



2023 SUSTAINABILITY REPORT





WHO WE ARE

Best-in-class **Utility and Electrical Solutions** enabling customers to operate critical infrastructure **Reliably and Efficiently**

WHAT WE DO

Energize and **Electrify** our communities, society, and the economy

WHY IT MATTERS

Strategically aligned around sustainability megatrends including **Grid Modernization and Electrification**

OUR PILLARS



Serve Our Customers



Operate with Discipline



Grow the Enterprise



Develop Our People

OUR VALUES

Accountability | Ethics | Inclusion | Performance | Quality | Safety



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A MESSAGE FROM OUR CHAIRMAN, PRESIDENT AND CHIEF EXECUTIVE OFFICER

DEAR STAKEHOLDERS,

Hubbell is a leading provider of utility and electrical solutions which enable our customers to operate critical infrastructure safely, reliably, and efficiently. With leading positions across the energy infrastructure, Hubbell is uniquely positioned to solve critical infrastructure problems related to grid modernization and electrification. Our strategy and portfolio are aligned to these key sustainability megatrends, and we remain committed to delivering best-in-class solutions that energize and electrify our communities, society, and economy.



In 2022, we focused on the continued development of our sustainability program. We conducted a new materiality assessment to reevaluate the environmental, social, and governance issues most significant to our company and stakeholders. After achieving our 2025 emissions and water reduction goals ahead of schedule, we used the outputs from the materiality assessment to establish new, more ambitious 2030 emissions and water goals and to also establish a new enterprise waste reduction goal.

During this past year, we also continued to improve our processes to collect, analyze, and validate our environmental data, which in turn will help us drive forward our progress.

We could not have achieved our strong financial and operational performance without the contributions of our dedicated workforce. Throughout 2022, we continued to invest in our people through educational, development, inclusion, and wellbeing programs. We formalized a hybrid work schedule and held a Global Recharge Day to encourage our employees to take a day off to focus on their physical and mental health. Our employees also participated in our “Elevate” Employee Engagement Survey, which will help us improve the experience and culture at Hubbell in the years ahead.

At Hubbell, we are dedicated to high standards of business conduct and ethics for our company and within the communities where we operate. During 2022, this was no exception. We were recognized by Ethisphere as one of the 2023 World’s Most Ethical Companies, which is the third consecutive year Hubbell has been named to this esteemed list. Hubbell was also proud to be recognized by Newsweek for the first time as one of America’s Most Responsible Companies for 2023.

As we embody integrity in our workplace, we also strive to be good corporate citizens and support our communities. When hurricanes swept through the Southeast of the United States, Hubbell’s Emergency Action Team responded quickly to deliver our products to impacted areas and help get services back up as fast as possible. The Hubbell Foundation also donated funds to charitable organizations on the ground in those impacted areas and in other areas around the globe.

This is Hubbell’s 135th anniversary, and we continue to focus on achieving our vision of being an exceptional supplier, a valued investment, and a rewarding employer. There is much work to be done, but I am confident that we will be able to continue to execute on our strategy to drive positive outcomes for all of our stakeholders. I welcome you to read this report that showcases our achievements and our path ahead as we move into this next chapter of our sustainability journey.



GERBEN BAKKER,
CHAIRMAN, PRESIDENT AND CHIEF EXECUTIVE OFFICER

YEAR IN REVIEW

Our Business

Generated

\$4.9B

in net sales¹

\$507M

in free cash flow
generated¹

Operated

48

manufacturing
locations and

10

warehouse locations

Delivered a

portfolio of over

500,000+

Products

Governance & Accountability

Recognized as one of the 2023 World's

Most Ethical

Companies by Ethisphere
for the third year in a row

Named one of America's

Most Responsible

Companies 2023 by Newsweek

100% of compliance cases
were investigated

Social Responsibility

16,323 total employees²

45% racial and ethnic
diversity representation across
our US workforce

32% global female
representation

33% female and racial/ethnic
representation among Board
of Directors

The Hubbell Foundation donated over

\$1.2 million
to charities

Environmental Stewardship

63% of our sales were associated
with our *Products with Impact*

Reduced Scope 1 and 2 emissions by
1% compared to 2021

Recycled **822,000** electric, gas, and water
meters via our smart meter recycling program

67% of our packaging supplies were made of
recycled materials

1. As of December 31, 2022, net sales and free cash flow represent the results of continuing operations. See Note 2 in the Notes to the Consolidated Financial Statement in our Annual Report on Form 10-K for the year ended December 31, 2022, filed with the United States (US) Securities and Exchange Commission (SEC) on February 9, 2023, for further details.

2. This is a global 2022 headcount that includes our joint venture employees. It does not include contingent workers and contractors.



ABOUT HUBBELL INCORPORATED

Hubbell Incorporated (Hubbell) is a leading provider of utility and electrical solutions enabling customers to operate critical infrastructure safely, reliably, and efficiently. Hubbell's solutions energize the economy and electrify communities In Front of and Behind The Meter.

Founded in 1888, Hubbell's rich history and culture are grounded in our dedication to innovation and quality. For 135 years, we have delivered leading-edge products with a broad range of critical infrastructure applications.

As a business, Hubbell focuses on leveraging its foundational strengths while evolving to meet the needs of our customers and society. Our business strategy is aligned with clean energy megatrends in grid modernization and electrification, and our solutions advance sustainable outcomes for our customers and value chain. Our critical infrastructure solutions modernize and harden aging infrastructure, promote resource efficiency, and facilitate the proliferation of renewables and the electrification of everything. As the global community works to accelerate the transition to a low-carbon economy, our products are well positioned to solve some of the most pressing challenges facing our customers, communities, suppliers, and climate.



HUBBELL'S HISTORY

Harvey Hubbell first founded Hubbell Incorporated in the late 1800s in Connecticut when he developed tooling and equipment for machinery during the Industrial Revolution. Since then, we have expanded our business and now offer over 500,000 products in a broad range of utility and electrical applications.



OUR BUSINESS

Hubbell's strategic focus is to solve critical infrastructure problems for utility and electrical customers through reliable and innovative solutions.

We seek to achieve this by investing in new product development to help our existing products serve new and current customers and through acquisitions of complementary businesses in established markets. Our new product development also tactically addresses growth opportunities in targeted vertical markets with a sustainability focus, including renewables and electric transportation.

Hubbell's reporting segments consist of Hubbell Utility Solutions (HUS) and Hubbell Electrical Solutions (HES). Both segments support energy infrastructure In Front of The Meter, at The Edge, and Behind The Meter. In Front of The Meter is where utilities transmit and distribute energy to their customers through the grid. The Edge consists of smart meters and communications systems which connect utilities with owners/operators and allow energy and data to be distributed back and forth. Behind The Meter is where owners and operators of buildings and other critical infrastructure consume energy.



HUBBELL UTILITY SOLUTIONS

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

HUBBELL ELECTRICAL SOLUTIONS

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

UTILITY SOLUTIONS

ELECTRICAL SOLUTIONS

In Front Of The Meter Utility, Transmission, Distribution

In Front of The Meter is where the utilities 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

NON-RESIDENTIAL

HEAVY INDUSTRIAL

LIGHT INDUSTRIAL

RESIDENTIAL

WATER

OUR SUSTAINABILITY APPROACH AND AMBITIONS

Ingraining sustainability into our strategy, culture, and systems is a core priority for our business. Throughout 2022, we took several targeted steps to enhance our environmental, social, and governance (ESG) program, connecting our data management procedures to our overarching sustainability strategy:

OUR COMMITMENT TO SUSTAINABILITY



Our commitment to sustainability is an undercurrent that runs through everything we do at Hubbell. Across our global operations, and extending into our value chain, we aim to address ESG factors that are meaningful to our employees, customers, suppliers, shareholders,

and communities. As a provider of electrical and utility products, we are focused on reducing our operational impact, driving social and environmental responsibility in the workplace, and delivering solutions that help our customers solve critical challenges. Through these efforts, we believe we can empower communities, improving people's lives and the world around us.



In 2022, we finished implementing a **new software solution** to help us manage our energy, emissions, water, and waste metrics across our entire business.



We conducted a new **materiality assessment** to refresh our focus on the ESG issues that are significant to our business and stakeholders.



Using our new material sustainability topics, we **developed an ESG Framework** to organize our priorities and drive the impact of our program forward.



We set **more ambitious emissions and water goals** since we achieved our former goals in 2021, ahead of schedule. For the first time ever, we established an enterprise waste reduction goal, which will help us become more responsible with our consumption and production of materials.



We provided tools and training to our sales team to better **educate our customers** about our sustainability programs.

MATERIALITY ASSESSMENT

It is imperative to our business that we focus our sustainability strategy and initiatives on the ESG topics that are most important and relevant to our company and stakeholders. To that end, in 2022 we reconfirmed our ESG priorities since the last time we performed a materiality assessment was in 2020. For this process, we:

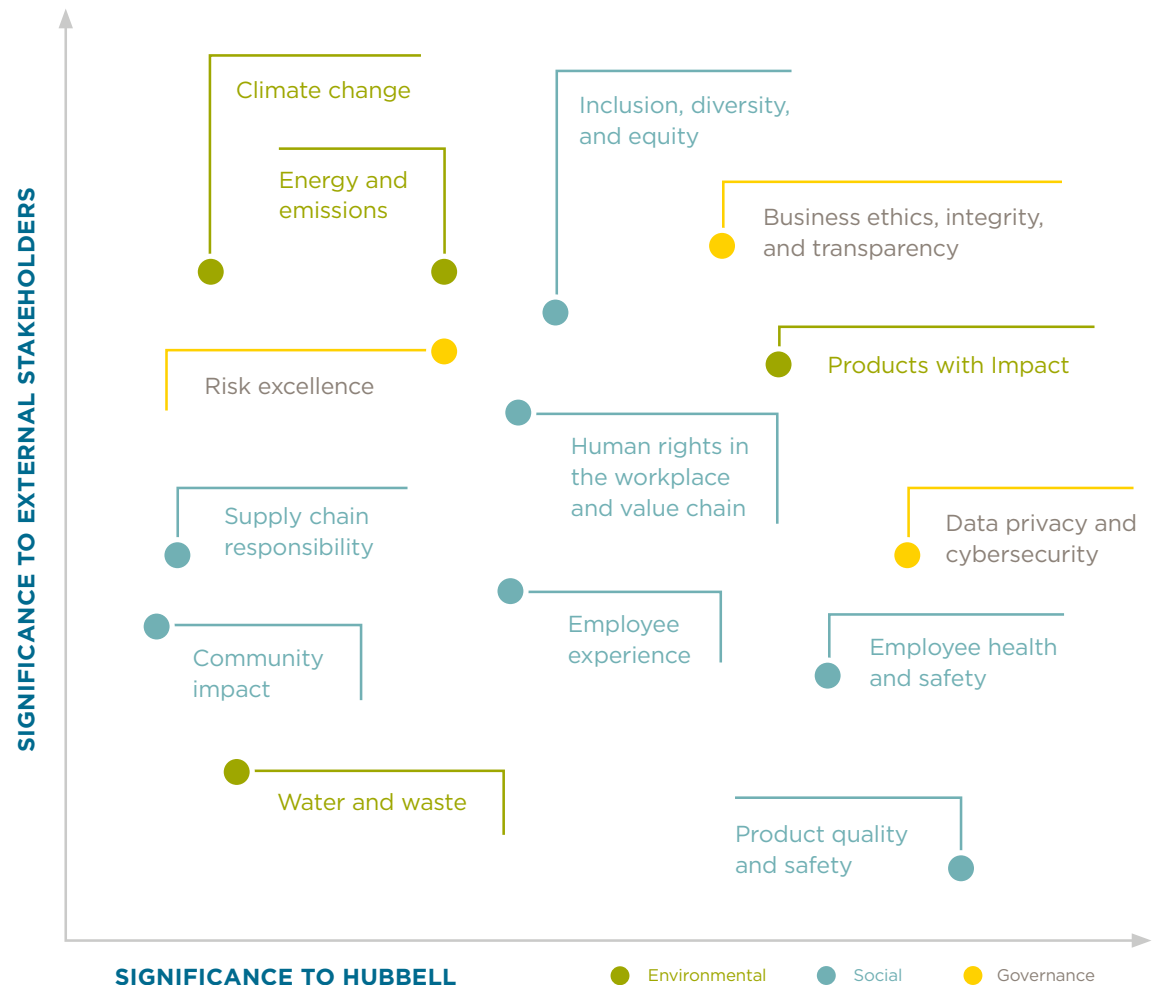
Conducted peer and industry research to analyze and align on an initial list of relevant topics.

Interviewed, surveyed, and gathered perspectives from internal and external stakeholders, including employees, investors, customers, suppliers, and ESG rating agencies to refine the issues list.

Scored, prioritized, and ranked the topics based on criteria from our business strategy, leading global reporting guidelines, relevant market trends, and other salient inputs.

Validated the resulting ESG topics and materiality matrix with Hubbell's ESG Steering Committee and leadership team.

Our material ESG topics are increasingly interconnected and can often impact each other. As such, they should not be viewed in isolation. The results of our materiality assessment inform our sustainability strategy, goals, and initiatives. As our ESG program continues to develop and mature, our sustainability team will regularly review our ESG priorities to ensure our strategy remains aligned with the areas that are meaningful for our company and stakeholders.



ESG VISION

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

ESG MISSION

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


**SERVE
OUR
CUSTOMERS**

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


**OPERATE
WITH
DISCIPLINE**

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


**GROW
THE
ENTERPRISE**

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


**DEVELOP
OUR
PEOPLE**

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

STRATEGIC PILLARS

ESG OBJECTIVES

HUBBELL'S SUSTAINABILITY STRATEGY

We view embedding sustainability into our business as a continuous endeavor that requires evolving our program to improve our ability to drive positive impact. To that end, in 2022, we created a new ESG Framework to represent our sustainability strategy, propelling Hubbell forward on our journey of delivering sustainable outcomes for our business, customers, communities, investors, and suppliers.

Our ESG Framework, which is comprised of our ESG Vision, ESG Mission, Hubbell's Strategic Pillars, and our ESG Objectives, guides our approach to sustainability across our enterprise. At the strategic level, our ESG Vision, ESG Mission, and Strategic Pillars guide our ESG program and initiatives. At the tactical level, our ESG Objectives center our focus on how our products and solutions, operations, and people can create value for our stakeholders and planet. Our ESG Objectives also support our Strategic Pillars, since sustainability is part of our business strategy. In the years ahead, our ESG Framework will help us develop impactful programs and initiatives to improve our performance, advance progress toward our goals, and ultimately, shape a resilient and sustainable future.

HUBBELL'S SUSTAINABILITY GOALS

In 2023, we committed to new enterprise-wide climate, water, and waste goals for our company.

These targets build upon the former greenhouse gas emissions and water goals we achieved in 2021 by increasing our level of ambition. Since we are dedicated to thinking holistically about the impact of our business operations, we also established a waste goal for the first time ever in 2023. Collectively, our new goals will help drive our sustainability performance.

GREENHOUSE GAS EMISSIONS GOAL
Reduce Scope 1 & 2 emissions by 30% by 2030¹

WATER GOAL
Reduce water usage by 25% by 2030¹

WASTE GOAL
Reduce hazardous waste by 30% by 2030¹

SUPPORTING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

As a global electrical and utility solutions provider, we consider how our efforts align with and contribute to global ESG priorities—including the United Nations (UN) Sustainable Development Goals (SDGs). To that end, of the 17 SDGs, we are focused on the following seven SDGs that we believe are most relevant to our business and our ability to drive impact.

Promoting Inclusion

Inclusion, diversity, and equity continue to be top priorities for our business, and we have established programs and initiatives that promote a diverse, safe, and inclusive workplace. The Hubbell Foundation is also committed to supporting communities and increasing opportunities through its signature programs. In addition, we strive to contribute to economic growth and equality by encouraging diverse and local vendors to be part of our supply chain.



Enabling Sustainability

We are committed to reducing the environmental impact of our operations.

We continue to invest in efficiency projects, alternative energy, and product design that contribute to a low-carbon footprint. Hubbell also creates products that support renewable energy infrastructure and smarter, stronger, and more efficient grids. Our solutions can be found in infrastructure around the world, keeping buildings and energy systems safe, reliable, and resilient. Overall, we are devoted to innovation and enabling sustainability for our customers and value chains.



1. Goals are compared to a 2022 baseline.



PRODUCTS WITH IMPACT

Hubbell is a leading electrical infrastructure company strategically aligned around clean energy megatrends, including grid modernization and electrification. As more electrical applications plug into an aging grid, Hubbell's critical infrastructure solutions energize and electrify our communities, society, and the economy.

135

YEARS OF
INNOVATION

For 135 years, our critical solutions have enabled our customers and the communities they serve to operate energy infrastructure with greater efficiency, safety, reliability, and sustainability.



Hubbell's solutions enable the shift toward clean energy and a low-carbon economy. Our products play a key role in the generation, transmission, distribution, and end use of energy, unlocking the potential for our customers to drive decarbonization throughout the entire energy system.

Our *Products with Impact* address and support sustainability, resiliency, and the integration of clean energy technologies into the grid.

DEFINING PRODUCTS WITH IMPACT

Hubbell's *Products with Impact* support the transition to an energy efficient and low-carbon economy through four impact categories:

1) GRID MODERNIZATION AND HARDENING

2) RESOURCE EFFICIENCY

3) RENEWABLE ENERGY

4) ELECTRIFICATION

To define our four *Products with Impact* categories, we leveraged inputs from the European Union Taxonomy for Sustainable Economic Activities, Sustainability Accounting Standards Board, and CDP (formerly the Carbon Disclosure Project) definitions for products related to renewable energy, energy efficiency, and a low-carbon economy. Our *Products with Impact* categories reflect the opportunity areas where we deliver the largest positive impact for our customers and value chain.

VALUE GENERATED FROM OUR PRODUCTS WITH IMPACT

Our *Products with Impact* support the transition to an energy efficient and low-carbon economy through four impact categories: **grid modernization and hardening, resource efficiency, renewable energy, and electrification.**































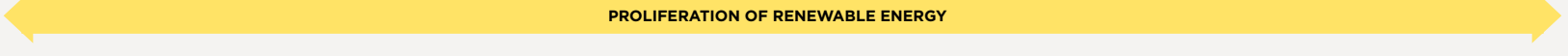
Of our \$4.9 billion sales in 2022,

63%

were associated with our *Products with Impact*,
which represents >\$3.1 billion.¹

1. This calculation includes all sales from electrical utility T&D 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.

Products With Impact Across Our Business

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



Across energy infrastructure, Hubbell's solutions:



Replace and strengthen aging infrastructure, making it more durable, reliable, and resilient.



Modernize the grid so it can manage increased energy loads brought on by electrification and the integration of renewables.



Harden the grid to mitigate against and adapt to the intensifying impacts of a changing climate, including responding to and withstanding the increased frequency and severity of storms.



Automate the grid, allowing it to predict, prevent, and respond to changes in the energy system as well as safety hazards, such as wildfires or lightning strikes.



GRID MODERNIZATION AND HARDENING

Aging utility grids are increasingly vulnerable to outages and equipment failures, as well as the impacts of climate change. As the economy transitions to renewable energy, intermittent and two-way flow of electricity also puts increasing stress on already aged infrastructure. Hubbell's solutions enable a more reliable, resilient, and efficient grid by upgrading critical components while equipping utilities with data-driven insights through enhanced communications and controls.



GETTING THE LIGHTS BACK ON WITH H.E.A.T.

As we prepare for and respond to extreme weather events caused by climate change, strengthening and repairing critical infrastructure is crucial. During severe weather events and storms, Hubbell's Emergency Action Team (H.E.A.T.) works around the clock to deliver our products to impacted areas. In May of 2022, a devastating severe wind event, also known as a derecho, caused over 1 million people to lose electricity in southern Canada. Thanks to H.E.A.T.'s swift action, energy providers were able to restore power to more than 90% of their customers within one week.



ANCHORING DOWN ON GRID HARDENING

Hubbell has a deep and broad portfolio of critical utility T&D components which strengthen and harden grid infrastructure. For example, our AB Chance helical piles are foundation systems used to stabilize structures and foundations, enabling grid hardening.

Helical piles anchor electrical transmission poles and towers in the ground, making the grid more resilient against severe weather events. They can also be used for seawall/bank shoring with the added benefit of preventing erosion.

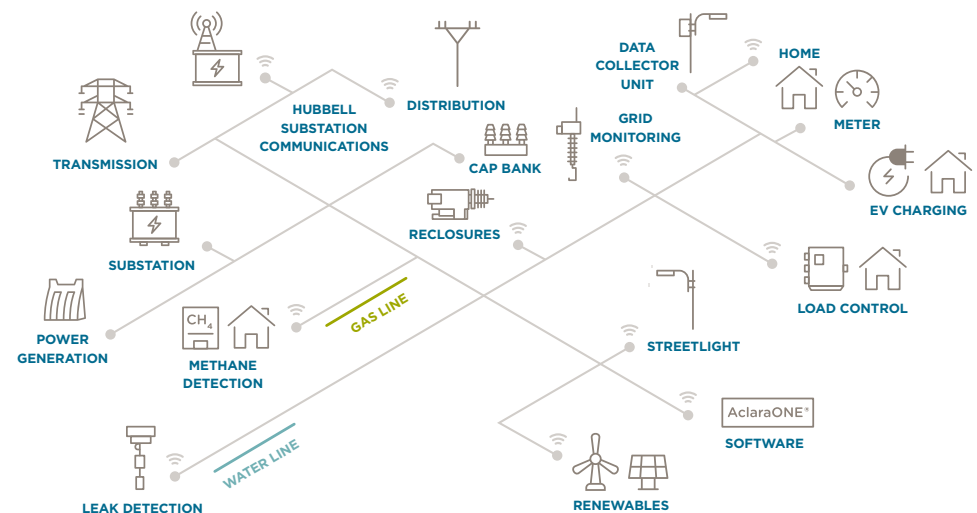
Helical piles can also enable the safe development of brownfields because they can be installed with little to no soil disturbance.



