletop exercises and penetration tests at least twice a year to assess our incident-response team's readiness. During these exercises, our team of cyber and IT professionals must respond to a simulated cybersecurity incident. We also conduct tabletop exercises with our executive leaders from our HUS and HES business segments on an annual basis. Together, these exercises provide critical insights for refining processes that bolster our incident-response plan.

# REPORTING INDICES



# GRI CONTENT INDEX

We prepared this report leveraging the Global Reporting Initiative (GRI) Sustainability Reporting Standards.

## GRI 1 FOUNDATION 2021

Statement of Use	Hubbell Incorporated (Hubbell) has reported in accordance with the GRI Standards for the period January 1, 2024 - December 31, 2024.
GRI Used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	EXPLANATION
<b>GENERAL DISCLOSURES</b>		
GRI 2: General Disclosures 2021	2-1 Organizational details	Hubbell is headquartered in Shelton, Connecticut. Hubbell's common stock trades on the New York Stock Exchange under the symbol, "HUBB."  Our products are either sourced complete, manufactured, or assembled by subsidiaries in the United States (US), Canada, Puerto Rico, Mexico, China, the United Kingdom (UK), Brazil, Australia, Spain, Ireland, and the Republic of the Philippines. Hubbell also participates in joint ventures in Hong Kong and the Republic of 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 sustainability efforts across our organization, spanning Hubbell 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 2024 (January 1, 2024-December 31, 2024). Some initiatives launched during early 2025 are also included in this report to provide up-to-date information for our stakeholders. We intend to publish our sustainability report on an annual basis. This report was published in March 2025. For questions related to Hubbell's sustainability report or other sustainability disclosures, please email <a href="mailto:sustainability@hubbell.com">sustainability@hubbell.com</a> .
	2-4 Restatements of information	In order to better reflect the impact of Hubbell's operations on the environment and society, Hubbell has internally evaluated and refreshed our sustainability disclosures. In 2024, we continued to enhance our emissions, water, waste, and recycling data measurement and management processes. These activities led to an improvement in the completeness of our inventory. We also fully integrated acquired entities into our data inventory. Please see Hubbell's 2024 Annual Report and 2025 Proxy Statement filed with the US Securities and Exchange Commission (SEC) for further details on Hubbell's 2023 acquisitions. As a result, we restated our historical energy, emissions, water, and waste data (for more information, please refer to pages <a href="#">110-114</a> for our Energy and Greenhouse Gas (GHG) Emissions; Water Withdrawal; and Waste and Recycling Basis of Reporting details).
	2-5 External assurance	Hubbell engaged an external, third-party assurance provider to verify our Scope 1 and 2 location-based GHG emissions and water withdrawal. Please refer to <a href="#">page 115</a> for Hubbell's assurance report (or visit <a href="#">Hubbell's 2025 Assurance Report</a> ).

GRI STANDARD	DISCLOSURE	EXPLANATION																								
<b>GENERAL DISCLOSURES</b>																										
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	<p>Hubbell (est. 1888) is a world-class manufacturer of electrical and utility solutions. Hubbell's reporting segments consist of Hubbell Utility Solutions (HUS) and Hubbell Electrical Solutions (HES). HUS sells a wide variety of electrical distribution, transmission, substation, telecommunications products, 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. HES provides stock and custom products including standard and special application wiring device products, rough-in electrical products, connector and grounding products, and lighting fixtures, as well as other electrical equipment. HES products have applications in the light industrial, non-residential, residential, wireless communications, transportation, data center, heavy industrial, and renewables 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.</p> <p>There were no significant changes regarding Hubbell's size, structure, ownership, or supply chain in 2024.</p>																								
	2-7 Employees 2-8 Workers who are not employees	<table border="1"> <thead> <tr> <th colspan="4">REPORTING PERIOD: JANUARY 1, 2024- DECEMBER 31, 2024</th> </tr> <tr> <th></th> <th>GLOBAL TOTAL</th> <th>US-BASED</th> <th>OUTSIDE US</th> </tr> </thead> <tbody> <tr> <td>Total Employees<sup>1</sup> (headcount/Full-Time Equivalent (FTE))</td> <td>17,646</td> <td>10,596</td> <td>7,050</td> </tr> <tr> <td>Full-Time Employees<sup>1</sup> (headcount/FTE)</td> <td>17,509</td> <td>10,482</td> <td>7,027</td> </tr> <tr> <td>Part-Time Employees (headcount/FTE)</td> <td>137</td> <td>114</td> <td>23</td> </tr> <tr> <td>Workers Who Are Not Employees<sup>2</sup></td> <td>430</td> <td></td> <td></td> </tr> </tbody> </table> <p>1. This global headcount metric includes joint venture employees and excludes contingent workers and contractors. 2. Our 2024 workers who are not employees include contingent workers and contractors.</p>	REPORTING PERIOD: JANUARY 1, 2024- DECEMBER 31, 2024					GLOBAL TOTAL	US-BASED	OUTSIDE US	Total Employees <sup>1</sup> (headcount/Full-Time Equivalent (FTE))	17,646	10,596	7,050	Full-Time Employees <sup>1</sup> (headcount/FTE)	17,509	10,482	7,027	Part-Time Employees (headcount/FTE)	137	114	23	Workers Who Are Not Employees <sup>2</sup>	430		
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	2-9 Governance structure and composition	<p>Hubbell's Board provides the highest level of oversight for Hubbell's strategy, performance, and enterprise risks, as outlined in the <a href="#">Board's Corporate Governance Guidelines</a>.</p> <p>Hubbell's Board has five committees and 10 Directors, including Gerben Bakker, Hubbell's Chairman, President and Chief Executive Officer (CEO). 9 of our 10 Directors are independent, and all Board committees, except the Executive Committee, consist entirely of independent Directors.</p> <p>All Directors adhere to the <a href="#">Board's Corporate Governance Guidelines</a>, <a href="#">Committee Charters</a>, and <a href="#">Code of Business Conduct and Ethics</a> (the Code). A full description of the Board's responsibilities, as well as Director biographies and tenure, are available in our 2024 Annual Report and 2025 Proxy Statement available on <a href="#">Hubbell's website</a>.</p>																								
	2-10 Nomination and selection of the highest governance body	<p>Our Board's Nominating and Corporate Governance Committee (NCGC) works with the Board at least annually to determine the appropriate characteristics, skills, and experience for the Board and its individual members to properly oversee the interests of Hubbell and its shareholders. The NCGC recommends candidates for Board membership using the selection criteria outlined in the <a href="#">Corporate Governance Guidelines</a>, <a href="#">Committee Charters</a>, and other factors it deems necessary to fulfill its objectives. A full description of the Board's nomination practices is available in our 2024 Annual Report and 2025 Proxy Statement available on <a href="#">Hubbell's website</a>.</p>																								

GRI STANDARD	DISCLOSURE	EXPLANATION
<b>GENERAL DISCLOSURES</b>		
GRI 2: General Disclosures 2021	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 of the NCGC</a> formally include Board oversight of the company's sustainability programs as part of the Board's responsibilities. The NCGC is charged with specific oversight of sustainability-related matters, although sustainability 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 Sustainability Steering Committee (Sustainability Committee) has responsibility for sustainability matters globally and oversees alignment between our sustainability efforts and our overarching business objectives. Hubbell's Senior Vice President (SVP), General Counsel and Secretary and Chief Compliance Officer (CCO) are the executive sponsors for the Sustainability Committee and provide updates on sustainability matters to senior leadership and the Board. Moreover, a comprehensive team of human resources (HR) senior leaders manage the company's employee programs, including inclusion 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 sustainability 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.
	2-16 Communication of critical concerns	Hubbell's CCO regularly updates our Board's Audit Committee on compliance and ethical-related matters. Should significant critical concerns arise, they are communicated to the Board immediately.  In addition, Hubbell offers a resource where individuals can ask questions or report ethical or compliance concerns confidentially or anonymously. This service is called "Speak Up Today," and it is managed by an independent third party. Speak Up Today is available to employees, customers, vendors, or any other third party 24 hours a day, seven days a week, and in multiple languages. The service is accessible via the web ( <a href="http://www.speakuptoday.com">www.speakuptoday.com</a> ), email, and phone through toll-free telephone numbers in 16 countries. Hubbell's annual compliance training program educates employees on Hubbell's Speak Up Today reporting channels, with each course offering direct guidance for reporting concerns. As outlined in the Code, Hubbell does not tolerate retaliation. We are committed to creating an environment where individuals can raise questions or concerns without fear of retaliation.
	2-17 Collective knowledge of the highest governance body	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 Sustainability Committee provides formal updates to the NCGC and the rest of the Board on sustainability-related matters at least twice per year to advance their knowledge of sustainable development issues relevant to Hubbell.
	2-18 Evaluation of the performance of the highest governance body	Following the end of each fiscal year, the NCGC oversees an annual self-assessment by the Board of the Board's performance. This evaluation process also includes the Board and the company's management of sustainability matters. For more information, see our <a href="#">Corporate Governance Guidelines</a> and the <a href="#">NCGC's Charter</a> .

GRI STANDARD	DISCLOSURE	EXPLANATION		
<b>GENERAL DISCLOSURES</b>				
GRI 2: General Disclosures 2021	2-19 Remuneration policies 2-20 Process to determine remuneration	<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 consultant that provides compensation consultation and competitive benchmarking. Moreover, the Board's Compensation Committee assists the Board in determining and approving compensation for Hubbell's Chairman, President and CEO and other Board-appointed officers. A full description of the Board's compensation practices are available in the <a href="#">Compensation Committee's Charter</a> and our 2024 Annual Report and 2025 Proxy Statement available on <a href="#">Hubbell's website</a>.</p> <p>Hubbell's executive officers, including Hubbell's Chairman, President and CEO, receive an annual short-term incentive award (STI) that contains a 20% component based on contributions to Hubbell's strategic objectives. This design prioritizes and rewards performance on critical metrics including sustainability, innovation, and acquisitions. Below the executive level, Hubbell has an internal employee recognition program in place that recognizes employees who embrace savings, growth, operational efficiency, and productivity, as well as embody the values and behaviors of our company. The program also recognizes employees based on their performance and contributions to company objectives and targets, which includes, but is not limited to, Hubbell's emissions, water, and hazardous waste goals. Moreover, sustainability performance impacts the STI of all salaried, applicable employees. Sustainability is an established priority in Hubbell's enterprise-wide business strategy, and the company's performance directly influences the annual STI allocated to employees. All employees are expected to comply with our <a href="#">Code of Business Conduct and Ethics</a>, and remediation actions for violations can result in pay reductions or termination.</p>		
	2-21 Annual total compensation ratio	We estimate that our Chairman, President and CEO's annual compensation for 2024 was approximately 164 times that of Hubbell's median employee. For more information, please refer to our 2024 Annual Report and 2025 Proxy Statement available on <a href="#">Hubbell's website</a> .		
	2-22 Statement on sustainable development strategy	To read our 2025 sustainability message from Hubbell's Chairman, President and CEO, see <a href="#">page 4</a> .		
	2-23 Policy commitments	<div style="background-color: #444; color: white; padding: 5px; text-align: center;"><b>SUSTAINABILITY-RELATED POLICIES, COMMITMENTS, AND DISCLOSURES</b></div> <table border="0" style="width: 100%;"> <tr> <td style="vertical-align: top; width: 33%;"> <p><b>Environmental Stewardship</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Sustainability Disclosures Policy</a></li> <li>• <a href="#">Sustainability Data Management and Reporting Policy</a></li> <li>• <a href="#">2024 CDP Climate Change Disclosure</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> </ul> <p><b>Health and Safety</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Environmental Health and Safety Policy</a></li> <li>• <a href="#">Quality Policy</a></li> </ul> </td> <td style="vertical-align: top; width: 33%;"> <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="#">2024 Annual Report and 2025 Proxy Statement</a></li> </ul> </td> <td style="vertical-align: top; width: 33%;"> <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> </td> </tr> </table>	<p><b>Environmental Stewardship</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Sustainability Disclosures Policy</a></li> <li>• <a href="#">Sustainability Data Management and Reporting Policy</a></li> <li>• <a href="#">2024 CDP Climate Change Disclosure</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> </ul> <p><b>Health and Safety</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Environmental Health and Safety Policy</a></li> <li>• <a href="#">Quality 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="#">2024 Annual Report and 2025 Proxy Statement</a></li> </ul>
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GRI STANDARD	DISCLOSURE	EXPLANATION												
<b>GENERAL DISCLOSURES</b>														
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Hubbell's Sustainability Committee, as well as cross-functional departments across the business, are responsible for embedding the company's sustainability standards and commitments and ensuring they are integrated into organizational strategies and operational procedures.												
	2-25 Processes to remediate negative impacts	In the <a href="#">Code</a> and our 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; the HR, Legal, or Internal Audit departments; any member of local, segment, or function management, the corporate management team, or the business function team with appropriate expertise; or through Hubbell's Speak Up Today Service. For more information on Speak Up Today, see our disclosure for GRI 2-16.												
	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 sustainability-related issues are identified, tracked, and addressed by the company, its senior leaders, and the Board of Directors. In 2024, 100% of concerns raised were investigated with calls made in 12 countries and a total average of 30 days to close a case. The number of breaches against the Code in 2024 can be broken down by the following reporting areas:												
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	2-27 Compliance with laws and regulations	100% of compliance matters have been investigated. There were no instances of non-compliance for which fines or non-monetary sanctions were incurred in 2024. Furthermore, Hubbell did not pay fines or penalties related to the environment or ecological issues in 2024.												
	2-28 Membership associations	Hubbell is a member of several associations within our industry. We are proud to participate in a significant role in the following organizations: <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="#">Sustainable Supply Chain Alliance (formerly EUISSCA)</a></li> <li>• <a href="#">National Minority Supplier Development Council (NMSDC)</a></li> <li>• <a href="#">Additive Manufacturer Green Trade Association (AMGTA)</a></li> <li>• <a href="#">National Association of Electrical Distributors (NAED)</a></li> <li>• <a href="#">Women in Manufacturing® (WiM)</a></li> <li>• <a href="#">Paradigm for Parity</a></li> </ul>												

