Hubbell Incorporated

2024 CDP Corporate Questionnaire

Important: this export excludes unanswered questions
This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.
Terms of disclosure for corporate questionnaire 2024 - CDP

02/11/2025, 11:55 pm

Contents

C1. Introduction

(1.1) In which language are you submitting your response?

Select from:

☑ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

☑ USD

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

☑ Publicly traded organization

(1.3.3) Description of organization

Hubbell Incorporated ("Hubbell") was founded as a proprietorship in 1888 and was incorporated in Connecticut in 1905. Recognized for our innovation, quality, and deep commitment to serving our customers for over 135 years, Hubbell is a world-class manufacturer of electrical and utility solutions, with more than 75 brands used around the world. We provide utility and electrical solutions that enable our customers to operate critical infrastructure reliably and efficiently, and we empower and energize communities through innovative solutions supporting energy infrastructure In Front of the Meter, on The Edge, and Behind the Meter. In Front of the Meter is where utilities transmit and distribute energy to their customers. The Edge connects utilities with owner/operators and allows 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. Our products are either sourced complete, manufactured or assembled by subsidiaries in the United States (US), Canada, Puerto Rico, Mexico, the People's Republic of China (China), the United Kingdom (UK), Brazil, Australia, Spain, Ireland, and the Republic of the Philippines. Hubbell also participates in joint ventures in Hong Kong and the Republic of the Philippines, and maintains offices in Singapore, Italy, China, India, Mexico, South Korea, Chile, and the Middle East. The company's reporting segments consist of the Utility Solutions segment and the Electrical Solutions segment. Hubbell Electrical Solutions (HES) is positioned Behind the Meter, providing key components to building operators and industrial customers that enable them to manage their energy and operate critical infrastructure more efficiently and effectively. HES consists of businesses that are essential to managing power across a wide range of industries and applications. HES provides the critical components that allow operators of buildings, factories, and other industrial infrastructure to connect, protect, wire, and manage power reliably and efficiently. HES comprises businesses that design,

manufacture, and sell stock and custom electrical products including standard and special application wiring device products, rough-in electrical products, connector and grounding products, and other electrical equipment. HES products have applications in the light industrial, nonresidential, residential, commercial, wireless communications, transportation, data center, heavy industrial, and solar and wind markets. Hubbell Utility Solutions (HUS) has leading positions In Front of the Meter and at The Edge. HUS consists of businesses that enable the grid to conduct, communicate, and control energy across utility applications. HUS provides the critical components that allow the grid to reliably transmit and distribute energy, as well as the communications and control technologies that make the grid smarter and more flexible. HUS solutions include utility transmission and distribution components such as arresters, insulators, connectors, anchors, bushings, control and relay panels, and enclosures, along with smart meters, communication systems, and protection and control devices. HUS supports the electrical distribution, electrical transmission, water, gas distribution, telecommunications, and solar and wind markets.
[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

12/31/2023

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:
☑ Yes

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:
☑ Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:
☑ 4 years

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:

☑ 4 years

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:

☑ Not providing past emissions data for Scope 3

[Fixed row]

(1.4.1) What is your organization's annual revenue for the reporting period?

5372900000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: ☑ Yes

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

HUBB

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

☑ Chile
☑ China
☑ India
☑ Italy
☑ Spain
☑ Singapore
☑ Philippines
☑ Puerto Rico
☑ Republic of Korea
☑ Brazil
☑ Canada
☑ Mexico
☑ Ireland
☑ Australia
☑ United States of America
☑ United Kingdom of Great Britain and Northern Ireland

☑ United Arab Emirates

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

☑ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply

☑ Upstream value chain

☑ Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

☑ Tier 1 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

☑ Tier 2 suppliers

(1.24.7) Description of mapping process and coverage

We map tier 1 suppliers/vendors for activities both upstream and downstream. For upstream activities, this involves mapping where our tier 1 suppliers are located, calculating direct and indirect spend associated with our tier 1 suppliers, and performing calculations to estimate scope 3 emissions associated with purchased goods and services and capital goods from our tier 1 suppliers. Looking downstream, we also map locations to optimize emissions and costs for transportation. Although we don't necessarily map suppliers below tier 1, we also identify tier 2 suppliers including, but not limited to, metal vendors, plastic molders, and manufacturers under maintenance, repair, and operations, etc. On this note, we also track supplier-diversity-related metrics for tier 2 suppliers.
[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

1

(2.1.4) How this time horizon is linked to strategic and/or financial planning

This time frame aligns with and reflects the schedule of Hubbell's Annual Implementation Matrix (AIM), which is the company's annual business strategy planning process. The AIM identifies objectives that are cascaded throughout the organization resulting in goal alignment. Yearly progress of our climate-related risks, opportunities, and performance is also reported in our annual sustainability report.

Medium-term

(2.1.1) From (years)

2

(2.1.3) To (years)

3

(2.1.4) How this time horizon is linked to strategic and/or financial planning

The medium-term horizon reflects the time frame in which company objectives are established through Hubbell's Strategic Implementation Matrix (SIM), a three-year roadmap strategy that frames and drives Hubbell's Annual Implementation Matrix (AIM).

Long-term

(2.1.1) From (years)

4

(2.1.2) Is your long-term time horizon open ended?

Select from:

☑ No

(2.1.3) To (years)

10

(2.1.4) How this time horizon is linked to strategic and/or financial planning

This period reflects the time frame in which company-wide goals are established, such as Hubbell's 2022-2030 greenhouse gas (GHG), water, and hazardous waste targets (using a 2022 baseline). The long-term horizon also anticipates slow-moving regulatory and environmental changes and/or significant shifts in customer behavior, as well as the execution of long-term strategies and commitments.
[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: ☑ Yes	*Select from:* ☑ Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: ☑ Yes	*Select from:* ☑ Both risks and opportunities	*Select from:* ☑ Yes

[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ Annually

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

☑ National

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

☑ Other commercially/publicly available tools, please specify :World Resources Institute (WRI) Aqueduct Water Risk Atlas

Enterprise Risk Management

☑ Enterprise Risk Management

☑ Internal company methods

International methodologies and standards

☑ ISO 14001 Environmental Management Standard

Other

☑ Desk-based research

☑ External consultants
☑ Materiality assessment

(2.2.2.13) Risk types and criteria considered

Acute physical
☑ Cyclones, hurricanes, typhoons
☑ Flood (coastal, fluvial, pluvial, ground water)
☑ Heat waves
☑ Wildfires

Chronic physical
☑ Changing precipitation patterns and types (rain, hail, snow/ice)
☑ Changing wind patterns
☑ Heat stress
☑ Increased severity of extreme weather events
☑ Temperature variability

Policy
☑ Carbon pricing mechanisms
☑ Changes to national legislation

Market
☑ Availability and/or increased cost of raw materials
☑ Changing customer behavior

Reputation
☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback

Technology
☑ Transition to lower emissions technology and products

Liability

☑ Exposure to litigation

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

☑ Investors

☑ Suppliers

☑ Regulators

☑ Local communities

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

Hubbell integrates the assessment of environmental dependencies, impacts, risks, and opportunities into a single process through our comprehensive Enterprise Risk Management (ERM) framework. Hubbell's annual, enterprise-wide ERM focuses on effectively identifying, prioritizing, and mitigating a wide range of potential strategic and operational risks to the company, which include climate-related risks. Such risks include, for example, physical impacts from climate change (e.g., storm, flood, and water scarcity implications), as well as transition risks and opportunities associated with the shift to a low-carbon economy. The ERM process includes an annual bottom-up and top-down survey of leaders from across the company to rank potential risks to the company, the results of which determine which risks are substantive to the business or not. Inputs for the initial risk universe for the survey include relevant market trends and regulations, industry standards (e.g., leading sustainability reporting frameworks such as the Task Force on Climate-related Financial Disclosures (TCFD)), criteria from our business strategy (e.g., including, but not limited to, outputs from Hubbell's sustainability materiality assessment), and perspectives and feedback received from our stakeholders. Risks are assessed on rating scales based on the following four factors: • Likelihood - likelihood or probability of occurring in the next year • Impact - likely financial impact or severity to the company • Effectiveness - effectiveness of the company in managing the risk with existing controls/resources • Velocity - the speed with which the risk could materialize or become evident to the company. Each risk factor has a five-point rating scale specific to the particular factor that is assigned to each risk in order to quantify the potential impact on Hubbell. For example, under likelihood each risk is categorized as either remote (

[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

☑ Yes

(2.2.7.2) Description of how interconnections are assessed

Hubbell integrates the assessment of environmental dependencies, impacts, risks, and opportunities into a single process through our comprehensive Enterprise Risk Management (ERM) framework. This framework comprises an annual risk assessment with a risk universe that is based on inputs spanning relevant market trends and regulations, industry standards (e.g., leading sustainability reporting frameworks such as the Task Force on Climate-related Financial Disclosures (TCFD)), criteria from our business strategy (e.g., including, but not limited to, outputs from Hubbell's sustainability materiality assessment), and perspectives and feedback received from our stakeholders. Our ERM process is designed to evaluate how various environmental factors, including resource dependencies (e.g., raw materials like petrochemicals and metals), climate-related risks (e.g., extreme weather, carbon pricing mechanisms), and sustainability opportunities (e.g., energy efficiency projects), interact and impact our business. The framework ensures that these elements are not assessed in isolation but rather as interconnected components of our overall risk management and strategic planning efforts.
[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

(2.4.6) Metrics considered in definition

Select all that apply

☑ Likelihood of effect occurring

☑ Other, please specify :Impact - likely financial impact or severity to the company; Effectiveness - effectiveness of the company in managing the risk with existing controls/resources; Velocity - the speed with which the risk could materialize or become evident to the

(2.4.7) Application of definition

Hubbell is unable to disclose quantitative indicators we use to identify, assess, and prioritize substantive risk since this information is confidential. However, we can disclose qualitative indicators we use in our risk management processes to define substantive risks.

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

(2.4.6) Metrics considered in definition

Select all that apply

☑ Likelihood of effect occurring

☑ Other, please specify :Impact - likely financial impact or severity to the company; Effectiveness - effectiveness of the company in managing the risk with existing controls/resources; Velocity - the speed with which the risk could materialize or become evident to the

(2.4.7) Application of definition

Hubbell is unable to disclose quantitative indicators we use to identify, assess, and prioritize substantive opportunities since this information is confidential. However, we can disclose qualitative indicators we use in our risk management processes to define substantive opportunities.
[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental risks identified
Climate change	*Select from:* ☑ Yes, both in direct operations and upstream/downstream value chain

[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Policy

☑ Carbon pricing mechanisms

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ Ireland

☑ Italy

☑ Spain

☑ United States of America

(3.1.1.9) Organization-specific description of risk

In recent years, government and regulatory bodies at the regional, national, and global levels have been developing and implementing stricter environmental regulations to address the risks of climate change and other environmental issues. The uncertainty of government-imposed climate change legislation, including cap and trade schemes and energy efficiency regulations, could pose a commercial risk to our business. Emerging regulations such as these could pose a financial threat to Hubbell by way of increased operational costs to ensure compliance. In addition, violations of these laws could result in substantial penalties or sanctions as well as an impact on our reputation to investors, suppliers, and customers.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Likely

(3.1.1.14) Magnitude

Select from:

☑ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Hubbell operates in an environment where carbon pricing mechanisms, such as carbon taxes, cap-and-trade systems, and carbon border adjustment mechanisms, are becoming increasingly prevalent. In parallel, emerging climate change legislation is mandating entities to reduce their greenhouse gas emissions. For example, the California Warehouse Actions and Investments to Reduce Emissions (WAIRE) Program requires operators of warehouses with more than 100,000 square feet of indoor space in a single building to implement initiatives from a menu approved by a custom WAIRE plan to reduce onsite emissions or pay a mitigation fee each year. Another regulation Hubbell and the company's suppliers and customers are subject to is the European Union's (EU) Carbon Border Adjustment Mechanism (CBAM) regulation, which requires importers of certain carbon-intensive goods to pay a carbon price for imported goods entering the EU jurisdiction. Regulations such as these have significant financial implications for Hubbell. In 2023, Hubbell's greenhouse gas Scope 1 and Scope 2 emissions totaled 135,612 carbon dioxide equivalent (tCO2e). If carbon pricing mechanisms are introduced in regions where Hubbell operates, or if climate change legislation imposes stricter requirements or steeper mitigation fees, Hubbell could face substantial additional costs. Moreover, Hubbell could experience sustained margin erosion, increased operational costs, and loss of market competitiveness to more sustainable industry players if we do not effectively manage our carbon footprint in response to emerging regulations.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

500

(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

2000

(3.1.1.25) Explanation of financial effect figure

Hubbell operates in an environment where carbon pricing mechanisms, such as carbon taxes, cap-and-trade systems, and carbon border adjustment mechanisms, are becoming increasingly prevalent. In parallel, emerging climate change legislation is mandating entities to reduce their greenhouse gas emissions. For example, the California Warehouse Actions and Investments to Reduce Emissions (WAIRE) Program requires operators of warehouses with more than 100,000 square feet of indoor space in a single building to implement initiatives from a menu approved by a custom WAIRE plan to reduce onsite emissions or pay a mitigation fee each year. For the 2023 reporting year, Hubbell was required to pay a fee of 700.00 to remain in compliance with this regulation due to the company's operations in

California. Moreover, another regulation Hubbell and the company's suppliers and customers are subject to is the European Union's (EU) Carbon Border Adjustment Mechanism (CBAM) regulation, which requires importers of certain carbon-intensive goods to pay a carbon price for imported goods entering the EU jurisdiction. The effect of this regulation has not been quantified financially.

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☑ Greater compliance with regulatory requirements

(3.1.1.27) Cost of response to risk

90000

(3.1.1.28) Explanation of cost calculation

Hubbell's costs for remaining in compliance with the California Warehouse Actions and Investments to Reduce Emissions (WAIRE) Program include the fees required by the program, investments in equipment and tracking systems that fulfill the requirements of the regulation, and assistance from consultants as needed. This comprehensively reflects the total annual cost of responding to WAIRE. Hubbell does not anticipate the annual cost to respond to WAIRE to exceed 100,000. The costs associated with responding to other carbon pricing mechanisms are still being evaluated.

(3.1.1.29) Description of response

In response to the California Warehouse Actions and Investments to Reduce Emissions (WAIRE) Program, Hubbell invested in equipment, tracking systems, and external consultant support to help fulfill WAIRE requirements and remain in compliance. In 2023, Hubbell's California-based warehouse replaced a formerly fossil fuel-based yard truck with an electric yard truck. That same facility installed a new tracking system in 2023 to aid with WAIRE compliance. As part of our business risk management processes and sustainability strategy, Hubbell has programs and policies in place to track emerging schemes and regulations and engagement of both corporate and facility staff to ensure ongoing compliance. These tracking mechanisms allow us to stay ahead of and in-line with the regulatory curve in the respect that we can implement necessary changes to our business strategy, procedures, and operations before environmental and climate-related legislation goes into effect. The company's sustainability and legal functions keep pace with emerging science that support the continued awareness of sustainability-related regulations and the development of emissions reduction strategies for our facilities and products. To prepare for compliance with emerging regulations and as part of our broader strategy, Hubbell has implemented measures to manage our greenhouse gas (GHG) emissions across our operations. For example, Hubbell's Sustainability Impact Program (SIP) is one of our primary vehicles for driving progress toward our emissions reduction goal. This program invests capital in our facilities for projects that improve our operational performance and enhance efficiency. In 2023, we worked with employees at the site level to support the implementation of projects, including initiatives that would reduce our energy consumption and, in turn, our GHG emissions. In 2023, SIP supported the implementation of emissions reduction projects at over 10 facilities.