RESOURCE EFFICIENCY

Hubbell's products drive resource efficiency, both before and after they reach the hands of our customers. Within our own facilities and throughout the development and production of our solutions, we focus on managing operational and material resources efficiently. We also enable our customers to operate electrical and utility infrastructure more efficiently. Our smart meters and advanced metering infrastructure communications solutions allow our customers to track the use of energy, water, and other natural resources in real time. These products also help end users identify opportunities to optimize resource consumption and provide control capabilities to take action when needed.

Hubbell's Solutions Enable Smart, Strong, and Efficient Grids





RENEWABLE ENERGY

From generation all the way to distribution, our critical infrastructure solutions facilitate the integration of renewables into the energy mix. Hubbell is a leading “balance of system” electrical solutions provider for solar and other renewable energy applications. Our components enable the generation of renewable energy, as well as the safe, reliable, and efficient transmission of energy from renewable and distributed energy sources to end consumers. Beyond our T&D components, our utility communications and controls products, such as smart meters, reclosers, smart switches, and relays, enhance the flexibility of the grid so that it can balance demand with intermittent energy supply.

GRID AUTOMATION – A KEY TO ELECTRIFICATION

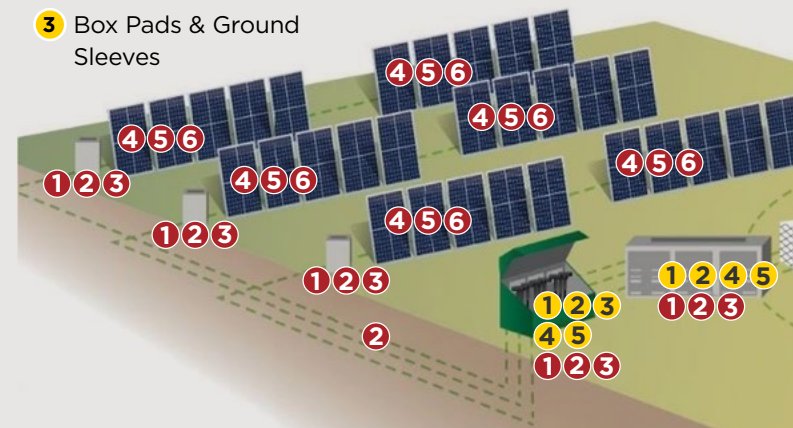
Our Beckwith Electric™ controls and protective relays enable the grid to act and react to changes in the energy system. They function as complementary products and, when working together with our Hubbell Power Systems grid components and Aclara® communications technology, they help form a fully automated utility solution that can respond to changes in demand as more energy users come online.



Hubbell's Role in the Solar “Balance of System”

Hubbell's products support the advancement of renewables from the ground up. Our products and solutions span the entire solar “balance of system,” including grounding solutions, wiring, and arresters.

- | | | |
|--|---|-------------------|
| 1 Medium & Large Compression Terminals & Splices | 1 Elbow Arresters | 4 T-Bodies/Elbows |
| 2 Grounding Solutions | 2 Primary Pedestals (Sectionalizing Cabinets) | 5 Accessories |
| 3 Cold Shrink | 3 Box Pads & Ground Sleeves | |
| 4 Wiley™ Bonding & Grounding | | |
| 5 Burndy® UNIRAP™ Cable Ties | | |
| 6 Wiley™ Wire Management | | |



ELECTRIFICATION

Electrification in transportation and other infrastructure applications drives the need for innovative power management and utility solutions. Hubbell's electrical solutions are essential to connect, protect, wire, and manage electricity across a wide range of industries. Hubbell's utility solutions also enable more electrical applications to be integrated into the grid infrastructure through upgraded components, as well as communications and controls technologies that enhance grid visibility, flexibility, and control.

NEW PRODUCT DEVELOPMENT

From ideation to production, we are committed to developing best-in-class products that meet our customers' business and sustainability objectives. Hubbell's New Product Development (NPD) efforts are centered on developing solutions that enable our customers to solve critical infrastructure problems. In addition to continuing to pursue NPD innovations in our existing product lines, Hubbell has recently accelerated our efforts to invest in higher value innovation opportunities across our portfolio. These investments are primarily focused in six key strategic growth verticals: utility T&D infrastructure, utility distribution automation, electrical transportation, renewables, data centers, and communications. Increasing our NPD investment in these verticals supports our strategy to accelerate organic growth across clean energy megatrends in grid modernization and electrification. In addition, our NPD efforts are conducted through a comprehensive stage-gate process, which includes a stage evaluating environmental performance.

Our innovation strategy aims to accelerate Hubbell's organic growth by increasing investment in vertical markets aligned with clean energy megatrends, including grid modernization and electrification.



PRODUCT QUALITY AND SAFETY

Delivering exceptional products that are high quality and safe is paramount to Hubbell. From product design to material sourcing to manufacturing, we aspire to develop solutions that meet, and even surpass, the expectations of our customers. To that end, we embed foundational elements of quality, safety, and reliability into our full product lifecycle.

Due to the diverse nature of our businesses and their associated product lines, each business unit is responsible for managing product quality and safety and aligning their approach with relevant production factors, business targets, and customer requirements. Product quality and safety management practices that are consistent across both our HUS and HES segments include establishing safety considerations during the product design and production process, performing product quality testing procedures that reflect best practice quality management systems like the International Organization for Standardization (ISO) 9001, and ensuring compliance with applicable regulatory requirements.



An aerial photograph showing a wide river with clear, blue water flowing through a lush, green forest. The forest is dense with various types of trees, and the riverbank is visible on the left side of the frame.

ENVIRONMENTAL STEWARDSHIP

Acting as a steward for our environment and natural resources is critical to our company. As we solve critical challenges for our customers, we are also committed to improving the environmental impact of our own operations.

MANAGING OUR ENVIRONMENTAL IMPACT

As a company dedicated to operational excellence, we are always taking steps to improve the way we do business.

This includes the integration of responsible production practices across our global facilities. We employ strategic practices, ranging from tracking our environmental performance metrics to implementing targeted initiatives at our sites to improve the efficiency of our operations. Overall, we strive to manage our direct operations and activities as efficiently as possible to reduce the impact of our business on the planet.

ESTABLISHING NEW ENVIRONMENTAL GOALS

Since we achieved our previous environmental goals in 2021, we established new goals to further reduce our impacts and accelerate our sustainability performance. These enterprise-wide goals provide measurable targets against which we will track our progress.

GOAL:
EMISSIONS



**30%
reduction**

in Scope 1 and 2
emissions by 2030¹

GOAL:
WATER



**25%
reduction**

in water usage
by 2030¹

GOAL:
WASTE



**30%
reduction**

in hazardous waste
generation by 2030¹

1. Goals are compared to a 2022 baseline.

DRIVING EFFICIENCY ACROSS OUR OPERATIONS

Hubbell's Environmental Management System (EMS), which we develop each year for continuous improvement, guides our processes for managing our environmental impacts and regulatory risks holistically. As an enterprise-wide framework, it was developed with reference to industry-leading practices including ISO 14001 and the Occupational Safety and Health Administration's (OSHA) Safety and Health Management System guidelines. Several of Hubbell's facilities are also ISO 14001 certified, reflecting their attainment of an international standard for effective environmental management. We also conduct environmental audits of our facilities both during routine safety and compliance audits as well as prior to buying, renewing, or selling properties to ensure they meet our environmental criteria.

In addition, our sites leverage our Sustainability and Infrastructure Management Handbook, which outlines procedures for improving the efficiency of our facilities. This guide is also complemented by a Site-Level Roadmap resource that provides recommendations, with examples, for reducing environmental impacts at the facility level. Together, our EMS, Sustainability and Infrastructure Management Handbook, and Site-Level Roadmap provide structured guidance for driving improvements in operational efficiency across our locations.

ENVIRONMENTAL DATA MANAGEMENT



Starting in 2021, Hubbell began implementing a new data software solution to enhance our management of environmental performance metrics. With implementation completed in 2022, our new data tool comprehensively captures energy consumption, greenhouse gas emissions, water usage, and waste generation from our facilities worldwide. We also established new procedures and verification controls to capture and maintain the quality of our data. Streamlining our data management process has enabled us to gather insights, make more informed decisions, improve our disclosures, and drive progress toward our sustainability priorities and goals. For more details on Hubbell's energy, emissions, waste, and water metrics, please see [pages 25–32](#).



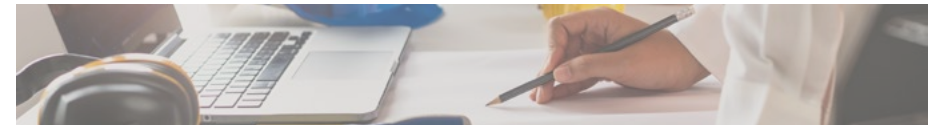
HUBBELL'S SUSTAINABILITY IMPACT PROGRAM

In 2022, we formalized the creation of our **Sustainability Impact Program**. This program allocates capital to Hubbell facilities to bolster site-specific or enterprise-wide projects that enhance the environmental performance and efficiency of our business operations and processes. Throughout 2022, the program supported a variety of initiatives spanning LED lighting retrofits, HVAC upgrades or replacements, and compressed air demand reduction and optimization improvements.

CLIMATE CHANGE RISKS AND OPPORTUNITIES

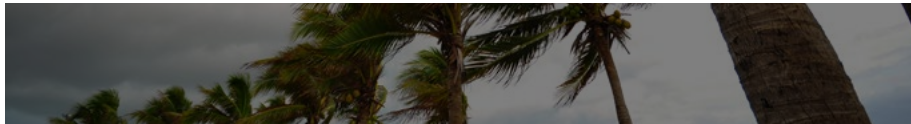
There is urgency to mitigate the impacts of climate change.

In recent years, global temperatures have risen, signaling long term changes in our climate patterns. Simultaneously, hurricanes, droughts, heat waves, and other natural disasters have sent ripples through our global community. As a result, we believe that addressing climate change is vital for enabling a resilient, flourishing society. We focus on trying to manage the climate-related risks and opportunities of our business for our stakeholders and the planet in the near and long term.



OPPORTUNITIES

We aspire to expand our portfolio of utility and electrical solutions to align with the demand from new and emerging markets associated with the transition to a low-carbon economy. Our NPD team spearheads innovation to develop new products and solutions that enable sustainable outcomes for our customers. In addition to new product development, we implement energy, water, and waste efficiency projects across our global facilities to reduce operational costs and, most importantly, mitigate against and adapt to climate change.



PHYSICAL RISKS

As part of response planning for natural disasters and severe weather, we evaluate the physical risks posed by climate change for our facilities and operations. To address these risks, we have established business continuity plans to protect our employees, properties, and assets from disruptions that may result from the physical impacts of climate change, such as increased incidence and severity of storms. These plans help us prepare for possible catastrophic events and support timely recovery of business operations to ensure we continuously deliver products and solutions to our customers.



TRANSITIONAL RISKS

Throughout the year, we focus on proactively managing transitional risks, which can have a financial, legal, and reputational impact on our business and operations. We regularly monitor the evolving conditions of the legal, regulatory, technology, and market landscape and engage in response planning to identify and mitigate future risks. Actions that emerge from our risk management strategy, such as improving environmental performance and reporting, are essential to ensuring business compliance and resilience as we transition to a low-carbon economy.



ENERGY AND EMISSIONS

At Hubbell, we are committed to managing our energy use and lowering our greenhouse gas (GHG) emissions.

As part of that effort, we focus on measuring our energy and fuel consumption and track our emissions to identify efficiency and reduction opportunities. Through the recent implementation of a new environmental data software solution, in 2022 we enhanced our energy and emissions inventories by incorporating more of Hubbell's locations and offices, compared to our previous 2021 dataset which was limited to our largest warehouses and manufacturing facilities worldwide. Our new data tool, which currently captures our Scope 1 and 2 emissions, serves an important role in enabling us to track our greenhouse gases and identify reduction opportunities.

To address climate change, we focus on pursuing operational improvements in our facilities. However, to drive meaningful results, we recognize the importance of establishing an ambitious goal. Since we achieved our previous emissions goal, we established a new GHG emissions goal to reduce our absolute Scope 1 and 2 emissions by 30% by 2030 compared to a 2022 baseline. Our new goal, which was developed using leading science-based methodologies within the context of our business' current impacts and future growth, will guide our emission reduction efforts and launch our sustainability program into a new chapter.

GHG emissions and
energy performance
since 2019:

-20%
reduction
IN SCOPE 1 EMISSIONS

-5%
reduction
IN SCOPE 2 EMISSIONS

-13%
reduction
IN ENERGY CONSUMPTION

See [page 26](#) for more information on our GHG emissions and energy consumption performance and methodology.

Energy Consumption and GHG Emissions, 2019-2022

FUEL AND ENERGY CONSUMPTION (KWH) ^{1,2,3}	2019	2020	2021	2022
Electricity	225,752,286	217,570,657	219,989,427	211,803,212
Natural Gas	179,180,476	160,553,183	140,301,056	147,424,456
Stationary Fuels	34,359,153	30,769,658	26,108,275	24,919,945
Transport Fuels	5,856,358	3,770,161	4,273,124	4,647,615
Total Energy Consumption	445,148,273	412,663,659	390,671,881	388,795,228
Energy intensity per million dollars of sales (kWh/\$M of net sales)	112,793	112,061	93,148	78,578

GREENHOUSE GAS EMISSIONS (TCO ₂ E) ^{1,2,3}	2019	2020	2021	2022
SCOPE 1 EMISSIONS				
Natural Gas	32,478	29,103	25,432	26,721
Stationary Fuels	7,950	7,211	5,999	5,725
Transport Fuels	1,448	932	1,057	1,148
Refrigerants	431	192	293	76
Total Scope 1	42,307	37,439	32,781	33,671
SCOPE 2 EMISSIONS				
Total Scope 2 (Location-based method)	96,595	90,612	94,159	91,948
Total Scope 1 & 2	138,903	128,051	126,941	125,619
Scope 1 & 2 emissions intensity per million dollars of sales (tCO₂e/\$M of net sales)	35	35	30	25

Energy and GHG Emissions Inventory Footnotes:

- Hubbell reports all energy and emissions from our wholly owned companies' leased and owned manufacturing, warehouse, and office facilities worldwide. The energy and emissions of consolidated joint operations are included pro rata, based on our 50% interest. We used the methodology outlined in the World Resource Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD) GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) to calculate the Scope 1 and 2 emissions generated by our facilities. Electricity for select sites where Hubbell does not pay the utility bill (i.e., primarily tenant-shared office space) is excluded from the reported electricity number as well as from the reported Scope 2 (location-based) emissions. Estimates are used where primary data is not available. Energy is reported in kilowatt-hours (kWh). GHG emissions are reported in metric tons of carbon dioxide equivalent (tCO₂e).
- In 2022, we completed our implementation of a software solution that enables us to track energy and emissions across our enterprise. This led to an improvement in our data measurement methodology and the number of sites and sources included in our inventory. As a result, we restated our historical energy and emissions.
- Hubbell established a threshold for significance of 5% or greater in Hubbell's total base-year emissions for the company's rebaseline policy. While our new environmental goals reference a 2022 baseline, we applied this policy to our 2019-2021 historical data to help us track Hubbell's environmental reduction progress over time. In October 2021, Hubbell initiated the sale of its Commercial and Industrial Lighting business, which was completed in 2022. This divestment triggered our rebaseline policy and our restated historical data reflects this recalculation. In addition, Hubbell grew its business with acquisitions in the second half of 2022 - PCX Holdings LLC, Ripley Tools, and REF Automation. These acquisitions did not trigger our rebaseline policy for historical data, however these sites are included in our inventory for 2022 onward.

PURSUING DECARBONIZATION

We regularly evaluate the efficiency of our facilities to identify opportunities to continuously improve our carbon footprint. Progress toward our GHG emissions goal is mainly driven through energy and emissions reduction projects. These initiatives range from technical projects executed at individual sites to more holistic behavioral-change campaigns rolled out across our entire enterprise.

In 2022, our decarbonization projects included the following:

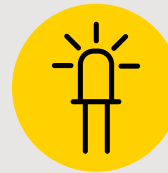
Behavioral Change



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

The decarbonization projects we pursued in 2022 will generate GHG emissions savings of approximately
3,000 tCO₂e per year.

Energy-related Improvements



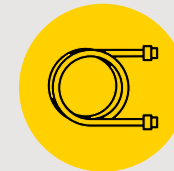
Retrofitting lighting with more efficient LED bulbs.



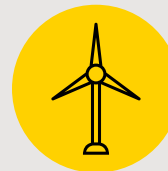
Optimizing energy use of equipment through compressed air blow gun optimization, compressed air demand reduction, boiler blowdown control, or other mechanisms.



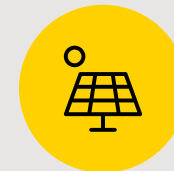
Replacing equipment with higher energy efficiency models, including HVAC systems, air compressors, and dust collectors.



Repairing compressed air leaks.



Integrating renewable energy into our purchased electricity mix.



Installing solar panels at our sites.

WATER MANAGEMENT

At Hubbell, we view water stewardship as vital for both mitigating and adapting to the effects of a changing climate.

Water is essential for life, and as a company, we embrace our responsibility to manage and reduce our usage of such an important resource. To that end, our facilities manage water use and effluent discharge at the site level in accordance with local requirements and regulations. In addition, our water management approach across our global operations includes, but is not limited to:



Measuring water usage across all our operating locations worldwide.



Assessing where, across all our global sites, we have facilities located in regions with baseline water stress categorized as high or extremely high, according to the World Resources Institute's Aqueduct Water Risk Atlas tool, to aid decision making around water reduction initiatives.



Identifying and implementing initiatives across our facilities that lessen our water usage, such as installing low-flow water valves and leak detection mechanisms and analyzing production processes for water efficiency opportunities.



Reviewing all legal and other requirements for wastewater and effluent management and implementing measures that restrict discharge to limit potential environmental impact.

**25%
BY 2030**

ESTABLISHING A NEW WATER GOAL

We will reduce our company-wide water usage by 2030.

We developed a new water target to challenge ourselves to continue reducing our global water usage. The new goal is to reduce water usage by 25% by 2030, compared to a 2022 baseline. We also enhanced our data collection efforts and process by employing a new environmental data management software solution that encompasses our water usage metrics. Compared to our previous water inventory which was limited to our largest warehouses and manufacturing facilities, our improved water data methodology recalculated water usage across all our global sites, incorporating more locations and offices. This enabled us to capture a more comprehensive picture of our water impacts and reduction opportunities.

Using our new water goal, we intend to conduct water audits, identify reduction opportunities, and implement measures that increase water efficiency across our global facilities.

WATER USAGE, 2019–2022

WATER USAGE (KGAL) ^{1,2,3}	2019	2020	2021	2022
Total Water Usage	178,780	154,601	141,530	123,088
Water intensity per million dollars of sales (kgal/\$M of net sales)	45	42	34	25

Water Inventory Footnotes:

- Hubbell reports all water usage from our wholly owned companies' leased and owned manufacturing, warehouse, and office facilities worldwide. The water usage of consolidated joint operations are included pro rata, based on our 50% interest. Water usage for select sites where Hubbell does not pay the utility bill (i.e., primarily tenant-shared office space) is excluded from the reported water usage. Estimates are used where primary data is not available. Water usage is reported in kilogallons (kgal).
- In 2022, we completed our implementation of a software solution that enables us to track water usage across our enterprise. This led to an improvement in our data measurement methodology and the number of sites and sources included in our inventory. As a result, we restated our historical water usage.
- Hubbell established a threshold for significance of 5% or greater in Hubbell's total base-year water usage for the company's rebaseline policy. While our new environmental goals reference a 2022 baseline, we applied this policy to our 2019–2021 historical data to help us track Hubbell's environmental reduction progress over time. In October 2021, Hubbell initiated the sale of its Commercial and Industrial Lighting business, which was completed in 2022. This divestment triggered our rebaseline policy and our restated historical data reflects this recalculation. In addition, Hubbell grew its business with acquisitions in the second half of 2022 - PCX Holdings LLC, Ripley Tools, and REF Automation. These acquisitions did not trigger our rebaseline policy for historical data, however these sites are included in our inventory for 2022 onward.