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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</li> </ul> </td> <td> <ul style="list-style-type: none"> <li>• Product development, innovation, safety, and quality</li> <li>• Responsible sourcing</li> <li>• On-site service and support</li> <li>• Sustainability</li> </ul> </td> </tr> <tr> <td><b>Employees</b></td> <td> <ul style="list-style-type: none"> <li>• Town hall meetings and employee events</li> <li>• Employee intranet</li> <li>• Employee Inclusion Groups</li> <li>• Training and development sessions</li> </ul> </td> <td> <ul style="list-style-type: none"> <li>• Career development and job satisfaction</li> <li>• Health and safety</li> <li>• Inclusion</li> <li>• Business progress and strategic planning</li> <li>• Sustainability</li> </ul> </td> </tr> <tr> <td><b>Investors</b></td> <td> <ul style="list-style-type: none"> <li>• Annual meeting</li> <li>• Quarterly and annual reports</li> <li>• Investor calls, meetings, and conferences</li> </ul> </td> <td> <ul style="list-style-type: none"> <li>• Financial performance</li> <li>• Capital allocation</li> <li>• Executive compensation</li> <li>• Business growth</li> <li>• Sustainability performance</li> </ul> </td> </tr> <tr> <td><b>Suppliers</b></td> <td> <ul style="list-style-type: none"> <li>• Third-Party Code of Business Conduct and Ethics screening and vendor onboarding process</li> <li>• Supplier relationship management meetings</li> </ul> </td> <td> <ul style="list-style-type: none"> <li>• Supplier development</li> <li>• Responsible sourcing</li> <li>• Quality expectations</li> </ul> </td> </tr> <tr> <td><b>Communities</b></td> <td> <ul style="list-style-type: none"> <li>• Charitable donations</li> <li>• Employee volunteering with local nonprofits</li> </ul> </td> <td> <ul style="list-style-type: none"> <li>• Food and housing insecurity</li> <li>• Social and racial justice</li> <li>• Disaster relief</li> <li>• Sustainability</li> </ul> </td> </tr> </tbody> </table>	STAKEHOLDERS	ENGAGEMENT MECHANISMS	TOPICS OF INTEREST	<b>Customers</b>	<ul style="list-style-type: none"> <li>• Customer learning and development centers</li> <li>• Sales meetings</li> <li>• New product development</li> </ul>	<ul style="list-style-type: none"> <li>• Product development, innovation, safety, and quality</li> <li>• Responsible sourcing</li> <li>• On-site service and support</li> <li>• Sustainability</li> </ul>	<b>Employees</b>	<ul style="list-style-type: none"> <li>• Town hall meetings and employee events</li> <li>• Employee intranet</li> <li>• Employee Inclusion Groups</li> <li>• Training and development sessions</li> </ul>	<ul style="list-style-type: none"> <li>• Career development and job satisfaction</li> <li>• Health and safety</li> <li>• Inclusion</li> <li>• Business progress and strategic planning</li> <li>• Sustainability</li> </ul>	<b>Investors</b>	<ul style="list-style-type: none"> <li>• Annual meeting</li> <li>• Quarterly and annual reports</li> <li>• Investor calls, meetings, and conferences</li> </ul>	<ul style="list-style-type: none"> <li>• Financial performance</li> <li>• Capital allocation</li> <li>• Executive compensation</li> <li>• Business growth</li> <li>• Sustainability performance</li> </ul>	<b>Suppliers</b>	<ul style="list-style-type: none"> <li>• Third-Party Code of Business Conduct and Ethics screening and vendor onboarding process</li> <li>• Supplier relationship management meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Supplier development</li> <li>• Responsible sourcing</li> <li>• Quality expectations</li> </ul>	<b>Communities</b>	<ul style="list-style-type: none"> <li>• Charitable donations</li> <li>• Employee volunteering with local nonprofits</li> </ul>	<ul style="list-style-type: none"> <li>• Food and housing insecurity</li> <li>• Social and racial justice</li> <li>• Disaster relief</li> <li>• Sustainability</li> </ul>
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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 2024, 19% of our global workforce was represented under a collectively bargained agreement. Hubbell maintains positive relationships with the unions and collective councils representing its employees.</p>																		

GRI STANDARD	DISCLOSURE	EXPLANATION
<b>MATERIAL TOPICS</b>		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	In 2022, we conducted a materiality assessment with a third party to identify significant sustainability issues for 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, industry peer disclosures, relevant market trends, criteria from our business strategy, and perspectives and feedback received from our investors, customers, suppliers, employees, and sustainability rating agencies. Our leadership team evaluated and validated the resulting topics. Prior to the 2022 assessment, Hubbell performed a materiality assessment in 2020.
	3-2 List of material topics	<ul style="list-style-type: none"> <li>• Business ethics, integrity, and transparency</li> <li>• Climate change</li> <li>• Community impact</li> <li>• Data privacy and cybersecurity</li> <li>• Employee experience</li> <li>• Employee health and safety</li> <li>• Energy and emissions</li> <li>• Human rights in the workplace and value chain</li> <li>• Inclusion, diversity, and equity</li> <li>• Product quality and safety</li> <li>• Products with Impact</li> <li>• Risk excellence</li> <li>• Supply chain responsibility</li> <li>• Water and waste</li> </ul>
<b>CLIMATE CHANGE</b>		
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 carbon footprint and continuously assessing climate-related risks and opportunities. For detailed information about our climate-related risks and opportunities, view our Task Force on Climate-related Financial Disclosures responses on <a href="#">page 106</a> . We also disclose our GHG emissions data and management of climate-related risks and opportunities in our annual CDP (formerly the Carbon Disclosure Project) Climate Change Disclosure. To view our most recent CDP disclosure, visit <a href="#">Hubbell's Sustainability Reporting Center</a> .
GRI 201 Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	
<b>ENERGY AND EMISSIONS</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Our most significant environmental impacts are associated with our energy consumption, water usage, and waste disposal. Hubbell's Environmental Management System (EMS) guides our enterprise-wide approach to managing the impacts of our operations and activities. Our EMS is based on industry leading frameworks such as the International Organization for Standardization (ISO®) 14001:2015 for Environmental Management Systems, and it outlines procedures, including training of personnel, goal-setting and performance-monitoring, regulatory compliance, and continuous improvement. In 2024, 1.7% of our global operations<sup>1</sup> were covered by site-level environmental management systems certified to ISO 14001:2015. Our sites utilize Hubbell's EMS and other informational documents, including our Sustainability and Infrastructure Management Handbook and Sustainable Operations Toolkit, for guidance on improving the efficiency and sustainability of our facilities.</p> <p>Hubbell's <a href="#">Sustainability Data Management and Reporting Policy</a> outlines our standardized approach to data management. Analysts on our sustainability team coordinate with Hubbell personnel worldwide to collect, review, and verify Hubbell's energy, GHG emissions, water, and recycling data. Data is collected from our manufacturing, warehouse, and office facilities monthly and aggregated at the enterprise level using a software solution.</p> <p>We have a GHG emissions goal to reduce our absolute Scope 1 and 2 emissions by 30% by 2030 compared to a 2022 baseline. This enterprise-wide goal guides our emission reduction efforts and provides a measurable target to track our progress. Our energy and emissions-related reduction activities include, for example, implementing lighting retrofits, replacing equipment with higher energy-efficiency models, and utilizing renewable energy sources.</p> <p><small>1. This metric was calculated based on Hubbell's total global manufacturing and warehouse facilities, as listed in our 2024 Annual Report and 2025 Proxy Statement available on <a href="#">Hubbell's website</a>.</small></p>

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		<p>1. Energy is reported in kilowatt-hours (kWh). GHG emissions are reported in metric tons of carbon dioxide equivalent (tCO<sub>2</sub>e). Please refer to <a href="#">page 110</a> for our Energy and GHG Emissions Basis of Reporting details.</p> <p>2. ERM Certification &amp; Verification Services Incorporated (ERM CVS) provided independent limited assurance of total Scope 1 and Scope 2 (location-based) GHG emissions for 2023-2024. Assurance information for 2023 can be found in the associated sustainability and assurance reports available in <a href="#">Hubbell's Sustainability Reporting Center</a>. Please refer to <a href="#">page 115</a> or visit <a href="#">Hubbell's 2025 Assurance Report</a> for 2024 assurance information.</p>																																																																													