(3.1.1.1) Risk identifier

Select from:

☑ Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Acute physical

☑ Other acute physical risk, please specify :Increased severity and frequency of extreme weather events such as hurricanes, wildfires, and floods

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ India

☑ Philippines

☑ Puerto Rico

☑ United States of America

(3.1.1.9) Organization-specific description of risk

Hubbell manufactures utility and electrical products in facilities spanning over 12 countries worldwide. As climate change leads to more frequent and severe weather events, the increased prevalence of extreme weather events and the associated disruptions may impact the ability of our suppliers to provide goods and services reliably, efficiently, and within the normal range of costs necessary for maintaining business operations. In addition, extreme weather could lead to damaged production equipment and/or temporary relocation of production and staff. Due to our global reach, we have suppliers and operational facilities located in geographic areas such as parts of the United States (US), Puerto Rico, and the Philippines that are especially vulnerable to severe weather events. Such events could continue to impact Hubbell's customers and suppliers by way of temporary or long-term outages and/or the limitation of the supply of energy and other raw materials used in normal business operations. As we prepare for and respond to extreme weather events caused by climate change, helping our customers strengthen and repair

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 our customers who have operations in impacted areas.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased direct costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Very likely

(3.1.1.14) Magnitude

Select from:

☑ Low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

The effect has not been quantified financially.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Policies and plans

☑ Amend the Business Continuity Plan

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

The marginal cost of managing these methods is minimal as they are built into our overarching emergency preparedness plans and Enterprise Risk Management (ERM) program. Similarly, the marginal cost of responding to customer demand for solutions that re-build infrastructure after natural disasters (i.e., acute physical risks of climate change) is also minimal as it is part of Hubbell's overarching sales and business strategy to deliver to customers in need of our products.

(3.1.1.29) Description of response

Through standard business continuity risk planning in the Enterprise Risk Management (ERM) program, Hubbell tracks acute physical weather events to identify and prepare for any possible disruptions to production that could compromise our ability to reliably deliver products to our customers. We view risk response planning as an iterative process, and we develop business continuity plans and strategies that enable Hubbell to mitigate the risk of disruptions within the supply chain and recover business operations in a timely manner. For example, we have an emergency response plan to support employees and ensure business continuity in the event of extreme weather events and other climate-related risks. In addition to business activities, all facilities are designed to withstand storms and remain resilient. Moreover, helping our customers strengthen and repair critical infrastructure following extreme weather events caused by climate change is crucial for our business. During severe weather events and storms, Hubbell's Emergency Action Team (H.E.A.T.) works around the clock to deliver our products to our customers that have operations in impacted areas.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk3

(3.1.1.3) Risk types and primary environmental risk driver

Market

☑ Other market risk, please specify :Increased cost of raw materials

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ United States of America

(3.1.1.9) Organization-specific description of risk

Hubbell partners with global suppliers and manufactures utility and electrical products in facilities spanning over 12 countries worldwide, however, a majority of our operations are based in the United States (US) (which is where Hubbell is headquartered). Our manufacturing processes consume significant amounts of raw materials, the costs of which are subject to worldwide supply and demand as well as other factors beyond our control. For example, we use a significant amount of raw materials derived from petrochemicals (e.g., resins and plastics) as well as metals (e.g., steel). Certain materials are sourced from a limited number of suppliers. These materials are also key source materials for many other companies in our industry and within the universe of industrial manufacturers in general. As such, in periods of rising demand for these materials, we may experience both increased costs and/or limited supply. These conditions can potentially result in our inability to acquire these key materials on a timely basis to produce our products and satisfy our incoming sales orders. Similarly, the cost of these materials can rise suddenly and result in materially higher costs of producing our products. While the implications of these costs and risk factors are global, sourcing and operational decisions are comprehensively managed and strategically driven at the enterprise-level by Hubbell leadership.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased direct costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ About as likely as not

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

The effect has not been quantified financially.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Diversification

☑ Increase supplier diversification

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

The marginal cost of managing these methods is minimal as they are built into our Enterprise Risk Management (ERM) program.

(3.1.1.29) Description of response

As part of our risk management process, our procurement, operations, and technology teams coordinate closely to manage inventories, production process needs, and potential alternative product formulations that could offset increased prices of individual materials. To prepare for rising prices, we have focused on ensuring we have adequate primary and secondary sources of supply for each of our key materials. In addition, in periods of rising prices, we expect to recover a majority of the increased cost in the form of higher selling prices. We use recycled steel, cardboard, and other materials in our products and packaging where feasible. For example, 54% of the steel, by weight, we purchased in 2023 came from less environmentally impactful mills that use recycled, rather than virgin, material as their primary feedstock.
[Add row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

☑ Yes

(3.5.1) Select the carbon pricing regulation(s) which impact your operations.

Select all that apply

☑ Other carbon tax, please specify :California Warehouse Actions and Investments to Reduce Emissions (WAIRE) Program, European Union's Carbon Border Adjustment Mechanism (CBAM)

(3.5.3) Complete the following table for each of the tax systems you are regulated by.

Other carbon tax, please specify

(3.5.3.1) Period start date

01/01/2023

(3.5.3.2) Period end date

12/31/2023

(3.5.3.3) %of total Scope 1 emissions covered by tax

0

(3.5.3.4) Total cost of tax paid

700

(3.5.3.5) Comment

Hubbell assessed the implications of the California Warehouse Actions and Investments to Reduce Emissions (WAIRE) Program as well as the European Union's Carbon Border Adjustment Mechanism (CBAM) and determined that both tax systems impact 0% of Hubbell's Scope 1 emissions.
[Fixed row]

(3.5.4) What is your strategy for complying with the systems you are regulated by or anticipate being regulated by?

Hubbell monitors all current and emerging regulations, such as the California Warehouse Actions and Investments to Reduce Emissions (WAIRE) Program as well as the European Union's Carbon Border Adjustment Mechanism (CBAM), and establishes procedures, resourcing, environmental impact reduction initiatives, and data collection and reporting protocols to ensure compliance with WAIRE and CBAM. For example, in response to WAIRE, Hubbell invested in equipment, tracking systems, and external consultant support to help fulfill WAIRE requirements and remain in compliance. To that end, in 2023, Hubbell's California-based warehouse replaced a formerly fossil fuel-based yard truck with an electric yard truck. That same facility also installed a new tracking system in 2023 to aid with WAIRE compliance.

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	*Select from:* ☑ Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp2

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☑ Increased sales of existing products and services

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ United States of America

(3.6.1.8) Organization specific description

Increased sales of existing products and solutions remain a significant opportunity for our business. Growing demand for renewable energy infrastructure and other lower-emissions products and technologies drives Hubbell to produce products and services that enable these sustainable solutions. Hubbell Utility Solutions (HUS) equips the grid with the infrastructure and components necessary to reliably conduct, communicate, and control energy across utility applications. Our utility communications and control technologies provide data collection, analysis, and control capabilities that enable the management of energy transmission and distribution (T&D) with consumption. Our utility T&D components also harden and modernize critical infrastructure, enabling the grid to reliably transmit and distribute energy. Our communications and controls solutions facilitate the integration of renewables into the grid by making the grid smarter and more flexible. HUS' smart meters and metering infrastructure allow customers to track and optimize resource use, enabling efficiency. Hubbell Electrical Solutions (HES) provides components that allow operators of industrial infrastructure to connect, protect, and manage power reliably and efficiently. HES' products and solutions increase energy efficiency, as well as support electrification of sectors like transportation and manufacturing. Hubbell plans to continue to develop products to support the transition to a cleaner, decarbonized economy.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Very likely (90–100%)

(3.6.1.12) Magnitude

Select from:

☑ High

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Hubbell responds to the growing demand for renewable energy infrastructure, electric vehicles, and other lower-emissions products and technologies by producing products and services that enable these sustainable solutions. This demand supports the development of and sales for Hubbell's "Products with Impact", which are solutions that enable grid modernization and hardening, resource efficiency, renewable energy, and electrification. Of our 5.4 billion sales in 2023, 65% were associated with our "Products with Impact". We anticipate yielding similar "Products with Impact" sales on an annual basis, based on 1) the assumption that potential regulatory and market drivers continue to grow the renewable energy market, and therefore demand for our renewable energy infrastructure solutions will be positively impacted, and 2) climate change impacts are increasing focus on climate resiliency and investments in strengthening infrastructure.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.21) Anticipated financial effect figure in the long-term - minimum (currency)

3517000000

(3.6.1.22) Anticipated financial effect figure in the long-term – maximum (currency)

3517000000

(3.6.1.23) Explanation of financial effect figures

These financial impact figures are associated with our "Products with Impact" sales from 2023, which span across several lines of business, including renewables, power systems, advanced metering infrastructure and technology, and distribution automation. This line of products encompasses our utility and electrical solutions that enable the transition to a low-carbon economy by delivering a positive impact in at least one of our four sustainability impact areas: grid modernization and infrastructure hardening, resource efficiency, electrification, and renewable energy. Of our 5.4 billion sales in 2023, 65% were associated with our "Products with Impact" which represents the financial figure provided. This calculation includes all sales from electrical utility transmission and distribution components and utility communications and controls, as well as products sold directly into solar and wind applications. It also includes products that support grid modernization and communications applications such as 5G/fiber/broadband access and data centers. This calculation excludes sales from products sold into oil and gas markets, which enhances the safety of those applications. It also excludes sales from our broader portfolio of electrical products sold into various industrial, non-residential, and residential applications.

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

These costs are absorbed into business-as-usual activities, including product and innovation opportunity assessments. For example, Hubbell leaders monitor, assess, and evaluate: 1) emerging schemes and regulations that present business opportunities (e.g., legislation that leads to customer demand for Hubbell's critical infrastructure solutions, such as the United States Inflation Reduction Act), 2) market trends and customer demand (e.g., customer interest in low-carbon solutions and technologies, such as electric vehicles and renewable energy), and 3) climate-related impacts and natural disasters (e.g., customer demand for Hubbell's critical infrastructure solutions following other acute physical climate-related events). These analyses inform strategic business decisions, including, but not limited to, product and innovation strategies.

(3.6.1.26) Strategy to realize opportunity

Hubbell's New Product Development (NPD) efforts are centered on developing solutions that enable our customers to solve critical infrastructure problems and in turn achieve their sustainability and business objectives. Hubbell's cross-functional teams, including the sales teams, engage in sales forecasting and market analysis to

identify emerging customer requirements. Insights from these market-based activities inform the improvement and development of Hubbell products, including our "Products with Impact". In addition to continuing to pursue NPD innovations in our existing product portfolio, Hubbell has recently accelerated our efforts to invest in higher-value innovation opportunities across our portfolio. These investments are primarily focused on key strategic growth verticals, including grid infrastructure, grid automation, United States industrial infrastructure, data centers, and renewables. Increasing our NPD investment in these verticals supports our strategy to accelerate organic growth across clean energy megatrends such as grid modernization and electrification.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☑ Increased efficiency of production and/or distribution processes

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ Australia

☑ Canada

☑ Mexico

☑ United States of America

(3.6.1.8) Organization specific description

Hubbell manufactures utility and electrical products in facilities spanning over 12 countries worldwide. Due to the considerable environmental footprint of manufacturing and distributing our products, we continue to invest in making the development and production of our solutions more energy and resource efficient. Hubbell's Sustainability Impact Program (SIP) invests capital in our facilities for projects that drive progress toward our environmental goals and improve our operational performance. Throughout 2023, we worked with employees at the site level to support the implementation of projects, including initiatives that would reduce our energy consumption and, in turn, our greenhouse gas (GHG) emissions. By the end of the year, SIP supported the implementation of emissions reduction projects at more than 10 of our global facilities, ranging from Light-Emitting Diode (LED) lighting retrofit and Heating, Ventilation, and Air Conditioning (HVAC) upgrades to air compressor heat recovery. These energy reduction projects, which were partially or fully implemented in 2023, will result in GHG emissions savings of up to 5 thousand metric tons of carbon dioxide equivalent (tCO2e) per year and further reduce our operational costs.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Reduced indirect (operating) costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Very likely (90–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium-high

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Hubbell is actively investing in energy reduction and efficiency projects across its operations to enhance sustainability and reduce operating costs. These projects include Light-Emitting Diode (LED) lighting retrofits, Heating, Ventilation, and Air Conditioning (HVAC) system upgrades, and process optimizations aimed at lowering energy consumption and are supported by Hubbell's Sustainability Impact Program (SIP). Our SIP program invests capital in our facilities for projects that drive progress toward our environmental goals and improve operational performance. In 2023, we invested over 5.2 million in emissions reduction projects at our facilities

that were partially or fully implemented in that same reporting year via SIP. We anticipate this capital expenditure amount to remain constant for SIP on an annual basis, however, it is subject to change. The implementation of such energy efficiency projects will lead to reductions in our energy costs but vary based on the quantity and magnitude of projects implemented per year.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ No

(3.6.1.24) Cost to realize opportunity

5218436

(3.6.1.25) Explanation of cost calculation

To capitalize on this opportunity, we invested in facilities for the implementation of emissions reduction projects via Hubbell's Sustainability Impact Program (SIP). SIP is an enterprise-wide program that invests capital in facilities for projects that will drive progress toward our environmental goals and enhance our operational performance. In 2023, we invested over 5.2 million in emissions reduction projects at our facilities that were partially or fully implemented in that same reporting year via SIP. These energy reduction projects, which included lighting retrofit and equipment upgrade projects, will result in greenhouse gas (GHG) emissions savings of up to 5 thousand metric tons of carbon dioxide equivalent (tCO2e) per year and further reduce our operational costs.