WATER STEWARDSHIP IN THE WHITE MOUNTAINS

We are proud to have a facility located in the heart of the White Mountains National Forest in New Hampshire and focus on being good stewards to the local ecosystem. To that end, our facility employs a state-of-the-art water treatment system to ensure the water we discharge not only meets, but exceeds, the local water quality requirements. This site has also implemented water efficiency measures within its production process to help us lower our impact on the nearby watershed.



WASTE MINIMIZATION



As a business, Hubbell is also committed to responsible consumption and production, which includes managing and minimizing our waste generation. In addition to pursuing measures that reduce the amount of waste we dispose at our facilities, we also recover, reuse, and recycle byproducts, such as scrap metals, and other surplus materials in our operations whenever feasible. When not feasible, we responsibly dispose of waste materials and encourage our facilities to identify new ways to reduce waste throughout our manufacturing processes.

However, to minimize waste generation more effectively and intentionally, in 2020 we began aggregating our enterprise-wide waste and recycling data, which historically had been handled at the site level.

IN 2022

We completed our waste and recycling data inventory, comprehensively capturing waste activities across our global manufacturing, warehouse, and office facilities.

We also established a new waste target focused on reducing our hazardous waste by 30% by 2030, compared to a 2022 baseline. Using our new goal and waste and recycling inventory, we will identify and pursue new opportunities to reduce waste generated at our sites.

30%

ESTABLISHING A NEW WASTE GOAL

Reduce hazardous waste generation by 30% by 2030¹

1. Goals are compared to a 2022 baseline.

316K
TONS



IN 2022

We recycled 316,047 tons of material across our facilities, representing a waste diversion rate of 92%

HAZARDOUS WASTE REDUCTION IN JUAREZ, MEXICO



In 2022, our facility in Juarez, Mexico deployed new machinery that reduces hazardous waste by evaporating water content within the waste stream. The new equipment has reduced hazardous waste by approximately 60 tons per month, which in

turn avoids burning the transport fuel associated with traveling 837 kilometers, roundtrip, between our facility and the final disposal site. This initiative also yields USD \$5,000 in savings per month.



Waste and Recycling Inventory Footnotes:

- Hubbell reports all waste and recycling from our wholly owned companies' leased and owned manufacturing, warehouse, and office facilities worldwide. The waste generated and recycled of consolidated joint operations are included pro rata, based on our 50% interest. Waste and recycling for select sites where Hubbell does not pay the service bill (i.e., primarily tenant-shared office space) are excluded from the reported waste generated and recycled. Estimates are used where primary data is not available. Waste generated and waste recycled are reported in US tons (ton).
- Hubbell established a threshold for significance of 5% or greater in Hubbell's total base-year waste and recycling for the company's rebaseline policy. While our new environmental goals reference a 2022 baseline, we applied this policy to our 2019-2021 historical data to help us track Hubbell's environmental reduction progress over time. In October 2021, Hubbell initiated the sale of its Commercial and Industrial Lighting business, which was completed in 2022. This divestment triggered our rebaseline policy and our stated historical data reflects this. In addition, Hubbell grew its business with acquisitions in the second half of 2022 - PCX Holdings LLC, Ripley Tools, and REF Automation. These acquisitions did not trigger our rebaseline policy for historical data, however these sites are included in our inventory for 2022 onward.
- Hazardous waste data represents waste deemed hazardous by region-specific definitions.

WASTE GENERATION AND RECYCLING, 2019-2022

WASTE GENERATED (US TON) ^{1,2,3}	2019	2020	2021	2022
Waste - General	13,934	12,029	9,567	17,936
Waste - Industrial	8,006	9,803	10,142	4,101
Waste - Universal	2,116	2,270	2,314	2,320
Waste - Hazardous	1,862	1,469	1,861	1,608
Waste - Wood	167	228	296	340
Total Waste Generation	26,084	25,798	24,181	26,306
Waste intensity per million dollars of sales (US ton/\$M of net sales)	7	7	6	5
WASTE RECYCLED (US TON) ^{1,2,3}	2019	2020	2021	2022
Waste Recycled - Aluminum	2,913	2,701	1,854	11,256
Waste Recycled - Brass	1,349	1,213	1,012	1,023
Waste Recycled - Bronze	0	0	178	159
Waste Recycled - Copper	2,078	1,789	986	1,012
Waste Recycled - Iron	300	419	292	903
Waste Recycled - Lead	18	4	13	5
Waste Recycled - Stainless Steel	310	259	415	382
Waste Recycled - Steel	179,763	204,212	338,621	295,920
Waste Recycled - Tin	227	76	24	215
Total Metals Recycled	186,959	210,674	343,395	310,875
Waste Recycled - Commingled	590	491	469	412
Waste Recycled - Industrial Waste	857	750	820	794
Waste Recycled - Universal Waste	4	3	72	40
Waste Recycled - Hazardous Waste	138	572	93	211
Waste Recycled - Cardboard	1,614	1,569	1,473	1,161
Waste Recycled - Paper	13	14	103	267
Waste Recycled - E-waste	24	13	11	11
Waste Recycled - Plastic	54	166	346	125
Waste Recycled - Glass	0.78	0.78	0.75	0.75
Waste Recycled - Wood	2,112	2,134	2,898	2,150
Total Metals & Waste Recycled	192,367	216,386	349,680	316,047
Total Waste Diversion Rate	88%	89%	94%	92%

PURSUING CIRCULARITY

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



We are continuing to explore ways to build upon our current practices in support of a more circular economy—starting with a focus on using recycled content, reducing waste, and closing the materials loop.

We utilize recycled materials rather than virgin content, such as recycled steel and cardboard, in our products and packaging where feasible. We also drive circularity through our smart meter recycling program. Through this initiative, we replace and recycle our customers' electric, gas, and water meters when they are at their end of life. We intend to expand these efforts in the future and identify new ways to innovate through circular economy models.

822
THOUSAND

electric, gas, and water meters were recycled in 2022 via our smart meter recycling program

2.32
MILLION

pounds of scrap metal were recovered from the meters we recycled in 2022

67%

of our corrugated cardboard and wood packaging, as well as other packaging supplies, were made of recycled material in 2022

50%

of the steel, by weight, we purchased in 2022 came from less environmentally impactful mills that use recycled material as their primary feedstock rather than virgin steel



SOCIAL RESPONSIBILITY

At Hubbell, we view social responsibility as a business imperative. Our electrical and utility solutions connect society, and we strive to support the people our business interacts with—from our employees to our communities and supply chain.

THE EMPLOYEE EXPERIENCE

The talent and dedication of our employees enable Hubbell to deliver best-in-class products, solutions, and services for our customers around the world.

We are committed to working together every day to cultivate an inclusive environment that offers fulfilling opportunities for our employees. We strive to attract and retain great people through purposeful roles, professional development, and wellbeing programs that create a rewarding employee experience. After all, our employees create our success.

THE INCLUSIVE EMPLOYEE EXPERIENCE AT HUBBELL

At Hubbell, we foster an employee experience that is centered around four focus areas:

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



MEXICO'S BEST EMPLOYERS

Forbes 2022

POWERED BY STATISTA

MEXICO'S BEST EMPLOYERS 2022

Hubbell was proud to be recognized by Forbes as one of Mexico's Best Employers 2022 for creating a great place to work, with respect to working conditions, salary, talent development, and social responsibility, among other attributes.

TALENT ATTRACTION

Our strategic recruitment programs focus on attracting candidates with diverse backgrounds and experiences and targets early-career, mid-level, and senior professionals. For example, our Campus Programs, including our Summer Internship Program and Hubbell Rotation Program foster a pipeline of emerging young professionals for Hubbell. Our Campus Programs offer undergraduate, graduate, and early career professionals the opportunity to explore various assignments, businesses, and locations across our enterprise. In 2022, we also enhanced our Hubbell Career Page with an interactive tool that makes it even easier for prospective candidates to find and apply for open positions that match their skills, experiences, and preferences.

EMPLOYEE ENGAGEMENT

Employee engagement sits at the heart of cultivating an environment where employees feel valued. As a global enterprise, we feel it is important to provide avenues for our employees to connect with each other. Every quarter, we hold town hall meetings so our employees can hear from our senior leadership and directly ask them questions. Our company intranet, called “Harvey,” also affords our employees a platform to engage with and support one another across our enterprise. Through Harvey, our employees can receive business updates, engage in conversation via digital forums, recognize one another, and access company news and information. At the local level, monitors, posters, and team meetings help our employees stay informed.

In 2022, we conducted our inaugural Elevate Employee Experience Survey to better capture and understand employee needs. Over 11,500 global hourly and salaried employees participated in the survey, demonstrating a best-in-class first year participation rate of 84%. Through the rollout of this survey, which will be launched annually moving forward, we achieved three major milestones:

1 Raise Our Voice: We empowered our workforce to participate in the survey

2 Lift Our Culture: Hubbell shared enterprise, function, site, and team results with our colleagues

3 Advance Our Company: We have action plans in place at the enterprise, function, and site level using the feedback captured by our Elevate Employee Experience Survey and focused on the things that matter most to our employees

ENGAGING AND CONNECTING THROUGH EMPLOYEE INCLUSION GROUPS

Our Employee Inclusion Groups provide an opportunity for employees with similar experiences to connect with each other and engage in initiatives that are meaningful to them. Please see [page 41](#) to learn more.

BENEFITS AND WELLBEING

We understand that our employees cannot bring their whole and best selves to work if they are not supported physically, mentally, and financially. To this end, promoting the health and wellbeing of our employees and their families as they navigate their journey toward wellness is a top priority.

Through our “myLife” program, we provide comprehensive, competitive benefits¹ that retain and support our employees in the following three areas:

MyHealth

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



MyPeaceofMind

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

MyWealth

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



SUPPORTING MENTAL HEALTH

Hubbell was honored to have won the 2022 Gold Bell Seal Award for Workplace Mental Health, from Mental Health America. This award is a first-of-its-kind workplace mental health certification that recognizes employers committed to cultivating supportive, mentally healthy spaces where employees can thrive.



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

TRAINING AND DEVELOPMENT

At Hubbell, we want to set our employees up for success.

No matter where they are in their careers, we are devoted to providing our employees with ways to continuously grow on the job, or in the classroom, by providing the resources they need to enhance their skills and knowledge. Within our businesses and teams, we provide education, training, and development opportunities so our employees can continue to advance as professionals.



Our employees engage with Hubbell University to participate in online and instructor-led courses that support ongoing education and development across a multitude of focus areas. Topic areas span business acumen, leadership traits, functional skills, safety,

cybersecurity, sustainability, inclusion, and compliance, allowing our employees to develop professional skills and knowledge they need to grow their career now and into the future. For example, we rolled out a sustainability and ESG-focused training course to all employees in 2022 to increase employee awareness about Hubbell's ESG commitment, strategy, and program. By the end of 2022, over 82,193 learning hours were completed by employees globally through Hubbell University and external training providers.

HUBBELL'S GLOBAL RECHARGE DAY

In the Fall of 2022, Hubbell held an enterprise-wide Global Recharge Day. On this day, Hubbell encouraged all employees to take a day off from work to relax, restore, and recharge their mind and body, supporting workforce wellbeing.

82,193+

learning hours were delivered globally through Hubbell University in 2022

TUITION REIMBURSEMENT

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



SALES SUSTAINABILITY TRAINING

In 2022, we launched a new training focused on Hubbell's *Products with Impact* for our global sales team. The aim of this training was to educate our sales colleagues about the sustainable value proposition of our products and in turn, empower our colleagues to engage with our customers about the ways our solutions enable sustainable outcomes.

EMPLOYEE ADVANCEMENT

When it comes to professional development, we recognize the value of continued education and training to support career advancement.

In 2022, we added to our development programs as part of our commitment to continually look for ways to help our next generation of leaders advance their careers and teams at Hubbell.

- **Supervisor Essentials:** This new multi-month learning program is comprised of in-person training, virtual learning, coaching, mentoring, and check-ins to empower professionals to be strong and effective supervisors.
- **Improving Business Acumen:** This multi-day learning program involves a fast-paced, intensive business simulation to help individuals gain firsthand experience in developing business strategies, engaging with customers, evaluating the competitive landscape, and making critical business decisions.
- **Leadership Forum:** This multi-month intensive development program supports professional growth through coaching, training, and project-based work for high potential executive employees.



We also believe that employees should be recognized, celebrated, and compensated for giving their best and ensuring the success of the company. We provide market competitive compensation programs and reward high performers through our “WIN AS ONE” program, which celebrates employees via peer-to-peer written praise and emblematic awards.

INCLUSION, DIVERSITY, AND EQUITY

As a global enterprise with 16,323 employees,¹ we prioritize cultivating an inclusive culture.

From the facility floor to our conference rooms, we want our teammates to feel valued for the unique experiences, backgrounds, and contributions they bring to work every day. To promote inclusion, diversity, and equity (IDE) across our company, we developed a cultural awareness campaign, *I am Hubbell*. This reflects our dedication to leading with inclusion, which sits at the core of our employee experience and informs our employee engagement and wellbeing initiatives.

FOSTERING INCLUSION

As an extension of Hubbell's employee experience focus areas—Attract, Engage, Retain, Advance—we established four Inclusion Pillars to actualize IDE throughout our company. Our Inclusion Pillars center our efforts to foster an inclusive culture and diverse organization by embedding IDE within the entire employee experience.



Hubbell's Inclusion Pillars

BUSINESS RESULTS ENGAGE & RETAIN	INCLUSIVE CULTURES ENGAGE & ADVANCE	INCLUSIVE TEAMS ATTRACT & ENGAGE	EMPLOYEE EXPERIENCE ENGAGE & ADVANCE
Increase understanding of leaders on benefits of diversity to business results	Expand capability of leaders to build inclusive environments for their teams	Bring employee population of underrepresented groups to industry levels and above	Pursue a high level of employee engagement across the enterprise

1. As of December 31, 2022.

FOCUSING OUR EFFORTS

As a company with a global presence, we are dedicated to building an inclusive culture and ensuring that our workforce reflects the communities where we live and work. We recognize that there are always opportunities to grow and improve, and we view our Inclusion Pillars as a lever to enact meaningful change throughout our company. During 2022, we continued to focus our IDE efforts across all four of Hubbell's Inclusion Pillars, spanning our hiring practices, community engagement, and employee training. These programs and initiatives included, but were not limited to:

PARADIGM FOR PARITY PLEDGE



Hubbell signed the Paradigm for Parity pledge to accelerate gender equality and address the leadership gender gap in the US. The Paradigm for Parity pledge aims for its coalition of 140+ companies, that represent over 6.5 million workers across 28 countries, to achieve gender parity throughout corporate leadership by 2030.

TOP DIVERSITY EMPLOYER RECOGNITION



In 2022, we were recognized as a Top Diversity Employer by DiversityJobs, reflecting our dedication to building a diverse workforce and inclusive culture.

BUSINESS RESULTS

- Delivering webinars, training, and other resources in key focus areas to promote inclusion and diversity education.

INCLUSIVE CULTURES

- Providing tools, resources, and training to people leaders and supervisors to equip them to be inclusive leaders and strengthen IDE in the workplace.

INCLUSIVE TEAMS

- Collaborating with diversity partners including Employer Support of the Guard & Reserves, Military.com, Society of Women Engineers, National Society of Black Engineers, National Urban League, Prospanica, and Historically Black Colleges & Universities to recruit diverse talent.
- Implementing initiatives that improve diverse representation at the people-leader level and above.
- Ensuring equal employment opportunity, practicing equitable hiring practices, and building diverse interview teams to advance diversity and equity during the recruitment process.

EMPLOYEE EXPERIENCE

- Partnering with diverse organizations and engaging in events in the community to promote inclusion within our business and out in the communities where we live.
- Supporting our Employee Inclusion Groups that help drive an inclusive culture at our company.
- Measuring our culture of inclusion through Hubbell's Elevate Employee Experience Survey.



DRIVING PROFESSIONAL GROWTH THROUGH MENTORSHIP

2022 marked the third year MCM and WATCH partnered to deliver Hubbell's mentoring program, MATCH. This program, which originated as the WATCH Mentoring Program but expanded through MCM's network, matches mentees with mentors based on the areas where each individual would like to grow. With more than 30 sets of mentor-mentee pairs matched in 2022, the collaboration between our two EIGs has sparked notable growth for the program.

EMPLOYEE INCLUSION GROUPS

Our Employee Inclusion Groups (EIGs) are a connection point for our colleagues who have similar life experiences to come together and share perspectives, engage in personal and professional development, participate in community service, and lead purpose-driven projects. Although each EIG has its own specific mission, they all deliver our Inclusion Pillars and employee experience. We are proud of our EIGs and aim to support them as they pursue events, programs, and initiatives that promote a culture of inclusion and belonging.



Women Advancing Their Careers at Hubbell (WATCH) strives to inspire the women of Hubbell to pursue their personal and professional goals, surpass their own expectations, and support other women within the network.



MultiCultural Men (MCM) focuses on fostering appreciation for inclusion and multiculturalism while empowering men of color through training, mentoring, and networking opportunities that enhance personal development and leadership growth. For example, on June 19, 2022, MCM hosted virtual and on-site events to celebrate Juneteenth and empower employees to be agents of change in the workplace.



Veterans Engaged To Succeed (VETS) is open to all employees with previous military experience or employees who have a connection to the military, such as military spouses or families. VETS aims to create a supportive community, encourages advancement and personal growth, and pursues recruiting efforts for individuals with similar experiences.



Hubbell Pride welcomes members and allies of the LGBTQ+ community. Hubbell Pride focuses on building enterprise-wide awareness of LGBTQ+ issues, promotes inclusion and diversity, and provides a safe space for employees, allies, and anyone seeking support.

INCLUSION, DIVERSITY, AND EQUITY TRAINING

We feel it is important for leaders at all levels of our organization to champion IDE and enhance our employee experience. Through strong, inclusive leadership, employees at the people-leader level and above can serve as role models and encourage their teams to value, appreciate, and support the diverse perspectives and experiences of their colleagues. As part of our effort to strengthen our culture of IDE, our employees in management roles participate in our **Learning to Lead Inclusively** training. This training focuses on helping leaders develop critical skills and behaviors that can foster sense of belonging within their teams. Our Supervisor Essentials employee development program also includes a component focused on IDE. The **Moving From Bias to Inclusion in the IDE Journey** training module within the program covers essential skills that help leaders transform their biases into inclusive leadership capabilities.

RESPECTING FAIR LABOR AND HUMAN RIGHTS

Hubbell is committed to supporting the fundamental human rights of our employees. Our [Global Human Rights Policy](#) and [Code of Business Conduct and Ethics](#) set the expectations for our employment practices to safeguard the principles of freely chosen employment, non-discrimination, the elimination of forced and underage labor, and the rights of workers to organize and freely associate. In keeping with this commitment, we employ both unionized and nonunionized workers, with 18% of our US workforce under collective bargaining agreements in 2022.

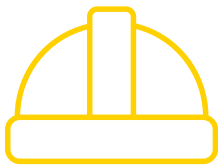
In addition, we remain focused on ensuring fair treatment, access, and opportunity for our employees. As outlined by our [Equal Employment Opportunity Policy](#), we are committed to providing equal opportunity to all persons without regard to race, color, sex, gender, gender identity, gender expression,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

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



EMPLOYEE HEALTH AND SAFETY

We recognize that employee safety is indispensable to the physical health and mental wellness of our workers.



Ensuring the health and safety of our employees enables our people to live to their fullest potential, both inside and outside of the workplace. As a company, we are dedicated to continuously pursuing and improving

programs, processes, and resources that cultivate a safe and healthy work environment in our facilities around the world.

LOCKOUT TAGOUT PROGRAM

We recognize that minimizing hazards and risks in our operations is crucial to workplace safety. In 2022, we expanded our Lockout Tagout (LOTO) training to strengthen awareness around the importance of shutting down equipment and making it completely inoperable before employees conduct maintenance and repair activities. Coupled with our EHS policies and procedures, our LOTO program and training has been instrumental to reducing the safety hazards facing our workers.



EMPLOYEE, HEALTH, AND SAFETY MANAGEMENT

Hubbell's environmental, health, and safety (EHS) procedures and management systems have been strategically developed to promote employee health, safety, and wellbeing in the workplace. They establish our standards of health and safety management, reinforcing compliance and ingraining a culture of "Always Think Safety" across our enterprise.

During 2022, we remained abreast of evolving regulations, and in response, updated several policies, protocols, and programs to maintain consistency with EHS regulatory and Hubbell requirements. To that end, our Environmental Management System, [EHS Policy](#), and EHS Instruction Manual outline our expectations for our sites and guidance for safety procedures and EHS programming, including, but not limited to, the following elements:



Performing job hazard analysis before the commencement of any job or activity



Instituting EHS roles and responsibilities, organizing training and awareness-raising, and creating audit procedures



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



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



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

ALWAYS THINK SAFETY



FOSTERING A CULTURE OF “ALWAYS THINK SAFETY”

We strive to nurture a culture of “Always Think Safety” that puts safety at the front and center of our work. Even before stepping foot onto the facility floor, our employees are trained on occupational health and safety principles and work procedures that are specific to their role and responsibilities. Employee training is integral to our culture because it fosters safety awareness and knowledge, and our behavioral campaigns, such as “Stop and Think,” also hone a safety-oriented mindset in the workplace. In 2022, we improved our employee training by formalizing an EHS Training Curriculum consisting of educational content with timeline requirements. This enterprise-wide curriculum unified our approach to EHS-related training, facilitating the delivery of a high-quality educational experience for each of our employees. Through this new program, employees received an average of 2.5 hours of EHS training.