GRI STANDARD	DISCLOSURE	EXPLANATION																					
<b>MATERIAL TOPICS</b>																							
<b>WATER AND WASTE</b>																							
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>For information on our approach to managing energy, GHG emissions, water, and waste, see GRI 3-3 for the material topic, “energy and emissions.” As part of our commitment to enhance our environmental performance, we set water and waste goals. These enterprise-wide goals include reducing water usage by 25% and reducing hazardous waste by 30% by 2030, compared to a 2022 baseline.</p> <p>Our efforts to reduce our water usage include promoting behavioral changes that drive water conservation, identifying water-efficiency opportunities to reduce water usage, and innovating opportunities to treat and reuse water throughout our facilities. As water availability and scarcity varies considerably from region to region, we continue to evaluate opportunities to minimize the amount of water we use on a local basis. We are also focused on reducing the amount of waste sent to landfills from our operations, with a specific focus on hazardous waste. Whenever feasible, we are dedicated to pursuing measures to reduce, recover, reuse, or recycle waste in our operations.</p>																					
GRI 303 Water and Effluents 2018	303-3 Water withdrawal	<table border="1"> <thead> <tr> <th>WATER WITHDRAWAL<sup>1</sup> (KGAL)</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Total Withdrawn Water</td> <td>159,901</td> <td>140,455</td> <td>124,353</td> <td>126,050</td> <td>135,486<sup>2</sup></td> <td>139,525<sup>2</sup></td> </tr> <tr> <td>Water Intensity per Million Dollars of Sales (kgal/\$M of Net Sales)</td> <td>41</td> <td>38</td> <td>30</td> <td>25</td> <td>25</td> <td>25</td> </tr> </tbody> </table> <p>1. Withdrawn water is reported in kilogallons (kgal). Please refer to <a href="#">page 112</a> for our Water Withdrawal Basis of Reporting details.</p> <p>2. ERM CVS provided independent limited assurance of total withdrawn water for 2023-2024. Assurance information for 2023 can be found in the associated sustainability and assurance reports available in <a href="#">Hubbell's Sustainability Reporting Center</a>. Please refer to <a href="#">page 115</a> or visit <a href="#">Hubbell's 2025 Assurance Report</a> for 2024 assurance information.</p>	WATER WITHDRAWAL <sup>1</sup> (KGAL)	2019	2020	2021	2022	2023	2024	Total Withdrawn Water	159,901	140,455	124,353	126,050	135,486 <sup>2</sup>	139,525 <sup>2</sup>	Water Intensity per Million Dollars of Sales (kgal/\$M of Net Sales)	41	38	30	25	25	25
WATER WITHDRAWAL <sup>1</sup> (KGAL)	2019	2020	2021	2022	2023	2024																	
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GRI STANDARD	DISCLOSURE	EXPLANATION						
<b>MATERIAL TOPICS</b>								
GRI 306 Waste 2020	306-4 Waste diverted from disposal	<b>WASTE DIRECTED TO DISPOSAL<sup>1</sup> (US TON)</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
	306-5 Waste directed to disposal	Waste - General (Municipal)	14,049	13,051	10,589	19,495	15,115	12,805
		Waste - Hazardous	1,953	1,589	2,007	1,813	2,844	3,789
		Waste - Industrial	8,394	10,195	10,623	4,341	9,610	8,492
		Waste - Universal	1,870	1,955	2,044	2,017	1,702	1,848
		Waste - Wood	170	228	292	420	409	553
		<b>Total Waste Directed to Disposal</b>	<b>26,436</b>	<b>27,018</b>	<b>25,555</b>	<b>28,086</b>	<b>29,680</b>	<b>27,488</b>
		<b>Waste Intensity per Million Dollars of Sales (US ton/\$M of Net Sales)</b>	<b>7</b>	<b>7</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>5</b>
		<b>WASTE DIVERTED FROM DISPOSAL - RECYCLING<sup>1</sup> (US TON)</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
		Recycled Waste - Aluminum	2,895	2,722	1,880	11,262	3,219	3,572
		Recycled Waste - Brass	1,567	1,431	1,247	1,333	1,213	1,234
		Recycled Waste - Bronze	0	0	178	159	281	26
		Recycled Waste - Copper	1,971	1,748	885	970	1,024	1,160
		Recycled Waste - Iron	300	419	292	909	604	844
		Recycled Waste - Lead	18	4	13	5	7	5
		Recycled Waste - Stainless Steel	384	321	498	468	409	380
		Recycled Waste - Steel	179,956	204,386	338,808	296,453	353,214	432,774
		Recycled Waste - Tin	227	76	24	215	701	863
		Recycled Waste - Zinc	0	0	0	113	174	155
		<b>Total Recycled Metals</b>	<b>187,317</b>	<b>211,107</b>	<b>343,824</b>	<b>311,886</b>	<b>360,848</b>	<b>441,014</b>
		Recycled Waste - Cardboard	1,664	1,679	1,676	1,413	4,096	1,404
		Recycled Waste - Commingled (Municipal) Waste	545	428	371	318	502	479
		Recycled Waste - Compost	285	401	451	5,343	10,600	10,509
		Recycled Waste - E-waste	22	12	9	11	45	36
		Recycled Waste - Energy Recovery	1	63	30	42	63	65
		Recycled Waste - Glass	1	1	1	1	1	1
		Recycled Waste - Hazardous Waste	40	87	61	200	303	322
		Recycled Waste - Industrial Waste	1,095	1,350	860	2,760	2,796	2,737
		Recycled Waste - Paper	31	34	103	282	156	123
		Recycled Waste - Plastic	217	276	449	235	274	360
		Recycled Waste - Universal Waste	2	4	3	4	5	4
		Recycled Waste - Wood	2,173	2,309	3,168	2,724	2,783	3,148
		<b>Total Recycled Metals &amp; Waste</b>	<b>193,394</b>	<b>217,750</b>	<b>351,006</b>	<b>325,218</b>	<b>382,471</b>	<b>460,204</b>
		<b>Waste Diversion Rate</b>	<b>88%</b>	<b>89%</b>	<b>93%</b>	<b>92%</b>	<b>93%</b>	<b>94%</b>

1. Please refer to [page 113](#) for our Waste and Recycling Basis of Reporting details.

GRI STANDARD	DISCLOSURE	EXPLANATION
<b>MATERIAL TOPICS</b>		
<b>PRODUCTS WITH IMPACT</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We are committed to developing best-in-class products that meet our customers' business and sustainability objectives. Hubbell's New Product Development (NPD) efforts are centered on developing solutions for critical infrastructure problems. Through the NPD process, Hubbell product teams develop products that reinforce our core strengths while expanding our offerings for strategic growth opportunities. We invest in research and development within key vertical markets aligned around clean-energy megatrends such as grid infrastructure, grid automation, US industrial infrastructure, data centers, electric vehicles (EV) and renewables. The entire innovation cycle is executed via an innovation-management software, which has environmental considerations integrated directly into the stage-gate process.</p>
No applicable GRI Topic Standard	Custom disclosure: Total revenue associated with <i>Products with Impact</i>	<p>Hubbell's <i>Products with Impact</i> support the transition to an energy-efficient and low-carbon economy through four impact categories:</p> <ul style="list-style-type: none"> <li>• <b>Grid modernization and hardening:</b> Equipping grid infrastructure with critical components to make it smarter and stronger.</li> <li>• <b>Resource efficiency:</b> Innovating advanced solutions to operate the grid and critical infrastructure with greater efficiency.</li> <li>• <b>Renewable energy:</b> Facilitating the generation, transmission, and distribution of clean energy to end consumers.</li> <li>• <b>Electrification:</b> Enabling the grid to handle increased energy demands tied to the electrification of buildings, homes, and vehicles.</li> </ul> <p>To define our four <i>Products with Impact</i> categories, we leveraged inputs from the European Union (EU) Taxonomy for Sustainable Economic Activities, the Sustainability Accounting Standards Board, and CDP definitions for products related to renewable energy, energy efficiency, and a low-carbon economy. Our <i>Products with Impact</i> categories reflect the opportunity areas where we deliver the largest positive impact for our customers and value chain.</p> <p>Our <i>Products with Impact</i> represented approximately 66% of our total sales in 2024. This calculation includes all sales from electrical utility transmission and distribution components and utility communications and controls, as well as products sold directly into solar and wind applications. It also includes products that support grid modernization and communications applications such as 5G/fiber/broadband access and data centers. This calculation excludes sales from products sold into oil and gas markets, which enhances the safety of those applications. It also excludes sales from our broader portfolio of electrical products sold into various industrial, non-residential, and residential applications.</p> <p>Moreover, while our decarbonization-related products are salient to our business and our industry, we believe that our solutions also generate positive social and environmental impacts beyond our <i>Products with Impact</i> categories. These benefits include enhancing safety, resource efficiency, hardening of infrastructure, explosion prevention, and rural broadband access. For example, Hubbell Gas Utility Solutions offers connectors and valves that both promote resource efficiency and prevent gas leaks and spills.</p>

GRI STANDARD	DISCLOSURE	EXPLANATION
<b>MATERIAL TOPICS</b>		
<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, talent team, and legal team, we are committed to fostering an environment where our people feel they belong. Hubbell’s four Inclusion Pillars guide our activities to cultivate a mission-driven, engaged workforce.</p> <ul style="list-style-type: none"> <li>• <b>Business Results:</b> Collaborative cross-functional teams aligned to drive business results.</li> <li>• <b>Inclusive Culture:</b> Expand leader capability in creating environments that foster belonging.</li> <li>• <b>Inclusive Teams:</b> Build high performing teams to advance Hubbell’s strategic objectives.</li> <li>• <b>Employee Experience:</b> Drive a high level of engagement across the enterprise.</li> </ul> <p>Hubbell’s Employee Inclusion Groups provide opportunities for employees to connect with one another through purpose-driven events and activities that foster inclusivity, drive professional development, and support the community. In addition, we make training resources available to employees at every level of the organization that focus on fostering a sense of belonging and support collaboration. For example, we offer cultural education resources via our learning-management system “Hubbell University” which includes books, audiobooks, and e-learning courses on topics cross-cultural management, bridging differences in cross-cultural communication, and understanding cultural divides. Moreover, Hubbell is a member of industry organizations including WiM and the NAED to provide professional development opportunities, including conferences, events, and training, to help them engage with like-minded individuals.</p> <p>We are firmly committed to providing equal opportunity to all persons without regard to race, color, sex, sexual orientation, gender identification or expression, religion, creed, national origin or ancestry, age, citizenship, protected veteran status, marital status, disability, pregnancy, childbirth, or any other personal characteristic protected under applicable federal, state, or local law, as outlined by our <a href="#">Equal Employment Opportunity Policy</a>. This policy applies to all 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. We are also committed to ensuring fair labor conditions and compensation across the organization. We engage in the following practices enterprise-wide to safeguard the rights of our employees:</p> <ul style="list-style-type: none"> <li>• Maintain pay and timekeeping practices to ensure employees are paid for overtime work.</li> <li>• Comply with overtime requirements in the jurisdictions within which we operate.</li> <li>• Engage on working conditions and benefits with worker representatives from unions in locations where employees are represented under collective bargaining agreements.</li> <li>• Engage with employee representatives across the organization on workplace safety conditions through training, procedural activities, and regular communications led by our Safety Committees. Please see <a href="#">page 54</a> to learn more about Hubbell’s Safety Committees.</li> <li>• Review pay at all levels to ensure individuals with similar roles and responsibilities receive comparable wages, with bonuses determined on eligibility and the merits of performance.</li> <li>• Strive to maintain market-competitive and equitable compensation and employee benefits across our operations that meet or exceed legal requirements in the jurisdictions in which we operate. Please see <a href="#">pages 46-47</a> to learn more about our employee wellness and benefits program.</li> </ul>