(3.6.1.26) Strategy to realize opportunity

As part of our business planning process, we identify opportunities for investing in energy efficiency or process improvement in our sites globally. Any capital investment must go through a global review process whereby potential investments are evaluated based on financial impact as well as environmental impact. In 2022, we formalized the creation of our Sustainability Impact Program to financially bolster projects that advance our resource efficiency goals. Through a review process with defined assessment criteria, this program assesses project proposals and invests financial capital in facilities accordingly for approved projects, particularly resource efficiency projects, that minimize the environmental impact of Hubbell's business operations and processes. Since 2022, we have worked diligently to mature the program. In 2023, we invested 5.2 million for emissions reduction projects at over 10 facilities across the enterprise. Over 30 emissions reduction projects were either partially or fully implemented in 2023 including Heating, Ventilation, and Air Conditioning (HVAC), Light-Emitting Diode (LED), motors and drives, waste heat recovery, and solar projects.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp3

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resilience

☑ Other resilience opportunity, please specify :Participation in renewable energy programs and adoption of energy-efficiency and climate resiliency measures

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ United States of America

(3.6.1.8) Organization specific description

As potential regulatory and market drivers continue to grow the renewable energy market and low-carbon energy infrastructure market, customer demand for our renewable energy infrastructure solutions will be positively impacted. As a company that offers energy efficiency and renewable energy solutions, the growing segment of customers interested in participating in renewable energy programs and schemes can leverage our products to meet their sustainability goals. Moreover, as climate change leads to the increase in frequency and severity of storms and other natural disasters, we anticipate experiencing greater customer demand for our critical infrastructure solutions (e.g., our products that support grid hardening) to both rebuild and strengthen energy infrastructure. This demand is amplified by customers participating in regulatory schemes that offer incentives for energy infrastructure investments (e.g., the United States Inflation Reduction Act). While the implications of these opportunities are global, business, product, and strategy decisions are comprehensively managed and strategically driven at the enterprise level by Hubbell leadership, which is predominantly United States-based.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Increased revenues through access to new and emerging markets

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Very likely (90–100%)

(3.6.1.12) Magnitude

Select from:

☑ High

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Hubbell's New Product Development efforts are centered on developing solutions that enable our customers to solve critical infrastructure problems, and in turn, achieve their sustainability and business objectives (e.g., including in relation to participation in renewable energy programs and adoption of energy efficiency and climate resiliency measures). These efforts support the development of and sales for Hubbell's "Products with Impact", which are solutions that enable grid modernization and hardening, resource efficiency, renewable energy, and electrification. Of our 5.4 billion sales in 2023, 65% were associated with our "Products with Impact". We anticipate yielding similar "Products with Impact" sales on an annual basis, based on 1) the assumption that potential regulatory and market drivers continue to grow the renewable energy market, and therefore the demand for our renewable energy infrastructure solutions will be positively impacted, and 2) climate change impacts are increasing focus on climate resiliency and investments for strengthening infrastructure.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)

3517000000

(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)

3517000000

(3.6.1.23) Explanation of financial effect figures

These financial impact figures are associated with our "Products with Impact" sales from 2023 which span across several lines of business including renewables, power systems, advanced metering infrastructure and technology, and distribution automation. This line of products encompasses our utility and electrical solutions that enable the transition to a low-carbon economy by delivering a positive impact in at least one of our four sustainability impact areas: grid modernization and infrastructure hardening, resource efficiency, electrification, and renewable energy. Of our 5.4 billion sales in 2023, 65% were associated with our "Products with Impact" which represents the financial figure provided. This calculation includes all sales from electrical utility transmission and distribution components and utility communications and controls, as well as products sold directly into solar and wind applications. It also includes products that support grid modernization and communications applications such as 5G/fiber/broadband access and data centers. This calculation excludes sales from products sold into oil and gas markets, which enhance the safety of those applications. It also excludes sales from our broader portfolio of electrical products sold into various industrial, non-residential, and residential applications.

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

These costs are absorbed into business-as-usual activities, including product and innovation opportunity assessments. For example, Hubbell leaders monitor, assess, and evaluate 1) emerging schemes and regulations that present business opportunities (e.g., legislation that leads to customer demand for Hubbell's critical infrastructure solutions, such as the United States Inflation Reduction Act), 2) market trends and customer demand (e.g., customer interest in low-carbon solutions and technologies, such as electric vehicles and renewable energy), and 3) climate-related impacts and natural disasters (e.g., customer demand for Hubbell's critical infrastructure solutions following other acute physical climate-related events). These analyses inform strategic business decisions, including, but not limited to, product and innovation strategies.

(3.6.1.26) Strategy to realize opportunity

Hubbell's New Product Development (NPD) efforts are centered on developing solutions that enable our customers to solve critical infrastructure problems and in turn achieve their sustainability and business objectives. Hubbell's cross-functional teams, including the sales teams, engage in sales forecasting and market analysis to identify emerging customer requirements. Insights from these market-based activities inform the improvement and development of Hubbell products, including our "Products with Impact". In addition to continuing to pursue NPD innovations in our existing product portfolio, Hubbell has recently accelerated our efforts to invest in higher-value innovation opportunities across our portfolio. These investments are primarily focused in key strategic growth verticals, including grid infrastructure, grid automation, United States industrial infrastructure, data centers, and renewables. Increasing our NPD investment in these verticals supports our strategy to accelerate organic growth across clean energy megatrends such as grid modernization and electrification.
[Add row]

(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

Climate change

(3.6.2.1) Financial metric

Select from:

☑ Revenue

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

3517000000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☑ 61-70%

(3.6.2.4) Explanation of financial figures

As demand and customer preferences for low-carbon products and solutions shift, Hubbell aims to capitalize on this opportunity by developing and delivering a broad portfolio of solutions that meet the evolving needs of our customers. Through our New Product Development (NPD) program, we strive to execute an innovation strategy that reinforces our core strengths while also expanding our offerings in key vertical markets aligned with clean energy megatrends. As part of this process, we work to enhance our portfolio of "Products with Impact" that can help our customers achieve their sustainability objectives. Hubbell's "Products with Impact" support the transition to an energy-efficient and low-carbon economy through four impact areas: grid modernization and infrastructure hardening, resource efficiency, electrification, and renewable energy. Of our 5.4 billion sales in 2023, 65% were associated with our "Products with Impact" which represents the financial figure provided. This calculation includes all sales from electrical utility transmission and distribution components and utility communications and controls, as well as products sold directly into solar and wind applications. It also includes products that support grid modernization and communications applications such as 5G/fiber/broadband access and data centers. This calculation excludes sales from products sold into oil and gas markets, which enhance the safety of those applications. It also excludes sales from our broader portfolio of electrical products sold into various industrial, non-residential, and residential applications.
[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☑ More frequently than quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☑ Executive directors or equivalent

☑ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☑ Yes, but it is not publicly available

(4.1.5) Briefly describe what the policy covers

The Nominating and Corporate Governance Committee considers diversity in gender, race, and ethnicity when selecting potential director nominees to ensure a wide range of competencies and experiences. Evaluation of candidates is based on individual qualifications and experience in the context of the board as a whole. This includes factors such as professional background, financial literacy, corporate governance experience, and industry expertise.

(4.1.6) Attach the policy (optional)

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	*Select from:* ☑ Yes

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ President
☑ Board chair
☑ General Counsel
☑ Board-level committee
☑ Chief Executive Officer (CEO)
☑ Chief Technology Officer (CTO)
☑ Chief Compliance Officer (CCO)
☑ Other, please specify :Vice President, Investor Relations

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Other policy applicable to the board, please specify :Nominating and Corporate Governance Committee Charter and Corporate Governance Guidelines

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Overseeing the setting of corporate targets

☑ Monitoring progress towards corporate targets

☑ Approving corporate policies and/or commitments

☑ Reviewing and guiding innovation/R&D priorities

☑ Approving and/or overseeing employee incentives

☑ Monitoring compliance with corporate policies and/or commitments

☑ Overseeing and guiding major capital expenditures

☑ Monitoring the implementation of the business strategy

☑ Overseeing reporting, audit, and verification processes

☑ Overseeing and guiding the development of a business strategy

☑ Overseeing and guiding acquisitions, mergers, and divestitures

☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

(4.1.2.7) Please explain

The Board receives formal updates on sustainability matters from our Senior Vice President (SVP), General Counsel, and Chief Compliance Officer (CCO), who are the executive sponsors of Hubbell's Environmental, Social, and Governance (ESG) Steering Committee, at least twice per year. Updates shared with the Board include corporate-level ESG- and climate-related goals on greenhouse gas (GHG) emissions, water usage, and hazardous waste. For example, during Hubbell's February 2023 Board meeting, the SVP, General Counsel and CCO provided an update to the Nominating and Corporate Governance Committee (NCGC) on Hubbell's 2030 GHG emissions targets. They were also engaged to align on forthcoming climate-related regulations, including the United States Securities and Exchange Commission's Climate Rule. As another example, during Hubbell's September 2023 Board meeting, the NCGC was also presented with Hubbell's GHG audit and verification strategy. When GHG and climate-related updates are discussed during Board meetings, Board members are provided the opportunity to weigh in on strategic decisions. In the course of these discussions, the Board is equipped to evaluate and manage climate-related issues by considering a variety of topics ranging from reducing the environmental impact of operations, initiatives that reduce GHG emissions or water usage, the operational performance of the business segments, updates on ESG indicators, progress against goals (including as it relates to the achievement of Hubbell's Named Executive Officer (NEO) compensation targets), and products with the potential ability to reduce customers' environmental impacts (e.g., Hubbell's "Products with Impact", which support the transition to an energy-efficient and low-carbon economy).

[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ No, but we plan to within the next two years

(4.2.4) Primary reason for no board-level competency on this environmental issue

Select from:

☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(4.2.5) Explain why your organization does not have a board with competence on this environmental issue

Hubbell's Board members receive education on Environmental, Social, and Governance (ESG) topics through Hubbell's ESG Steering Committee. Hubbell prioritizes selecting Board members from diverse backgrounds and skill sets, which can include environmental expertise. However, no Board member has expertise on Climate Change beyond the education provided by the ESG Steering Committee at this time.
[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	*Select from:* ☑ Yes

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

☑ Setting corporate environmental policies and/or commitments

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Implementing the business strategy related to environmental issues

☑ Developing a business strategy which considers environmental issues

☑ Managing environmental reporting, audit, and verification processes

☑ Managing acquisitions, mergers, and divestitures related to environmental issues

☑ Managing major capital and/or operational expenditures relating to environmental issues

☑ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Half-yearly

(4.3.1.6) Please explain

Hubbell's Chairman, President and Chief Executive Officer (CEO) is involved in Hubbell's sustainability initiatives and reporting, including climate-related issues. Our CEO, who currently also serves as Board Chairman, has overall oversight of our Environmental, Social, and Governance (ESG) strategy, evaluates progress on ESG performance, and supports the integration of the management of climate-related issues (e.g., risks and opportunities) into our strategy and outlook. The Chairman, President and CEO also engages with shareholders and other external stakeholders on a year-round basis to solicit feedback regarding our strategy and financial/business performance, including as it relates to Hubbell's ESG programs. The Senior Vice President (SVP), General Counsel reports directly to Hubbell's Chairman, President and CEO. As an executive sponsor to the ESG Steering Committee, the SVP, General Counsel reports on ESG topics to the Nominating and Corporate Governance Committee of the Board twice per year.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Environmental, Social, Governance committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing engagement in landscapes and/or jurisdictions

☑ Managing public policy engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

☑ Setting corporate environmental policies and/or commitments

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues

☑ Implementing the business strategy related to environmental issues

☑ Managing annual budgets related to environmental issues

☑ Managing environmental reporting, audit, and verification processes

☑ Managing major capital and/or operational expenditures relating to environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Half-yearly

(4.3.1.6) Please explain

The Environmental, Social, and Governance (ESG) Steering Committee, comprised of senior leaders including our Senior Vice President (SVP), General Counsel and Chief Compliance Officer (CCO), is the executive-level committee responsible for the management of our ESG program, including: devising Hubbell's ESG strategy and ensuring alignment with overarching business objectives; directing ESG initiatives and target-setting; overseeing engagement in jurisdictions and across the value chain; monitoring compliance with environmental-related policies; managing capital expenditure budgets for environmental-related projects; overseeing

sustainability-related project innovation and managing ESG-related risks, opportunities impacts, and dependencies; and meeting monthly to stay informed on environmental issues. The SVP, General Counsel reports directly to Hubbell's Chairman, President and CEO and through their roles on the ESG Steering Committee, the SVP, General Counsel and CCO report on ESG topics to the Nominating and Corporate Governance Committee of the Board twice per year.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Compliance Officer (CCO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing engagement in landscapes and/or jurisdictions

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

☑ Setting corporate environmental policies and/or commitments

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues

☑ Implementing the business strategy related to environmental issues

☑ Managing annual budgets related to environmental issues

☑ Managing environmental reporting, audit, and verification processes

☑ Managing major capital and/or operational expenditures relating to environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Other, please specify :General Counsel

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Half-yearly

(4.3.1.6) Please explain

The Senior Vice President (SVP), General Counsel, along with the Chief Compliance Officer (CCO), are the executive sponsors for the executive-level Environmental, Social, and Governance (ESG) Steering Committee, The ESG Steering Committee is responsible for management of our ESG program, including: devising Hubbell's ESG strategy and ensuring alignment with overarching business objectives; directing ESG initiatives and target-setting; overseeing engagement in jurisdictions and across the value chain; monitoring compliance with environmental-related policies; managing capital expenditure budgets for environmental-related projects; overseeing sustainability-related project innovation; managing ESG-related risks, opportunities impacts, and dependencies; and meeting monthly to stay informed on environmental issues. Through their roles on the ESG Steering Committee, the SVP, General Counsel and CCO report on ESG topics to the Nominating and Corporate Governance Committee of the Board twice per year.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Other

☑ Other, please specify :Sustainability & ESG Director

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement
☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets
☑ Monitoring compliance with corporate environmental policies and/or commitments
☑ Measuring progress towards environmental corporate targets
☑ Measuring progress towards environmental science-based targets
☑ Setting corporate environmental policies and/or commitments
☑ Setting corporate environmental targets

Strategy and financial planning
☑ Developing a business strategy which considers environmental issues
☑ Implementing the business strategy related to environmental issues
☑ Managing annual budgets related to environmental issues
☑ Managing environmental reporting, audit, and verification processes
☑ Managing major capital and/or operational expenditures relating to environmental issues

(4.3.1.4) Reporting line

Select from:
☑ Other, please specify :Chief Compliance Officer (CCO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:
☑ Half-yearly

(4.3.1.6) Please explain

The Sustainability and ESG Director leads the Environmental, Social, and Governance (ESG) Steering Committee, and in collaboration with the ESG Steering Committee: develops and executes on Hubbell's ESG strategy; oversees measurement of greenhouse gas emissions, the establishment of climate change targets, and monitoring of environmental impacts; is responsible for creating and maintaining Hubbell's external ESG communications strategy; and drives ESG reporting, including the annual ESG report, website, CDP disclosures, customer/investor inquiries, and ESG ratings agency surveys. The Sustainability and ESG Director also reports directly to the Chief Compliance Officer (CCO). As an executive sponsor to the ESG Steering Committee, the CCO reports on ESG topics to the Nominating and Corporate Governance Committee of the Board twice per year.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Technology Officer (CTO)

(4.3.1.2) Environmental responsibilities of this position

Strategy and financial planning

☑ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

(4.3.1.4) Reporting line

Select from:

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Annually

(4.3.1.6) Please explain

Our Chief Technology Officer (CTO) supports the development of products that enable sustainability-related benefits for our customers, including our "Products with Impact", which support the transition to an energy-efficient and low-carbon economy through four impact categories. The CTO provides updates to the Board of

Directors on New Product Development and innovations that support solutions spanning grid modernization and hardening, resource efficiency, renewable energy, and electrification at least once per year.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ General Counsel

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing engagement in landscapes and/or jurisdictions

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

☑ Setting corporate environmental policies and/or commitments

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues

☑ Implementing the business strategy related to environmental issues

☑ Managing annual budgets related to environmental issues

☑ Managing environmental reporting, audit, and verification processes

☑ Managing major capital and/or operational expenditures relating to environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Half-yearly