Even before stepping foot onto the facility floor, our employees are trained on occupational health and safety principles.

EHS OVERSIGHT AND COMPLIANCE

Across our global operations, we remain focused on continuously improving safety at our facilities. To that end, in 2022, Hubbell began to measure the completion of safety walks, which entail a comprehensive walkthrough of an operating facility. Since safety walks require our site managers to engage with workers on the facility floor, they play an

important role in promoting safety for three reasons: they bolster the visibility of our site managers, demonstrate the value of safety to employees, and provide an opportunity for site managers to receive direct feedback on employees' safety concerns.

In addition to managerial oversight at the site level, Hubbell's EHS Council conducts routine safety and compliance audits to advance safety improvements. Throughout the year, we visit our sites to review safety performance and progress, assess compliance with regulations and requirements, and identify opportunities to eliminate EHS-related risks and hazards. Work conducted by our EHS Council is further supported by third-party consultants who perform safety gap assessments, risk evaluations, and analyses of emerging or changing EHS regulations. Together, the information compiled by our internal and external experts equip our EHS team with useful knowledge and resources that ultimately improve safety and compliance in the workplace.



SAFETY RECOGNITION IN OUR JUAREZ, MEXICO FACILITY

Our Hubbell site in Juarez, Mexico received the Jaime Bermudez Cuaron Award from the Juarez chapter of INDEX, an association of the manufacturing enterprises in Mexico, for their safety and sustainability program in 2022. This award recognizes Hubbell's facility in Juarez, out of more than 300 maquiladoras¹ in the city, for demonstrating excellence and leadership in two categories: Corporate Social Responsibility and Environmental Health and Safety.

1. Maquiladora denotes a US factory located in Mexico.



Site managers are required to perform **safety walks** weekly as part of a normal rhythm for evaluating EHS performance.

HEALTH AND SAFETY PROGRESS AND PERFORMANCE

We are cognizant that measuring EHS performance is fundamental to understanding the status of the safety and health of our operations. Using an EHS Assessment Tool, we measure the implementation of our safety and health programs and evaluate overall safety culture. In 2022, we expanded the impact of our EHS Assessment Tool by deploying a comprehensive EHS data management software solution. Our new data management software enables us to track EHS reviews, metrics, and other key performance indicators at the site level for our global facilities. This solution also includes reporting capabilities spanning injury and incident tracking, job hazard analyses, and corrective management—ultimately streamlining our EHS performance measurement and enabling us to unlock helpful insights into the health and safety activities of our sites.

We also recognize sites that champion our company's value of safety through Hubbell's Annual Safety Award. The Annual Safety Award comprises three competition categories: small site, large site, and most improved site. Our large site and small site winners are honored for their strong health and safety performance, as well as their ability to drive a safety-oriented culture throughout their facility. Our most improved site winner recognizes sites that demonstrate an outstanding improvement in their safety practices and procedures. As a company, we view the sites we award to be leaders that elevate health and safety best practices across our enterprise.

The following three sites received our 2022 Annual Safety Award:

LARGE SITE: **HES**

ARCHDALE, NC

SMALL SITE: **HUS**

WINSTED, CT

MOST IMPROVED SITE: **HUS**

**BROKEN
ARROW, OK**



SAFETY AWARD

Outstanding Safety Performance



ENGAGING WITH OUR COMMUNITIES

When we evaluate all of Hubbell's opportunities to drive meaningful impact, we challenge ourselves to look beyond the walls of our own company to consider the communities within which we operate.

We aspire to nurture thoughtful relationships with the local communities that support us and pursue corporate citizenship through community engagement and philanthropic activities. Through The Hubbell Foundation and our passionate employees, Hubbell's people volunteer their time and gift generous donations to promote the wellbeing of our society.



THE HUBBELL FOUNDATION - A VEHICLE FOR SOCIAL GOOD

For more than fifty years, The Hubbell Foundation has played a big role in driving our community impact efforts. The Hubbell Foundation collaborates with organizations to donate to mission-aligned, US-based nonprofit organizations that support a variety of causes, including health, food and housing insecurity, education, social and racial justice, and disaster relief. For example, The Hubbell Foundation and Hubbell employees donated over \$100,000 to UNICEF in 2022 to help children and families impacted by the war in Ukraine. The Hubbell Foundation is also committed to advancing science, technology, engineering, and math (STEM) programs, since STEM is fundamental to the success of our industry.

The Hubbell Foundation's philanthropic giving campaigns are formalized through national nonprofit partners, including Habitat for Humanity, One Tree Planted, and the National Urban League. Complementing their work with national nonprofit partners, The Hubbell Foundation also supports additional nonprofit organizations through its employee donation and matching gifts campaign, scholarship fund program, "Hubbell Helping Hands" Month of Giving and volunteering campaign, and educational giving program which provides donations to five universities.



OVER
\$1,200,000

DONATED BY THE HUBBELL FOUNDATION
TO CHARITABLE ORGANIZATIONS IN 2022

168+
CHARITIES

WERE SUPPORTED THROUGH
DONATIONS OR
VOLUNTEERISM IN 2022

SUPPORTING THE HUBBELL FOUNDATION'S NATIONAL PARTNERS IN 2022



Habitat for Humanity

The Hubbell Foundation donated to Habitat for Humanity chapters across the country to support new builds of homes, parks, storage units, playhouses, and other community gathering spaces, as well as neighborhood cleanups and home repairs. For example, our charitable donation helped finance a build in Greenville, South Carolina's Nicholtown community that transformed 3.6-acres of land into a new park that will provide residents and children a place to visit, rest, walk, play, and enjoy.



National
Urban League

National Urban League

The Hubbell Foundation sponsored The National Urban League's Youth Leadership Summit held at the University of Maryland's College Park campus. The four-day summit, called *Save The Planet, Preserve Our Future*, focused on global climate challenges and encouraged more than 300 high-school-age students from across the US to be agents for change in their communities.



ONETREEPLANTED

One Tree Planted

The Hubbell Foundation partnered with One Tree Planted, a non-profit organization dedicated to global reforestation, to plant 100,000 trees in the US near one of Hubbell's Illinois-based facilities. This reforestation project translated to planting approximately six trees for every Hubbell employee, and the initiative restored 155 hectares of land where over 100 local wildlife species benefited.

GIVING BACK THROUGH EMPLOYEE VOLUNTEERISM

We believe community involvement should not be limited to charitable giving. With this in mind, we encourage our employees to champion our impact efforts and expand our reach by directly engaging with causes that matter to them in their local communities. To support employee volunteerism, Hubbell's Volunteer Paid Time Off Policy permits US employees to use one paid workday annually to volunteer. The Hubbell Foundation's "Dollars for Doers" campaign also maximizes the social impact of employee volunteerism by donating funds to eligible nonprofits for which employees have volunteered their time.

Over the past year, our employees have participated in food drives, built homes, packed school supplies, and engaged in a variety of other volunteer activities. Looking back on 2022, we are grateful for our employees who volunteered and leveraged their unique expertise, skills, and experience to make a deep, personal footprint in their communities.



"GIVING THANKS" THROUGH HUBBELL HELPING HANDS



With 16,323 employees¹, we feel it is essential to harness the power and connections of our employee base to spur positive social change. In the Fall of 2022, we encouraged our employees to give back to their communities through volunteering and service. As an offshoot of our Hubbell Helping Hands month of giving campaign in previous years, we designated November of 2022 as our enterprise-wide "Month of Giving Thanks." During this campaign, Hubbell employees across our enterprise took the theme of giving thanks to heart by participating in volunteer events and activities that benefited their local communities. Many of our sites in the US focused on addressing food insecurity by collecting and donating food and essential items, as well as packing meals that were delivered to the community. Across Mexico, teams spent time in retirement homes, donated jackets for children, and cleaned up waste from a national park. We are proud of the positive social impact our employees achieved through our Month of Giving Thanks.

1. As of December 31, 2022.



**American
Red Cross**

SUPPORTING COMMUNITIES AFFECTED BY NATURAL DISASTERS

In 2022, The Hubbell Foundation donated \$50,000 in relief aid to support communities directly impacted by Hurricane Fiona and Ian. Our contribution helped the American Red Cross deliver meals, relief items, overnight stays, and financial assistance and recovery services to affected community members.

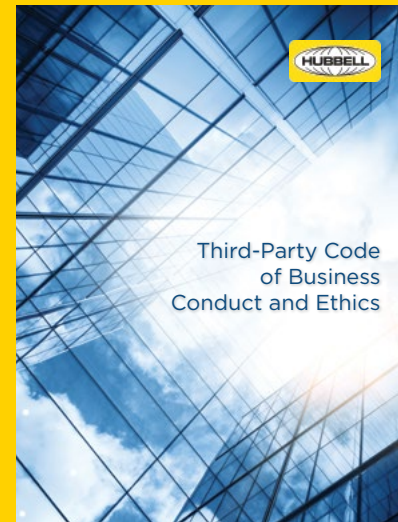


SUPPLY CHAIN RESPONSIBILITY

As a company, we recognize that our suppliers play an important role in our success. At the same time, we view addressing human rights and other critical issues in our supply chain as both a business imperative and a sustainability priority. We are committed to responsible sourcing and managing ESG-related risks throughout our supply chain. To that end, we strive to conduct business with suppliers who share our commitment to high ethical standards and who operate in a socially responsible manner.

SUPPLY CHAIN OVERSIGHT

Hubbell's supply chain activities are managed by a team of seasoned professionals who oversee our suppliers and vendors, with support from functional managers at each of our business units. Our global supply chain and sourcing teams have expertise in procurement, supply management, operations management, logistics, and supply chain performance optimization. Using comprehensive supply chain systems tools and technology, these teams optimize Hubbell's globally diverse supply base for quality, cost, delivery, and responsibility. Our broader legal organization also works closely with our sourcing teams to manage potential risks in the supply chain and ensure Hubbell remains compliant with local laws and regulations.



Our suppliers are expected to follow the principles outlined in our Third-Party Code of Business Conduct and Ethics and to apply these or similar principles to the suppliers that they work with as they provide goods and services to Hubbell.

HUBBELL'S THIRD-PARTY CODE

Our Third-Party Code of Business Conduct and Ethics (Third-Party Code) is the foundation of our responsible sourcing practices. As an extension of Hubbell's Code of Business Conduct and Ethics, our Third-Party Code establishes our expectations regarding workplace standards and business practices for our suppliers. The Third-Party Code mandates that our suppliers comply with the law and conduct business in an ethical, legal, and responsible manner—including with respect to anti-bribery and anti-corruption, trade compliance, conflict minerals, labor and human rights, environmental stewardship, data privacy, safety, and non-discrimination, among other topics. It also provides information for our third parties to report questions or concerns through our “Speak Up Today” program. To learn more about Speak Up Today, see [page 59](#).

SUPPLIER SCREENING AND MONITORING





Our supply chain responsibility efforts are reinforced by a due diligence approach that is designed to drive accountability and results. We focus on establishing strong policies and management systems, screen and audit suppliers, assess and manage risks in the supply chain, track due diligence activities, and engage with our suppliers to strengthen partnerships. All of these initiatives are complemented by our Third-Party Code, which reinforces expectations for our suppliers.



The screening and auditing procedure of our third-party due diligence process enables us to proactively manage potential ESG-related risks in our supply chain. Prior to any transaction, we preemptively screen potential counterparties, including suppliers, vendors, customers, distributors, agents, consultants, and other business partners of the company, for corporate social responsibility areas of concern. These areas cover topics spanning criminal activity, sanctions, embargoes, and watch lists, as well as human rights and export controls.

We also audit international suppliers we work with both onsite and virtually to assess potential quality, security, human rights, and environmental issues or compliance risks. For example, our audits may evaluate health or environmental permit status and fair treatment of workers. As part of our audit process in 2022, we reviewed our third parties and certified that our suppliers do not use forced labor or supply from regions that are at higher risk for human rights violations. Ultimately, 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.

SUPPLY CHAIN DUE DILIGENCE APPROACH

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



Expectations for suppliers are continuously reinforced by Hubbell's Third-Party Code of Business Conduct and Ethics



RESPECTING HUMAN RIGHTS IN OUR VALUE CHAIN

Respecting human rights throughout our company, operations, supply chain, and communities is important to our business. We are committed to complying with applicable labor laws, and we expect our business partners to do the same. We are also dedicated to trying to maintain commercial operations and a supply chain free of human rights violations, and we strictly prohibit all forms of involuntary labor, child labor, bonded labor, and human trafficking in our business dealings.

In addition to adhering to our Third-Party Code, our [Global Human Rights Policy](#), which is based on the UN Guiding Principles on Business and Human Rights, as well as our [Conflict Minerals Policy](#), [California Transparency Act Disclosure](#), vendor onboarding procedures, and contract and purchase order terms, establish the standards and expectations for our suppliers regarding human rights-related issues and ethical conduct. We also conduct due diligence with respect to the sourcing of conflict minerals and report annually on our potential use of conflict minerals and origin of such minerals.



SUPPLIER DIVERSITY

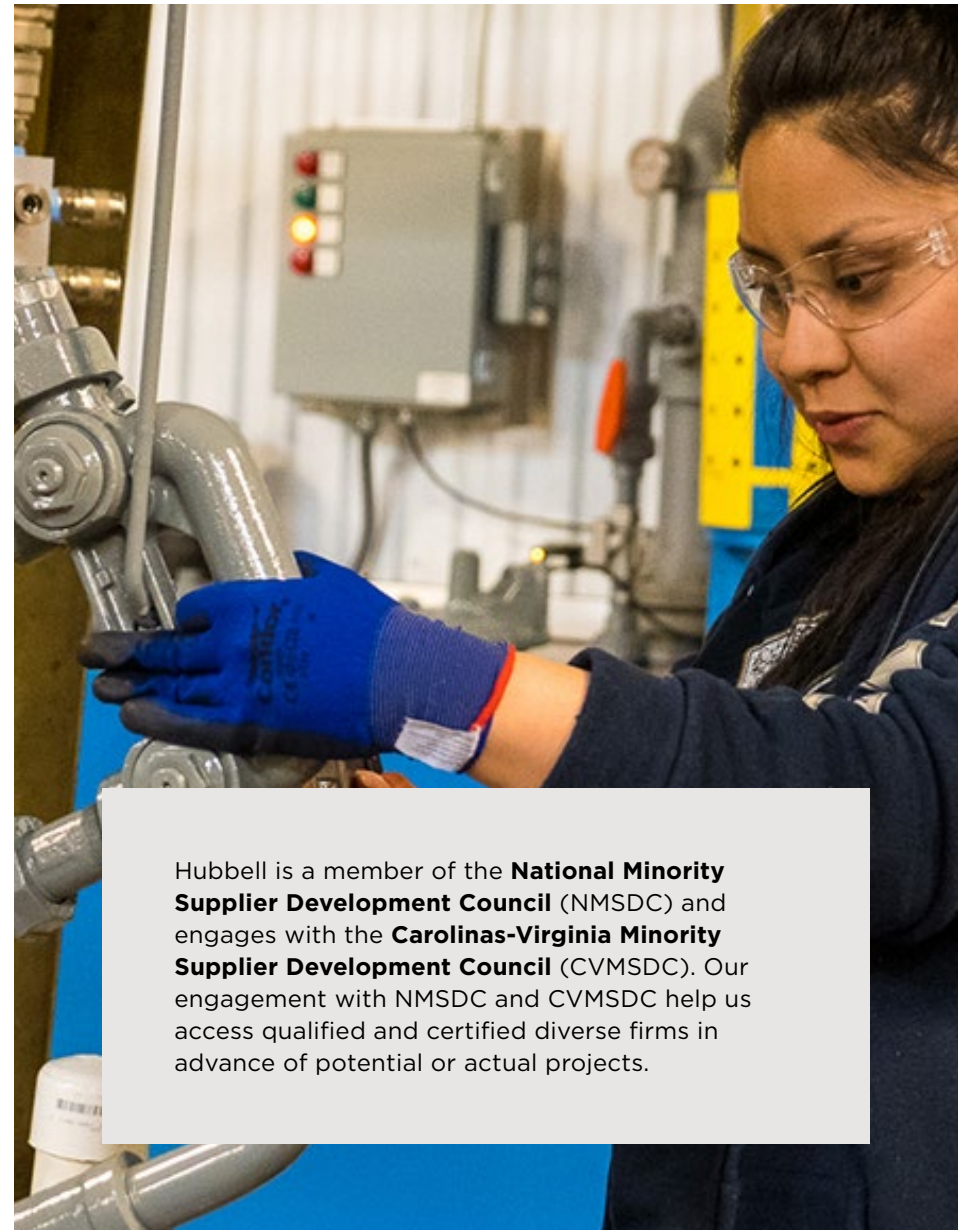
We understand that success comes from diverse perspectives, and we value diversity and inclusion in all aspects of business.

A key part of our commitment to inclusion, diversity, and equity is supplier diversity and the development of and engagement with certified ethnically/racially diverse-owned, woman-owned, historically underutilized businesses, veteran-owned, and service-disabled veteran-owned businesses that can provide quality goods and services in a timely and competitive manner.



To drive our efforts in this area, we established a cross-functional Supplier Diversity Council to integrate supplier diversity into our strategic sourcing and procurement. Through the Supplier Diversity Council, Hubbell engages and tracks spend with our small and diverse suppliers and integrates supplier diversity considerations into our strategic sourcing decisions. We also partner with organizations, such as the National Minority Supplier Development Council, to access qualified and certified diverse firms that can provide quality goods and services for our business. We estimate our 2022 diverse supplier spend to be 8.5% of our total US procurement spend.¹

We estimate our 2022 diverse supplier spend to be **8.5%** of our total US procurement spend.¹



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

1. As of December 31, 2022. This estimation is subject to the self-identification indicators provided by our suppliers.



GOVERNANCE AND ACCOUNTABILITY

Being a trusted partner to our customers, investors, and other stakeholders is critical to our business. To gain that trust, we establish and maintain strong governance practices that reinforce risk excellence and foster a culture of ethics and integrity.

RISK EXCELLENCE

At Hubbell, we are committed to the highest standards of risk, ethics, and oversight.

We consider every one of our employees to be a custodian of our reputation and to act in alignment with our values in everything they do. Simultaneously, we believe success is driven, to a strong degree, by effective governance and prudent risk management. As a result, we are dedicated to building and maintaining strong governance structures, policies, and procedures that help us achieve risk excellence and business resilience.

BOARD OVERSIGHT

Hubbell's commitment to effective governance begins with our Board of Directors. Our Board, which meets regularly throughout the year, is entrusted with the highest level of oversight of our company's strategy, performance, and enterprise risks. Hubbell's Board of Directors is guided by our [Corporate Governance Guidelines](#), [Committee Charters](#), and [Code of Business Conduct and Ethics](#). Together, these frameworks establish sound governance policies and procedures to assist the Board in the exercise of its responsibilities. Our Board takes their role as stewards of corporate governance seriously. As such, they remain focused on oversight and execution of the company's strategic plans to generate long term value for our company, shareholders, and other important stakeholders.



Our Directors are elected annually by our shareholders and hold office for one-year terms. To date, Hubbell's Board has nine members, including Gerben Bakker, Hubbell's Chairman, President and CEO. Our Board consists of five standing committees: the

Audit Committee, the Compensation Committee, the Finance Committee, the Nominating and Corporate Governance Committee, and the Executive Committee. All Board committees, except the Executive

Committee, consist entirely of independent Directors. More information about the Board's role in the company and leadership structure, the Director nomination and election process, and compensation practices, can be found in our 2022 Annual Report and Proxy Statement available on [Hubbell's website](#).

OUR BOARD AT A GLANCE

89%

OF OUR DIRECTORS
ARE INDEPENDENT¹

33%

OF DIRECTORS HAVE
SERVED FOR **THREE**
YEARS OR LESS¹

33%

OF DIRECTORS ARE
DIVERSE IN TERMS OF
GENDER OR RACE/
ETHNICITY¹

56%

OF DIRECTORS HAVE
SERVED FOR **TEN**
YEARS OR LESS¹

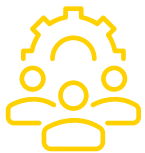


Hubbell was named one of **America's Most Responsible Companies for 2023** by Newsweek. The annual recognition, acknowledging the top 500 most responsible companies in the US, is awarded to companies that have demonstrated corporate responsibility and ESG excellence.

1. As of March 1, 2023.

SUSTAINABILITY GOVERNANCE

To oversee and drive progress toward our sustainability commitments, we established sound governance structures. At Hubbell, ESG oversight starts at the Board level. Our [Corporate Governance Guidelines](#) and the [Charter of the Nominating and Corporate Governance Committee \(NCGC\)](#) formalizes oversight of the company's ESG programs and goals as part of the Board's responsibilities. As one of our five standing committees, our NCGC is charged with specific oversight of ESG matters, including the management of climate- or sustainability-related risks and opportunities.