GRI STANDARD	DISCLOSURE	EXPLANATION
<b>MATERIAL TOPICS</b>		
GRI 406 Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	All allegations are promptly investigated and handled appropriately. Status of incidents and actions taken are not reported as this information is considered confidential. Moreover, 100% of Hubbell's employees receive training in preventing harassment and discrimination in the workplace.
<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' well-being. Environmental health and safety (EHS) leaders manage Hubbell's EHS program in close collaboration with site leadership who work to implement and maintain site-specific procedures. Together, our EHS leaders and site leaders form Safety Committees responsible for driving a safety-focused culture across the enterprise. Their responsibilities include managing health and safety protocols, evaluating compliance with routine policies and procedures, examining safety performance, and remediating any safety observations and incidents.</p> <p>Our global <a href="#">EHS Policy</a> and internal EHS Instruction Manual outline protocols that apply to all operations globally. This documentation is complemented by site-specific health and safety management systems that establish principles for maintaining a safe work environment. Every site establishes safety-improvement plans with internal quantified targets to continually improve safety importance. To track progress, they leverage an EHS assessment tool to measure, monitor, and improve key safety performance indicators across the enterprise. Throughout the year our EHS Council, overseen by Hubbell's Vice President of Environmental Health and Safety, conducts in-person audits to assess performance, manage risks, and ensure compliance. 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	<p>Our sites maintain health and safety management systems reinforced by routine safety and compliance audits from our EHS Council. In 2024, 3.3% of our global operations<sup>1</sup> were covered by health and safety systems certified to ISO 45001:2018 for Occupational Health and Safety Management Systems. 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.</p> <p>1. This metric was calculated based on Hubbell's total global manufacturing and warehouse facilities, as listed in our 2024 Annual Report and 2025 Proxy Statement available on <a href="#">Hubbell's website</a>.</p>
	403-2 Hazard identification, risk assessment, and incident investigation	<p>Our EHS Instruction Manual, which all sites utilize as part of their safety management systems, establishes our expectations for safety and environmental procedures and EHS elements, including, but not limited to, the following components:</p> <ul style="list-style-type: none"> <li>• Performing job-hazard analysis before commencing a job or activity.</li> <li>• Instituting EHS roles and responsibilities, organizing awareness and job-specific training, and creating audit procedures.</li> <li>• Conducting regular site- and occupational-risk assessments to evaluate the potential risk of exposure to respiratory, hearing, and chemical hazards.</li> <li>• Implementing engineering and administrative controls to identify and mitigate potential hazards and establish emergency response, including lockout/tagout procedures to ensure equipment is shut down and inoperable until maintenance or repair work is completed.</li> <li>• Conducting emergency mock drills, health and safety training, safety walks, and potential hazard identification exercises.</li> <li>• Investigating, closing, and resolving incidents and safety observations through appropriate actions.</li> <li>• Executing a job rotation schedule to prevent the incidence of ergonomic-related injuries.</li> <li>• Developing and documenting new safety ideas with our site-level Safety Committees.</li> <li>• Leveraging EHS software to proactively manage EHS issues and trends in real time.</li> <li>• Focused and enhanced EHS training through Hubbell University for all employees.</li> </ul>

GRI STANDARD	DISCLOSURE	EXPLANATION																	
<b>MATERIAL TOPICS</b>																			
GRI 403 Occupational Health and Safety 2018	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. This training occurs prior to starting a new role or activity and regularly thereafter. In 2024, all Hubbell employees, excluding contractors, received an average of 5.08 hours of health and safety training through Hubbell University. This metric excludes EHS training conducted in person.																	
	403-9 Work-related injuries 403-10 Work-related ill health	<table border="1"> <thead> <tr> <th colspan="6">REPORTING PERIOD: JANUARY 1, 2024 - DECEMBER 31, 2024</th> </tr> <tr> <th>Occupational Safety and Health Administration (OSHA) Injury/Illness Recordables</th> <th>Total Recordable Incident Rate (TRIR)</th> <th>Lost Time Incident Rate (LTIR)</th> <th>Lost Time Injury Frequency Rate (LTIFR)</th> <th>Employee Hours Worked (Approximate)</th> <th>Days Away, Restricted, or Transferred Rate (DART)</th> </tr> </thead> <tbody> <tr> <td>198</td> <td>1.02</td> <td>0.38</td> <td>1.88</td> <td>38,775,278</td> <td>0.66</td> </tr> </tbody> </table>	REPORTING PERIOD: JANUARY 1, 2024 - DECEMBER 31, 2024						Occupational Safety and Health Administration (OSHA) Injury/Illness Recordables	Total Recordable Incident Rate (TRIR)	Lost Time Incident Rate (LTIR)	Lost Time Injury Frequency Rate (LTIFR)	Employee Hours Worked (Approximate)	Days Away, Restricted, or Transferred Rate (DART)	198	1.02	0.38	1.88	38,775,278
REPORTING PERIOD: JANUARY 1, 2024 - DECEMBER 31, 2024																			
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GRI STANDARD	DISCLOSURE	EXPLANATION
<b>MATERIAL TOPICS</b>		
<b>EMPLOYEE EXPERIENCE</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Our efforts to attract, engage, retain, and advance our talent are led by a comprehensive team of senior HR leaders. We focus on delivering a rewarding employee experience that supports our teammates on and off the job. We partner with universities and national organizations to recruit candidates to expand our ability to recruit top talent. For example, we partner with Military.com to attract and retain talented veterans looking to leverage their leadership experience in the private sector. Throughout the year, we provide engaging channels for employees to connect with one another and business leaders, such as our company intranet and quarterly virtual town hall meetings. On an annual basis, we also deliver our Elevate Employee Experience Survey to invite our population of global, salaried employees to provide feedback for enhancing their employee experience. In 2024, we exceeded our target to maintain or exceed our participation rate from 2023, with a participation rate of 88%. A crucial part of Hubbell's employee experience is our commitment to developing our people. Across the enterprise, we encourage our employees and leaders to grow professionally through self-directed learning, face-to-face classes, and leadership programs. Our primary employee development mechanism is "Hubbell University," our company-wide learning-management system that offers a variety of educational resources and curricula. We also offer seven leadership development programs to advance our employees and help them grow into leaders. Business benefits include increased retention and readiness to take on additional responsibilities in current or future roles. These programs include:</p> <ul style="list-style-type: none"> <li>• <b>Supervisor Essentials:</b> This multi-month learning program is comprised of face-to-face and virtual instructor-led learning, e-learning, toolkits, coaching, mentoring, and manager conversations to empower professionals to be strong and effective supervisors.</li> <li>• <b>Improving Business Acumen:</b> This multi-day learning program involves a fast-paced, intensive business simulation to help individuals gain firsthand experience in developing business strategies, engaging with customers, evaluating the competitive landscape, and making critical business decisions.</li> <li>• <b>Leadership Forum:</b> This multi-month intensive development program supports professional growth through coaching, training, and project-based work for executive employees.</li> <li>• <b>Aspiring Leaders Program:</b> This self-directed nine-month program allows participants, who do not currently lead people in a supervisory capacity, to explore and gain the leadership skills required to step into people-leader roles at Hubbell.</li> <li>• <b>Hubbell Leadership Development Program:</b> This intensive one-year program is designed for building a thorough grounding in inclusive-leadership knowledge and skills.</li> <li>• <b>First Time Managers:</b> This program assists all first-time managers as they transition into management roles. It includes instructor-led training, benchmarks, and conversation circles to help participants develop important leadership skills.</li> <li>• <b>People Leader Pathways:</b> This training is an opt-in program for experienced leaders. Participants complete curated, instructor-led and e-Learning content through Hubbell University to enhance their leadership skills.</li> </ul> <p>To support the health and well-being of our employees and their families, we provide comprehensive health, mental, and financial benefits through our "myLife" program. We also partner with third-party employee benefits organizations to further our employees' access to mental, physical, and social support. Moreover, we believe that employees should be motivated to help the company succeed and that they should share in that success. We provide market competitive compensation programs which are a mix between base pay and variable financial awards where appropriate. We also recognize and reward great contributors through Hubbell's global "Win As One" program, which provides a platform for employees around the globe to celebrate the achievements and milestones of their colleagues. This program was established with the aim of reinforcing and expanding a performance-driven culture that celebrates success.</p>

GRI STANDARD	DISCLOSURE	EXPLANATION
<b>MATERIAL TOPICS</b>		
GRI 401 Employment 2016	401-1 New employee hires and employee turnover  401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>New hires (headcount / FTE): 4,869 Total employee turnover (as a ratio)<sup>2</sup>: 28% Voluntary employee turnover (as a ratio)<sup>2</sup>: 19%</p> <p>1. Our global total new hires metric for the year 2024 excludes contingent workers from temporary agencies and contractors. 2. Our 2024 global turnover ratios exclude contingent workers and contractors.</p> <p>Hubbell's myLife program supports our global employees on their journey to health, wealth, and peace of mind. myLife benefits<sup>1</sup>, which are available to full-time employees and part-time employees working at least 20 hours per week, include, but are not limited to:</p> <ul style="list-style-type: none"> <li>• <b>Health Benefits Offered:</b> Comprehensive level of resources, services, and plans for all healthcare needs, including medical, dental, and vision coverage; Health Savings Accounts and Flexible Spending Accounts; and programs for diabetes, anxiety, sleep, fertility planning, and medical condition management. Hubbell employees also are eligible for family planning services at all stages of life. Through our partnerships with leading providers, we also offer a network of resources for family planning including fertility and family building, newborn and childcare, lactation support and delivery, college planning, and eldercare to all benefits-eligible employees.</li> <li>• <b>Wealth Benefits Offered:</b> Competitive 401(k) retirement plans, educational reimbursement, and tools and resources to help our employees build financial security.</li> <li>• <b>Peace of Mind Benefits Offered:</b> Paid holidays, paid vacation days, paid volunteer time off, part-time and flexible work arrangements, and several other benefits to support the mental well-being of our employees. Our insurance, disability, and accident-coverage benefits also bring peace of mind to our employees during challenging or unexpected events.</li> </ul> <p>At Hubbell, we prioritize helping our employees achieve work-life balance through our time-off and work-arrangement policies. Across our facilities, we have a hybrid approach with three core days in the office and two remote days for roles that can be conducted away from the office. Our Hybrid and Remote Work Arrangements Policy<sup>1</sup> and Flexible Work Arrangements Policy<sup>2</sup> provide flexibility in work options that meet the varying needs of our employees while maintaining a high level of service for our company, team, and customers. In addition, we offer parental leave benefits for eligible employees to support our workforce regardless of life stage. Under our <a href="#">Paid Parental Leave Policy</a><sup>3</sup>, a pregnant parent who delivers a child may take up to 8 weeks of Paid Pregnancy Leave. All parents (including a parent who delivers a child) may take up to 4 weeks of Paid Parental Bonding Leave after the birth, adoption, or foster placement of a child. In other words, a parent who delivers a child (i.e., a pregnant parent) is eligible to take up to 12 weeks of paid leave, comprised of 8 weeks of Paid Pregnancy Leave and 4 weeks of Paid Parental Bonding Leave.</p> <p>1. Hubbell's market-competitive benefit offerings vary by jurisdiction. 2. The Hybrid and Remote Work Arrangements Policy and Flexible Work Arrangements Policy apply to all salaried employees in the US. 3. The Paid Parental Leave Policy applies to benefits-eligible employees in the US.</p>

GRI STANDARD	DISCLOSURE	EXPLANATION
<b>MATERIAL TOPICS</b>		
GRI 404 Training and Education 2016	404-1 Average hours of training per year per employee	199,026 learning hours were completed by employees globally in 2024 through Hubbell University and external training providers, which translates to an average of approximately 9.97 hours per employee.
	404-2 Programs for upgrading employee skills and transition assistance programs	At Hubbell, we invest in workforce development to help our employees grow to their full potential. We provide e-learning courses, self-paced toolkits, and face-to-face classes to help develop our employees' skillsets and leadership capabilities. Hubbell's online learning-management system "Hubbell University," provides a centralized platform where employees can take courses at their own pace to build the knowledge and skills they require for current and future roles. All full- and part-time employees can access a library of on-demand courses covering a wide range of topics. For example, employees can access resources, including books, audiobooks, and e-learning courses, on digital literacy to equip them with necessary skills to navigate and use digital technologies in their day-to-day roles. Employees returning from a career gap have access to the full complement of trainings that are available to all employees to help them develop in their new position as well as prepare for future career growth.
	404-3 Percentage of employees receiving regular performance and career development reviews	99.5% of our global salaried regular employee population received a performance review in 2024, excluding any employees who were on a leave of absence. Employees set personal objectives for the year in January with their managers, create individual development plans in March, and participate in regular update meetings throughout the year through continuous feedback and agile conversations. When setting personal objectives, employees incorporate several components. Objectives are to be tied to personal growth and behavior, team goals, and Hubbell's corporate targets and annual business strategy. The multidimensional performance appraisal process evaluates employees on those factors and includes business ethics and integrity as part of the behavioral component, taking into account the completion of all training on <a href="#">the Code</a> .
No applicable GRI Topic Standard	Custom disclosure: Total percentage of open positions filled by internal candidates	Internal hire rate: 15% 1. Our 2024 internal hire rate excludes contingent workers and contractors.
<b>COMMUNITY IMPACT</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	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 partnered with mission-aligned non-profit organizations in the US for over 60 years. The Hubbell Foundation supports a variety of organizations through its corporate-giving and donation-matching programs, collaboration with national partners, and donations to university partners. Every year, The Hubbell Foundation donates \$100,000 to each of our national partners, including Habitat for Humanity, One Tree Planted, the National Urban League, and Feeding America. To support employee volunteerism, <a href="#">Hubbell's 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 employee donations and volunteering hours and provides donation matches to amplify the impact of employee engagement.
GRI 413 Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development program	