(4.3.1.6) Please explain

The Senior Vice President (SVP), General Counsel, along with the Chief Compliance Officer (CCO), are the executive sponsors for the executive-level Environmental, Social, and Governance (ESG) Steering Committee. The ESG Steering Committee is responsible for the management of our ESG program, including: devising Hubbell's ESG strategy and ensuring alignment with overarching business objectives; directing ESG initiatives and target-setting; overseeing engagement in jurisdictions and across the value chain; monitoring compliance with environmental-related policies; managing capital expenditure budgets for environmental-related projects; overseeing sustainability-related project innovation and managing ESG-related risks, opportunities, impacts, and dependencies; and meeting monthly to stay informed on environmental issues. Through their roles on the ESG Steering Committee, the SVP, General Counsel and CCO report on ESG topics to the Nominating and Corporate Governance Committee of the Board twice per year.
[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☑ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

20

(4.5.3) Please explain

Our Executive Officers, including Hubbell's Chairman, President and Chief Executive Officer (CEO), have a Short-Term Incentive (STI) award that has a component (of 20%) based on performance on strategic initiatives and critical priorities, including inclusion and diversity, sustainability/Environmental, Social, & Governance (ESG), innovation, and acquisitions.
[Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Chief Executive Officer (CEO)

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

☑ Achievement of environmental targets

☑ Organization performance against an environmental sustainability index

Strategy and financial planning

☑ Increased investment in environmental R&D and innovation

☑ Other strategy and financial planning-related metrics, please specify :Increased investment in environmental impact reduction projects

Emission reduction

☑ Implementation of an emissions reduction initiative

☑ Reduction in absolute emissions

Resource use and efficiency

☑ Improvements in emissions data, reporting, and third-party verification

☑ Energy efficiency improvement

☑ Reduction in total energy consumption

☑ Other resource use and efficiency-related metrics, please specify :Participation by enterprise-wide facilities in projects and initiatives that drive resource efficiency and lower environmental impact

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

The Short-Term Incentive payout mix for the Named Executive Officers (NEOs) is based 80% on the financial performance of the enterprise or business segment, as applicable, and 20% on their individual contributions to Hubbell's strategic objectives. Strategic objectives are annual targets that align with Hubbell's strategic priorities across our key pillars of Serve Our Customers, Grow the Enterprise, Operate with Discipline, and Develop our People. Strategic objectives are set at the beginning of each year in four categories: 1) Serve our Customers; 2) Operate with Discipline; 3) Grow the Enterprise; 4) Develop our People. For 2023, climate-related achievements under these objectives include establishing new multi-year emissions and water reduction goals, increasing sustainability impact investment, and obtaining third-party verification of emissions and water inventories (achievements fall under the "Grow the Enterprise" category).

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Tying a portion of our Chairman, President and Chief Executive Officer (CEO)'s compensation directly to the achievement of Environmental, Social, and Governance (ESG) and climate-related performance goals affirms the importance of these goals as part of the CEO's responsibilities at Hubbell and aligns the CEO's compensation with our performance on key climate initiatives.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Other C-Suite Officer, please specify :Executive Officer

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

☑ Achievement of environmental targets

☑ Organization performance against an environmental sustainability index

Strategy and financial planning

☑ Increased investment in environmental R&D and innovation

☑ Other strategy and financial planning-related metrics, please specify :Increased investment in environmental impact reduction projects

Emission reduction

☑ Implementation of an emissions reduction initiative

☑ Reduction in absolute emissions

Resource use and efficiency

☑ Improvements in emissions data, reporting, and third-party verification

☑ Energy efficiency improvement

☑ Reduction in total energy consumption

☑ Other resource use and efficiency-related metrics, please specify :Participation by enterprise-wide facilities in projects and initiatives that drive resource efficiency and lower environmental impact

Engagement

☑ Increased engagement with customers on environmental issues

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

The Short-Term Incentive payout mix for the Named Executive Officers (NEOs) is based 80% on the financial performance of the enterprise or business segment, as applicable, and 20% on their individual contributions to Hubbell's strategic objectives. Strategic objectives are annual targets that align with Hubbell's strategic priorities across our key pillars of Serve Our Customers, Grow the Enterprise, Operate with Discipline, and Develop our People. Strategic objectives are set at the beginning of each year in four categories: 1) Serve our Customers; 2) Operate with Discipline; 3) Grow the Enterprise; 4) Develop our People. For 2023, climate-related achievements under these objectives include establishing new multi-year emissions and water reduction goals, increasing sustainability impact investment, and obtaining third-party verification of emissions and water inventories (achievements fall under the "Grow the Enterprise" category).

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Tying a portion of our Named Executive Officers' (NEOs) compensation directly to the achievement of climate-related performance goals affirms the importance of these goals as part of the NEO's responsibilities at Hubbell and aligns each NEO's compensation with our performance on key climate initiatives.
[Add row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

(4.6.1) Does your organization have any environmental policies?

Select from:

☑ No, but we plan to within the next two years

(4.6.2) Primary reason for not having an environmental policy

Select from:

☑ Not an immediate strategic priority

(4.6.3) Explain why you do not have an environmental policy

Hubbell does not currently have an environmental policy. In 2023, Hubbell focused on improving our environmental data management processes and procedures, developing an environmental data management policy, establishing inventory management plans and standard operating procedures manuals for environmental data collection and validation, obtaining limited assurance over our greenhouse gas emissions and water usage inventory, and expanding environmental-related training and resources, among other priorities. As we mature our program, we continue to re-evaluate our priorities and reference input from internal and external stakeholders. In the next one to two years, we plan to assess the strategic impact of developing an environmental policy against other priorities.
[Fixed row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

☑ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

☑ Other, please specify :• National Electrical Manufacturers Association (NEMA) • Manufacturers Alliance (formerly MAPI) • Business Ethics Leadership Alliance (BELA) • Sustainable Supply Chain Alliance (SSCA; formerly EUISSCA) • National Minority Supplier Development Council

(4.10.3) Describe your organization's role within each framework or initiative

National Electrical Manufacturers Association (NEMA) is a trade association that sets technical standards for the manufacturing of electrical equipment and medical imaging equipment. Industry standards are set for safety, innovation, interoperability, environment, and market enhancement for the industry. Across Hubbell, we strive to deliver high-quality, safe products to meet customers' needs. As part of that effort, our product teams collaborate with industry partners, such as the NEMA, to drive safety across the electrical manufacturing industries. The Manufacturers Alliance is a non-profit manufacturing leadership network with councils organized

around key issues in the industry, including sustainability and risk management. Hubbell engages with the Manufacturers Alliance to share knowledge and learn from others regarding climate change and sustainability issues. Business Ethics Leadership Alliance (BELA) is an organization of leading companies collaborating to share best practices in governance, risk management, compliance, and ethics. It is a community founded by Ethisphere, which is focused on supporting companies that are focused on building a sustainable business through a focus on the long term, commitment to doing business with integrity, and investing in communities. Hubbell engages with BELA to pursue and implement high standards of ethical behavior and programming. Sustainable Supply Chain Alliance (SSCA) was formed by industry executives who recognized the potential benefits of working together to green the electric utility industry supply chain. SSCA's mission is to improve the sustainability of the products and services utilities buy and use as well as the performance of suppliers and supply chain operations. Hubbell engages with SSCA members to foster sustainability within its value chain. National Minority Supplier Development Council (NMSDC) serves as a growth engine for certified minority businesses and enables members to advance economic equity by creating connections between minority business enterprises (MBEs) and corporations, MBEs and the public sector, and MBEs with other MBEs, to help them benefit from each other, stoking entrepreneurship and growing wealth for these systemically excluded communities. Hubbell's membership with NMSDC helps us access qualified and certified diverse firms that can provide quality goods and services for our business. Hubbell became a member of the Additive Manufacturer Green Trade Association in 2023, an association that promotes achieving environmental benefits through additive manufacturing during production. This allows Hubbell to collaborate with other companies in the manufacturing space and find new ways to innovate and create more sustainable solutions.
[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

☑ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☑ No, and we do not plan to have one in the next two years

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☑ No

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

The Hubbell Board of Directors, the Board's Nominating and Corporate Governance Committee, and the executive-level Environmental, Social, and Governance (ESG) Steering Committee are three entities that perform a variety of functions including the oversight of ESG strategy and initiatives, progress on ESG performance, target-setting, and climate-related risks and action plans. Together, they function to ensure that any potential future external engagement activities align with our overall climate change strategy.
[Fixed row]

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

Select from:
☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America
☑ Other trade association in North America, please specify :National Electrical Manufacturers Association (NEMA) and Edison Electric Institute (EEI)

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply
☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

We are committed to sustainability and lowering our environmental impact. Our solutions (Hubbell's Products with Impact) also support grid modernization, access to energy, renewable energy, and electrification. Our commitments and positions on these important issues align with those of the National Electrical Manufacturers Association (NEMA) and Edison Electric Institute (EEI). For example, in September 2023 NEMA, alongside several other organizations, sent a letter to key Members of Congress to request a reform to accelerate grid modernization, urging Congress to support grid modernization through policies. As an example of an activity EEI undertook in 2023 to influence policy: in August 2023, EEI filed comments in response to the Environmental Protection Agency's proposed rules to regulate greenhouse gas emissions from new natural gas power plants and existing coal- and natural gas-based power plants. In support of the proposed rules, EEI identified technical concerns with corresponding detailed solutions with the goal to help the United States Environmental Protection Agency develop final rules that enable electric companies to continue to provide resilient clean energy to their customers.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

727306

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

The funding helps support the operations of these trade associations which includes dedicated staff that develop policy and advocate on behalf of the trade associations' members.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ Another global environmental treaty or policy goal, please specify :Inflation Reduction Act

[Add row]

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

Select from:

☑ Yes

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

☑ In mainstream reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

☑ Water

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Governance

☑ Risks &Opportunities

☑ Strategy

☑ Emission targets

(4.12.1.6) Page/section reference

Hubbell's 2023 Annual Report and 2024 Proxy Statement Printed pages p11-12, 32, and 70 in 2023 Annual Report. (PDF Pages 89-90, 110 and 148). Printed pages p6, 8, 24, 25, 26-27, and 32 in the 2024 Proxy Statement (PDF pages 6, 8, 24, 25, 26-27, and 32).

(4.12.1.7) Attach the relevant publication

Hubbell_AR2023.pdf

(4.12.1.8) Comment

We disclose sustainability topics in our 2023 Annual Report, including our greenhouse gas emissions, waste, and water targets, and other climate change management, social, and governance initiatives.

Row 2

(4.12.1.1) Publication

Select from:

☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

☑ Water

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Strategy

☑ Governance

☑ Emission targets

☑ Emissions figures

☑ Risks &Opportunities

☑ Value chain engagement

☑ Other, please specify :water management

(4.12.1.6) Page/section reference

Sustainability strategy and governance, p12 & 66 Metrics and management of material sustainability issues, p76-108 Sustainability solutions - 'Products with Impact,' p16-23 Climate change risks & opportunities, p28-29 Emission targets and figures, p30-33 Water and waste management, p34-40

(4.12.1.7) Attach the relevant publication

Hubbell-2024-Sustainability-Report.pdf

(4.12.1.8) Comment

Hubbell's 2024 Sustainability Report discloses sustainability-related information, including our environmental, social, and governance strategy, focus areas, and management approach; our products that support the transition to an energy-efficient and low-carbon economy; our greenhouse gas (GHG) emissions inventory; our GHG/water/waste targets; and other climate change-related initiatives, risks, and opportunities, among other topics. Our 2024 Sustainability report is publicly available on our website on our Reporting Center webpage (https://sustainability.hubbell.com/reporting-center.html).

Row 3

(4.12.1.1) Publication

Select from:

☑ In voluntary communications

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

☑ Water

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Strategy

☑ Governance

☑ Emission targets

☑ Emissions figures

☑ Risks & Opportunities

☑ Value chain engagement

☑ Content of environmental policies

☑ Other, please specify :Water and Waste metrics

(4.12.1.6) Page/section reference

https://sustainability.hubbell.com/

(4.12.1.7) Attach the relevant publication

4.12.1 Hubbell Sustainability Website.pdf

(4.12.1.8) Comment

Hubbell discloses sustainability-related information, including as it relates to climate change, on its public sustainability website. Moreover, our sustainability website includes a webpage focused on environmental matters, including our approach to managing climate change and greenhouse gas emissions. For more information, please visit our sustainability website (https://sustainability.hubbell.com/) and Environmental Stewardship webpage (https://sustainability.hubbell.com/environmental-stewardship.html) emissions.

Row 4

(4.12.1.1) Publication

Select from:

☑ Other, please specify :Investor Day Presentation

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Governance

☑ Risks & Opportunities

☑ Strategy

☑ Emission targets

(4.12.1.6) Page/section reference

Sustainability Strategy: 15, Opportunities: 41, Grid Modernization Megatrends: 59-62, 67

(4.12.1.7) Attach the relevant publication

4.12.1Hubbell Investor Day.pdf

(4.12.1.8) Comment

We disclose sustainability topics in our 2024 Investor Day presentation. These include clean energy megatrends and Hubbell's positioning around them, the role of sustainability and Environmental, Social, and Governance (ESG) topics within our business, our evolution related to ESG topics and key sustainability highlights. Our 2024 Investor Day presentation is publicly available on our website.
[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:

☑ No, but we plan to within the next two years

(5.1.3) Primary reason why your organization has not used scenario analysis

Select from:

☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(5.1.4) Explain why your organization has not used scenario analysis

Since having robust and accurate data is imperative to making informed business decisions, finetuning our data management process has been of critical importance. To that end, Hubbell has prioritized establishing and maturing our processes for collecting environmental data, implementing an environmental data software solution to enhance data management and analysis, conducting assurance and external verification of our data, and continuously enhancing our procedures to ensure our data is accurate, complete, and credible. As a result, Hubbell has not been able to focus its resources on conducting climate-related scenario analysis to date. However, we plan to conduct scenario analysis in 1-2 years to inform our climate strategy and improve our environmental impact moving forward.
[Fixed row]

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

☑ No, but we are developing a climate transition plan within the next two years

(5.2.15) Primary reason for not having a climate transition plan that aligns with a 1.5°C world

Select from:

☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(5.2.16) Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world

Since having robust and accurate data is imperative to making informed business decisions, finetuning our data management process has been of critical importance and developing a transition plan has not been an immediate priority. To that end, Hubbell has prioritized establishing and maturing our processes for collecting environmental data, implementing an environmental data software solution to enhance data management and analysis, conducting assurance and external verification of our data, and continuously enhancing our procedures to ensure our data is accurate, complete, and credible. As a result, Hubbell has not been able to focus its resources on developing a transition plan to date. Although we do not plan to develop a transition plan within two years, we continue to have internal dialogue regarding the development of a transition plan in the future.
[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☑ Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

☑ Products and services

☑ Upstream/downstream value chain

☑ Investment in R&D

☑ Operations

[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Demand from our customers and value chains continues to grow for low-carbon products and applications that enable greater energy efficiency, the transition to renewables, electrification, mitigation against climate change, and resilience against climate-related events. This represents both a risk (e.g., for meeting demand) and an opportunity for Hubbell in the short-, medium-, and long-term. In our commitment to serving our customers, we have strategically aligned our business strategy and product portfolio around clean energy megatrends to meet our customers' business and sustainability needs and objectives. Hubbell's New Product Development efforts are centered on investing in higher-value innovation opportunities across our portfolio that are primarily focused on strategic growth verticals such as grid infrastructure, grid automation, United States industrial infrastructure, data centers, and renewables. For example, Hubbell's "Products with Impact" encompasses our portfolio of products and solutions that enable grid modernization and hardening, resource efficiency, renewable energy, and electrification. Through our product innovation strategy, Hubbell has expanded our product offerings that fulfill our customer's needs associated with the transition to an energy-efficient and low-carbon economy. Our "Products with Impact" represented approximately 65%, or 3.5 billion, of our total sales in 2023.