At the executive level our ESG Steering Committee (ESG Committee) manages our sustainability programs. The ESG Committee, which is comprised of senior leaders, is responsible

for devising, executing, and monitoring our ESG strategy, goals, initiatives, and reporting. To drive informed decision-making across the company, they also engage with leadership on ESG-related matters. Throughout the year, they report Hubbell's ESG goals, performance, and challenges to the Board, NCGC, and senior leadership on a regular basis. Directly below the ESG Committee, we also developed and filled new sustainability-focused positions in 2022 to assist with the management of our ESG data, initiatives, and programs. The expansion of this team demonstrates our ongoing commitment to invest in our ESG program and improve our performance.

KEY ESG FOCUS AREAS

BOARD OF DIRECTORS

9 Directors, 8 of whom are independent

General Risk and Program Oversight

- Provides overall risk oversight for the company
- Reviews key business, functional, and ESG risks
- Receives periodic updates on social, environmental, and sustainability matters

NOMINATING AND CORPORATE GOVERNANCE COMMITTEE

5 Directors, all of whom are independent

Oversight of ESG Program

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

ESG STEERING COMMITTEE

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

Management of ESG Program

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

SUSTAINABILITY & ESG TEAM

Global, dedicated team

Execution of ESG Program

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

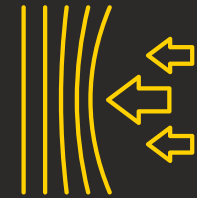


ESG PERFORMANCE INCENTIVE

Hubbell's Chairman, President and CEO's annual Short Term Incentive (STI) award has a component (of 20%) based on performance on strategic initiatives and critical priorities, including diversity, equity, inclusion, sustainability/ESG, and safety. Similarly, ESG 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.

FOCUSING ON BUSINESS RESILIENCE

Across our company, we remain focused on business resilience. Through our ERM and regular business continuity planning, we engage in a thoughtful approach to addressing potential risks that could financially impact our company. For example, we conduct strategic planning for our facilities to ensure business continuity in our operations regardless of potential risks such as natural disasters and pandemics. We also work with a diverse supply base to avoid potential disruptions or risks that could impact our ability to deliver our products to customers.



RISK MANAGEMENT

Hubbell's Board of Directors serve as our main vehicle for overall risk oversight. During Board meetings throughout the year, our Directors review the company's risk profile and evaluate key business and functional risk areas, spanning cybersecurity, operational planning, human capital management, ESG, compliance, and culture. Our Chairman, President and CEO and senior leadership are also responsible for assisting the Board with risk oversight. Through regular discussions with the Board, our leadership team helps our Directors review and address the company's strategic planning activities, risks relevant to the execution of our strategy, measures in place to address these risks, and the effectiveness of these measures.

As part of our risk management processes, we conduct an Enterprise Risk Management (ERM) analysis to assess the risks and opportunities that may have a material impact on our company. Our ERM procedure focuses on identifying, prioritizing, and mitigating risk exposures to the company on an ongoing basis. At the strategic level, our ERM enables Hubbell to integrate risk management activities into our business strategy and operations by establishing mitigation plans, with assigned risk owners, that can be executed by the business. In relation to ESG- and climate-related risks, our ERM program drives our processes for examining all relevant ESG risks, including physical and transition risks associated with the shift to a low-carbon economy.



Day in and day out, we proactively engage in risk management processes.

BUSINESS ETHICS AND INTEGRITY

As a business, we are dedicated to upholding high standards of ethics grounded in the values of integrity, transparency, and fairness and believe maintaining these standards is the responsibility of everyone at Hubbell.

Through the implementation of policies, governance, training, and reporting mechanisms, we cultivate an ethical culture across all levels of our business that drives forward ethical business conduct and compliance with the law.

Hubbell has been recognized as one of the 2023 **World's Most Ethical Companies** by Ethisphere. This is the third year our company has received this honor, reflecting our ongoing commitment to operating with integrity and upholding high standards of ethical business conduct.

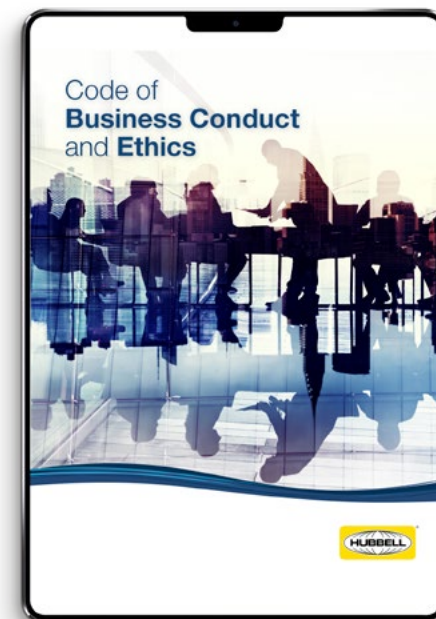


ENSURING COMPLIANCE



Our ethics and compliance program is underpinned by our **Code of Business Conduct and Ethics** (the Code). The Code provides a framework for ethical and honest behavior that unifies our employees under the same values, principles, and expectations. As a guide, it sets standards for how our employees conduct business and interact with stakeholders and each other, covering areas such as conflicts of interest, bribery and corruption, records management, and discrimination and harassment in the workplace. All employees and directors are expected to comply with the tenets of the Code, and we hold our third-party business partners accountable to adhere to these same tenets. We also require our employees to read and certify to the Code after the new hire onboarding process and re-certify to the Code on an annual basis.

We are devoted to maintaining our ethical standards and ensuring compliance across our company. Our team of compliance professionals, led by our Chief Compliance Officer (CCO), is responsible for monitoring and evaluating compliance matters. Throughout the year, our Internal Audit group regularly conducts over 40 compliance-related audits and reports any ethical matters or concerns to the Compliance Review Committee. Our CCO also provides updates to our Board's Audit Committee on a range of compliance-related matters, including the results of internal audit activities, our performance compared to benchmarking trends, the results of our annual ERM assessment, and Code of Conduct awareness initiatives.



PRACTICING TRANSPARENCY

At Hubbell, sharing information openly and directly with the highest level of integrity is a key component of practicing ethical business conduct.

We understand that being transparent about our business practices is foundational to earning and keeping the trust of our customers, suppliers, employees, investors, and business partners we work with. To that end, we strive to share credible and decision-useful information through stakeholder outreach and engagement, annual disclosures such as this Sustainability Report, and responses to customer queries to ensure our stakeholders have a clear understanding our company's goals, strategy, tactics, and business operations.

ETHICS AND COMPLIANCE TRAINING



Fostering and maintaining an ethical culture hinges on the engagement of our employees. With this in mind, we require our employees to complete monthly trainings that address Hubbell's values, culture, and commitment to ethical excellence. Our ethics and compliance trainings, which are regularly reviewed and refreshed according to the results of our compliance risks assessments, cover themes spanning data privacy and security, sustainability, bribery, and corruption. Our compliance training program helps our employees understand and adhere to the Code and any relevant laws, regulations, or policies.



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

REPORTING CONCERNS

Across our global enterprise, we aim to foster a culture where employees feel comfortable and empowered to speak up. When employees suspect that an action may be in violation of the Code or other relevant laws or regulations, they are expected to raise their concerns immediately. Depending on their comfort level, they can report the matter to their direct supervisors, their local human resources partners, a member of Hubbell's legal team, or anonymously through Hubbell's "Speak Up Today" service. Our team takes potential incidents of misconduct seriously and will investigate and address each report promptly in accordance with our compliance procedures.

DATA PRIVACY AND CYBERSECURITY

Safeguarding data and protecting our business against cybersecurity risks are critical priorities for our company. Every day, our customers, business partners, and employees entrust us with their data and information. To maintain our stakeholders' trust, we work diligently to responsibly manage and guard data and our digital systems. We do this by developing a "Privacy and Security by Design" culture which we apply to our organization, products, and supply chain.

Beyond cybersecurity, we also view protecting our stakeholders' data as a way of demonstrating our commitment to operating with integrity and discipline. Privacy controls and processes are operationalized across our entire enterprise to manage business information appropriately, securely, and confidentially. Our data privacy team supports our cybersecurity team's defense efforts for privacy matters and fortifies our

data landscape by implementing data privacy measures, establishing policies, overseeing data management on a regular basis, and ensuring compliance with evolving industry and regulatory requirements. In 2022, we focused on maturing our technical and organizational privacy measures and, in doing so, we enhanced our position to protect personal and proprietary data from accidental loss and unauthorized access.

PROTECTING OUR ORGANIZATION

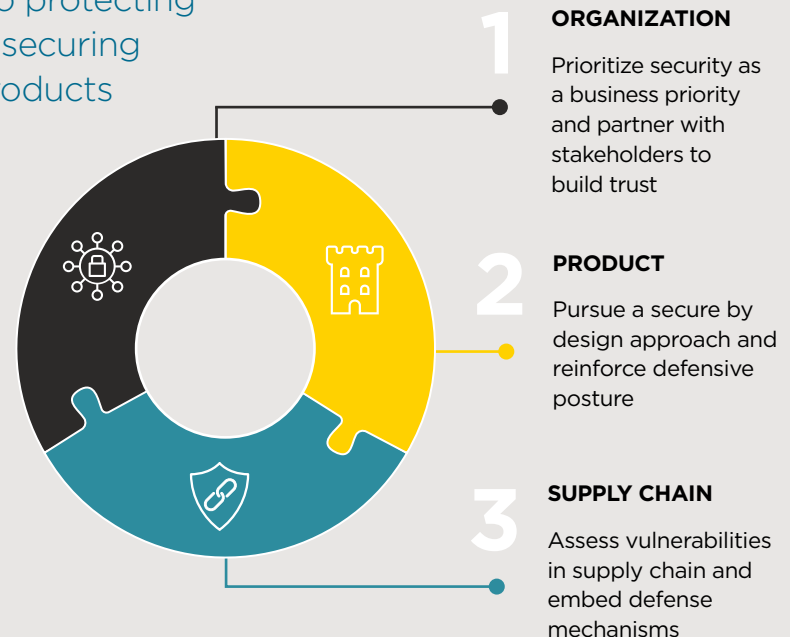


As data ecosystems become more interconnected and sophisticated in our globalized economy, it is imperative that we protect our organization and assets from cybersecurity threats. A rigorous,

multi-layered information security infrastructure designed to defend our data, network, and employees sits at the core of our enterprise-wide cybersecurity strategy. Our team of cybersecurity professionals further strengthens the security posture of our business by routinely monitoring for malicious activity, managing and responding to threats, testing our systems, and improving our controls.

We also recognize that our employees can play an indispensable role in ensuring our cyber resilience. As an added layer of defense to our security infrastructure and procedures, in 2022 Hubbell focused on enhancing the frequency and delivery of phishing testing to our employees to foster a security culture across the company.

We are committed to protecting our information and securing our company and products against possible cybersecurity threats and data breaches. To uphold this commitment, we focus on fostering a culture of "Privacy and Security by Design" and target our efforts through three key areas:





SAFEGUARDING OUR PRODUCTS

We believe in fostering a mature privacy and security by design culture, as supported by our policy and guidelines, for the development of our connected products.

Our Product Cybersecurity Council provides cyber awareness and collaboration with internal stakeholders, partnering with Hubbell's Engineering Council, to implement security protections and initiatives across the full lifecycle of our new product development process. The secure development process is designed to consider and holistically address cybersecurity risk and data privacy during the design and development of connected products. By embedding these considerations into our new products, we strengthen the software, sensors, and digital offerings of our electrical and utility solutions, and ultimately, achieve our customers' expectations for strong data protection.



STRENGTHENING SOC2

In 2022 we initiated a process to integrate privacy trust service criteria into our SSAE 18 Systems and Organizations Controls (SOC) 2 audits, which are independent third-party service level compliance reviews of selected connected products for our customers.



MATURING OUR CYBERSECURITY PROCESSES

In 2022, we continued to enhance our cybersecurity operational process, risk register, and incident response procedures. To that end, we benchmarked our internal risk assessment's alignment with the National Institute of Standards and Technology's Cybersecurity Framework, a leading standard for cybersecurity. Through our analysis, we identified and implemented prudent improvements that strengthened our business security processes.



MANAGING RISKS IN OUR SUPPLY CHAIN

Our businesses have a strong supply chain risk management program in place with a proven policy and process for managing cybersecurity risks and safeguarding data in supplier engagements. When it comes to cybersecurity, we have a team of seasoned experts who are responsible for managing timely risk assessments, risk remediation plans, and a risk-based reassessment schedule. In addition to their focus on risk management, our cybersecurity team coordinates with our compliance team to promote security best practices throughout our value chain by performing audits of controls and ensuring compliance with applicable regulations. Over the past couple of years, we have continuously strengthened our processes, including our assessment and monitoring of critical suppliers in our value chain. For those suppliers with access to personal data, we tighten contractual obligations spanning our Data Processing Agreements and security standards. We have also implemented a new control in our SSAE 18 SOC 2 audits which requires our data privacy team to provide approval of data maps related to personal information obtained from customers.

GRI, SASB, AND TCFD DISCLOSURES

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

2023 GRI CONTENT INDEX

GRI 1 FOUNDATION 2021		
Statement of Use	Hubbell Incorporated has reported in accordance with the GRI Standards for the period January 1, 2022 – December 31, 2022.	
GRI Used	GRI 1: Foundation 2021	

GRI STANDARD	DISCLOSURE	EXPLANATION
GENERAL DISCLOSURES		
GRI 2: General Disclosures 2021	2-1 Organizational details	Location of Hubbell Incorporated's (NYSE: HUBB) headquarters: Shelton, Connecticut. Our products are either sourced complete, manufactured, or assembled by subsidiaries in the United States (US), Canada, Puerto Rico, Mexico, China, the United Kingdom (UK), Brazil, Australia, Spain, and Ireland. The Company also participates in joint ventures in Hong Kong and the Philippines, and maintains offices in Singapore, Italy, China, India, Mexico, South Korea, Chile, and countries in the Middle East.
	2-2 Entities included in the organization's sustainability reporting	This report covers our environmental, social, and governance (ESG) efforts across our organization, spanning Hubbell Incorporated and its subsidiaries, with a primary focus on our activities in the US.
	2-3 Reporting period, frequency and contact point	Unless otherwise noted, this sustainability report, as well as Hubbell's annual financial reporting, covers calendar year 2022 (January 1, 2022-December 31, 2022). Some initiatives or goals launched during early 2023 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 2023. For questions related to Hubbell's sustainability report or other ESG disclosures, please email sustainability@hubbell.com.
	2-4 Restatements of information	In 2022, we completed our implementation of a software solution that enables us to track emissions, water, and waste across our enterprise. This led to an improvement in our data measurement methodology and the number of sites and sources included in our inventory. As a result, we restated our historical energy, emissions, and water metrics, as well as associated intensity figures.
	2-5 External assurance	At this time, Hubbell's ESG disclosures are not externally assured.
	2-6 Activities, value chain and other business relationships	Hubbell Incorporated (est. 1888) is a world-class manufacturer of electrical and utility solutions. Hubbell's reporting segments consist of Hubbell Utility Solutions (HUS) and Hubbell Electrical Solutions (HES). HUS offers electrical distribution, transmission, substation, and telecommunications products. HUS supports the electrical distribution, electrical transmission, water, gas distribution, telecommunications, and solar and wind markets. HES provides wiring device products, connector and grounding solutions, controls, and other electrical equipment. HES products have applications in the light industrial, non-residential, wireless communications, transportation, data center, and heavy industrial markets. Optimized for quality, cost, and delivery, Hubbell's supply chain is made up of a globally diverse supply base. Our direct suppliers provide material inputs, such as steel, copper, and aluminum; catalog parts, which we assemble in our facilities; and tools for stamping, casting, and other activities. Our indirect suppliers afford us services that support our offices and facilities, such as logistics solutions and professional services. In October 2021, Hubbell initiated the sale of its Commercial and Industrial Lighting business. The divestiture was completed in February 2022. In addition, Hubbell grew its business with acquisitions in the second half of 2022 - PCX Holdings LLC, Ripley Tools, and REF Automation. Please see our 2022 Annual Report and Proxy Statement filed with the US SEC for further details. Other than the stated divestiture and acquisitions, there were no significant changes regarding our size, structure, ownership, or supply chain in 2022.

GRI STANDARD	DISCLOSURE	EXPLANATION																																				
GENERAL DISCLOSURES																																						
GRI 2: General Disclosures 2021	2-7 Employees	<div>REPORTING PERIOD: JANUARY 1, 2022– DECEMBER 31, 2022</div> <table><thead><tr><th></th><th>GLOBAL TOTAL</th><th>FEMALE</th><th>MALE</th><th>US-BASED</th><th>OUTSIDE US</th></tr></thead><tbody><tr><td>Total Employees¹ (headcount/Full-Time Equivalent (FTE))</td><td>16,323</td><td>5,210</td><td>11,113</td><td>9,809</td><td>6,514</td></tr><tr><td>Full-Time Employees¹ (headcount/FTE)</td><td>16,241</td><td>5,173</td><td>11,068</td><td>9,753</td><td>6,488</td></tr><tr><td>Part-Time Employees (headcount/FTE)</td><td>82</td><td>37</td><td>45</td><td>56</td><td>26</td></tr><tr><td>Workers Who Are Not Employees²</td><td>735</td><td></td><td></td><td></td><td></td></tr><tr><td colspan="6">¹. This is a global 2022 headcount that includes our joint venture employees. It does not include contingent workers and contractors. ². Our 2022 workers who are not employees includes contingent workers and contractors.</td></tr></tbody></table>		GLOBAL TOTAL	FEMALE	MALE	US-BASED	OUTSIDE US	Total Employees¹ (headcount/Full-Time Equivalent (FTE))	16,323	5,210	11,113	9,809	6,514	Full-Time Employees¹ (headcount/FTE)	16,241	5,173	11,068	9,753	6,488	Part-Time Employees (headcount/FTE)	82	37	45	56	26	Workers Who Are Not Employees²	735					¹. This is a global 2022 headcount that includes our joint venture employees. It does not include contingent workers and contractors. ². Our 2022 workers who are not employees includes contingent workers and contractors.					
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	2-8 Workers who are not employees																																					
2-9 Governance structure and composition	<p>Hubbell's Board provides the highest level of oversight for Hubbell's strategy, performance, and enterprise risks, as outlined in the Board's Corporate Governance Guidelines.</p> <p>Hubbell's Board has five committees and nine Directors, including Gerben Bakker, Hubbell's Chairman, President and Chief Executive Officer (CEO). Eight of our nine Directors are independent, and all Board committees, except the Executive Committee, consist entirely of independent Directors.</p> <p>All Directors adhere to the Board's Corporate Governance Guidelines, Committee Charters, and Code of Business Conduct and Ethics. A full description of the Board's responsibilities, as well as Director biographies and tenure, are available in our 2022 Annual Report and Proxy Statement available on Hubbell's website.</p>																																					
2-10 Nomination and selection of the highest governance body	<p>Our Board's Nominating and Corporate Governance Committee (NCGC) works with the Board at least annually to determine the appropriate characteristics, skills, and experience for the Board and its individual members to properly oversee the interests of Hubbell and its shareholders. The NCGC recommends candidates for Board membership using the selection criteria outlined in the Corporate Governance Guidelines, Committee Charters, and other factors it deems necessary to fulfill its objectives, including diversity. Diversity criteria includes gender, race, and ethnicity, as well as diversity of experience, professional background, industry exposure, and other areas. A full description of the Board's nomination practices are available in our 2022 Annual Report and Proxy Statement available on Hubbell's website.</p>																																					
2-11 Chair of the highest governance body	<p>Hubbell's Chairman, President and CEO is Gerben Bakker.</p>																																					
2-12 Role of the highest governance body in overseeing the management of impacts	<p>Hubbell's Corporate Governance Guidelines and the Charter of the NCGC formally include Board oversight of the company's ESG programs as part of the Board's responsibilities. The NCGC is charged with specific oversight of ESG-related matters, although ESG issues are discussed by the entire Board and are incorporated into Hubbell's overall business strategy.</p>																																					
2-13 Delegation of responsibility for managing impacts	<p>At the executive level, our ESG Steering Committee (ESG Committee) has responsibility for ESG matters globally and oversees alignment between our ESG efforts and our overarching business objectives. Hubbell's Senior Vice President (SVP), General Counsel and Corporate Secretary and Chief Compliance Officer (CCO) are the executive sponsors for the ESG Committee and provide regular updates to senior leadership and the Board. Moreover, a comprehensive team of human resources (HR) senior leaders manage the company's employee programs, including inclusion and diversity initiatives. They partner with our Chairman, President and CEO to provide regular updates to our senior leadership and Board on employee-related matters.</p>																																					

GRI STANDARD	DISCLOSURE	EXPLANATION
GENERAL DISCLOSURES		
2-14	Role of the highest governance body in sustainability reporting	The Board's NCGC is responsible for reviewing and approving Hubbell's sustainability programs and initiatives, including our ESG reporting and disclosure activities.
2-15	Conflicts of interest	As outlined in Hubbell's Corporate Governance Guidelines , Directors are expected to avoid any action, position, or interest that conflicts with the interests of the company. If an actual or potential conflict of interest develops, the Director is to immediately report the matter to the Lead Director, who in turn shall notify the Chairman of the Board. Any significant conflict must be resolved, or the Director should resign.
2-16	Communication of critical concerns	Hubbell's CCO regularly updates our Board's Audit Committee on compliance and ethical-related matters. Should significant critical concerns arise, they are communicated to the Board immediately. In addition, Hubbell offers a resource where individuals can ask questions or report ethical or compliance concerns confidentially or anonymously. This service is called "Speak Up Today," and it is managed by an independent third party. Speak Up Today is available to employees, customers, vendors, or any other third party 24 hours a day, seven days a week, and in multiple languages. The service is accessible via the web (www.speakuptoday.com), email, and phone through toll-free telephone numbers in 16 countries.
2-17	Collective knowledge of the highest governance body	As outlined in our Corporate Governance Guidelines , Hubbell will make available to Directors continuing educational programs and each Director is expected to participate in such programs, as the Board determines desirable. This includes sustainability-related educational content. Moreover, the ESG Committee provides regular updates to the NCGC and the rest of the Board on ESG-related matters to advance their knowledge of sustainable development issues relevant to Hubbell.
2-18	Evaluation of the performance of the highest governance body	Following the end of each fiscal year, the NCGC oversees an annual self-assessment by the Board of the Board's performance. This evaluation process also includes the Board and the company's management of ESG matters. For more information, see our Corporate Governance Guidelines and the NCGC's Charter .
2-19 2-20	Remuneration policies Process to determine remuneration	Hubbell's NCGC annually reviews all forms of independent Director compensation in relation to other US companies of comparable size and Hubbell's competitors and recommends changes to the Board, when appropriate. The NCGC is supported in this review by an independent outside compensation consultant that provides compensation consultation and competitive benchmarking. Moreover, the Board's Compensation Committee provides assistance to the Board in determining and approving compensation for Hubbell's Chairman, President and CEO and other Board-appointed officers. A full description of the Board's compensation practices are available in the Compensation Committee's Charter and our 2022 Annual Report and Proxy Statement available on Hubbell's website . Hubbell's Chairman, President and CEO's annual Short Term Incentive (STI) award has a component (of 20%) based on performance on strategic initiatives and critical priorities, including diversity, equity, inclusion, sustainability/ESG, and safety.
2-21	Annual total compensation ratio	Omitted due to confidentiality constraints.
2-22	Statement on sustainable development strategy	To read our 2023 ESG message from Hubbell's Chairman, President and CEO, see page 4 .