GRI STANDARD	DISCLOSURE	EXPLANATION
<b>MATERIAL TOPICS</b>		
<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. At the enterprise level, Hubbell's Quality Policy outlines standardized quality-management procedures, aligning the business around common protocols and practices that enhance product quality. Each business unit is also responsible for maintaining product quality-management systems in their segment-specific and business unit-specific quality manuals, tailored to their unique business environments and products requirements.</p> <p>Our HES and HUS Quality Councils, comprising Quality Leaders from each manufacturing site and strategic business unit, share best practices for product quality management to facilitate continuous improvement. Hubbell's product-quality procedures have been developed to ensure we deliver high-quality, reliable solutions that meet our customers' expectations. Our quality-management practices vary depending on the product lines of our business units and the unique needs of their customers. Across our business segments, Hubbell's sites implement some or all of the following processes to safeguard product quality and minimize the risk of defects or recalls before products are shipped to customers:</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 9001:2015.</li> <li>• Conduct phased quality testing of products in the lab followed by testing in controlled field environments.</li> <li>• Continuously improve the effectiveness of our quality management systems, our processes, and products to enhance their value.</li> <li>• Perform incident investigation and corrective action when appropriate.</li> </ul> <p>Hubbell is committed to addressing defective products should they occur. We provide numerous channels for our customers to submit complaints about defective products to our customer service and sales teams, including email, phone, or our sales platform. All complaints are escalated to our quality team who diligently investigates the reported issue and advises the customer service or technology service team on the appropriate next steps for notifying the customer of our remediation actions. In addition to delivering quality products, helping our customers keep their people and end users safe is a priority for our business.</p> <p>Safety is a core value that is emphasized throughout the organization, with several teams partnering across the entire product lifecycle taking responsibility for product safety. Our product-management teams set the standards, defining customer and industry expectations for our products. During the product-design phase, our engineering teams utilize decades of experience and best practices (such as Failure Mode and Effects Analysis) to evaluate and maximize safety performance within a product's design and exceed the requirements with appropriate safety margins. They also perform analyses to select materials and processes that minimize or eliminate harmful chemicals, ensuring adherence with regulatory requirements such as the Restriction of Hazardous Substances (RoHS) Directive and the Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) Regulation. Independent from our product engineering teams, we also have internal testing labs, certified to nationally recognized testing laboratories and bodies, that perform product-safety testing and risk assessments to ensure our products comply with applicable safety standards. As an additional safeguard, products that bear a certification mark are subject to external audits from testing bodies including CSA Group (formerly the Canadian Standards Association), UL Solutions, and Intertek. At the point of production, our manufacturing teams build our solutions according to product specifications with complete quality plans that include inspection, testing, and sampling that ensures the highest level of quality and required performance and safety.</p>
GRI 416 Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents of non-compliance concerning health and safety impacts of products and services were recorded in 2024.

GRI STANDARD	DISCLOSURE	EXPLANATION
<b>MATERIAL TOPICS</b>		
<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 sustainability-related risks throughout our supply chain. Our hybrid governance model ensures efficiency and results. A centralized supply-chain team maintains and oversees enterprise-wide sourcing requirements and procedures, and regionally deployed procurement professionals execute our supply-chain strategy, while upholding those requirements. Our legal organization collaborates with our sourcing teams to ensure compliance with local laws and manage potential risks. Our <a href="#">Third-Party Code of Business Conduct and Ethics</a> (Third-Party Code) is the foundation of our responsible sourcing practices. As an extension to the Code, our Third-Party Code mandates that our suppliers, vendors, sales agents, distributors, or other third parties comply with the law and conduct business ethically. 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 United Nations (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 standards for our suppliers regarding human rights-related issues and ethical conduct. To manage sustainability risks across the supply chain, we follow a rigorous due diligence approach that includes establishing strong policies, screening and auditing suppliers, identifying and measuring risks, developing risk management strategies, and engaging with suppliers to drive accountability and results.</p>
GRI 414 Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	We screen all new and current suppliers for social criteria. In 2024, 18.6% of our new direct material suppliers were international, and 100% of those suppliers underwent additional screening.
<b>HUMAN RIGHTS IN THE WORKPLACE AND VALUE CHAIN</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Safeguarding human rights throughout our company, operations, supply chain, and communities is a business imperative for our company. We are committed to complying with applicable labor laws and maintaining commercial operations and a supply chain free of human rights violations. Our <a href="#">Global Human Rights Policy</a> formalizes this commitment, prohibiting any form of involuntary labor, child labor, bonded labor, and human trafficking in all our operations and business dealings. All Hubbell employees, including full-time and part-time personnel, are trained in human rights topics through our annual <a href="#">Code of Business Conduct and Ethics</a> training. We conduct rigorous due diligence procedures, covering topics such as forced labor, child labor, freedom of association, right to collective bargaining, equal remuneration, human trafficking, and discrimination, to ensure compliance throughout our company and supply chain. As part of our Enterprise Risk Management (ERM) program, we review human rights-related risk on an annual basis for the potential impact to our strategic objectives and stakeholders. Any new business relations, such as acquisitions, undergo due diligence before closing the agreement, as well as a compliance assessment against all policies and procedures after closing to maintain compliance. All partners that engage with us in business activities are required to sign our <a href="#">Third-Party Code</a>, which outlines human-rights guidelines, as well as adhere to our <a href="#">Global Human Rights Policy</a>, <a href="#">Conflict Minerals Policy</a>, <a href="#">California Transparency Act Disclosure</a>, vendor onboarding procedures, and contract- and purchase-order terms. We view the activities of our third-party partners as an extension of our business and follow rigorous procedures to maintain compliance and foster a culture of transparency and integrity throughout our value chain. Our ethical risk-assessment and monitoring processes are designed to be dynamic and responsive, ensuring that we remain vigilant against human-rights risks in third-party business interactions.</p>

GRI STANDARD	DISCLOSURE	EXPLANATION
<b>MATERIAL TOPICS</b>		
GRI 408 Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	<p>Suppliers, business partners, and other stakeholders across our value chain are expected to comply with our <a href="#">Global Human Rights Policy</a>, <a href="#">Conflict Minerals Policy</a>, and <a href="#">California Transparency Act Disclosure</a>. In 2024, 0% of Hubbell's operations were at significant risk for incidents of child labor or forced compulsory labor.</p> <p>To manage potential sustainability-related risks within our supply chain, we maintain a process that preemptively screens potential counterparties, including suppliers, vendors, customers, distributors, agents, consultants, and other business partners, prior to any transaction. This due diligence process screens for corporate-social-responsibility concerns, including criminal activity, sanctions, embargoes, watch lists, and 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 both onsite and virtually to assess potential quality, security, human rights, and environmental issues or compliance risks. Furthermore, we are members of the US Customs-Trade Partnership Against Terrorism initiative, which seeks to protect supply chains from the concealment of terrorist weapons or threats.</p>
GRI 409 Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>Suppliers, business partners, and other stakeholders across our value chain are expected to comply with our <a href="#">Global Human Rights Policy</a>, <a href="#">Conflict Minerals Policy</a>, and <a href="#">California Transparency Act Disclosure</a>. In 2024, 0% of Hubbell's operations were at significant risk for incidents of child labor or forced compulsory labor.</p> <p>To manage potential sustainability-related risks within our supply chain, we maintain a process that preemptively screens potential counterparties, including suppliers, vendors, customers, distributors, agents, consultants, and other business partners, prior to any transaction. This due diligence process screens for corporate-social-responsibility concerns, including criminal activity, sanctions, embargoes, watch lists, and 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 both onsite and virtually to assess potential quality, security, human rights, and environmental issues or compliance risks. Furthermore, we are members of the US Customs-Trade Partnership Against Terrorism initiative, which seeks to protect supply chains from the concealment of terrorist weapons or threats.</p>
<b>RISK EXCELLENCE</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We are committed to establishing sound governance structures, delegating sustainability oversight, and implementing robust risk-management processes that operationalize risk excellence and maintain business resilience. Our governance frameworks and business policies are designed to promote the effective oversight of our business and strategy. Our Board of Directors provides the highest level of oversight for Hubbell's strategy, performance, and enterprise risks. Meeting regularly throughout the year, the Board oversees the implementation of Hubbell's strategic plans and serves the interests of our company and stakeholders.</p> <p>Sustainability oversight starts with our Board of Directors, driving accountability from the top. Hubbell's Board of Directors provides overall risk oversight for our company, including key business, functional, and sustainability risks. Meanwhile, our NCGC is delegated with specific oversight of the administration of Hubbell's sustainability program, which includes overseeing our sustainability strategy, risks, performance, and goals, and supporting the integration and management of climate-related issues into our strategy and outlook. At the executive level, Hubbell's Sustainability Committee orchestrates and executes our sustainability strategy, goals, initiatives, and reporting, while ensuring alignment with our business objectives.</p> <p>Throughout the year, we proactively engage in risk-management processes that reinforce risk excellence. Our senior leaders periodically report to the Board on the company's strategic planning activities, relevant risks, mitigation measures, and their effectiveness. As part of risk management, our ERM program assesses risks and opportunities that may have a material impact on our company by identifying, prioritizing, and mitigating risk exposures. This program drives our processes for examining all relevant business risks, including climate-related physical and transition risks associated with the shift to a low-carbon economy. For a detailed description of our governance and risk management practices, see our GRI 2: General Disclosures 2021 disclosures above.</p>
GRI 201 Economic Performance 2016	201-1 Direct economic value generated and distributed	<p>We believe sound governance practices and risk excellence generate value. In 2024, Hubbell's net sales were \$5.6 billion and free cash flow generation was \$810.8 million. See Hubbell's Annual Report on Form 10-K for the year ended December 31, 2024, filed with the US SEC for further details.</p>

GRI STANDARD	DISCLOSURE	EXPLANATION
<b>MATERIAL TOPICS</b>		
<b>BUSINESS ETHICS, INTEGRITY, AND TRANSPARENCY</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. <a href="#">Our 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 for a wide range of topics, including conflicts of interest, human rights, anti-corruption, bribery, discrimination, harassment, insider trading, and compliance with applicable laws. The Code applies to our entire value chain spanning our Directors, employees, and third parties. The Code 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.</p> <p>Our Compliance Program is led by a dedicated team of compliance professionals located across the enterprise. This team includes our Internal Audit group, which performs over 40 compliance-related audits per year. The program addresses risks through ethical risk assessments, compliance reviews, and mitigation activities. Significant ethical matters are reported to our Compliance Program, and our Board's Audit Committee receives regular updates on compliance-related matters, including audit results, benchmarking trends, ERM assessment results, and Code of Conduct awareness initiatives.</p> <p>We recognize that being open about our company's goals, tactics, performance, and operations is integral to earning the trust of our internal and external stakeholders. We provide credible and decision-useful information on a regular basis through stakeholder engagement and public disclosures, including our 2024 Annual Report, 2025 Proxy Statement, and other resources on our <a href="#">Sustainability Website</a>.</p>
GRI 205 Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	We conduct business only with third parties who share our commitment to the values and principles in <a href="#">the Code</a> , as well as the standards included in our <a href="#">Third-Party Code</a> . Our compliance-vetting program 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 their country of operations, interactions with government agencies, and the nature of their compensation or business with Hubbell. Screening standards are set for each third party based on their level of risk. 100% of Hubbell's operations are assessed for risks related to corruption.
	205-2 Communication and training about anti-corruption policies and procedures	Each month, compliance-themed courses and resources based on tenets of <a href="#">the Code</a> are rolled out to all employees. Monthly topics covered in this training program include data privacy and security, human rights, record keeping, insider trading, raising concerns, and bribery and corruption, and the substance and methods of compliance training are refreshed regularly.
	205-3 Confirmed incidents of corruption and actions taken	100% of compliance matters have been investigated.
GRI 206 Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practice	Hubbell has not experienced any legal actions for anti-competitive behavior, anti-trust, and monopoly practice in 2024. Please refer to Hubbell's filings with the US SEC on Hubbell's <a href="#">website</a> .