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Compared to our direct operations, the impacts of climate change pose fewer material risks across Hubbell's value chain in the short-term. Hubbell's raw material supply, specifically as it relates to petrochemicals (e.g., plastics), may be affected by the financial, legal, or compliance-related implications of potential climate change regulations or increased costs that impact the fossil fuel industry. Emerging regulations may also alter the environment in which we work with stakeholders across the value chain including customers, suppliers, and other vendors. Regulations may increase Hubbell's operating costs to achieve compliance and satisfy the needs and/or requirements of our customers. As climate-related regulations continue to emerge and evolve, we diligently track regulations, such as the European Union's Carbon Border Adjustment Mechanism, to prepare for possible changes in the regulatory landscape. In the medium-to-long term, we also recognize that the impacts of climate change may become more pronounced for our value chain in the future as acute physical risks become more frequent and severe (e.g., storms and natural disasters), potentially impacting the operations of our suppliers and vendors or disrupting the supply critical raw materials, which in turn can affect operating costs. Through standard business continuity risk planning in our Enterprise Risk Management Program, Hubbell tracks acute physical weather events, such as hurricanes, to prepare for any possible disruption to production across our enterprise or supply chain. In addition, our sourcing teams closely monitor and manage inventories, production process needs, and potential alternative product formulations to make sure our sourcing strategy is resilient. Moreover, climate change also fosters opportunity within our value chain. As a company that offers energy efficiency and renewable energy solutions, Hubbell is well-positioned to support the growing number of customers interested in participating in renewable energy incentive programs and laws that support clean energy (e.g., the United States Inflation Reduction Act). Such customers can leverage our products to meet their energy or sustainability goals.

Investment in R&D

(5.3.1.1) Effect type

Select all that apply

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

In our pursuit of delivering a robust portfolio of products that meet the opportunity of our customers' growing demand for low-carbon products and applications, we have made investments in research and development for product innovation. Hubbell's New Product Development (i.e., research and development) efforts are centered on developing solutions that enable our customers to solve critical infrastructure problems, and in turn, achieve their sustainability and business objectives.

Hubbell's strategy focuses on providing those offerings in the short-, medium-, and long-term. In addition to pursuing New Product Development innovations in Hubbell's existing product lines, we have recently accelerated our investments in higher value innovation opportunities across our portfolio. These investments are primarily focused on key strategic growth verticals including grid infrastructure, grid automation, United States industrial infrastructure, data centers, and renewables. Increasing our New Product Development activities in these verticals supports our strategic focus on advancing organic growth across clean energy megatrends in grid modernization and electrification. Moreover, Hubbell's New Product Development efforts are conducted through a comprehensive stage-gate process, which includes a stage evaluating environmental performance.

Operations

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Hubbell takes a holistic approach to sustainability, including a focus on and commitment to improving our operational performance in response to both the risks and opportunities posed by climate change in the short-, medium-, and long-term. To reduce our greenhouse gas (GHG) emissions in alignment with our GHG target, we routinely review the efficiency of our equipment, technologies, and processes, and look for ways to drive operational improvement. We have many ongoing efficiency projects throughout our facilities and are continuing to identify initiatives that support progress toward our goal. In addition, we have operational facilities located in geographic areas such as the Philippines and Puerto Rico that are especially vulnerable to severe weather events. Acute physical risks can pose a risk to our operations around the world, which can indirectly increase operating costs and decrease revenues due to reduced production capacity. In response, we execute business continuity risk planning and emergency response programs through our Enterprise Risk Management program. Moreover, forthcoming GHG/climate change legislation that measures or limits GHG emissions (e.g., the California Warehouse Actions and Investments to Reduce Emissions (WAIRE) Program) 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. Among other impacts, such regulations and risks are expected to raise the costs of energy. Potential impacts that could arise from emerging regulations have heightened our business imperative to track and manage our energy and emissions. Hubbell also recognizes the opportunity of potentially lowering operating costs through operational, production, and distribution efficiencies. To that end, we established Hubbell's Sustainability Impact Program, which invests capital in Hubbell facilities for projects that enhance environmental performance and the efficiency of our business operations and processes.
[Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

☑ Revenues

☑ Direct costs

☑ Indirect costs

(5.3.2.2) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

☑ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Revenues: Hubbell believes that it can benefit in the medium- and long-term from the higher demand for low-carbon products and applications needed to transition to a low-carbon economy. Hubbell is factoring in the impact of business opportunities from megatrends such as energy efficiency and climate change. Hubbell anticipates increased revenues due to climate change to be realized by investing capital in alignment with the Capital expenditures/allocation text below. In addition, through investing in the design of products which, for example, support utility companies in the prevention of fires due to grid events in normal operation or fault conditions, Hubbell anticipates revenue growth. Direct Cost: Cost of energy: Current and emerging greenhouse gas emissions regulations could affect Hubbell's operating costs / cost of energy. Hubbell considers fluctuations of energy costs in its financial planning for its operational footprint. Indirect Cost: Hubbell assesses the impacts of changing technology; if Hubbell fails to keep pace with technological advances in the industry, including those related to the transition to a low-carbon economy, customers may not continue to buy Hubbell's products and results of operations could be adversely affected. Therefore, Hubbell assesses such risks in relation to both New Product Development investments and changing customer behavior, and actively focuses on driving innovation and increasing revenue from products that deliver environmental benefits for customers or end-users within Hubbell's value chain.

Row 2

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

☑ Capital expenditures

☑ Capital allocation

(5.3.2.2) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

☑ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Capital expenditures/allocation: Hubbell's Sustainability Impact Program (SIP) invests capital in projects that improve our operational performance through the program's dedicated capital expenditure budget, which we allocate to projects based on a formal review process that evaluates initiatives for their environmental and financial impact, among other factors. In 2023, we invested over 5.2 million in emissions reduction projects that were partially or fully implemented within the reporting year. These energy reduction projects will result in greenhouse gas emissions savings of up to 5,000 tCO2e per year. Our SIP investments and initiatives will continue to be essential to achieving our environmental targets, such as our goal to reduce absolute Scope 1 and Scope 2 emissions by 30% by 2030, compared to a 2022 baseline, and reducing our energy, water, and waste footprint. Moreover, Hubbell's New Product Development (NPD) efforts center on developing solutions within our existing product lines that enable our customers to solve critical infrastructure problems. Hubbell recently increased efforts to invest in higher-value innovation opportunities across our portfolio. These investments primarily focus on key strategic growth verticals such as grid infrastructure, grid automation, United States (US) industrial infrastructure, data centers, and renewables. 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 that evaluates environmental performance. Furthermore, Hubbell's NPD team, with the support of the sales team, regularly engages with customers, performs sales forecasting, and executes market analysis to assess opportunities for products that help our customers meet their business and sustainability objectives. Our investment in NPD supports our ongoing efforts to enable our customers to operate energy infrastructure with greater reliability,

efficiency, sustainability, and safety, and is integrated into our Environmental, Social, and Governance (ESG) Vision to solve critical challenges for customers, communities, and climate.

Row 3

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

☑ Acquisitions and divestments

(5.3.2.2) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

☑ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Acquisitions and divestments: We prioritize capital investments and acquisitions to better serve our customers, including expanding our capacity to meet evolving customer objectives. To that aim, we effectively ramped up the production output of our transmission and distribution components in 2023 to meet strong utility customer needs for grid hardening and modernization. At the same time, we pursue acquisitions of attractive businesses with a strong strategic fit to grow our presence in high value vertical markets. For example, in 2023, we acquired Electro Industries/GaugeTech (EIG), which offers fully integrated energy management and power quality monitoring solutions, Indústria Eletromecânica Balestro Ltda (Balestro), a manufacturer of high-quality arrestors and insulators, and Northern Star Holdings, Inc. (commercially known as Systems Control), a leading provider of substation controls and relay panels. These three acquisitions will strengthen our utility solution offerings aligned around megatrends such as aging infrastructure, grid automation, renewables, and electrification. Please see Hubbell's 2023 Annual Report and 2024 Proxy Statement filed with the US Securities and Exchange Commissions for further details on Hubbell's acquisitions.
[Add row]

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition
	Select from: ☑ No, and we do not plan to in the next two years

[Fixed row]

(5.5) Does your organization invest in research and development (R&D) of low-carbon products or services related to your sector activities?

(5.5.1) Investment in low-carbon R&D

Select from:

☑ Yes

(5.5.2) Comment

In support of one of Hubbell's core business strategies, "Grow the Enterprise," our New Product Development teams lead Hubbell's innovation, including our development of "Products with Impact" (e.g., low-carbon solutions such as energy efficiency, electrification, and renewable energy-related products). New Product Development efforts are led by our business units to be more market-focused and to better serve our customers, with support from enterprise-wide innovation councils comprised of senior leaders. To identify opportunities for developing new products, our New Product Development teams regularly engage with our customers to assess ways we can help them achieve their business and sustainability objectives. These efforts are complemented with internal analysis of potential opportunities and unmet market needs. In addition to continuing to pursue New Product Development innovations in our existing product lines, Hubbell has recently increased our efforts to invest in higher value innovation opportunities across our portfolio. These investments are primarily focused on strategic growth verticals, which include; grid infrastructure, grid automation, United States industrial infrastructure, data centers, and renewables. Increasing our New Product Development investment in these verticals supports our strategy to accelerate organic growth across clean energy megatrends in grid modernization and electrification. All new

products are designed and developed through a comprehensive stage-gate process, which includes a stage that evaluates the sustainability potential and environmental impact of a product. Post commercialization, we continue to monitor and adjust to customer needs and regulatory developments.
[Fixed row]

(5.5.2) Provide details of your organization's investments in low-carbon R&D for capital goods products and services over the last three years.

Row 1

(5.5.2.1) Technology area

Select from:

☑ Control systems

(5.5.2.2) Stage of development in the reporting year

Select from:

☑ Large scale commercial deployment

(5.5.2.6) Explain how your R&D investment in this technology area is aligned with your climate commitments and/or climate transition plan

Hubbell invests in identifying and designing complete offerings targeted towards filling customer control system needs. For example, Hubbell's communications and controls solutions help our customers manage infrastructure with greater efficiency, visibility, and flexibility. We offer packages and solutions that make it easy for our customers to get what they need and invest in efforts to build awareness around these products. 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 on key strategic growth verticals such as grid infrastructure, grid automation, United States industrial infrastructure, data centers, and renewables. 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. Furthermore, Hubbell's NPD team, with the support of the sales team, regularly engages with customers, performs sales forecasting, and executes market analysis to assess opportunities for products that help our customers meet their business and sustainability objectives. Our investment in this technology area supports our ongoing efforts to enable our customers to operate energy infrastructure with greater reliability, efficiency, sustainability, and safety, and is integrated into our Environmental, Social, and Governance (ESG) Vision to solve critical challenges for customers, communities, and climate.

Row 2

(5.5.2.1) Technology area

Select from:

☑ Other, please specify :Grid hardening and modernization

(5.5.2.2) Stage of development in the reporting year

Select from:

☑ Large scale commercial deployment

(5.5.2.6) Explain how your R&D investment in this technology area is aligned with your climate commitments and/or climate transition plan

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 increased our efforts to invest in higher-value innovation opportunities across our portfolio. These investments are primarily focused on key strategic growth verticals such as grid infrastructure, grid automation, United States industrial infrastructure, data centers, and renewables. 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. Furthermore, Hubbell's NPD team, with the support of the sales team, regularly engages with customers, performs sales forecasting, and executes market analysis to assess opportunities for products that help our customers meet their business and sustainability objectives. We continuously endeavor to expand our capacity to meet evolving customer objectives. To that aim, we effectively ramped up the production output of our transmission and distribution components in 2023 to meet strong utility customer needs for grid hardening and modernization. Our investment in this technology area supports our ongoing efforts to enable our customers to operate energy infrastructure with greater reliability, efficiency, sustainability, and safety, and is integrated into our Environmental, Social, and Governance (ESG) Vision to solve critical challenges for customers, communities, and climate.

Row 3

(5.5.2.1) Technology area

Select from:

☑ Unable to disaggregate by technology area

(5.5.2.5) Average % of total R&D investment planned over the next 5 years

(5.5.2.6) Explain how your R&D investment in this technology area is aligned with your climate commitments and/or climate transition plan

The percentage value represents all the categories listed above for our New Product Development (NPD). In our pursuit of delivering a robust portfolio of products that meets customers' growing demand for low-carbon products and applications, we have made investments in research and development (R&D) for product innovation. 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 increased our efforts to invest in higher-value innovation opportunities across our portfolio. These investments are primarily focused on key strategic growth verticals such as grid infrastructure, grid automation, United States industrial infrastructure, data centers, and renewables. 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. Furthermore, Hubbell's NPD team, with the support of the sales team, regularly engages with customers, performs sales forecasting, and executes market analysis to assess opportunities for products that help our customers meet their business and sustainability objectives. Our investment in this technology area supports our ongoing efforts to enable our customers to operate energy infrastructure with greater reliability, efficiency, sustainability, and safety, and is integrated into our Environmental, Social, and Governance (ESG) Vision to solve critical challenges for customers, communities, and climate.

Row 4

(5.5.2.1) Technology area

Select from:

☑ Distributed energy resources (DER)

(5.5.2.2) Stage of development in the reporting year

Select from:

☑ Large scale commercial deployment

(5.5.2.6) Explain how your R&D investment in this technology area is aligned with your climate commitments and/or climate transition plan

Hubbell specifically targets growth within the Distributed energy resources (DER) technology area. Hubbell leverages a targeted solutions team to learn customer pain points and identify needed solutions which allow for the scaling of systems and expanded utilization of low-carbon solutions, such as distributed energy resources. 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 on key strategic growth verticals such as grid infrastructure, grid automation, United States industrial infrastructure, data centers, and renewables. 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. Furthermore, Hubbell's NPD team, with the support of the sales team, regularly engages with customers, performs sales forecasting, and executes market analysis to assess opportunities for products that help our customers meet their business and sustainability objectives. Our investment in this technology area supports our ongoing efforts to enable our customers to operate energy infrastructure with greater reliability, efficiency, sustainability, and safety, and is integrated into our Environmental, Social, and Governance (ESG) Vision to solve critical challenges for customers, communities, and climate.

Row 5

(5.5.2.1) Technology area

Select from:

☑ Renewable energy

(5.5.2.2) Stage of development in the reporting year

Select from:

☑ Large scale commercial deployment

(5.5.2.6) Explain how your R&D investment in this technology area is aligned with your climate commitments and/or climate transition plan

Hubbell specifically targets growth within the renewable energy technology area, which is one of Hubbell's key strategic growth verticals. Hubbell leverages a targeted solutions team to learn customer pain points and identify needed solutions which allow for the scaling and expanded utilization of renewable energy systems. 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 increased our efforts to invest in higher-value innovation opportunities across our portfolio. These investments are primarily focused on key strategic growth verticals such as grid infrastructure, grid automation, United States industrial infrastructure, data centers, and renewables. 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. Furthermore, Hubbell's NPD team, with the support of the sales team, regularly engages with customers, performs sales forecasting, and executes market analysis to assess opportunities for products that help our customers meet their business and sustainability objectives. Our investment in this technology area supports our ongoing efforts to enable our customers to operate energy infrastructure with greater reliability, efficiency, sustainability, and safety, and is integrated into our Environmental, Social, and Governance (ESG) Vision to solve critical challenges for customers, communities, and climate.