GRI STANDARD	DISCLOSURE	EXPLANATION
GENERAL DISCLOSURES		
GRI 2: General Disclosures 2021	2-23 Policy commitments	<p>ESG-RELATED POLICIES, COMMITMENTS, AND DISCLOSURES</p> <div> <div> <p>Sustainability</p> <ul style="list-style-type: none"> • ESG and Sustainability Disclosures Policy • 2022 CDP Climate Change Disclosure <p>Employee Inclusion and Benefits</p> <ul style="list-style-type: none"> • Equal Employment Opportunity Policy • Paid Parental Leave Policy • Volunteer Paid Time Off Policy • Military Leave Policy • Paradigm for Parity Signatory • 2022 Equal Employment Opportunity Diversity Data <p>Health and Safety</p> <ul style="list-style-type: none"> • Environmental, Health, and Safety Policy </div> <div> <p>Ethics and Compliance</p> <ul style="list-style-type: none"> • Code of Business Conduct and Ethics • Violence-Free Workplace Policy • Anti-Corruption Policy • Political Contributions Policy • Anti-Harassment Policy <p>Governance and Accountability</p> <ul style="list-style-type: none"> • Corporate Governance Guidelines • Audit Committee Charter • Compensation Committee Charter • Finance Committee Charter • Nominating and Corporate Governance Committee Charter • 2022 Annual Report and Proxy Statement </div> <div> <p>Data Privacy</p> <ul style="list-style-type: none"> • Website Visitor Privacy Policy <p>Human Rights and Supply Chain Responsibility</p> <ul style="list-style-type: none"> • Global Human Rights Policy • Third-Party Code of Business Conduct and Ethics • California Transparency in Supply Chains Act Disclosure • Conflict Minerals Policy • 2023 Supplier Diversity Program Statement </div> </div>
	2-24 Embedding policy commitments	Hubbell's ESG Committee, as well as cross-functional departments across the business, are responsible for embedding the company's ESG policy commitments and ensuring they are integrated into organizational strategies and operational procedures.
	2-25 Processes to remediate negative impacts	<p>In our Code of Business Conduct and Ethics and business ethics and compliance training, employees are reminded that whenever they have a concern, they have multiple avenues to raise their concerns in a manner most comfortable to them. These avenues include their direct supervisor, their local human resources partner, a member of Hubbell's legal and compliance teams, or through Hubbell's Speak Up Today service. For more information on Speak Up Today, see our disclosure for GRI 2-16.</p> <p>Through Speak Up Today, Hubbell's audit and compliance procedures, and stakeholder engagement mechanisms, all critical concerns, grievances, and other ESG-related issues are identified, tracked, and addressed by the company, its senior leaders, and the Board of Directors.</p>
	2-26 Mechanisms for seeking advice and raising concerns	
	2-27 Compliance with laws and regulations	100% of compliance matters have been investigated.
	2-28 Membership associations	<p>Hubbell is a member of several associations within our industry. We are proud to participate in a significant role in the following organizations:</p> <ul style="list-style-type: none"> • National Electrical Manufacturers Association (NEMA) • Manufacturers Alliance (formerly MAPI) • Business Ethics Leadership Alliance (BELA), an Ethisphere Community • Sustainable Supply Chain Alliance (formerly EUISSCA) • National Minority Supplier Development Council (NMSDC)

GRI STANDARD	DISCLOSURE	EXPLANATION																		
GENERAL DISCLOSURES																				
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> <tr> <th>STAKEHOLDERS</th><th>ENGAGEMENT MECHANISMS</th><th>TOPICS OF INTEREST</th></tr> <tr> <td>Customers</td><td> <ul style="list-style-type: none"> • Customer learning and development centers • Sales meetings • New product development </td><td> <ul style="list-style-type: none"> • Product development, innovation, safety, and quality • Responsible sourcing • On-site service and support • Sustainability </td></tr> <tr> <td>Employees</td><td> <ul style="list-style-type: none"> • Town hall meetings and employee events • Employee intranet • Employee Inclusion Groups • Training and development sessions </td><td> <ul style="list-style-type: none"> • Career development and job satisfaction • Health and safety • Inclusion and diversity • Business progress and strategic planning • Sustainability </td></tr> <tr> <td>Investors</td><td> <ul style="list-style-type: none"> • Annual meeting • Quarterly and annual reports • Investor calls, meetings, and conferences </td><td> <ul style="list-style-type: none"> • Financial performance • Capital allocation • Executive compensation • Business growth • ESG performance </td></tr> <tr> <td>Suppliers</td><td> <ul style="list-style-type: none"> • Third-Party Code of Business Conduct and Ethics screening and vendor onboarding process • Supplier relationship management meetings </td><td> <ul style="list-style-type: none"> • Supplier development • Responsible sourcing • Quality expectations </td></tr> <tr> <td>Communities</td><td> <ul style="list-style-type: none"> • Charitable donations • Employee volunteering with local nonprofits </td><td> <ul style="list-style-type: none"> • Food and housing insecurity • Social and racial justice • Disaster relief • Sustainability </td></tr> </table>	STAKEHOLDERS	ENGAGEMENT MECHANISMS	TOPICS OF INTEREST	Customers	<ul style="list-style-type: none"> • Customer learning and development centers • Sales meetings • New product development 	<ul style="list-style-type: none"> • Product development, innovation, safety, and quality • Responsible sourcing • On-site service and support • Sustainability 	Employees	<ul style="list-style-type: none"> • Town hall meetings and employee events • Employee intranet • Employee Inclusion Groups • Training and development sessions 	<ul style="list-style-type: none"> • Career development and job satisfaction • Health and safety • Inclusion and diversity • Business progress and strategic planning • Sustainability 	Investors	<ul style="list-style-type: none"> • Annual meeting • Quarterly and annual reports • Investor calls, meetings, and conferences 	<ul style="list-style-type: none"> • Financial performance • Capital allocation • Executive compensation • Business growth • ESG performance 	Suppliers	<ul style="list-style-type: none"> • Third-Party Code of Business Conduct and Ethics screening and vendor onboarding process • Supplier relationship management meetings 	<ul style="list-style-type: none"> • Supplier development • Responsible sourcing • Quality expectations 	Communities	<ul style="list-style-type: none"> • Charitable donations • Employee volunteering with local nonprofits 	<ul style="list-style-type: none"> • Food and housing insecurity • Social and racial justice • Disaster relief • Sustainability
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	2-30 Collective bargaining agreements	<p>As outlined in our Global Human Rights Policy, our employment practices and policies support the fundamental human rights principles of freely chosen employment, non-discrimination, the elimination of forced and underage labor, and the rights of workers to organize and freely associate. To that end, we employ both unionized and non-unionized employees across our manufacturing and warehouse locations. In 2022, 18% of our US workforce were under collective bargaining agreements.</p>																		

GRI STANDARD	DISCLOSURE	EXPLANATION
MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	In 2022, we conducted a new materiality assessment with a third party to help us understand the ESG issues that are most significant to our business and our stakeholders. During this process, we analyzed a wide range of inputs to identify our sustainability-related focus areas, risks, and opportunities. These inputs included leading global reporting guidelines, information disclosed by our industry peers, relevant market trends, criteria from our business strategy, and perspectives and feedback received from our investors, customers, suppliers, employees, and ESG rating agencies. The resulting ESG topics were evaluated and validated by our leadership team.
	3-2 List of material topics	<div> Environmental <ul style="list-style-type: none"> • Climate change • Energy and emissions • Water and waste • Products with Impact </div> <div> Social <ul style="list-style-type: none"> • Inclusion, diversity, and equity • Employee health and safety • Employee experience • Community impact • Product quality and safety • Supply chain responsibility • Human rights in the workplace and value chain </div> <div> Governance <ul style="list-style-type: none"> • Risk excellence • Business ethics, integrity, and transparency • Data privacy and cybersecurity </div>
CLIMATE CHANGE		
GRI 3: Material Topics 2021	3-3 Management of material topics	To address the impacts climate change poses for our business, we focus on mitigating our own carbon footprint and continuously assess relevant climate-related risks and opportunities. For a comprehensive description of our management of climate change risks and opportunities, view our TCFD responses on page 82 . In addition, we disclose our greenhouse gas (GHG) emissions data and management of climate change risks and opportunities in our annual CDP (formerly the Carbon Disclosure Project) Climate Change questionnaire. To view our most recent CDP response, visit Hubbell's 2022 CDP Climate Change disclosure .
GRI 201 Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	
ENERGY AND EMISSIONS		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Our most significant environmental impacts are associated with the energy we consume, the GHGs we emit, the water we use, and the waste we generate in our operations. To help us manage these impacts, we track and review our relevant environmental data; establish targets for reducing energy use, GHG emissions, and water; and implement initiatives that improve our environmental performance. In 2022, we implemented a new environmental data software solution to help us manage our environmental metrics. This tool comprehensively captures energy use, GHG emissions, water usage, and waste generation from our facilities worldwide, enabling us to explore and identify opportunities to reduce the environmental footprint of our operations.</p> <p>In 2023, we also established a new GHG emissions goal to reduce our absolute Scope 1 and 2 by 30% by 2030 compared to a 2021 baseline. Our new goal will guide our emission reduction efforts and provide a measurable target to track our progress. Our energy and emissions related reduction activities include, for example, implementing lighting retrofits, replacing equipment with higher energy efficiency models, and utilizing renewable energy sources.</p> <p>We also routinely analyze our environmental policies and procedures to comply with applicable laws, regulations, and industry standards. Moreover, our sites utilize Hubbell's Environmental Management System and Sustainability and Infrastructure Management Handbook for guidance on improving the efficiency and sustainability of our facilities.</p>

GRI STANDARD	DISCLOSURE		EXPLANATION					
ENERGY AND EMISSIONS								
GRI 302 Energy 2016	302-1	Energy consumption within the organization	FUEL AND ENERGY CONSUMPTION (KWH) ^{1,2,3}	2019	2020	2021	2022	
			Electricity	225,752,286	217,570,657	219,989,427	211,803,212	
	302-3	Energy intensity	Natural Gas	179,180,476	160,553,183	140,301,056	147,424,456	
GRI 305 Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Stationary Fuels	34,359,153	30,769,658	26,108,275	24,919,945	
	305-2	Energy indirect (Scope 2) GHG emissions	Transport Fuels	5,856,358	3,770,161	4,273,124	4,647,615	
			Total Energy Consumption	445,148,273	412,663,659	390,671,881	388,795,228	
	305-4	GHG emissions intensity	Energy intensity per million dollars of sales (kWh/\$M of net sales)	112,793	112,061	93,148	78,578	
	305-5	Reduction of GHG emissions	GREENHOUSE GAS EMISSIONS (TCO ₂ E) ^{1,2,3}	2019	2020	2021	2022	
			SCOPE 1 EMISSIONS					
			Natural Gas	32,478	29,103	25,432	26,721	
			Stationary Fuels	7,950	7,211	5,999	5,725	
			Transport Fuels	1,448	932	1,057	1,148	
			Refrigerants	431	192	293	76	
			Total Scope 1	42,307	37,439	32,781	33,671	
			SCOPE 2 EMISSIONS					
			Total Scope 2 (Location-based method)	96,595	90,612	94,159	91,948	
Total Scope 1 & 2			138,903	128,051	126,941	125,619		
		Scope 1 & 2 emissions intensity per million dollars of sales (tCO ₂ e/\$M of net sales)	35	35	30	25		

Energy and GHG Emissions Inventory Footnotes:

- Hubbell reports all energy and emissions from our wholly owned companies' leased and owned manufacturing, warehouse, and office facilities worldwide. The energy and emissions of consolidated joint operations are included pro rata, based on our 50% interest. We used the methodology outlined in the World Resource Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD) GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) to calculate the Scope 1 and 2 emissions generated by our facilities. Electricity for select sites where Hubbell does not pay the utility bill (i.e., primarily tenant-shared office space) is excluded from the reported electricity number as well as from the reported Scope 2 (location-based) emissions. Estimates are used where primary data is not available. Energy is reported in kilowatt-hours (kWh). GHG emissions are reported in metric tons of carbon dioxide equivalent (tCO₂e).
- In 2022, we completed our implementation of a software solution that enables us to track energy and emissions across our enterprise. This led to an improvement in our data measurement methodology and the number of sites and sources included in our inventory. As a result, we restated our historical energy and emissions.
- Hubbell established a threshold for significance of 5% or greater in Hubbell's total base-year emissions for the company's rebaseline policy. While our new environmental goals reference a 2022 baseline, we applied this policy to our 2019-2021 historical data to help us track Hubbell's environmental reduction progress over time. In October 2021, Hubbell initiated the sale of its Commercial and Industrial Lighting business, which was completed in 2022. This divestment triggered our rebaseline policy and our restated historical data reflects this recalculation. In addition, Hubbell grew its business with acquisitions in the second half of 2022 - PCX Holdings LLC, Ripley Tools, and REF Automation. These acquisitions did not trigger our rebaseline policy for historical data, however these sites are included in our inventory for 2022 onward.

GRI STANDARD	DISCLOSURE	EXPLANATION															
WATER AND WASTE																	
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>For information on our approach to managing energy, GHG emissions, water, and waste, see GRI 3-3 for the material topic, “energy and emissions.” In 2023, we set water and waste goals to drive improvements in our sustainability performance. These enterprise-wide goals include reducing water usage by 25% and reducing hazardous waste generation by 30% by 2030, compared to a 2021 baseline. The new environmental data software solution we implemented in 2022, which provides a more comprehensive picture of our waste, recycling, and water inventory, will help us identify and pursue opportunities to reduce our water usage and waste generation.</p> <p>Our efforts to reduce our water usage include behavior changes that promote water conservation and installing low-flow water valves and leak detection mechanisms in our facilities. As water availability and scarcity varies considerably from region to region, we continue to evaluate opportunities to minimize the amount of water we consume on a local basis. We are also focused on reducing the amount of waste generated from our operations, as well as reducing or eliminating hazardous materials in our products. 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	303-5 Water consumption	<table><tr><th>WATER USAGE (KGAL)^{1,2,3}</th><th>2019</th><th>2020</th><th>2021</th><th>2021</th></tr><tr><td>Total Water Usage</td><td>178,780</td><td>154,601</td><td>141,530</td><td>123,088</td></tr><tr><td>Water intensity per million dollars of sales (kgal/\$M of net sales)</td><td>45</td><td>42</td><td>34</td><td>25</td></tr></table> <p>Water Inventory Footnotes:</p> <p>1. Hubbell reports all water usage from our wholly owned companies’ leased and owned manufacturing, warehouse, and office facilities worldwide. The water usage of consolidated joint operations are included pro rata, based on our 50% interest. Water usage for select sites where Hubbell does not pay the utility bill (i.e., primarily tenant-shared office space) is excluded from the reported water usage. Estimates are used where primary data is not available. Water usage is reported in kilogallons (kgal).</p> <p>2. In 2022, we completed our implementation of a software solution that enables us to track water usage across our enterprise. This led to an improvement in our data measurement methodology and the number of sites and sources included in our inventory. As a result, we restated our historical water usage.</p> <p>3. Hubbell established a threshold for significance of 5% or greater in Hubbell’s total base-year water usage for the company’s rebaseline policy. While our new environmental goals reference a 2022 baseline, we applied this policy to our 2019-2021 historical data to help us track Hubbell’s environmental reduction progress over time. In October 2021, Hubbell initiated the sale of its Commercial and Industrial Lighting business, which was completed in 2022. This divestment triggered our rebaseline policy and our restated historical data reflects this recalculation. In addition, Hubbell grew its business with acquisitions in the second half of 2022 - PCX Holdings LLC, Ripley Tools, and REF Automation. These acquisitions did not trigger our rebaseline policy for historical data, however these sites are included in our inventory for 2022 onward.</p>	WATER USAGE (KGAL) ^{1,2,3}	2019	2020	2021	2021	Total Water Usage	178,780	154,601	141,530	123,088	Water intensity per million dollars of sales (kgal/\$M of net sales)	45	42	34	25
WATER USAGE (KGAL) ^{1,2,3}	2019	2020	2021	2021													
Total Water Usage	178,780	154,601	141,530	123,088													
Water intensity per million dollars of sales (kgal/\$M of net sales)	45	42	34	25													

GRI STANDARD	DISCLOSURE	EXPLANATION				
GRI 306 Waste 2020	306-3 Waste generated	WASTE GENERATED (US TONS)^{1,2,3}				
		2019				
		2020				
		2021				
		2021				
		Waste - General	13,934	12,029	9,567	17,936
		Waste - Industrial	8,006	9,803	10,142	4,101
		Waste - Universal	2,116	2,270	2,314	2,320
		Waste - Hazardous	1,862	1,469	1,861	1,608
		Waste - Wood	167	228	296	340
		Total Waste Generation	26,084	25,798	24,181	26,306
		Waste intensity per million dollars of sales (US ton/\$M of net sales)	7	7	6	5
		WASTE RECYCLED (US TON)^{1,2,3}				
		2019				
		2020				
		2021				
		2022				
		Waste Recycled - Aluminum	2,913	2,701	1,854	11,256
		Waste Recycled - Brass	1,349	1,213	1,012	1,023
		Waste Recycled - Bronze	0	0	178	159
		Waste Recycled - Copper	2,078	1,789	986	1,012
		Waste Recycled - Iron	300	419	292	903
		Waste Recycled - Lead	18	4	13	5
		Waste Recycled - Stainless Steel	310	259	415	382
		Waste Recycled - Steel	179,763	204,212	338,621	295,920
		Waste Recycled - Tin	227	76	24	215
		Total Metals Recycled	186,959	210,674	343,395	310,875
		Waste Recycled - Commingled	590	491	469	412
		Waste Recycled - Industrial Waste	857	750	820	794
		Waste Recycled - Universal Waste	4	3	72	40
		Waste Recycled - Hazardous Waste	138	572	93	211
		Waste Recycled - Cardboard	1,614	1,569	1,473	1,161
		Waste Recycled - Paper	13	14	103	267
Waste Recycled - E-waste	24	13	11	11		
Waste Recycled - Plastic	54	166	346	125		
Waste Recycled - Glass	0.78	0.78	0.75	0.75		
Waste Recycled - Wood	2,112	2,134	2,898	2,150		
Total Metals & Waste Recycled	192,367	216,386	349,680	316,047		
Total Waste Diversion Rate	88%	89%	94%	92%		

Note: For Waste and Recycling Inventory Footnotes 1,2, and 3, please see the next page.