GRI STANDARD	DISCLOSURE	EXPLANATION										
<b>MATERIAL TOPICS</b>												
GRI 415 Public Policy 2016	415-1 Political contributions	<p>Hubbell did not make any financial or in-kind political contributions between 2021-2024. Please see the table below for a breakdown of our contributions in 2024.</p> <table border="1"> <thead> <tr> <th>POLITICAL ENTITY</th> <th>FINANCIAL CONTRIBUTION IN 2024</th> </tr> </thead> <tbody> <tr> <td>Political Lobbying, Political Interest Representation, or Similar</td> <td>\$0</td> </tr> <tr> <td>Local, Regional, or National Political Campaigns, Organizations, or Candidates</td> <td>\$0</td> </tr> <tr> <td>Trade Associations or Tax-exempt Groups</td> <td>\$0</td> </tr> <tr> <td>Other Political Interests</td> <td>\$0</td> </tr> </tbody> </table>	POLITICAL ENTITY	FINANCIAL CONTRIBUTION IN 2024	Political Lobbying, Political Interest Representation, or Similar	\$0	Local, Regional, or National Political Campaigns, Organizations, or Candidates	\$0	Trade Associations or Tax-exempt Groups	\$0	Other Political Interests	\$0
POLITICAL ENTITY	FINANCIAL CONTRIBUTION IN 2024											
Political Lobbying, Political Interest Representation, or Similar	\$0											
Local, Regional, or National Political Campaigns, Organizations, or Candidates	\$0											
Trade Associations or Tax-exempt Groups	\$0											
Other Political Interests	\$0											
<b>DATA PRIVACY AND CYBERSECURITY</b>												
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>To safeguard our data and assets from cybersecurity threats, we adopt cyber resiliency practices across our organization, products, and supply chain. Our Chief Information Security Officer (CISO) leads our information-security program which protects assets and associated technology, applications, and systems in our digital systems.</p> <p>Our data-privacy team oversees all aspects of our corporate data-privacy program, implementing data-privacy policies, overseeing data management, identifying and managing data risks, and driving compliance with regulatory requirements. Meanwhile, our cybersecurity team is responsible for managing data and protecting our business and assets from emerging and evolving cyber threats. On a routine basis, our cybersecurity team monitors for malicious activity and responds to threats, tests security systems, and briefs senior leadership and our Board of Directors regularly on our cybersecurity risk management.</p> <p>Moreover, our cybersecurity team works diligently to manage cybersecurity risks and safeguard data throughout our supply chain. Our internal team of experts execute risk-based assessments, remediation plans, and reassessment schedules to manage risks within our value chain. They also conduct penetration testing and technical as well as executive-level incident response tabletop exercises throughout the year. These initiatives are designed to rigorously evaluate our systems and incident response processes, ensuring they are robust and resilient against potential threats. Hubbell's cybersecurity team works closely with our compliance teams to conduct internal audits of our cybersecurity controls and ensure we remain compliant with applicable regulations. Hubbell also works with third-party providers to perform external cyber and information security audits of our program.</p> <p>Our business is also focused on securing our digital solutions, such as connected products, sensors, and software. Our Product Cybersecurity Council collaborates with Hubbell's engineering council to manage and execute initiatives that combat cybersecurity threats and data-privacy risks related to our products. Together, they ensure that robust product security protections are seamlessly integrated into the entire lifecycle of our NPD process. For example, they implement measures that enhance the rigor of our tools and safeguards to provide superior protection against potential threats, such as conducting third-party penetration testing of connected products and applying privacy criteria in SSAE 18 SOC 2 audits for select products. This partnership is a testament to our commitment to delivering secure and reliable offerings to our customers.</p>										
GRI 418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Hubbell has not identified any material complaints concerning breaches of customer privacy and losses of customer data in 2024.										
No Applicable GRI Topic Standard	Custom disclosure: Total number of third-party information security breaches	Hubbell did not have any material third-party information security breaches in 2024. See Item 1C in our Annual Report on Form 10-K for the year ending December 31, 2024, filed with the US SEC for further details.										

# SASB CONTENT INDEX

We prepared this report leveraging the Sustainability Accounting Standards Board (SASB) Electrical & Electronic Equipment Industry Standards.

DISCLOSURE TOPIC	DISCLOSURE #	ACCOUNTING METRIC	EXPLANATION
<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 2024: 500,981,706 kWh (2) (3) This information is unavailable/incomplete; Hubbell is in the process of improving measurements of these metrics.
Hazardous Waste Management	RT-EE-150a.1	Amount of hazardous waste generated; percentage recycled	Total hazardous waste generated in 2024: 3,789 tons Total hazardous waste recycled in 2024: 322 tons
	RT-EE-150a.2	Number and aggregate quantity of reportable spills, quantity recovered	Hubbell had no reportable spills in 2024.
Product Safety	RT-EE-250a.1	Number of recalls issued; total units recalled	1 product recall was issued in 2024, and approximately 8,000 units were recalled.
	RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	Hubbell did not experience any monetary losses as a result of legal proceedings associated with product safety in 2024.

DISCLOSURE TOPIC	DISCLOSURE #	ACCOUNTING METRIC	EXPLANATION
Product Lifecycle Management	RT-EE-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	None of our products contained IEC declarable substances in 2024.
	RT-EE-410a.2	Percentage of eligible products, by revenue, certified to an energy efficiency certification	None of Hubbell's products are eligible to meet ENERGY STAR® criteria.
	RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	<p>Hubbell's <i>Products with Impact</i> support the transition to an energy-efficient, resilient, and low-carbon economy through four categories:</p> <ul style="list-style-type: none"> <li>• <b>Grid modernization and hardening:</b> Equipping grid infrastructure with critical components to make it smarter and stronger.</li> <li>• <b>Resource efficiency:</b> Innovating advanced solutions to operate the grid and critical infrastructure with greater efficiency.</li> <li>• <b>Renewable energy:</b> Facilitating the generation, transmission, and distribution of clean energy to end consumers.</li> <li>• <b>Electrification:</b> Enabling the grid to handle increased energy demands tied to the electrification of buildings, homes, and vehicles.</li> </ul> <p>To define our four <i>Products with Impact</i> categories, we leveraged inputs from the EU Taxonomy for Sustainable Economic Activities, SASB, and CDP definitions for products related to renewable energy, energy efficiency, and a low-carbon economy. Our <i>Products with Impact</i> categories reflect the opportunity areas where we deliver the largest positive impact for our customers and value chain.</p> <p>Our <i>Products with Impact</i> represented approximately 66% of our total sales in 2024. This calculation includes all sales from electrical utility transmission and distribution components and utility communications and controls, as well as products sold directly into solar and wind applications. It also includes products that support grid modernization and communications applications such as 5G/fiber/broadband access and data centers. This calculation excludes sales from products sold into oil and gas markets, which enhances the safety of those applications. It also excludes sales from our broader portfolio of electrical products sold into various industrial, non-residential, and residential applications.</p> <p>Moreover, while our decarbonization-related products are salient to our business and our industry, we believe that our solutions also generate positive social and environmental impacts beyond our <i>Products with Impact</i> categories. These benefits include enhancing safety, resource efficiency, hardening of infrastructure, explosion prevention, and rural broadband access. For example, Hubbell Gas Utility Solutions offers connectors and valves that both promote resource efficiency and prevent gas leaks and spills.</p>
Materials Sourcing	RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	<p>At Hubbell, we are committed to the socially responsible sourcing of materials. 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 report annually on our potential use of conflict minerals and the origin of such minerals. Our suppliers are responsible for following our <a href="#">Conflict Minerals Policy</a> and the conflict minerals guidelines in our <a href="#">Third-Party Code</a> and passing these same requirements on to their suppliers.</p> <p>We also screen and audit our suppliers both onsite and virtually to assess potential quality, financial, security, social, and environmental issues or compliance risks, including risks related to the use of critical materials, conflict minerals, or human rights violations.</p>

DISCLOSURE TOPIC	DISCLOSURE #	ACCOUNTING METRIC	EXPLANATION
Business Ethics	RT-EE-510a.1	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	<p>Our Board of Directors, Chairman, President and CEO, SVP, General Counsel and Secretary, and CCO oversee the execution of ethical conduct. <u>The Code of Business Conduct and Ethics</u> 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 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.</p> <p>The Code is shared with all employees as part of our new-hire onboarding process, and all employees and Directors are required to re-certify to the Code annually. We also provide monthly training for employees on tenets of the Code.</p> <p>As stipulated in the Code, all employees and third-party business partners are required to avoid any behavior that could be perceived as a form of bribery or corruption. We regularly supervise third parties and conduct due diligence procedures, such as risk assessments, to ensure their activities are aligned with our position against corruption. Our internal audit team also conducts audits throughout the year to evaluate the effectiveness of internal controls and procedures for preventing and mitigating bribery and corruption.</p>
	RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	We did not experience any monetary losses as a result of legal proceedings associated with bribery or corruption in 2024.
	RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	We did not experience any monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations in 2024.

DISCLOSURE TOPIC	DISCLOSURE #	ACCOUNTING METRIC	EXPLANATION
Activity Metrics	RT-EE-000.A	Number of units produced by product category	<b>HUBBELL UTILITY SOLUTIONS (HUS) TOTAL UNITS<sup>1</sup> PRODUCED IN 2024</b>
			<b>HUBBELL BUSINESS UNIT</b> <span style="float: right;"><b>UNIT OF MEASURE: EACH</b></span>
			Grid Automation <span style="float: right;">10,038,762</span>
			Transmission and Distribution Infrastructure <span style="float: right;">101,562,556</span>
			Specialty Infrastructure <span style="float: right;">9,376,865</span>
			Integrated Substation Solutions <span style="float: right;">7,979</span>
			<b>Total HUS Units</b> <span style="float: right;"><b>120,986,162</b></span>
			<b>HUBBELL ELECTRICAL SOLUTIONS (HES) TOTAL UNITS<sup>1</sup> PRODUCED IN 2024</b>
			<b>HUBBELL BUSINESS UNIT</b> <span style="float: right;"><b>UNIT OF MEASURE: EACH</b></span>
			Industrial <span style="float: right;">392,548,707</span>
			Electrical Products <span style="float: right;">329,731,434</span>
			<b>Total HES Units</b> <span style="float: right;"><b>722,280,141</b></span>
			<b>Total Units for Entire Company (HUS + HES)</b> <span style="float: right;"><b>843,266,303</b></span>
	RT-EE-000.B	Number of employees	<p>Total employees<sup>1</sup> (FTE) as of December 31, 2024: 17,646</p> <p>1. This global headcount metric includes joint venture employees and excludes contingent workers and contractors.</p>