Row 6

(5.5.2.1) Technology area

Select from:

☑ Energy storage

(5.5.2.2) Stage of development in the reporting year

Select from:

☑ Small scale commercial deployment

(5.5.2.6) Explain how your R&D investment in this technology area is aligned with your climate commitments and/or climate transition plan

Hubbell invests in identifying and designing offerings for energy storage solutions based on customers' needs, with the goal of scaling systems and expanding utilization in this technology area. 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 increased our efforts to invest in higher-value innovation opportunities across our portfolio. These investments are primarily focused on key strategic growth verticals such as grid infrastructure, grid automation, United States industrial infrastructure, data centers, and renewables. 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. Furthermore, Hubbell's NPD team, with the support of the sales team, regularly engages with customers, performs sales forecasting, and executes market analysis to assess opportunities for products that help our customers meet their business and sustainability objectives. Our investment in this technology area supports our ongoing efforts to enable our customers to operate energy infrastructure with greater reliability, efficiency, sustainability, and safety, and is integrated into our Environmental, Social, and Governance (ESG) Vision to solve critical challenges for customers, communities, and climate.

Row 7

(5.5.2.1) Technology area

Select from:

☑ Electromobility components

(5.5.2.2) Stage of development in the reporting year

Select from:

☑ Full/commercial-scale demonstration

(5.5.2.6) Explain how your R&D investment in this technology area is aligned with your climate commitments and/or climate transition plan

Hubbell specifically targets growth within the electromobility components technology area. Hubbell leverages a targeted solutions team to learn customer pain points and identify needed solutions which allow for the scaling of systems and expanded utilization of low-carbon solutions, such as electromobility components. 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 increased our efforts to invest in higher-value innovation opportunities across our portfolio. These investments are primarily focused on key strategic growth verticals such as grid infrastructure, grid automation, United States industrial infrastructure, data centers, and renewables. 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. Furthermore, Hubbell's NPD team, with the support of the sales team, regularly engages with customers, performs sales forecasting, and executes market analysis to assess opportunities for products that help our customers meet their business and sustainability objectives. Our investment in this technology area supports our ongoing efforts to enable our customers to operate energy infrastructure with greater reliability, efficiency, sustainability, and safety, and is integrated into our Environmental, Social, and Governance (ESG) Vision to solve critical challenges for customers, communities, and climate.

Row 8

(5.5.2.1) Technology area

Select from:

☑ Machinery automation

(5.5.2.2) Stage of development in the reporting year

Select from:

☑ Small scale commercial deployment

(5.5.2.6) Explain how your R&D investment in this technology area is aligned with your climate commitments and/or climate transition plan

Hubbell works to improve customer awareness of our solution sets within machinery automation that enable connection and power distribution for automated delivery. 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 increased our efforts to invest in higher-value innovation opportunities across our portfolio. These investments are primarily focused on key strategic growth verticals such as grid infrastructure, grid automation, United States industrial infrastructure, data centers, and renewables. 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. Furthermore, Hubbell's NPD team, with the support of the sales team, regularly engages with customers, performs sales forecasting, and executes market analysis to assess opportunities for products that help our customers meet their business and sustainability objectives. Our investment in this technology area supports our ongoing efforts to enable our customers to operate energy infrastructure with greater reliability, efficiency, sustainability, and safety, and is integrated into our Environmental, Social, and Governance (ESG) Vision to solve critical challenges for customers, communities, and climate.
[Add row]

(5.10) Does your organization use an internal price on environmental externalities?

(5.10.1) Use of internal pricing of environmental externalities

Select from:

☑ No, and we do not plan to in the next two years

(5.10.3) Primary reason for not pricing environmental externalities

Select from:

☑ Not an immediate strategic priority

(5.10.4) Explain why your organization does not price environmental externalities

At this time, pricing environmental externalities is not an immediate strategic priority for Hubbell. To drive progress toward our environmental goals, we are dedicating our resources on managing operational initiatives that will result in direct reductions in resource use and emissions.
[Fixed row]

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change
Customers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change
Investors and shareholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change
Other value chain stakeholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

	Assessment of supplier dependencies and/or impacts on the environment
Climate change	*Select from:* ☑ No, we do not currently assess the dependencies and/or impacts of our suppliers, but we plan to do so within the next two years

[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ No, we do not prioritize which suppliers to engage with on this environmental issue

(5.11.2.3) Primary reason for no supplier prioritization on this environmental issue

Select from:

☑ Lack of internal resources, capabilities or expertise (e.g., due to organization size)

(5.11.2.4) Please explain

We are firmly committed to managing environmental, social, and governance (ESG)-related risks throughout our supply chain. Hubbell currently engages with suppliers through the following processes, which apply to all suppliers: Our Legal organization 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, or other third parties that we do business with comply with the law and conduct business in an ethical, legal, and responsible manner. To manage ESG risks across the supply chain, we follow a rigorous due diligence approach that includes establishing strong policies, screening and auditing suppliers, identifying and measuring risks, developing and executing risk management strategies, and engaging with suppliers to drive accountability and results. We also aim to work with suppliers that offer environmentally preferable goods and services. Due to competing priorities, we are unable to prioritize supplier engagement beyond the initiatives outlined here. As our sustainability program continues to mature, we will explore the feasibility of prioritizing supplier engagement on environmental and climate-related matters.
[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☑ No, and we do not plan to introduce environmental requirements related to this environmental issue within the next two years

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☑ No, we do not have a policy in place for addressing non-compliance

(5.11.5.3) Comment

At this time, integrating environmental requirements as part of Hubbell's purchasing process is not an immediate strategic priority. To drive progress toward our environmental goals, we are dedicating our resources to managing operational initiatives that will result in direct reductions in resource use and emissions.
[Fixed row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ Upstream value chain transparency and human rights

(5.11.7.3) Type and details of engagement

Innovation and collaboration

☑ Invest jointly with suppliers in R&D of relevant low-carbon technologies

☑ Other innovation and collaboration activity, please specify :We perform audits to verify procedures and assess human rights-related risks and overarching sustainability risk profile, which may include environmental risk criteria. However, we do not collect or save any verified records.

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

☑ Tier 2 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 76-99%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

☑ None

(5.11.7.8) Number of tier 2+ suppliers engaged

100

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Hubbell is committed to assessing and managing environmental, social, and governance (ESG) related risks, impacts, and opportunities both within our direct operations and supply chain. During the onboarding process of vendors and suppliers, 100% of our suppliers are screened for risks (i.e., our targeted success rate), including ESG-related issues. We also audit our suppliers as part of a normal rhythm for evaluating vendors via our due diligence process. Hubbell personnel conduct audits of our top-spend tier 1 suppliers, which cover 76-99% of our procurement spend, upon purchase once every five years. We conduct audits with tier 2 suppliers on an as-needed basis in cases where concerns arise during tier 1 supplier audits. During these audits, we evaluate potential quality, human rights, compliance, or environmental risks. For example, we review documentation to ensure vendors are adhering to local laws related to greenhouse gas emissions or effluents. Our vendor/supplier engagement strategy leads to an increased understanding of our vendors' strategies to manage ESG-related risks and opportunities. Our vendor screening, audit process, and engagement may also lead to a more resilient supply chain capable of providing goods and services reliably, efficiently, and within a normal range of costs. While Hubbell engages in activities that address energy reduction opportunities in our direct operations, many of our company's greenhouse gas (GHG) emissions stem from our supply chain. Hubbell periodically explores logistical opportunities with vendors to reduce GHG emissions. For example, through partnerships with logistical providers that promote greater shipment efficiencies, we are able to achieve lower downstream emissions. Hubbell explores opportunities to collaborate with suppliers and vendors to improve environmental performance. For example, we coordinate with vendors across the value chain to substitute hazardous waste substances in our products in anticipation of emerging or changing regulations. We also work with suppliers and vendors to identify and support energy efficiency, renewable energy options, and waste reduction initiatives within/for our operations. For example, in 2023 our Lenoir City, Tennessee, facility pursued a waste reduction initiative that diverts approximately 2,080 tons of waste from the landfill each year, thus keeping materials in use and lowering emissions in our value chain.

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Unknown

[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services

☑ Share information about your products and relevant certification schemes

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 100%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ Unknown

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

We engage with all our customers on climate-related matters, our sustainability program and progress, and Hubbell's "Products with Impact", which are our solutions that enable the transition to a low-carbon economy via grid modernization and hardening, resource efficiency, renewable energy, and electrification. As potential regulatory and market drivers grow demand for solutions that enable renewable and clean energy, grid modernization, and electrification, our engagement with customers supports increased sales for these new and emerging market opportunities. To that end, we share sustainability and "Products with Impact" related information with close to 100% of our customers through our sustainability website, https://sustainability.hubbell.com/, which features case studies about our environmental performance and initiatives. On a more targeted basis, we engage directly with customers on our sustainability performance, including as it relates to our greenhouse gas emissions. Hubbell's salespersons and the sustainability team also conduct ad hoc conversations with our customers regarding Hubbell's "Products with Impact". To support this engagement with our customers, Hubbell's global sales organization (700 individuals) participates in Hubbell's bespoke "Sustainability 101 Sales Training" which is designed to foster more environmental, social, and governance (ESG)-focused conversations Hubbell's customers by educating them on Hubbell's "Products with Impact" sustainability offerings and overarching ESG and climate programs and initiatives.

(5.11.9.6) Effect of engagement and measures of success

Hubbell's engagement has led to stronger relationships with customers, resulting in improved sales and revenue generation. In 2023, 65% of Hubbell's sales were associated with our "Products with Impact," representing over 3.5 billion in sales. This demonstrates the significant financial impact of our sustainable products and highlights the success of our engagement strategies in promoting environmental sustainability. The quantitative threshold of 65% sales from sustainable products underscores the effectiveness of our engagement efforts in driving climate-related outcomes and business growth.
[Add row]

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

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

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:

☑ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?	Name of organization(s) acquired, divested from, or merged with	Details of structural change(s), including completion dates
	Select all that apply ☑ Yes, an acquisition	*Northern Star Holdings, Inc. (commercially known as Systems Control), Indústria Eletromecânica Balestro Ltda. (Balestro), EI Electronics LLC (EIG)*	*3 Acquisitions: EIG -May 2023 Balestro – Oct 2023 Systems Control – Dec 2023*

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

(7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

Select all that apply

☑ No, but we have discovered significant errors in our previous response(s)

(7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

Hubbell established a recalculation threshold for significance of more than 5% of Hubbell's total base-year inventory for the company's rebaseline policy. Where an acquisition or divestment is material, i.e., the inclusion or removal of the entity's data results in a variation that exceeds 5% of the original, historical data will be restated where attainable. This may include restating goal baselines where appropriate. We aim to fully integrate any acquired entities through our data collection, consolidation, and reporting processes within one full fiscal quarter following the close date of an acquisition. Since the previous reporting year, Hubbell discovered several errors that met our threshold for significance for rebaseline, such as inclusion of Joint Venture facilities within our inventory and the omission of leased vehicle fuel. In addition, Hubbell acquired entities in 2023. In May 2023, Hubbell acquired EI Electronics LLC, also known as Electro Industries/GaugeTech (EIG). The EIG acquisition did not trigger our rebaseline policy and therefore, EIG facilities within Hubbell's operational control are included in our 2023 energy and emissions inventory. Moreover, Hubbell closed a bolt-on acquisition of Indústria Eletromecânica Balestro Ltda. (Balestro) in October 2023 and closed an acquisition of Northern Star Holdings, Inc. (commercially known as Systems Control) in December 2023. Please see Hubbell's 2023 Annual Report and 2024 Proxy Statement filed with the US Securities and Exchange Commission for further details on Hubbell's acquisitions. Due to delays and limitations in accessing complete and accurate data for the new facilities included within those two acquisitions, all Balestro and Systems Control sites have been excluded from Hubbell's energy and emissions inventory. These facilities will be incorporated into Hubbell's inventory from 2024 onward. Please see Hubbell's 2023 Annual Report and 2024 Proxy Statement filed with the US Securities and Exchange Commission for further details on Hubbell's acquisitions.
[Fixed row]

(7.1.3) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

Select from:

☑ Yes

(7.1.3.2) Scope(s) recalculated

Select all that apply

☑ Scope 1

☑ Scope 2, location-based

☑ Scope 2, market-based

(7.1.3.3) Base year emissions recalculation policy, including significance threshold

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

(7.1.3.4) Past years' recalculation

Select from:

☑ Yes

[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

☑ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

(7.3.1) Scope 2, location-based

Select from:

☑ We are reporting a Scope 2, location-based figure

(7.3.2) Scope 2, market-based

Select from:

☑ We are reporting a Scope 2, market-based figure

(7.3.3) Comment

Hubbell measures and discloses Scope 2 greenhouse gas (GHG) emissions in accordance with World Resource Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD) GHG Protocol and WRI/WBCSD GHG Protocol Scope 2 Guidance. For Scope 2 location- and market-based GHG emissions,

Hubbell selected an organizational boundary based on operational control. Hubbell obtains primary data to calculate Scope 2 GHG emissions from electricity invoices at sites that are within Hubbell's operational control. Where primary data is not available, the Hubbell team uses generally accepted estimation methods to calculate emissions and capture a complete and accurate population of data for the reporting period. For facility-level data gaps, Hubbell utilizes the US Energy Information Administration's (EIA) Commercial Buildings Energy Consumption Survey (CBECS) data and Carbon Risk Real Estate Monitor (CRREM) energy intensity values and facility square footage or historic monthly consumption values to estimate. Moreover, through our environmental data software solution, we calculate Scope 1 and 2 GHG emissions (including location-based and market-based Scope 2 emissions) leveraging a global library of over 40,000 managed emissions factors, including those from the US Environmental Protection Agency (EPA), eGRID, UK Department for the Environment, Food and Rural Affairs (DEFRA), country electricity factors from the International Energy Agency (IEA), residual mix factors from the US and Europe, and publicly available frameworks in other regions.
[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

Select from:
☑ Yes

(7.4.1) Provide details of the sources of Scope 1, Scope 2, or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure.

Row 1

(7.4.1.1) Source of excluded emissions

In 2023, Hubbell acquired Balestro Indústria Eletromecânica Balestro Ltda. (Balestro) which, due to delays and limitations in accessing complete and accurate data for the new facilities included within this acquisition have been excluded from Hubbell's energy and emissions inventory. These facilities will be incorporated into Hubbell's inventory from 2024 onward. Please see Hubbell's 2023 Annual Report and 2024 Proxy Statement filed with the US Securities and Exchange Commission for further details on Hubbell's acquisitions.