GRI STANDARD	DISCLOSURE	EXPLANATION
		<p>Waste and Recycling Inventory Footnotes:</p> <ol style="list-style-type: none"> Hubbell reports all waste and recycling from our wholly owned companies' leased and owned manufacturing, warehouse, and office facilities worldwide. The waste generated and recycled of consolidated joint operations are included pro rata, based on our 50% interest. Waste and recycling for select sites where Hubbell does not pay the service bill (i.e., primarily tenant-shared office space) are excluded from the reported waste generated and recycled. Estimates are used where primary data is not available. Waste generated and waste recycled are reported in US tons (ton). Hubbell established a threshold for significance of 5% or greater in Hubbell's total base-year waste and recycling for the company's rebaseline policy. While our new environmental goals reference a 2022 baseline, we applied this policy to our 2019-2021 historical data to help us track Hubbell's environmental reduction progress over time. In October 2021, Hubbell initiated the sale of its Commercial and Industrial Lighting business, which was completed in 2022. This divestment triggered our rebaseline policy and our stated historical data reflects this. In addition, Hubbell grew its business with acquisitions in the second half of 2022 - PCX Holdings LLC, Ripley Tools, and REF Automation. These acquisitions did not trigger our rebaseline policy for historical data, however these sites are included in our inventory for 2022 onward. Hazardous waste data represents waste deemed hazardous by region-specific definitions.
PRODUCTS WITH IMPACT		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>From ideation to production, we are committed to developing best-in-class products that meet our customers' business and sustainability objectives. Hubbell's New Product Development (NPD) efforts are centered on developing solutions that enable our customers to solve critical infrastructure problems. In addition to continuing to pursue NPD innovations in our existing product lines, Hubbell has recently accelerated our efforts to invest in higher value innovation opportunities across our portfolio. These investments are primarily focused in six key strategic growth verticals: utility transmission and distribution (T&D) infrastructure, utility distribution automation, electrical transportation, renewables, data centers, and communications. Increasing our NPD investment in these verticals supports our strategy to accelerate organic growth across clean energy megatrends in grid modernization and electrification. In addition, our NPD efforts are conducted through a comprehensive stage-gate process, which includes a stage evaluating environmental performance.</p>
No applicable GRI Topic Standard	Custom disclosure: Total sales associated with <i>Products with Impact</i>	<p>Hubbell's <i>Products with Impact</i> support the transition to an energy efficient and low-carbon economy through four impact categories: grid modernization and hardening, resource efficiency, renewable energy, and electrification. Our <i>Products with Impact</i> represented approximately 63% of our total sales in 2022. This calculation includes all sales from electrical utility T&D 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.</p> <ul style="list-style-type: none"> HUS enables the grid to conduct, communicate, and control energy across utility applications. Our critical utility T&D components harden critical infrastructure, enabling the grid to reliably transmit and distribute energy. In addition, HUS' utility communications and controls technologies provide data collection, analysis, and control capabilities that enable the management of energy T&D with consumption. By making the grid smarter and more flexible, our communications and controls solutions facilitate the integration of renewables and the electrification of everything. HES provides critical components that allow operators of buildings, factories, and other industrial infrastructure to connect, protect, wire, and manage power reliably and efficiently. HES solutions increase the energy efficiency of buildings and infrastructure, as well as support electrification of sectors including transportation and manufacturing. <p>Moreover, while our decarbonization-related products are salient to our business and our industry, we believe that our solutions also generate positive social and environmental impacts beyond our <i>Products with Impact</i> categories. These benefits include enhancing safety, resource efficiency, hardening of infrastructure, explosion prevention, and rural broadband access. For example, Hubbell Gas Utility Solutions offers connectors and valves that both promote resource efficiency and prevent gas leaks and spills.</p>

GRI STANDARD	DISCLOSURE	EXPLANATION																																				
INCLUSION, DIVERSITY, AND EQUITY																																						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Led by senior HR leaders with support from Hubbell’s HR Council, dedicated talent team, and legal team, we are committed to promoting inclusion, diversity, and equity, monitoring our practices for effectiveness, and ensuring our commitment is emphasized by all levels of management and communicated to all team members and stakeholders.</p> <p>Hubbell actively recruits across the country for candidates from different backgrounds, with different life experiences, and across a broad range of skill levels. We have national partnerships with organizations that help us focus on recruiting ex-military members as well as female and racially and ethnically diverse candidates. We also partner with several universities around the US including several Historically Black Colleges and Universities. Moreover, we are focused on expanding opportunity and removing bias from the hiring process using technology to attract more diverse candidates and by building more diverse interview teams. Together, these initiatives are supporting our effort to promote diversity within our workforce.</p> <p>We are firmly committed to providing equal opportunity to all persons without regard to race, color, sex, gender, gender identity, gender expression, sexual orientation, religious creed, national origin, age, physical disability, mental disability, medical condition, pregnancy, genetic information, ancestry, marital status, veteran status, political affiliation, union membership, or other bases protected by applicable federal, state, or local law, as outlined by our Equal Employment Opportunity Policy. This applies to all our employment decisions including, but not limited to, recruiting, hiring, training, promotions, pay practices, benefits, disciplinary actions, and terminations, and prohibits harassment of applicants and employees. Our commitment to equal opportunity and non-discrimination also applies to our remuneration practices. We believe in fair compensation and review our pay equity at all levels to ensure that individuals with similar roles and responsibilities are receiving comparable wages, with bonuses determined on the merits of their performance and potential.</p>																																				
GRI 405 Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<table><tr><th colspan="2">REPORTING PERIOD: JANUARY 1, 2022 – DECEMBER 31, 2022</th></tr><tr><th colspan="2">GLOBAL GENDER DIVERSITY (% OF TOTAL HEADCOUNT/ FTE)</th></tr><tr><td>Global Male</td><td>68.1%</td></tr><tr><td>Global Female</td><td>31.9%</td></tr><tr><th colspan="2">US GENDER DIVERSITY (% OF US HEADCOUNT/ FTE)</th></tr><tr><td>US Male</td><td>69.5%</td></tr><tr><td>US Female</td><td>30.5%</td></tr><tr><th colspan="2">US RACE & ETHNICITY (% OF US HEADCOUNT/ FTE)</th></tr><tr><td>White</td><td>55.5%</td></tr><tr><td>Black/African American</td><td>17.1%</td></tr><tr><td>Hispanic/Latino</td><td>20.7%</td></tr><tr><td>Asian</td><td>4.0%</td></tr><tr><td>American Indian/Alaskan Native</td><td>0.6%</td></tr><tr><td>Native Hawaiian/Pacific Islander</td><td>0.2%</td></tr><tr><td>Two or More Races</td><td>1.8%</td></tr><tr><th colspan="2">BOARD OF DIRECTORS DIVERSITY (% OF TOTAL DIRECTORS)</th></tr><tr><td>Gender/Race & Ethnicity</td><td>33.3%</td></tr><tr><td colspan="2">NOTE: The diversity metrics above exclude contingent workers, contractors, and third-party workers.</td></tr></table>	REPORTING PERIOD: JANUARY 1, 2022 – DECEMBER 31, 2022		GLOBAL GENDER DIVERSITY (% OF TOTAL HEADCOUNT/ FTE)		Global Male	68.1%	Global Female	31.9%	US GENDER DIVERSITY (% OF US HEADCOUNT/ FTE)		US Male	69.5%	US Female	30.5%	US RACE & ETHNICITY (% OF US HEADCOUNT/ FTE)		White	55.5%	Black/African American	17.1%	Hispanic/Latino	20.7%	Asian	4.0%	American Indian/Alaskan Native	0.6%	Native Hawaiian/Pacific Islander	0.2%	Two or More Races	1.8%	BOARD OF DIRECTORS DIVERSITY (% OF TOTAL DIRECTORS)		Gender/Race & Ethnicity	33.3%	NOTE: The diversity metrics above exclude contingent workers, contractors, and third-party workers.	
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GRI STANDARD	DISCLOSURE	EXPLANATION												
GRI 406 Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	All allegations are promptly investigated and handled appropriately. Status of incidents and actions taken are not reported as this information is considered confidential.												
EMPLOYEE HEALTH AND SAFETY														
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We are committed to creating and maintaining a safe and healthy workplace and supporting our employees' wellbeing. Environmental, health, and safety (EHS) are overseen and executed by both onsite EHS personnel and our senior leaders. At the site level, Safety Committees are responsible for managing and ensuring adherence to health and safety protocols. Safety Committee personnel report directly to their respective site leadership and indirectly to our EHS Council, which is comprised of EHS leaders from HUS and HES.</p> <p>Our global EHS Policy and internal EHS Instruction Manual guide our behavior and all sites employ a health and safety management system. Hubbell also establishes annual safety goals and utilizes an EHS Assessment Tool to measure safety metrics and performance related to completion of safety and risk assessments, corrective action closures, and employee engagement. The EHS Assessment Tool is complemented by a comprehensive EHS data management software solution that we use to track EHS reviews, metrics, and other key performance indicators at the site level for our global facilities. Moreover, Hubbell regularly engages with manufacturing alliance partners and third-party consultants to collaborate on best practices and current or emerging employee health and safety issues.</p>												
GRI 403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Our sites maintain health and safety management systems reinforced by routine safety and compliance audits from our EHS Council. We also work with third-party consultants to analyze regulatory changes and risks pertaining to safety and environmental compliance, which includes performing routine safety gap assessments and risk evaluations.												
	403-2 Hazard identification, risk assessment, and incident investigation	<p>Our EHS Instruction Manual, which all sites utilize as part of their safety management systems, guides our health and safety teams in performing the following procedures:</p> <ul style="list-style-type: none">• Assessing, preventing, and responding to safety risks and incidents, including safety protocols for conducting, for example, compliance audits, and ergonomic assessments• Conducting job hazard analysis prior to commencement of any job and implementing job rotation to prevent ergonomic-related injuries• Conducting site and occupational risk assessments and guidance for implementing mitigation mechanisms, covering aspects such as potential exposure to respiratory, hearing, and chemical hazards and dangerous processes• Implementing engineering controls, administrative controls, personal protective equipment, and employee training to mitigate potential hazards, including lockout/tagout procedures to ensure equipment is shut down and inoperable until maintenance or repair work is completed• Conducting emergency mock drills, health and safety training, safety walks, and potential hazard identification exercises• Closing and resolving incidents and safety observations through appropriate actions• Developing and documenting new safety ideas with our site level Safety Committees• Implementing behavioral campaigns, such as "Stop and Think" to encourage greater safety awareness and practices												
	403-5 Worker training on occupational health and safety	Our employees are trained and briefed on occupational health and safety principles as well as work procedures specific to their individual tasks regularly and prior to starting a new role or activity. In 2022, each operations employee received an average of 2.5 hours of health and safety training.												
	403-9 Work-related injuries	<table><tr><th colspan="4">REPORTING PERIOD: JANUARY 1, 2021 – DECEMBER 31, 2022</th></tr><tr><th>OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA) INJURY/ILLNESS RECORDABLES</th><th>TOTAL RECORDABLE INCIDENT RATE (TRIR)</th><th>EMPLOYEE HOURS WORKED (APPROXIMATE)</th><th>DAYS AWAY, RESTRICTED, OR TRANSFERRED RATE (DART)</th></tr><tr><td>319</td><td>1.85</td><td>34,551,339</td><td>1.1</td></tr></table>	REPORTING PERIOD: JANUARY 1, 2021 – DECEMBER 31, 2022				OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA) INJURY/ILLNESS RECORDABLES	TOTAL RECORDABLE INCIDENT RATE (TRIR)	EMPLOYEE HOURS WORKED (APPROXIMATE)	DAYS AWAY, RESTRICTED, OR TRANSFERRED RATE (DART)	319	1.85	34,551,339	1.1
	REPORTING PERIOD: JANUARY 1, 2021 – DECEMBER 31, 2022													
OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA) INJURY/ILLNESS RECORDABLES	TOTAL RECORDABLE INCIDENT RATE (TRIR)	EMPLOYEE HOURS WORKED (APPROXIMATE)	DAYS AWAY, RESTRICTED, OR TRANSFERRED RATE (DART)											
319	1.85	34,551,339	1.1											
403-10 Work-related ill health														

GRI STANDARD	DISCLOSURE	EXPLANATION
EMPLOYEE EXPERIENCE		
GRI 3: Material Topics 2021	3-3 Management of material topics	Our efforts to attract, engage, retain, and advance our talent are led by a comprehensive team of HR senior leaders dedicated to helping our workforce flourish. A crucial part of Hubbell's employee experience is our commitment to developing our people. Across the enterprise and within our businesses and teams, there are a variety of ways we encourage our employees and leaders to learn on the job, in the classroom, through self-directed learning, or through a variety of leadership programs. Our primary employee development mechanism is Hubbell University, our company-wide learning management system that offers a variety of educational resources and curricula. In addition, to support the health and wellbeing of our employees and their families, we provide comprehensive health, mental, and financial benefits through our "myLife" program. We also partner with third-party employee benefits organizations to further our employees' access to mental, physical, and social support. Moreover, we believe that employees should be motivated to help the company succeed, and that they should share in that success. We provide market competitive compensation programs which are a mix between base pay and variable financial awards where appropriate. We also recognize and reward great contributors through Hubbell's global "WIN AS ONE" program. This recognition program was established with the aim of reinforcing and expanding a performance-driven culture that celebrates success.
GRI 401 Employment 2016	401-1 New employee hires and employee turnover	<p>New hires (headcount/FTE)¹: 6,828</p> <p>Employee turnover (as a ratio)²: 32%</p> <p>1. This number is a global number of new hires (inclusive of joint venture employees) for year 2022 excluding contingent workers from temporary agencies and contractors.</p> <p>2. Our 2022 global turnover ratio does not include contingent workers and contractors. It also excludes following termination reasons (Death, Disability, Lay Offs, RIFs, Retirement).</p>
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Hubbell's myLife program supports our global employees on their journey to health, wealth, and peace of mind. myLife benefits, which are available to full-time employees and part-time employees working at least 20 hours per week, include, but are not limited to:</p> <ul style="list-style-type: none"> • Health Benefits Offered: healthcare plans, health navigation, expert opinion, virtual care, subsidized on-premise cafes featuring healthy dietary options, diabetes and hypertension management, physical therapy, weight loss, fertility planning, and sleep support programs. • Wealth Benefits Offered: competitive 401(k) plan, educational reimbursement, financial education, identity theft coverage, group legal plan, and employee discounts. • Peace of Mind Benefits Offered: paid vacation, paid volunteer time off, paid sick time, paid parental leave, pet insurance, home and auto insurance, flexible work arrangements for greater work-life balance, and charitable and volunteering programs with company matching of employee donations. <p>NOTE: Hubbell's market-competitive benefit offerings vary by jurisdiction and in collectively bargained locations.</p>
GRI 404 Training and Education 2016	404-1 Average hours of training per year per employee	82,193+ learning hours were completed by employees globally in 2022 through Hubbell University and external training providers.
	404-3 Percentage of employees receiving regular performance and career development reviews	100% of our global salaried regular employee population received a performance review in 2022, excluding any employees who were on a leave of absence. Our employees set objectives for the year in January with their managers, create individual development plans in March, and participate in regular update meetings throughout the year through continuous feedback.

GRI STANDARD	DISCLOSURE	EXPLANATION
COMMUNITY IMPACT		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We recognize that our business touches communities worldwide, thanks in part to the thousands of employees and customers who choose to work with us. As a result, we believe it is our responsibility to promote and nurture the well-being of our local communities. Our main vehicle for community impact is The Hubbell Foundation. Overseen by a board of trustees comprised of Hubbell senior leaders, The Hubbell Foundation has collaborated with organizations to donate to mission-aligned nonprofit organizations in the US for over 50 years.</p> <p>The Hubbell Foundation supports a variety of other nonprofit organizations through its employee donation and matching gifts campaign, scholarship fund program, and employee volunteering activities. Our Volunteer Paid Time Off Policy permits our US employees to use a paid workday to volunteer in their local communities. The Hubbell Foundation tracks these campaigns by measuring donations, matching gifts, and volunteering hours.</p>
GRI 413 Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development program	
PRODUCT QUALITY AND SAFETY		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Across our business segments and units, we maintain a strong emphasis on continual product quality improvement to better serve our customers. Each business is responsible for managing product quality, which allows for a tailored approach customized to the unique business environments and quality requirements of our diverse product portfolio. Specific quality management practices vary depending on our business units' product lines and the unique needs of their customers, but generally, product quality management efforts include some or all of the following:</p> <ul style="list-style-type: none"> • Ensure we obtain the right raw materials, work with qualified suppliers, and maintain tested and proven processes throughout our production workflow • Follow internationally recognized best practice quality management systems like International Organization for Standardization (ISO) • Use, where applicable, third-party product safety, quality, or sustainability certifications such as UL and CSA or industry-specific certifications • Conduct phased quality testing of products in the lab followed by testing in controlled field environments • Continuously improve the effectiveness of our quality management systems, our processes, and products to enhance their value <p>In addition to delivering quality products, helping our customers keep their people and end users safe is a priority for our business. To that end, we aim to ensure and improve the safety of our products. Due to the diverse nature of our businesses, safety practices and needs can vary depending on the business segment, business unit, and product line. Generally, to improve and support product safety, we:</p> <ul style="list-style-type: none"> • Incorporate safety considerations in the early stages of and throughout the product design process • Seek to eliminate hazardous chemicals from relevant products and processes • As required, ensure/pursue compliance to relevant regulatory requirements, including the Restriction of Hazardous Substances (RoHS) directive and the European Union Registration, Evaluation, Authorisation, and Restriction of Chemicals (REACH) regulation • Continuously monitor product performance in the field, track warranty rates, and work to appropriately address potential safety hazards identified as a result • Develop innovative safety features to help customers stay safe such as real time leak detection, temperature sensors, automatic shutoffs, and digital solutions for preventative maintenance
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 2022.

GRI STANDARD	DISCLOSURE	EXPLANATION
SUPPLY CHAIN RESPONSIBILITY		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We are firmly committed to responsible sourcing and managing ESG-related risks throughout our supply chain. Our global sourcing and supply chain teams are responsible for overseeing our relationships with our suppliers with support from functional managers at each of our business units. Our broader legal organization also works closely with our sourcing teams to manage potential risks in the supply chain and ensure Hubbell remains compliant with local laws and regulations. Our Third-Party Code of Business Conduct and Ethics (Third-Party Code) is the foundation of our responsible sourcing practices. As an extension of Hubbell's Code of Business Conduct and Ethics, our Third-Party Code mandates that our suppliers, vendors, sales agents, distributors, or other third parties that we do business with comply with the law and conduct business in an ethical, legal, and responsible manner. It also provides information on our reporting mechanisms through our Speak Up Today program. To learn more about Speak Up Today, see our disclosure for GRI 2-26.</p> <p>In addition to our Third-Party Code, our Global Human Rights Policy, which is based on the United Nations (UN) Guiding Principles on Business and Human Rights, as well as our Conflict Minerals Policy, California Transparency Act Disclosure, vendor onboarding procedures, and contract and purchase order terms, establish the standards and expectations for our suppliers regarding human rights-related issues and ethical conduct. Moreover, Hubbell's cross-functional Supplier Diversity Council is responsible for sourcing products and services from qualified diverse suppliers in the US. The Supplier Diversity Council is committed to integrating supplier diversity into our strategic sourcing and procurement processes to generate efficiency, innovation, and increase opportunities for diverse suppliers. We also aim to work with suppliers that offer environmentally-preferable goods and services, such as recycled materials.</p>
GRI 414 Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	We screen all new suppliers for social criteria, including their status as a diverse supplier. For more information, please visit our Supplier Diversity Program publication.
HUMAN RIGHTS IN THE WORKPLACE AND VALUE CHAIN		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Safeguarding human rights throughout our company, operations, supply chain, and communities is a business imperative for our company. We are committed to complying with applicable labor laws and maintaining commercial operations and a supply chain free of human rights violations. To this end, we strictly prohibit all forms of involuntary labor, child labor, bonded labor, and human trafficking in our business dealings, as outlined in our Code of Business Conduct and Ethics.</p> <p>Our company's commitment to respecting human rights not only applies to our operations, but also our business partners across our value chain. Our Third-Party Code of Business Conduct and Ethics, which is an extension of Hubbell's Code of Business Conduct and Ethics, mandates that our suppliers comply with the law and conduct business in an ethical, legal, and responsible manner – including with respect to labor and human rights. In addition, our Global Human Rights Policy, which is based on the UN Guiding Principles on Business and Human Rights, as well as our Conflict Minerals Policy, California Transparency Act Disclosure, vendor onboarding procedures, and contract and purchase order terms, establish the standards and expectations for our suppliers regarding human rights-related issues and ethical conduct.</p>
GRI 408 Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Facilities, suppliers, business partners, and other stakeholders across our value chain are expected to comply with our Global Human Rights Policy , Conflict Minerals Policy , and Hubbell's California Transparency Act Disclosure . As part of our effort to manage potential ESG-related risks including human rights violations, in our supply chain, we maintain a process that preemptively screens potential counterparties, including suppliers, vendors, customers, distributors, agents, consultants, and other business partners of the company, prior to any transactions. This third-party due diligence process screens for corporate social responsibility areas of concern, including criminal activity, sanction, embargo, and watch lists, as well as human rights and export controls. Our goal is to ensure that all Hubbell partners share our commitment to conducting business with a focus on ethics, integrity, sustainability, and social responsibility.
GRI 409 Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	We also audit international suppliers we work with both onsite and virtually to assess potential quality, security, human rights, and environmental issues or compliance risks. Furthermore, we are members of the US Customs-Trade Partnership Against Terrorism initiative, which seeks to protect supply chains from the concealment of terrorist weapons or threats.