# TCFD CONTENT INDEX

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

DISCLOSURE FOCUS AREA	DISCLOSURE DESCRIPTION	EXPLANATION
<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 for Hubbell, including key business, functional, and sustainability-related risks (such as climate change). The Board annually reviews the company's risk profile and assesses specific key business or functional risk areas and opportunities 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. The Board's NCGC has formal oversight of the development and administration of Hubbell's sustainability program. This includes overseeing our sustainability strategy, risks, practices, policies, programs, performance, and goals and supporting the integration and management of climate-related issues (e.g., risks and opportunities) into our strategy and outlook. The NCGC receives formal updates on sustainability matters at least twice per year. Updates shared with Board members include corporate-level climate-related goals. When GHG and climate-related updates are discussed during Board meetings, Board members are provided the opportunity to weigh in on strategic decisions.</p> <p>For more information on Board oversight of Hubbell's climate-related risks and opportunities, visit our <a href="#">Corporate Governance Guidelines</a>, the <a href="#">Charter of the NCGC</a>, and Hubbell's <a href="#">most recent CDP Climate Change Disclosure</a>.</p>
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	<p>Hubbell's SVP, General Counsel and Secretary and CCO are the executive sponsors for the Sustainability Committee, and our Sustainability Director serves as the Sustainability Committee lead. At the executive level, Hubbell's Sustainability Committee has responsibility for the management of Hubbell's sustainability program, including assessing and managing climate-related risks and opportunities, devising a strategy in alignment with overarching business objectives, directing initiatives and target-setting, monitoring compliance with policies, managing capital-expenditure budgets for environmental-related projects, and overseeing project innovation that support the program's broader goals. This committee meets monthly to execute their responsibilities. Throughout the year, they provide status updates on sustainability topics to the NCGC, the Board, the Chairman, President and CEO, and Chief Executive Officer Council (i.e., Hubbell's cross-functional senior executive management team) and engage with other business leaders throughout Hubbell to foster cross-functional collaboration.</p> <p>On a day-to-day basis, our Sustainability Director takes the lead on coordinating the performance of our businesses on environmental and climate-related issues, in close collaboration with the Sustainability Committee. This includes managing Hubbell's sustainability strategy, data management, target setting, performance, external communications strategy, and reporting. Our SVP, General Counsel and Secretary, CCO, and Sustainability Director are responsible for integrating sustainability- and climate-related considerations and practices into other functional areas within the business. In addition, our Chief Technology Officer supports the development of products that enable sustainability-related benefits for our customers, such as those that support the transition to an energy-efficient and low-carbon economy (i.e., Hubbell's <i>Products with Impact</i>).</p>

DISCLOSURE FOCUS AREA	DISCLOSURE DESCRIPTION	EXPLANATION
<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> <hr/> <p>b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.</p>	<p>Hubbell's annual assessment of enterprise risks, regular business continuity planning, and strategic product initiatives drive our processes for determining the risks and opportunities that may have a material financial impact on our company over the short, medium, and long term. The time horizons we use to evaluate the impact of future risks and opportunities are defined as follows: short term (0-1 years), medium term (2-3 years), and long term (4-10 years). Through the assessment process, Hubbell has examined physical risks as well as transition risks associated with the shift to a low-carbon economy. We have identified emerging risks with the potential to have a substantive impact on our business, including increases in operating costs due to emerging climate-related regulations and carbon-pricing mechanisms (long-term), increases in direct costs from the increased severity and frequency of extreme weather events (medium-term), and increases in direct costs associated with rising costs of raw materials (medium-term). In addition to risks, we have identified opportunities that include reduced operating costs resulting from increased efficiency of production and distribution processes (medium-term), increased revenues associated with customer participation in renewable energy programs and energy-efficiency measures (medium-term), and increased revenues resulting from increased demand for products and services in new and emerging markets (long-term).</p> <hr/> <p>We recognize the impacts that physical and transitional climate change risks can pose on our business. In response, we have implemented mechanisms to manage and mitigate substantive risks. Through standard business continuity planning, Hubbell tracks acute physical weather events to prepare for any disruptions to production or across our supply chain that could compromise our ability to reliably deliver products to our customers. All Hubbell locations, including warehouses and manufacturing sites, are required to establish a business continuity plan to ensure business continuity and protect our employees, facilities, and assets in the event of extreme weather events. Hubbell's business continuity plans are evaluated annually to ensure their effectiveness in emergencies, including periodic risk assessment to evaluate potential impacts on business continuity, financial exposure, and site preparedness. To fortify business continuity plans, Hubbell also engages in an ongoing improvement process that includes pressure-testing plans with updated emergency scenarios. As part of our business risk-management processes, Hubbell also manages programs to monitor emerging schemes and regulations and engage corporate and facility staff to ensure ongoing compliance. By implementing necessary changes to our business strategy, procedures and operations before environmental and climate-related legislation goes into effect, we can stay in line with or ahead of the regulatory curve. In addition, Hubbell coordinates cross-functionally to manage inventories, production process needs, and potential alternative product formulations as market conditions evolve in our changing climate.</p> <p>At the same time, we have put programs in place to capitalize on climate-related opportunities. We are committed to improving our operational performance and, to guide these efforts, we established a GHG 2030 emissions target to reduce our Scope 1 and 2 emissions by 30% compared to a 2022 baseline. On an ongoing basis, we identify and pursue opportunities for investing in energy efficiency and process improvements in our sites globally. Any capital investment must go through a global review process whereby potential investments are evaluated based on financial impact as well as environmental impact. For example, we formalized the creation of our Sustainability Impact Program, which allocates capital to Hubbell facilities for projects that advance our resource efficiency goals. We have also leveraged opportunities to explore markets for environmentally preferable products, such as those that enable energy efficiency, renewable energy infrastructure, EVs, and other low-emissions technologies, that enable our customers to achieve their sustainability and business objectives. Hubbell's NPD team, with the support of the sales team, regularly engages with customers, performs sales forecasting, and executes market analysis to identify emerging customer requirements. Insights from these market-based activities inform the improvement and development of Hubbell's products, including our Hubbell's Products with Impact that deliver solutions that enable grid modernization and hardening, resource efficiency, renewable energy, and electrification. In addition, Hubbell has accelerated our efforts to invest in higher-value innovation opportunities across our portfolio, which are focused on key strategic growth verticals: grid infrastructure, grid automation, US industrial infrastructure, data centers, and renewables.</p>

DISCLOSURE FOCUS AREA	DISCLOSURE DESCRIPTION	EXPLANATION
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	While reducing our environmental impacts and performing in accordance with our sustainability goals is a priority for 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 2-5 years once we have further evaluated our climate change risks and opportunities.

RISK MANAGEMENT		
Disclose how the organization identifies, assesses and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	Risk management is the responsibility of everyone at Hubbell, including our Board of Directors, who oversee risk-management activities. Members of senior management assist the Board and its committees with their risk-oversight responsibilities through routine discussions of risks involved in their specific areas of responsibility—focusing on near-term, medium-term, and long-term risks and opportunities that could have a substantive financial or strategic impact on Hubbell's business. For example, our principal business leaders will report to the Board at regular intervals during the year on Hubbell's strategic planning activities and risks relevant to execution of Hubbell's strategy, which may include strategic climate change-related activities in response to physical or transitional risks. In addition, independent consultants with specific areas of expertise, including those related to sustainability matters, are occasionally engaged to discuss topics that the Board and management have determined may present a material risk to Hubbell's operations, plans, or reputation.
	b) Describe the organization's processes for managing climate-related risks.	Moreover, Hubbell's annual ERM program focuses on effectively identifying, prioritizing, and mitigating a wide range of potential strategic and operational risks to the company, including climate-related risks. For example, our ERM process evaluates various environmental factors, including resource dependencies (e.g., raw materials like petrochemicals and metals), climate-related risks (e.g., extreme weather, carbon pricing mechanisms), and sustainability opportunities (e.g., energy efficiency projects), and how they interact and impact our business. The framework ensures that these elements are not assessed in isolation but rather as interconnected components of our overall risk management and strategic planning efforts.
	c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	The ERM process includes an annual bottom-up and top-down survey of leaders from across the company to rank potential risks to the company, the results of which determine which risks are substantive to the business over the short, medium, and long term. Inputs for the initial risk universe for the survey include relevant market trends and regulations, industry standards and sustainability reporting frameworks, criteria from our business strategy, and perspectives and feedback received from our stakeholders. The risk-management team refreshes the ERM risks on an ongoing basis to capture evolving and emerging risks, which may include direct operational risks and risks outside of Hubbell's operations in our supply chain (both upstream and downstream) and in the market. In addition to identifying risks, the ERM also maps risks to controls and risk owners and establishes risk mitigation plans which are then executed by the business. At least once per year, the ERM leaders brief the Board on risk-management activities.

DISCLOSURE FOCUS AREA	DISCLOSURE DESCRIPTION	EXPLANATION
<b>METRICS AND TARGETS</b>		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	a) Disclose the metrics used by the organization to assess climate-related risk and opportunities in line with its strategy and risk management process.	<p>Hubbell calculates Scope 1 and 2 emissions in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD) Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol). We received limited assurance from an independent third-party for our 2023 and 2024 Scope 1 and 2 emissions inventories. Currently, we do not disclose Scope 3 emissions. We are improving our data collection processes and intend to report on our Scope 3 emissions in the future. We also track our energy consumption, water withdrawal, waste generation, and recycling. These metrics serve as key indicators of our company's sustainability performance, especially as they relate to our business operations and activities. In addition, we calculate the percentage of total sales generated from products that enable sustainability-related benefits for our customers, such as those that support the transition to an energy-efficient and low-carbon economy (i.e., Hubbell's <i>Products with Impact</i>). This helps us capture the extent to which our business is aligned with climate-related opportunities.</p> <p>For details on our GHG performance and our full carbon inventory, please see <a href="#">page 87</a>. Please also refer to <a href="#">page 110</a> for our Energy and GHG Emissions Basis of Reporting details and <a href="#">page 115</a> for Hubbell's assurance report pertaining to the limited assurance conducted by an independent third party for our Scope 1 and 2 emissions (or visit <a href="#">Hubbell's 2025 Assurance Report</a>). In addition, our emissions and climate change-related risks are reported annually in our CDP Climate Change Disclosure and our sustainability report. To view our annual CDP disclosure, visit <a href="#">Hubbell's Sustainability Reporting Center</a>.</p>
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions, and the related risks.	
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<p>We established the following goals (which are compared to a 2022 baseline) to reduce the environmental impact of our operations:</p> <ul style="list-style-type: none"> <li>• <b>Emissions goal:</b> 30% reduction in Scope 1 and 2 emissions by 2030</li> <li>• <b>Water goal:</b> 25% reduction in water usage by 2030</li> <li>• <b>Waste goal:</b> 30% reduction in hazardous waste by 2030</li> </ul> <p>To reduce our GHG emissions, water usage, and waste, we routinely review the efficiency of our equipment, technologies, and processes, and look for ways to drive operational improvement. We have many on-going efficiency improvement projects throughout our facilities and are continuing to identify initiatives that support progress toward our goals.</p>

# BASIS OF REPORTING

The following pages summarize Hubbell's Basis of Reporting for our GHG emissions, water, waste, and recycling inventories.

## ENERGY AND GREENHOUSE GAS EMISSIONS — BASIS OF REPORTING

### Guidance and Boundary (2024)

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

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

#### **Organizational Boundary:**

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

#### **Restatements of Reported Data:**

In 2024, we continued to enhance our energy and emissions data measurement and management processes, and we fully integrated acquired entities into our data inventory. Since these activities led to an improvement in the completeness of our inventory, we restated our historical energy and emissions data.