(7.4.1.2) Scope(s) or Scope 3 category(ies)

Select all that apply
☑ Scope 1
☑ Scope 2 (location-based)
☑ Scope 2 (market-based)

(7.4.1.3) Relevance of Scope 1 emissions from this source

Select from:

☑ Emissions excluded due to a recent acquisition or merger

(7.4.1.4) Relevance of location-based Scope 2 emissions from this source

Select from:

☑ Emissions excluded due to a recent acquisition or merger

(7.4.1.5) Relevance of market-based Scope 2 emissions from this source

Select from:

☑ Emissions excluded due to a recent acquisition or merger

(7.4.1.7) Date of completion of acquisition or merger

10/27/2023

(7.4.1.10) Explain why this source is excluded

In 2023, Hubbell acquired Balestro Indústria Eletromecânica Balestro Ltda. (Balestro) which, due to delays and limitations in accessing complete and accurate data for the new facilities included within this acquisition have been excluded from Hubbell's energy and emissions inventory. These facilities will be incorporated into Hubbell's inventory from 2024 onward. Please see Hubbell's 2023 Annual Report and 2024 Proxy Statement filed with the US Securities and Exchange Commission for further details on Hubbell's acquisitions.

Row 2

(7.4.1.1) Source of excluded emissions

In 2023, Hubbell acquired Northern Star Holdings, Inc. (commercially known as Systems Control) which, due to delays and limitations in accessing complete and accurate data for the new facilities included within this acquisition, have been excluded from Hubbell's energy and emissions inventory. These facilities will be incorporated into Hubbell's inventory from 2024 onward. Please see Hubbell's 2023 Annual Report and 2024 Proxy Statement filed with the US Securities and Exchange Commission for further details on Hubbell's acquisitions.

(7.4.1.2) Scope(s) or Scope 3 category(ies)

Select all that apply

☑ Scope 1

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)

(7.4.1.3) Relevance of Scope 1 emissions from this source

Select from:

☑ Emissions excluded due to a recent acquisition or merger

(7.4.1.4) Relevance of location-based Scope 2 emissions from this source

Select from:

☑ Emissions excluded due to a recent acquisition or merger

(7.4.1.5) Relevance of market-based Scope 2 emissions from this source

Select from:

☑ Emissions excluded due to a recent acquisition or merger

(7.4.1.7) Date of completion of acquisition or merger

12/12/2023

(7.4.1.10) Explain why this source is excluded

In 2023, Hubbell acquired Northern Star Holdings, Inc. (commercially known as Systems Control) which, due to delays and limitations in accessing complete and accurate data for the new facilities included within this acquisition, have been excluded from Hubbell's energy and emissions inventory. These facilities will be incorporated into Hubbell's inventory from 2024 onward. Please see Hubbell's 2023 Annual Report and 2024 Proxy Statement filed with the US Securities and Exchange Commission for further details on Hubbell's acquisitions.
[Add row]

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

42066

(7.5.3) Methodological details

Hubbell calculates Scope 1 emission in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD)'s Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol). Hubbell selected an organizational boundary based on operational control. Data Sources: Direct emissions sources include stationary and mobile combustion. Fuel sources included in Hubbell's calculation of Scope 1 GHG emissions consist of natural gas, gasoline, diesel, ethanol, heating oil, jet fuel, propane/liquified petroleum gas (LPG), and refrigerants dispensed. Hubbell obtains primary data from energy utility invoices, aviation reports, fuel receipts, manufacturing site logs, and maintenance logs. Estimates and Assumptions: Where primary data is not available, the Hubbell team uses generally accepted estimation methods to calculate emissions and capture a complete and accurate population of data for the reporting period. The following summarizes the estimation methodologies used by Hubbell for Scope 1: • For facility-level data gaps, Hubbell utilizes the Commercial Building Energy Consumption Survey (CBECS) energy intensity values and facility square footage or historic monthly consumption values to estimate. • For LPG consumption estimations, Hubbell extrapolates data from historical LPG usage at our manufacturing facilities and warehouses, respectively, to create intensity factors that are multiplied by the total number of months with missing data. • For fuel usage estimations, we refer to vehicle tank size and number of refuels. Scope 1 Emissions Factors: • 2023 Environmental Protection Agency (EPA) Center for Corporate Climate Leadership GHG Emission Factors • 2023 UK Government and the Department for the Environment, Food and Rural Affairs (DEFRA) Emission Factors

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

93598

(7.5.3) Methodological details

Scope 2 GHG Emissions (2023) Scope 2 greenhouse gas (GHG) emissions were measured using the location- and market-based methods in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD)'s Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol) Scope 2 Guidance. Hubbell selected an organizational boundary based on operational control. Data Sources: Hubbell obtains primary data to calculate Scope 2 GHG emissions from electricity invoices at sites that are within Hubbell's operational control. Estimates and Assumptions: Where primary data is not available, the Hubbell team uses generally accepted estimation methods to calculate emissions and capture a complete and accurate population of data for the reporting period. The following summarizes the estimation methodologies used by Hubbell for Scope 2: • For facility-level data gaps, Hubbell utilizes the Commercial Building Energy Consumption Survey (CBECS) and Carbon Risk Real Estate Monitor (CRREM) energy intensity values and facility square footage or historic monthly consumption values to estimate. Scope 2 (Location-based) Emissions Factors: • 2022 International Energy Agency (IEA) Emission Factors • 2021 EPA eGRID Emission Factors • 2022 National Greenhouse and Energy Reporting (NGERS) - National Greenhouse Accounts (NGA) Indirect Factors • 2023 NGERS - NGA Indirect Factors • 2022 United Nations Framework Convention on Climate Change (UNFCCC) Emission Factors • 2023 UNFCCC Emission Factors • 2023 UK Department for the Environment, Food and Rural Affairs (DEFRA) Emission Factors

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

91888

(7.5.3) Methodological details

Scope 2 Greenhouse Gas (GHG) Emissions (2023) Scope 2 GHG emissions were measured using the location- and market-based methods in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD)'s Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol) Scope 2 Guidance. Hubbell selected an organizational boundary based on operational control. Data Sources: Hubbell obtains primary data to calculate Scope 2 GHG emissions from electricity invoices at sites that are within Hubbell's operational control. Estimates and Assumptions: Where primary data is not available, the Hubbell team uses generally accepted estimation methods to calculate emissions and capture a complete and accurate population of data for the reporting period. The following summarizes the estimation methodologies used by Hubbell for Scope 2: • For facility-level data gaps, Hubbell utilizes the Commercial Building Energy Consumption Survey (CBECS) and Carbon Risk Real Estate Monitor (CRREM) energy intensity values and facility square footage or historic monthly consumption values to estimate. Scope 2 (Market-based) Emissions Factors: • 2021 Association of Issuing Bodies (AIB) European Residual Mixes • 2022 Green-e Residual Mix Emissions Rates •2023 Australia National Greenhouse and Energy Reporting (Measurement) Determination [Fixed row]

(7.6) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

43678

(7.6.3) Methodological details

In 2023, we continued to enhance our energy and emissions data measurement and management processes. We also engaged with an external third-party assurance provider to conduct limited assurance of our Scope 1 and 2 emissions. These activities led to an improvement in the completeness of our inventory. As a result, we restated our historical energy and emissions.

Past year 1

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

42066

(7.6.2) End date

12/31/2022

(7.6.3) Methodological details

Hubbell calculates Scope 1 emission in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD)'s Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol). Hubbell selected an organizational boundary based on operational control. Direct emissions sources include stationary and mobile combustion. Fuel sources included in Hubbell's calculation of Scope 1 GHG emissions consist of natural gas, gasoline, diesel, ethanol, heating oil, jet fuel, propane/liquified petroleum gas (LPG), and refrigerants dispensed. Hubbell obtains primary data from energy utility invoices, aviation reports, fuel receipts, manufacturing site logs, and maintenance logs. Restatements of Reported Data: In 2023, we continued to enhance our energy and emissions data measurement and management processes. We also engaged with an external third-party assurance provider to conduct limited assurance of our Scope 1 and 2 emissions. These activities led to an improvement in the completeness of our inventory. As a result, we restated our historical energy and emissions.

Past year 2

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

35373

(7.6.2) End date

12/31/2021

(7.6.3) Methodological details

Hubbell calculates Scope 1 emission in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD)'s Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol). Hubbell selected an organizational boundary based on operational control. Direct emissions sources include stationary and mobile combustion. Fuel sources included in Hubbell's calculation of Scope 1 GHG emissions consist of natural gas, gasoline, diesel, ethanol, heating oil, jet fuel, propane/liquified petroleum gas (LPG), and refrigerants dispensed. Hubbell obtains primary data from energy utility invoices, aviation reports, fuel receipts, manufacturing site logs, and maintenance logs. Restatements of Reported Data: In 2023, we continued to enhance our energy and emissions data measurement and management processes. We also engaged with an external third-party assurance provider to conduct limited assurance of our Scope 1 and 2 emissions. These activities led to an improvement in the completeness of our inventory. As a result, we restated our historical energy and emissions.

Past year 3

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

41302

(7.6.2) End date

12/31/2020

(7.6.3) Methodological details

Hubbell calculates Scope 1 emission in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD)'s Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol). Hubbell selected an organizational boundary based on operational control. Direct emissions sources include stationary and mobile combustion. Fuel sources included in Hubbell's calculation of Scope 1 GHG emissions consist of natural gas, gasoline, diesel, ethanol, heating oil, jet fuel, propane/liquified petroleum gas (LPG), and refrigerants dispensed. Hubbell obtains primary data from energy utility invoices, aviation reports, fuel receipts, manufacturing site logs, and maintenance logs. Restatements of Reported Data: In 2023, we continued to enhance our energy and emissions data measurement and management processes. We also engaged with an external third-party assurance provider to conduct limited assurance of our Scope 1 and 2 emissions. These activities led to an improvement in the completeness of our inventory. As a result, we restated our historical energy and emissions.

Past year 4

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

46568

(7.6.2) End date

12/31/2019

(7.6.3) Methodological details

Hubbell calculates Scope 1 emission in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD)'s Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol). Hubbell selected an organizational boundary based on operational control. Direct emissions sources include stationary and mobile combustion. Fuel sources included in Hubbell's calculation of Scope 1 GHG emissions consist of natural gas, gasoline, diesel, ethanol, heating oil, jet fuel, propane/liquified petroleum gas (LPG), and refrigerants dispensed. Hubbell obtains primary data from energy utility invoices, aviation reports, fuel receipts, manufacturing site logs, and maintenance logs.
[Fixed row]

(7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

91934

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

90489

(7.7.4) Methodological details

Scope 2 Greenhouse Gas (GHG) Emissions (2023) Scope 2 GHG emissions were measured using the location- and market-based methods in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD)'s Greenhouse Gas Protocol: A Corporate Accounting and

Reporting Standard (GHG Protocol) Scope 2 Guidance. Hubbell selected an organizational boundary based on operational control. Data Sources: Hubbell obtains primary data to calculate Scope 2 GHG emissions from electricity invoices at sites that are within Hubbell's operational control. Estimates and Assumptions: Where primary data is not available, the Hubbell team uses generally accepted estimation methods to calculate emissions and capture a complete and accurate population of data for the reporting period. The following summarizes the estimation methodologies used by Hubbell for Scope 2: • For facility-level data gaps, Hubbell utilizes the Commercial Building Energy Consumption Survey (CBECS) and Carbon Risk Real Estate Monitor (CRREM) energy intensity values and facility square footage or historic monthly consumption values to estimate. Scope 2 (Location-based) Emissions Factors: • 2022 International Energy Agency (IEA) Emission Factors • 2021 EPA eGRID Emission Factors • 2022 National Greenhouse and Energy Reporting (NGERS) - National Greenhouse Accounts (NGA) Indirect Factors • 2023 NGERS - NGA Indirect Factors • 2022 United Nations Framework Convention on Climate Change (UNFCCC) Emission Factors • 2023 UNFCCC Emission Factors • 2023 UK Department for the Environment, Food and Rural Affairs (DEFRA) Emission Factors Scope 2 (Market-based) Emissions Factors: • 2021 Association of Issuing Bodies (AIB) European Residual Mixes • 2022 Green-e Residual Mix Emissions Rates •2023 Australia National Greenhouse and Energy Reporting (Measurement) Determination In 2023, we continued to enhance our energy and emissions data measurement and management processes. We also engaged with an external third-party assurance provider to conduct limited assurance of our Scope 1 and 2 emissions. These activities led to an improvement in the completeness of our inventory. As a result, we restated our historical energy and emissions.

Past year 1

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

93598

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

91888

(7.7.3) End date

12/31/2022

(7.7.4) Methodological details

Scope 2 Greenhouse Gas (GHG) Emissions (2023) Scope 2 GHG emissions were measured using the location- and market-based methods in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD)'s Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol) Scope 2 Guidance. Hubbell selected an organizational boundary based on operational control. Data Sources: Hubbell obtains primary data to calculate Scope 2 GHG emissions from electricity invoices at sites that are within Hubbell's operational control. Estimates and Assumptions: Where primary data is not available, the Hubbell team uses generally accepted estimation methods to calculate emissions and capture a complete and accurate population of data for the reporting period. The following summarizes the estimation methodologies used by Hubbell for Scope 2: • For facility-level data gaps, Hubbell utilizes the Commercial Building Energy Consumption Survey (CBECS) and Carbon Risk Real Estate Monitor (CRREM) energy intensity values and facility square footage or historic monthly consumption values to estimate. Scope 2 (Location-based) Emissions Factors: • 2022 International Energy Agency (IEA) Emission

Factors • 2021 EPA eGRID Emission Factors • 2022 National Greenhouse and Energy Reporting (NGERS) - National Greenhouse Accounts (NGA) Indirect Factors • 2023 NGERS - NGA Indirect Factors • 2022 United Nations Framework Convention on Climate Change (UNFCCC) Emission Factors • 2023 UNFCCC Emission Factors • 2023 UK Department for the Environment, Food and Rural Affairs (DEFRA) Emission Factors Scope 2 (Market-based) Emissions Factors: • 2021 Association of Issuing Bodies (AIB) European Residual Mixes • 2022 Green-e Residual Mix Emissions Rates •2023 Australia National Greenhouse and Energy Reporting (Measurement) Determination In 2023, we continued to enhance our energy and emissions data measurement and management processes. We also engaged with an external third-party assurance provider to conduct limited assurance of our Scope 1 and 2 emissions. These activities led to an improvement in the completeness of our inventory. As a result, we restated our historical energy and emissions.

Past year 2

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

92507

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

90439

(7.7.3) End date

12/31/2021

(7.7.4) Methodological details

Scope 2 Greenhouse Gas (GHG) Emissions (2023) Scope 2 GHG emissions were measured using the location- and market-based methods in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD)'s Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol) Scope 2 Guidance. Hubbell selected an organizational boundary based on operational control. Data Sources: Hubbell obtains primary data to calculate Scope 2 GHG emissions from electricity invoices at sites that are within Hubbell's operational control. Estimates and Assumptions: Where primary data is not available, the Hubbell team uses generally accepted estimation methods to calculate emissions and capture a complete and accurate population of data for the reporting period. The following summarizes the estimation methodologies used by Hubbell for Scope 2: • For facility-level data gaps, Hubbell utilizes the Commercial Building Energy Consumption Survey (CBECS) and Carbon Risk Real Estate Monitor (CRREM) energy intensity values and facility square footage or historic monthly consumption values to estimate. Scope 2 (Location-based) Emissions Factors: • 2022 International Energy Agency (IEA) Emission Factors • 2021 EPA eGRID Emission Factors • 2022 National Greenhouse and Energy Reporting (NGERS) - National Greenhouse Accounts (NGA) Indirect Factors • 2023 NGERS - NGA Indirect Factors • 2022 United Nations Framework Convention on Climate Change (UNFCCC) Emission Factors • 2023 UNFCCC Emission Factors • 2023 UK Department for the Environment, Food and Rural Affairs (DEFRA) Emission Factors Scope 2 (Market-based) Emissions Factors: • 2021 Association of Issuing Bodies (AIB) European Residual Mixes • 2022 Green-e Residual Mix Emissions Rates •2023 Australia National Greenhouse and Energy Reporting (Measurement) Determination In 2023, we continued to enhance our energy and emissions data measurement and management

processes. We also engaged with an external third-party assurance provider to conduct limited assurance of our Scope 1 and 2 emissions. These activities led to an improvement in the completeness of our inventory. As a result, we restated our historical energy and emissions.