GRI STANDARD	DISCLOSURE	EXPLANATION
RISK EXCELLENCE		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We are committed to establishing sound governance structures, delegating ESG oversight, and implementing robust risk management processes that operationalize risk excellence and maintain business resilience. Our governance frameworks and business policies are designed to promote the effective oversight of our business and strategy. Our Board of Directors provides the highest level of oversight for Hubbell's strategy, performance, and enterprise risks. In addition, the Board's Nominating and Corporate Governance Committee oversees the development and administration of Hubbell's sustainability/ESG program, which includes supporting the integration of the management of climate-related issues (e.g., risks and opportunities) into our strategy and outlook. At the executive level, our ESG Steering Committee is responsible for developing, implementing, and driving Hubbell's global sustainability strategy, initiatives, target-setting, and reporting.</p> <p>Day in and day out, we proactively engage in risk management processes that reinforce risk excellence across our business. To that end, we conduct an Enterprise Risk Management (ERM) analysis to assess the risks and opportunities that may have a material impact on our company. Our ERM procedure focuses on identifying, prioritizing, and mitigating risk exposures to the company on an ongoing basis. In relation to ESG- and climate-related risks, our ERM program drives our processes for examining all relevant ESG risks, including physical and transition risks associated with the shift to a low-carbon economy.</p> <p>For a detailed description of our governance and risk management practices, see our GRI 2: General Disclosures 2021 disclosures above.</p>
GRI 201 Economic Performance 2016	201-1 Direct economic value generated and distributed	<p>We believe sound governance practices and risk excellence generate value. In 2022, Hubbell's net sales were \$4.9 billion and free cash flow generation was \$507 million. See Note 2 in the Notes to the Consolidated Financial Statements in our Annual Report on Form 10-K for the year ended December 31, 2022, filed with the US Securities and Exchange Commission (SEC) for further details.</p>
BUSINESS ETHICS, INTEGRITY, AND TRANSPARENCY		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Our commitment to business ethics and compliance begins at the very top of our organization, with oversight from our Board of Directors and senior leadership team. Our Code of Business Conduct and Ethics (the Code) and other ethics and compliance policies serve as guideposts for our behavior and management practices. The Code, which is evaluated regularly, addresses our standards and policies for various matters, including conflicts of interest, anti-corruption, and compliance with applicable laws. The Code applies to our Directors, employees, and third parties, and it is the foundation on which our ethics and compliance policies are built. The Code is shared with all employees as part of our new hire onboarding process, and all employees and Directors are required to certify to the Code annually. We also provide monthly training for employees on tenets of the Code.</p> <p>In addition, our compliance program is led by a dedicated team of compliance professionals located across the enterprise. This team includes our Internal Audit group, which performs over 40 compliance-related audits per year. We also have a Compliance Review Committee that reviews all significant ethical matters should they arise. Our Board's Audit Committee receives regular updates on compliance-related matters, including the results of internal audit activities, our performance compared to benchmarking trends, the results of our annual ERM assessment, and Code of Conduct awareness initiatives.</p> <p>Operating with integrity also encompasses being transparent about our business. We recognize that being open about our company's goals, tactics, performance, and operations is integral to earning the trust of our internal and external stakeholders. As a company, we are dedicated to providing credible and decision-useful information on a regular basis through stakeholder engagement and public disclosures. To this aim, we strive to publish disclosures that keep our stakeholders informed, including our Annual Report and Proxy Statement and the resources on our Sustainability Website.</p>

GRI STANDARD	DISCLOSURE	EXPLANATION
GRI 205 Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	We seek to conduct business only with third parties who share our commitment to the values and principles in our Code , as well as the standards included in our Third-Party Code of Business Conduct and Ethics . We also maintain a compliance vetting program that screens third parties who provide goods and services to Hubbell and its business units. The program evaluates all potential and existing business partners based on factors such as the country in which they do business, the interactions they have with government agencies, and the nature of their compensation or the level of business they do with Hubbell companies and sets screening standards for each third party based on the level of risk.
	205-2 Communication and training about anti-corruption policies and procedures	Each month, compliance-themed courses and resources based on tenets of our Code are rolled out to all employees. Monthly topics covered in this training program, including data privacy and security, insider trading, raising concerns, and bribery and corruption, and the substance and methods of compliance training, are refreshed regularly.
	205-3 Confirmed incidents of corruption and actions taken	100% of compliance matters have been investigated.
GRI 206 Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practice	Please refer to Hubbell's filings with the US SEC on Hubbell's website .
DATA PRIVACY AND CYBERSECURITY		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>As part of our effort to safeguard our data and protect our assets from cybersecurity threats, we apply a "Privacy and Security by Design" strategy to our organization, products, and supply chain. When it comes to data privacy, we have a dedicated data privacy team that oversees all aspects of our corporate privacy program. This team employs policies, plans, and initiatives that promote a uniform and coordinated approach to diverse privacy regulatory frameworks and challenges. Meanwhile, we also have a cybersecurity team responsible for managing data and protecting our business and assets from potential threats. On a routine basis, our cybersecurity team monitors for malicious activity, manages and responds to threats, tests our systems, and improves our controls. Hubbell's cybersecurity team briefs senior leadership and our Board of Directors regularly on our enterprise-wide cybersecurity risk management, or immediately if significant cybersecurity issues arise.</p> <p>Moreover, our cybersecurity team works diligently to manage cybersecurity risks and safeguard data throughout our supply chain. Our team of professionals partners with our sourcing teams to conduct our Cybersecurity Supply Chain Risk Management (C-SCRM) procedures. The C-SCRM evaluates cybersecurity risks related to critical suppliers. In addition to C-SCRM, our cybersecurity team works closely with our compliance teams to conduct internal audits of our cybersecurity controls and ensure we remain compliant with applicable regulations. Hubbell also works with third-party providers to perform external cyber and information security audits of our program.</p> <p>Our business is also focused on fostering a "Privacy and Security by Design" culture for the development of our connected products. Our product teams and enterprise cybersecurity team manage and execute initiatives that combat cybersecurity threats related to our products, with support from Hubbell's Product Cybersecurity Council (PCC). The PCC partners with Hubbell's Engineering Council to ensure product security protections are integrated into the full lifecycle of our new product development process. By doing so, we can complement our equipment offerings with digital solutions, such as connected products, sensors, and software.</p>
GRI 418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	We had no material complaints concerning breaches of customer privacy and losses of customer data in 2022.

2023 SASB CONTENT INDEX

DISCLOSURE TOPIC	DISCLOSURE #	ACCOUNTING METRIC	EXPLANATION
ELECTRICAL & ELECTRONIC EQUIPMENT INDUSTRY DISCLOSURES			
Energy Management	RT-EE-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) Total energy consumed in 2022: 388,795,228 kWh (2) (3) This information is unavailable/incomplete; Hubbell is in the process of improving measurement of these metrics.
Hazardous Waste Management	RT-EE-150a.1	Amount of hazardous waste generated; percentage recycled	Total hazardous waste generated in 2022: 1,608 tons Total hazardous waste recycled in 2022: 211 tons
	RT-EE-150a.2	Number and aggregate quantity of reportable spills, quantity recovered	Hubbell had no reportable spills in 2022.
Product Safety	RT-EE-250a.1	Number of recalls issued; total units recalled	No products were recalled in 2022.
	RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	We did not experience any monetary losses as a result of legal proceedings associated with product safety in 2022.
Product Lifecycle Management	RT-EE-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Some of our products contain IEC declarable substances, however the volume/mass of these substances is not materially significant.
	RT-EE-410a.2	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria	925 of our products met ENERGY STAR® criteria in 2022.
	RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	<p>Hubbell's <i>Products with Impact</i> support the transition to an energy efficient and low-carbon economy through four impact categories: grid modernization and hardening, resource efficiency, renewable energy, and electrification. Our <i>Products with Impact</i> represented approximately 63% of our total sales in 2022. This calculation includes all sales from electrical utility T&D 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.</p> <ul style="list-style-type: none"> • HUS enables the grid to conduct, communicate, and control energy across utility applications. Our critical utility T&D components harden critical infrastructure, enabling the grid to reliably transmit and distribute energy. In addition, HUS' utility communications and controls technologies provide data collection, analysis, and control capabilities that enable the management of energy T&D with consumption. By making the grid smarter and more flexible, our communications and controls solutions facilitate the integration of renewables and the electrification of everything. • HES provides critical components that allow operators of buildings, factories, and other industrial infrastructure to connect, protect, wire, and manage power reliably and efficiently. HES solutions increase the energy efficiency of buildings and infrastructure, as well as support electrification of sectors including transportation and manufacturing. <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>

DISCLOSURE TOPIC	DISCLOSURE #	ACCOUNTING METRIC	EXPLANATION
Materials Sourcing	RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	<p>At Hubbell, we are committed to socially responsible sourcing of the materials included in our products. Our Conflict Minerals Policy, which reflects the requirements of the Dodd-Frank Wall Street Reform and Consumer Protection Act (the Act), aims to prevent the use of conflict minerals that directly or indirectly finance or benefit armed groups in The Democratic Republic of the Congo or adjoining countries. The Act requires our company to perform due diligence with respect to the sourcing of conflict minerals and to report annually on our potential use of conflict minerals and origin of such minerals. Our suppliers are responsible for following our Conflict Minerals Policy and the conflict minerals guidelines in our Third-Party Code of Business Conduct and Ethics and for passing these same requirements on to their suppliers.</p> <p>We also screen and audit our suppliers both onsite and virtually to assess potential quality, financial, security, social, and environmental issues or compliance risks, including risks related to the use of critical materials, conflict minerals, or human rights violations.</p>
Business Ethics	RT-EE-510a.1	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	<p>Our Board of Directors, Chairman, President and CEO, and SVP, General Counsel and Corporate Secretary oversee the execution of ethical conduct. Our Code of Business Conduct and Ethics and other ethics and compliance policies serve as guideposts for our behavior and management practices. The Code, which is evaluated and updated on a regular basis, provides the framework for our conduct, our interactions with others, and our decision-making. It addresses our standards and policies for various matters, including conflicts of interest, anti-corruption, and compliance with applicable law. The Code applies to our Directors, employees, and third parties, and it is the foundation on which our ethics and compliance policies are built.</p> <p>The Code is shared with all employees as part of our new hire onboarding process, and all employees and Directors are required to certify to the Code annually. We also provide monthly training for employees on tenets of the Code.</p>
	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 2022.

DISCLOSURE TOPIC	DISCLOSURE #	ACCOUNTING METRIC	EXPLANATION
Activity Metric	RT-EE-000.A	Number of units produced by product category	HUBBELL UTILITY SOLUTIONS (HUS) TOTAL UNITS PRODUCED IN 2022
			HUBBELL BUSINESS UNIT UNIT OF MEASURE: EACH
			Aclara 45,863
			Connected Initiatives 24,672
			Hubbell Gas Utility Solutions 10,344,205
			Hubbell Power Systems 160,763,744
			Total HUS Units 171,178,484
			HUBBELL ELECTRICAL SOLUTIONS (HES) TOTAL UNITS PRODUCED IN 2022
			HUBBELL BUSINESS UNIT UNIT OF MEASURE: EACH
			Retail and Builder 7,874,717
			Electrical Products 348,610,001
			Light Industrial 363,570,080
			Harsh & Heavy Industrial 8,706,079
			Canada 63,104,799
			Total HES Units 791,865,677
			Total Units for Entire Company (HUS + HES) 963,044,160
			NOTE: Note: Due to diverse products Hubbell offers, which may be produced and sold in a variety of units including pounds, feet, packs, and cartons, we store all products in units of "Each." Therefore, we utilize "Each" as our unit of measure for our production summary. Moreover, due to data aggregation challenges, the production summary above does not include products (i.e., in "eaches") from select business units, including Aclara. The omitted units represent about 5-10% of our total production across all of Hubbell. We are continuing to refine our process for collecting and analyzing this information.
	RT-EE-000.B	Number of employees	Total Employees as of December 31, 2022: 16,323 (headcount/FTE) NOTE: This is a global 2022 headcount that includes our joint venture employees. It does not include contingent workers and contractors.

2023 TCFD CONTENT INDEX

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

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

DISCLOSURE FOCUS AREA	DISCLOSURE DESCRIPTION	EXPLANATION
STRATEGY		
<p>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.</p>	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	<p>Hubbell's annual assessment of enterprise risks and regular business continuity planning, as well as strategic product initiatives, drive our processes for determining the risks and opportunities that may have a material financial impact on our company over the short, medium, and long term. The time horizons we use to evaluate the impact of future risks and opportunities are defined as follows: short term (0-1 years), medium term (1-3 years), and long term (3-10 years). Through the assessment process, Hubbell has examined physical risks as well as transition risks associated with the shift to a low-carbon economy. We have identified risks with the potential to have a strategic impact on our business including increases in operating costs due to emerging climate-related regulations and carbon taxation schemes (short and medium term), as well as increased costs of raw materials, reduced sales, and potential impact on the supply of necessary products and services resulting from disruption caused by the increased severity and frequency of severe weather events, such as hurricanes, wildfires, and floods (short, medium, and long term). In addition to risks, we have identified opportunities that include reductions in operating costs resulting from efficiency improvements in production and distribution processes (short and medium term), increased demand for lower-carbon products (short, medium, and long term), and increased sales through demand from new and emerging markets as potential regulatory and market drivers continue to grow the renewable energy market, which our products support (medium and long term).</p>
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	<p>In an effort to mitigate the acute and chronic physical impacts of climate change on our operations (e.g., more severe weather events), we have taken steps to voluntarily reduce our GHG emissions. Through our public disclosures, we aim to influence other companies to also reduce the environmental impacts of their operations. We have implemented business continuity and disaster recovery programs to ensure our physical operations and supply chains are taking steps to mitigate the risk and impact of interruption. In addition to physical risks, forthcoming GHG/climate change legislation that limits GHG emissions may impact our company's growth by increasing raw material costs and/or decreasing demand for products that do not support a low-carbon economy. Such regulations are expected to raise the costs of energy, therefore amplifying our business imperative to manage energy and emissions in light of the uncertain regulatory environment in this area. We have identified and leveraged opportunities to progress projects that improve operational efficiency and engage with stakeholders to explore markets for environmentally preferable products, such as those that enhance energy efficiency or enable renewable energy infrastructure. To that end, Hubbell's NPD team regularly engages with customers to assess ways we can help them achieve their business and sustainability objectives and in turn, develops new products and solutions that offer more sustainable outcomes.</p>
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	<p>While reducing our environmental impacts and performing in accordance with our sustainability goals is a priority to our business, at this time we are still in the process of developing our climate change strategy, including our low-carbon transition plan. We intend to use climate-related scenario analysis to inform our strategy and disclosures in the next 3-5 years once we have further evaluated our climate change risks and opportunities.</p>

DISCLOSURE FOCUS AREA	DISCLOSURE DESCRIPTION	EXPLANATION
RISK MANAGEMENT		
Disclose how the organization identifies, assesses, and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks	<p>Risk management is the responsibility of everyone at Hubbell, including our Board of Directors, who oversee risk management activities. Members of senior management assist the Board and its committees with their risk oversight responsibilities through routine discussions of risks involved in their specific areas of responsibility—focusing on near-term, medium-term, and long-term risks and opportunities that could have a substantive financial or strategic impact on Hubbell's business. For example, our principal business leaders will report to the Board at regular intervals during the year on Hubbell's strategic planning activities and risks relevant to execution of the Hubbell's strategy, which may include strategic climate change-related activities in response to physical, regulatory, or transitional risks. In addition, from time to time, independent consultants with specific areas of expertise, including related to ESG matters, are engaged to discuss topics that the Board and management have determined may present a material risk to Hubbell's operations, plans, or reputation.</p> <p>As part of our risk management processes, Hubbell carefully monitors and evaluates the relevance of all policies, laws, and regulations applicable to environmental protection, energy use, and emissions to ensure compliance. Changes in regulation, such as energy efficiency legislation, regulations that limit GHG emissions, or disclosure mandates (e.g., the forthcoming US SEC Climate Proposal), may impact growth by increasing capital, compliance, operating, and maintenance costs and/or decreasing demand. Violations of these laws could result in substantial penalties or sanctions as well as restrictions of markets due to inability to comply/cost of redesign to comply. Therefore, Hubbell assesses risks associated with both current and emerging regulations.</p> <p>Moreover, Hubbell's formal ERM program focuses on effectively identifying, prioritizing, and mitigating a wide range of potential strategic and operational risks to the company, which may include climate-related risks (e.g., impacts from climate change, such as storm, flood, and water implications). The ERM process is used to determine the risks and opportunities that may have a substantive financial or strategic impact on the company and informs decisions related to mitigating, transferring, accepting, or controlling identified risks, such as those related to climate change, and capitalizing on opportunities. The risk management team refreshes the ERM risks on an ongoing basis to capture evolving and emerging risks, which may include direct operational risks and risks outside of Hubbell's operations in our supply chain (both upstream and downstream) and in the market. In addition to identifying risks, the ERM also maps risks to controls and risk owners and establishes risk mitigation plans which are then executed by the business. The ERM process includes an annual survey of leaders from across the company to rank potential risks to the company. At least once per year the ERM leaders brief the Board on risk management activities.</p>
	b) Describe the organization's processes for managing climate-related risks	
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	

DISCLOSURE FOCUS AREA	DISCLOSURE DESCRIPTION	EXPLANATION
METRICS AND TARGETS		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	a) Disclose the metrics used by the organization to assess climate-related risk and opportunities in line with its strategy and risk management process	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) GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). Currently, we do not disclose Scope 3 emissions. We are in the process of improving our data collection processes and intend to report our Scope 3 emissions and conduct assurance over our environmental metrics in the future. Beyond our greenhouse gas emissions, Hubbell tracks our energy consumption, water usage, and waste generation. These metrics serve as key indicators of our company's ESG performance, especially as it relates to our business operations and activities. Hubbell also calculates the percentage of total sales generated from low-carbon products to capture the extent to which our business is aligned with climate-related opportunities.
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions, and the related risks	For details on our GHG performance and our full carbon inventory, please see page 68 . In addition, our emissions and climate change-related risks are reported annually in our CDP Climate Change response and our sustainability report. To view our annual CDP response, visit Hubbell's 2022 CDP Climate Change disclosure .
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	<p>Since we achieved our previous environmental goals in 2021, we established new goals to further reduce the environmental impact of our operations. These goals, which are all compared to a 2022 baseline, include the following:</p> <ul style="list-style-type: none"> • Emissions goal: 30% reduction in Scope 1 and 2 emissions by 2030 • Water goal: 25% reduction in water usage by 2030 • Waste goal: 30% reduction in hazardous waste generation by 2030 <p>To reduce our GHG emissions, water usage, and waste generation, 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>

ABOUT THIS REPORT

REPORTING GUIDELINES AND CONTENT

This report summarizes our approach to managing our material sustainability issues, which are listed on [page 10](#). We prepared this report leveraging leading sustainability reporting frameworks, including the GRI Standards, SASB, and TCFD.

INTERPRETATION

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

Unless the context otherwise indicates or requires, all our product names, trade names, trademarks, 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 include statements about expectations regarding our financial results, condition and outlook, anticipated end markets, near-term volume, our ability to continue delivering differentiated results for our shareholders in 2023 and beyond, and all statements, including our projected financial results, as well as other statements that are not strictly historic in nature. In addition, all statements regarding anticipated growth, changes in operating results, market conditions, and economic conditions are forward-looking. These statements may be identified by the use of forward-looking words or phrases such as “believe,” “expect,” “anticipate,” “plan,” “estimated,” “target,” “should,” “could,” “may,” “subject to,” “continues,” “growing,” “projected,” “if,” “potential,” “will,” “will likely be,” “intend to,” “aim to,” 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 and changes in general economic conditions, such as economic slowdowns, inflation, higher interest rates, recessions, 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 lingering impact of the COVID-19 pandemic, including ongoing supply chain issues; the outcome of contingencies or costs compared to amounts provided for such contingencies, including those with respect to pension withdrawal liabilities; achieving sales levels to meet revenue expectations; unexpected costs or charges, certain of which may be outside the company’s control; the effects of trade tariffs, import quotas and other trade restrictions or actions taken by the US, UK, and other countries, including changes in US trade policies; failure to achieve projected levels of efficiencies, cost savings and cost reduction measures, including those expected as a result of our lean initiatives and strategic sourcing plans; regulatory issues, changes in tax laws including multijurisdictional implementation of the Organisation for Economic Co-operation and Development’s comprehensive base erosion and profit shifting plan, or changes in geographic profit mix affecting tax rates and availability of tax incentives; general economic and business conditions as well as inflationary trends; the impact of and the ability to complete and integrate strategic acquisitions; the impact of certain divestitures, including the consummation and timing of, and the benefits and costs of, the sale of the Commercial and Industrial Lighting business to GE Current, a Daintree Company; the ability to effectively develop and introduce new products, expand into new markets and deploy capital; and other factors described in our Securities and Exchange Commission filings, including the “Business,” “Risk Factors,” “Management’s Discussion and Analysis of Financial Condition and Results of Operations,” “Forward-Looking Statements,” and “Quantitative and Qualitative Disclosures about Market Risk” sections in the Annual Report on Form 10-K for the year ended December 31, 2022 and Quarterly Reports on Form 10-Q.

REPORTING UNCERTAINTIES

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