#### **Acquisitions, Divestments, and Exclusions:**

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

In 2023, Hubbell acquired EI Electronics LLC, also known as Electro Industries/GaugeTech (EIG), in May, completed a bolt-on acquisition of Indústria Eletromecânica Balestro Ltda (Balestro) in October, and closed an acquisition of Northern Star Holdings, Inc. (commercially known as Systems Control) in December. Please see Hubbell's 2024 Annual Report and 2025 Proxy Statement filed with the US SEC further details on Hubbell's acquisitions. Collectively, these three acquisitions cumulatively represented greater than 5% of Hubbell's base year emissions, and therefore triggered Hubbell's rebaseline policy. The data for all facilities associated with these three acquisitions has been estimated retroactively to the base year of 2022.

In addition, the energy and emissions for consolidated joint ventures where Hubbell does not retain operational control have been excluded from our inventory. Immaterial emissions sources (i.e., other emission sources that represent  $\leq 5\%$  of our total emissions inventory), including welding gases and purchased carbon dioxide, have also been excluded from our inventory.

## ENERGY AND GREENHOUSE GAS EMISSIONS — BASIS OF REPORTING

### Scope 1 GHG Emissions (2024)

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

#### Data Sources:

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

#### Estimates and Assumptions:

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

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

#### Scope 1 Emissions Factors:

- 2024 Environmental Protection Agency (EPA) Center for Corporate Climate Leadership GHG Emission Factors
- 2024 UK Government and the Department for the Environment, Food and Rural Affairs (DEFRA) Emission Factors
- 2014 Intergovernmental Panel on Climate Change Fifth Assessment Report (AR5) Emission Factors

### Scope 2 GHG Emissions (2024)

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

#### Data Sources:

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

#### Estimates and Assumptions:

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

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

#### Scope 2 (Location-based) Emissions Factors:

- 2023 International Energy Agency (IEA) Emission Factors
- 2022 EPA eGRID Emission Factors
- 2023 National Greenhouse and Energy Reporting (NGERS) - National Greenhouse Accounts (NGA) Indirect Factors
- 2024 NGERS - NGA Indirect Factors
- 2023 United Nations Framework Convention on Climate Change (UNFCCC) Emission Factors
- 2024 UNFCCC Emission Factors
- 2024 UK DEFRA Emission Factors

### Emissions Intensity (2024)

Hubbell calculates its aggregated Scope 1 and 2 emissions intensity figure by dividing the total Scope 1 and 2 GHG emissions per million dollars of total net sales.

**WATER WITHDRAWAL — BASIS OF REPORTING**Guidance and  
Boundary (2024)

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

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

**Organizational Boundary:**

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

**Restatements of Reported Data:**

In 2024, we continued to enhance our water data measurement and management processes, and we fully integrated acquired entities into our data inventory. Since these activities led to an improvement in the completeness of our inventory, we restated our historical water data.

**Acquisitions, Divestments, and Exclusions:**

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

In 2023, Hubbell acquired EIG in May, completed a bolt-on acquisition of Balestro in October, and closed an acquisition of Systems Control in December. Please see Hubbell's 2024 Annual Report and 2025 Proxy Statement filed with the US SEC further details on Hubbell's acquisitions. Collectively, these three acquisitions cumulatively represented greater than 5% of Hubbell's base year water withdrawn, and therefore triggered Hubbell's rebaseline policy. The data for all facilities associated with these three acquisitions has been estimated backward to the base year of 2022.

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

Water Withdrawal  
(2024)

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

**Data Sources:**

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

**Estimates and Assumptions:**

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

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

Water Intensity  
(2024)

Hubbell calculates its water intensity figure by dividing the total withdrawn water per million dollars of total net sales.

**WASTE AND RECYCLING – BASIS OF REPORTING**

Guidance and  
Boundary (2024)

Hubbell Incorporated measures and discloses the company’s waste and recycling data in accordance with the following internal definitions:

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

**Organizational Boundary:**

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

**Restatements of Reported Data:**

In 2024, we continued to enhance our waste and recycling data measurement and management processes, and we fully integrated acquired entities into our data inventory. Since these activities led to an improvement in the completeness of our inventory, we restated our historical waste and recycling data.

**Acquisitions, Divestments, and Exclusions:**

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

In 2023, Hubbell acquired EIG in May, completed a bolt-on acquisition of Balestro in October, and closed an acquisition of Systems Control in December. Please see Hubbell’s 2024 Annual Report and 2025 Proxy Statement filed with the US SEC further details on Hubbell’s acquisitions. Collectively, these three acquisitions cumulatively represented greater than 5% of Hubbell’s base year hazardous waste inventory, and therefore triggered Hubbell’s rebaseline policy. The data for all facilities associated with these three acquisitions has been estimated retroactively to the base year of 2022.

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

Guidance and  
Boundary (2024)

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

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

**Data Sources:**

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

**Estimates and Assumptions:**

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

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

**WASTE AND RECYCLING – BASIS OF REPORTING**

Recycling (2024)

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

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

**Data Sources:**

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

**Estimates and Assumptions:**

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

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

Waste Intensity  
(2024)

Hubbell calculates its aggregated waste intensity figure by dividing the total waste generated per million dollars of total net sales.

Waste Diversion  
(2024)

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

# ASSURANCE REPORT



## Independent Limited Assurance Report

ERM Certification & Verification Services Incorporated ("ERM CVS") was engaged by Hubbell Incorporated ("Hubbell") to provide limited assurance in relation to the selected information set out below and presented in Hubbell's 2025 Sustainability Report (the "Report").

### ENGAGEMENT SUMMARY

<b>Scope of our assurance engagement</b>	<p>Whether the 2024 information and data for the following Selected Information, are fairly presented in the Report, in all material respects, in accordance with the reporting criteria.</p> <p>Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.</p>
<b>Selected Information</b>	<ul style="list-style-type: none"> <li>• Total Scope 1 Greenhouse Gas (GHG) emissions [metric tons CO<sub>2</sub>e]</li> <li>• Total Scope 2 GHG emissions (location-based) [metric tons CO<sub>2</sub>e]</li> <li>• Total withdrawn water [kilogallons]</li> </ul>
<b>Reporting period</b>	1st January 2024 to 31st December 2024
<b>Reporting criteria</b>	<ul style="list-style-type: none"> <li>• Hubbell's Basis of Reporting (as noted in the Report)</li> <li>• The GHG Protocol Corporate Accounting and Reporting Standard (WBCSD/WRI Revised Edition 2015) for Scope 1 and Scope 2 GHG emissions</li> <li>• GHG Protocol Scope 2 Guidance (An amendment to the GHG Protocol Corporate Standard (WRI 2015) for Scope 2 GHG emissions)</li> </ul>
<b>Assurance standard and level of assurance</b>	<p>We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' issued by the International Auditing and Assurance Standards Board.</p> <p>The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.</p>
<b>Respective responsibilities</b>	<p>Hubbell is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Report.</p> <p>ERM CVS' responsibility is to provide a conclusion to Hubbell on the agreed scope based on our engagement terms with Hubbell, the assurance activities performed and exercising our professional judgement.</p>

### OUR CONCLUSION

Based on our activities, as described below, nothing has come to our attention to indicate that the Selected Information is not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

## OUR ASSURANCE ACTIVITIES

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

- Evaluating the appropriateness of the reporting criteria for the Selected Information;
- Interviewing management representatives responsible for managing the Selected Information;
- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the Selected Information;
- Reviewing of a sample of qualitative and quantitative evidence supporting the Selected Information at a corporate level;
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated 2024 group data for the Selected Information which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Conducting virtual visits to two (2) Hubbell facilities/production sites in Lincoln and Leeds (USA) as well as additional desk-based review at Centralia (USA) to review source data and local reporting systems and controls;
- Evaluating the conversion and emission factors and assumptions used; and
- Reviewing the presentation of information relevant to the assurance scope in the Report to ensure consistency with our findings.



March, 21 2025  
Malvern, PA

ERM Certification & Verification Services Incorporated  
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## THE LIMITATIONS OF OUR ENGAGEMENT

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

## OUR INDEPENDENCE, INTEGRITY AND QUALITY CONTROL

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

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

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

# ABOUT THIS REPORT

## REPORTING GUIDELINES AND CONTENT

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

## INTERPRETATION

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

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

## SPECIAL NOTE REGARDING FORWARD-LOOKING STATEMENTS

Certain statements contained herein may constitute forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. These statements generally relate to our expectations and beliefs regarding energy, water, waste and

emissions, sustainability, inclusion, diversity, and equity, human capital, product development and other related strategies, policies, programs, commitments, estimates, expectations, projections, initiatives, targets, goals, ambitions, opportunities, and prospects. In addition, they include all other statements that are not strictly historic in nature. These statements may be identified by the use of forward-looking words or phrases such as “believe,” “expect,” “anticipate,” “intend,” “depend,” “should,” “plan,” “estimated,” “predict,” “could,” “may,” “subject to,” “continues,” “growing,” “prospective,” “forecast,” “projected,” “purport,” “might,” “if,” “contemplate,” “potential,” “pending,” “target,” “goals,” “scheduled,” “will,” “will likely be,” and similar words and phrases. Such forward-looking statements are based on our current expectations and involve numerous assumptions, known and unknown risks, uncertainties, and other factors which may cause actual and future performance or the company’s achievements to be materially different from any future results, performance, or achievements expressed or implied by such forward-looking statements. Such factors include, but are not limited to: business conditions, geopolitical conditions (including the wars in Ukraine and the Middle East, as well as trade tensions with China) and changes in general economic conditions in particular industries, markets or geographic regions, and ongoing softness in the telecommunication markets and residential market of HES, as well as the potential for a significant economic slowdown, macro-economic effects of the US government federal deficit, continued inflation, stagflation or recession, higher interest rates, and higher energy costs; our ability to offset increases in material and non-material costs through price recovery and volume growth; effects of unfavorable foreign currency exchange rates and the potential use of hedging instruments to hedge the exposure to fluctuating rates of foreign currency exchange on inventory purchases; the outcome of contingencies or costs compared to amounts provided for such contingencies, including those with respect to pension withdrawal liabilities; achieving sales levels to meet revenue expectations; unexpected costs or charges, certain of which may be outside the company’s control; the effects of significant

increases in trade tariffs, import quotas and other trade restrictions or actions taken by the US, Mexico, the UK, and other countries, including changes in US trade policies that may be made by the new presidential administration and changes in trade policies in other countries made in response to changes in US trade policies; failure to achieve projected levels of efficiencies, cost savings and cost reduction measures, including those expected as a result of our lean initiatives and strategic sourcing plans, regulatory issues, changes in tax laws and policies including changes in current US income tax rates, multijurisdictional implementation of the Organization for Economic Co-operation and Development's comprehensive base erosion and profit shifting plan, or changes in geographic profit mix affecting tax rates and availability of tax incentives; the impact of and ability to fully manage and integrate acquired businesses, including the 2023 acquisitions of EIG, Balestro, and Systems Control, as well as the failure to realize expected synergies and benefits anticipated when we make an acquisition due to potential adverse reactions or changes to business or employee relationships resulting from completion of the transaction, competitive responses to the transaction, the possibility that the anticipated benefits of the transaction are not realized when expected or at all, including as a result of the impact of, or problems arising from, the integration of the acquired business, diversion of management's attention from ongoing business operations and opportunities, and litigation relating to the transaction; the impact of certain divestitures, including the benefits and costs of the sale of the residential lighting business; the ability to effectively develop and introduce new products, expand into new markets and deploy capital; and other factors described in our SEC filings, including in the "Business," "Risk Factors," "Management's Discussion and Analysis of Financial Condition and Results of Operations," "Forward-Looking Statements" and "Quantitative and Qualitative Disclosures about Market Risk" sections in our Annual Report on Form 10-K for the year ended December 31, 2024. Any such forward-looking statements are not guarantees of future performances and actual results, developments and business decisions may differ from those contemplated by such forward-looking statements. The company disclaims any duty to update any forward-looking statement, all of which are expressly qualified by the foregoing, other than as required by law.

## 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.