Past year 3

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

88942

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

89102

(7.7.3) End date

12/31/2020

(7.7.4) Methodological details

Scope 2 Greenhouse Gas (GHG) Emissions (2023) Scope 2 GHG emissions were measured using the location- and market-based methods in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD)'s Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol) Scope 2 Guidance. Hubbell selected an organizational boundary based on operational control. Data Sources: Hubbell obtains primary data to calculate Scope 2 GHG emissions from electricity invoices at sites that are within Hubbell's operational control. Estimates and Assumptions: Where primary data is not available, the Hubbell team uses generally accepted estimation methods to calculate emissions and capture a complete and accurate population of data for the reporting period. The following summarizes the estimation methodologies used by Hubbell for Scope 2: • For facility-level data gaps, Hubbell utilizes the Commercial Building Energy Consumption Survey (CBECS) and Carbon Risk Real Estate Monitor (CRREM) energy intensity values and facility square footage or historic monthly consumption values to estimate. Scope 2 (Location-based) Emissions Factors: • 2022 International Energy Agency (IEA) Emission Factors • 2021 EPA eGRID Emission Factors • 2022 National Greenhouse and Energy Reporting (NGERS) - National Greenhouse Accounts (NGA) Indirect Factors • 2023 NGERS - NGA Indirect Factors • 2022 United Nations Framework Convention on Climate Change (UNFCCC) Emission Factors • 2023 UNFCCC Emission Factors • 2023 UK Department for the Environment, Food and Rural Affairs (DEFRA) Emission Factors Scope 2 (Market-based) Emissions Factors: • 2021 Association of Issuing Bodies (AIB) European Residual Mixes • 2022 Green-e Residual Mix Emissions Rates •2023 Australia National Greenhouse and Energy Reporting (Measurement) Determination In 2023, we continued to enhance our energy and emissions data measurement and management processes. We also engaged with an external third-party assurance provider to conduct limited assurance of our Scope 1 and 2 emissions. These activities led to an improvement in the completeness of our inventory. As a result, we restated our historical energy and emissions.

Past year 4

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

94681

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

94634

(7.7.3) End date

12/31/2019

(7.7.4) Methodological details

Scope 2 Greenhouse Gas (GHG) Emissions (2023) Scope 2 GHG emissions were measured using the location- and market-based methods in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD)'s Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol) Scope 2 Guidance. Hubbell selected an organizational boundary based on operational control. Data Sources: Hubbell obtains primary data to calculate Scope 2 GHG emissions from electricity invoices at sites that are within Hubbell's operational control. Estimates and Assumptions: Where primary data is not available, the Hubbell team uses generally accepted estimation methods to calculate emissions and capture a complete and accurate population of data for the reporting period. The following summarizes the estimation methodologies used by Hubbell for Scope 2: • For facility-level data gaps, Hubbell utilizes the Commercial Building Energy Consumption Survey (CBECS) and Carbon Risk Real Estate Monitor (CRREM) energy intensity values and facility square footage or historic monthly consumption values to estimate. Scope 2 (Location-based) Emissions Factors: • 2022 International Energy Agency (IEA) Emission Factors • 2021 EPA eGRID Emission Factors • 2022 National Greenhouse and Energy Reporting (NGERS) - National Greenhouse Accounts (NGA) Indirect Factors • 2023 NGERS - NGA Indirect Factors • 2022 United Nations Framework Convention on Climate Change (UNFCCC) Emission Factors • 2023 UNFCCC Emission Factors • 2023 UK Department for the Environment, Food and Rural Affairs (DEFRA) Emission Factors Scope 2 (Market-based) Emissions Factors: • 2021 Association of Issuing Bodies (AIB) European Residual Mixes • 2022 Green-e Residual Mix Emissions Rates •2023 Australia National Greenhouse and Energy Reporting (Measurement) Determination In 2023, we continued to enhance our energy and emissions data measurement and management processes. We also engaged with an external third-party assurance provider to conduct limited assurance of our Scope 1 and 2 emissions. These activities led to an improvement in the completeness of our inventory. As a result, we restated our historical energy and emissions.
[Fixed row]

(7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:

☑ Relevant, not yet calculated

(7.8.5) Please explain

We are in the process of improving our data collection processes and intend to report our Scope 3 emissions in the future. As part of that effort, we have taken the initial step of assessing the Scope 3 emission categories that are relevant to our business.

Capital goods

(7.8.1) Evaluation status

Select from:

☑ Relevant, not yet calculated

(7.8.5) Please explain

We are in the process of improving our data collection processes and intend to report our Scope 3 emissions in the future. As part of that effort, we have taken the initial step of assessing the Scope 3 emission categories that are relevant to our business.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

☑ Relevant, not yet calculated

(7.8.5) Please explain

We are in the process of improving our data collection processes and intend to report our Scope 3 emissions in the future. As part of that effort, we have taken the initial step of assessing the Scope 3 emission categories that are relevant to our business.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Relevant, not yet calculated

(7.8.5) Please explain

We are in the process of improving our data collection processes and intend to report our Scope 3 emissions in the future. As part of that effort, we have taken the initial step of assessing the Scope 3 emission categories that are relevant to our business.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☑ Relevant, not yet calculated

(7.8.5) Please explain

We are in the process of improving our data collection processes and intend to report our Scope 3 emissions in the future. As part of that effort, we have taken the initial step of assessing the Scope 3 emission categories that are relevant to our business.

Business travel

(7.8.1) Evaluation status

Select from:

☑ Relevant, not yet calculated

(7.8.5) Please explain

We are in the process of improving our data collection processes and intend to report our Scope 3 emissions in the future. As part of that effort, we have taken the initial step of assessing the Scope 3 emission categories that are relevant to our business.

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ Relevant, not yet calculated

(7.8.5) Please explain

We are in the process of improving our data collection processes and intend to report our Scope 3 emissions in the future. As part of that effort, we have taken the initial step of assessing the Scope 3 emission categories that are relevant to our business.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

This category was evaluated for Hubbell's operations but excluded because all leased assets are under Hubbell's operational control and are covered by Scope 1 and Scope 2.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

This category was evaluated for Hubbell's operations but excluded because it is expected to be immaterial. Due to the limited number of Hubbell products sold in retail stores, transportation paid for by the customers is minimal. Hubbell is responsible for paying for the transportation and distribution of the majority of products sold to its customers, so these emissions are likely already covered by Category 4.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

This category was evaluated for Hubbell's operations but excluded because Hubbell does not sell intermediate materials or products which require processing before use or are considered intermediate.

Use of sold products

(7.8.1) Evaluation status

Select from:

☑ Relevant, not yet calculated

(7.8.5) Please explain

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.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☑ Relevant, not yet calculated

(7.8.5) Please explain

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.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

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.

Franchises

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

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.

Investments

(7.8.1) Evaluation status

Select from:

☑ Relevant, not yet calculated

(7.8.5) Please explain

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.

Other (upstream)

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

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.

Other (downstream)

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

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.
[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	*Select from:* ☑ Third-party verification or assurance process in place

	Verification/assurance status
Scope 2 (location-based or market-based)	*Select from:* ☑ Third-party verification or assurance process in place
Scope 3	*Select from:* ☑ No emissions data provided

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.1.2) Status in the current reporting year

Select from:

☑ Complete

(7.9.1.3) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.1.4) Attach the statement

Hubbell_Limited_Assurance_Report.pdf

(7.9.1.5) Page/section reference

P1-2

(7.9.1.6) Relevant standard

Select from:
☑ ISAE3000

(7.9.1.7) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:
☑ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.2.5) Attach the statement

Hubbell_Limited_Assurance_Report.pdf

(7.9.2.6) Page/ section reference

P1-2

(7.9.2.7) Relevant standard

Select from:
☑ ISAE3000

(7.9.2.8) Proportion of reported emissions verified (%)

100
[Add row]

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:
☑ Decreased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

51

(7.10.1.2) Direction of change in emissions

Select from:

☑ Decreased

(7.10.1.3) Emissions value (percentage)

0.038

(7.10.1.4) Please explain calculation

Hubbell conducted a number of energy-related improvement projects in 2023 that help to explain the decrease in our global emissions year-over-year. We retrofitted lighting with more efficient LED bulbs, replaced equipment with higher energy efficiency models, including HVAC, air compressors and dust collectors, and repaired compressed air leaks and reduced demand, among other emissions reduction activities.
[Fixed row]

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:

☑ Location-based

(7.11) How do your total Scope 3 emissions for the reporting year compare to those of the previous reporting year?

Select from:

☑ We don't have any Scope 3 emissions data

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:

☑ No

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Select from:

☑ Yes

(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Row 1

(7.15.1.1) Greenhouse gas

Select from:

☑ CO2

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

43436

(7.15.1.3) GWP Reference

Select from:

☑ IPCC Fourth Assessment Report (AR4 - 100 year)

Row 2

(7.15.1.1) Greenhouse gas

Select from:

☑ CH4

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

28

(7.15.1.3) GWP Reference

Select from:

☑ IPCC Fourth Assessment Report (AR4 - 100 year)

Row 3

(7.15.1.1) Greenhouse gas

Select from:

☑ N2O

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

46

(7.15.1.3) GWP Reference

Select from:

☑ IPCC Fourth Assessment Report (AR4 - 100 year)

Row 4

(7.15.1.1) Greenhouse gas

Select from:

☑ HFCs

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

49

(7.15.1.3) GWP Reference

Select from:

☑ IPCC Fourth Assessment Report (AR4 - 100 year)

Row 5

(7.15.1.1) Greenhouse gas

Select from:

☑ Other, please specify :HCFCs

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

119

(7.15.1.3) GWP Reference

Select from:

☑ IPCC Fifth Assessment Report (AR5 – 100 year)

[Add row]

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

Australia

(7.16.1) Scope 1 emissions (metric tons CO2e)

28

(7.16.2) Scope 2, location-based (metric tons CO2e)

54

(7.16.3) Scope 2, market-based (metric tons CO2e)

146

Brazil

(7.16.1) Scope 1 emissions (metric tons CO2e)

512

(7.16.2) Scope 2, location-based (metric tons CO2e)

378

(7.16.3) Scope 2, market-based (metric tons CO2e)

378

Canada

(7.16.1) Scope 1 emissions (metric tons CO2e)

763

(7.16.2) Scope 2, location-based (metric tons CO2e)

203

(7.16.3) Scope 2, market-based (metric tons CO2e)

203

Chile

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

China

(7.16.1) Scope 1 emissions (metric tons CO2e)

33

(7.16.2) Scope 2, location-based (metric tons CO2e)

3782

(7.16.3) Scope 2, market-based (metric tons CO2e)

3782

India

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

599

(7.16.3) Scope 2, market-based (metric tons CO2e)

599

Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

4

(7.16.2) Scope 2, location-based (metric tons CO2e)

20

(7.16.3) Scope 2, market-based (metric tons CO2e)

38

Italy

(7.16.1) Scope 1 emissions (metric tons CO2e)

3

(7.16.2) Scope 2, location-based (metric tons CO2e)

2

(7.16.3) Scope 2, market-based (metric tons CO2e)

4

Mexico

(7.16.1) Scope 1 emissions (metric tons CO2e)

7361

(7.16.2) Scope 2, location-based (metric tons CO2e)

17518

(7.16.3) Scope 2, market-based (metric tons CO2e)

17518

Philippines

(7.16.1) Scope 1 emissions (metric tons CO2e)

8

(7.16.2) Scope 2, location-based (metric tons CO2e)

116

(7.16.3) Scope 2, market-based (metric tons CO2e)

116

Puerto Rico

(7.16.1) Scope 1 emissions (metric tons CO2e)

65

(7.16.2) Scope 2, location-based (metric tons CO2e)

6209

(7.16.3) Scope 2, market-based (metric tons CO2e)

6209

Republic of Korea

(7.16.1) Scope 1 emissions (metric tons CO2e)

1

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Singapore

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

11

(7.16.3) Scope 2, market-based (metric tons CO2e)

11

Spain

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

34

(7.16.3) Scope 2, market-based (metric tons CO2e)

64

United Arab Emirates

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

3

(7.16.3) Scope 2, market-based (metric tons CO2e)

3

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

318

(7.16.2) Scope 2, location-based (metric tons CO2e)

533

(7.16.3) Scope 2, market-based (metric tons CO2e)

926

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

34582

(7.16.2) Scope 2, location-based (metric tons CO2e)

62370

(7.16.3) Scope 2, market-based (metric tons CO2e)

60490
[Fixed row]

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply
☑ By business division

(7.17.1) Break down your total gross global Scope 1 emissions by business division.

Row 1

(7.17.1.1) Business division

Hubbell Utility Solutions (HUS) reporting segment. Hubbell's reporting segments consist of HUS and Hubbell Electrical Solutions (HES). In our CDP disclosures, we report emissions for each segment. Emissions from facilities which fall outside of the reporting segment, but support both segments (i.e., corporate offices) are allocated evenly between HUS and HES. In our financial filings, we report performance based on Hubbell's reporting segments (HUS, HES).

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

31612

Row 2

(7.17.1.1) Business division

Hubbell Electrical Solutions (HES) reporting segment. Hubbell's reporting segments consist of HES and Hubbell Utility Solutions (HUS). In our CDP disclosures, we report emissions for each segment. Emissions from facilities which fall outside of the reporting segment, but support both segments (i.e., corporate offices) are allocated evenly between HUS and HES. In our financial filings, we report performance based on Hubbell's reporting segments (HUS, HES).

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

12066
[Add row]

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply
☑ By business division

(7.20.1) Break down your total gross global Scope 2 emissions by business division.

Row 1

(7.20.1.1) Business division

Hubbell Utility Solutions (HUS) reporting segment. Hubbell's reporting segments consist of HUS and Hubbell Electrical Solutions (HES). In our CDP disclosures, we report emissions for each segment. Emissions from facilities which fall outside of the reporting segment, but support both segments (i.e., corporate offices) are allocated evenly between HUS and HES. In our financial filings, we report performance based on Hubbell's reporting segments (HUS, HES).

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

63918

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

62734

Row 2

(7.20.1.1) Business division

Hubbell Electrical Solutions (HES) reporting segment. Hubbell's reporting segments consist of HES and Hubbell Utility Solutions (HUS). In our CDP disclosures, we report emissions for each segment. Emissions from facilities which fall outside of the reporting segment, but support both segments (i.e., corporate offices) are allocated evenly between HUS and HES. In our financial filings, we report performance based on Hubbell's reporting segments (HUS, HES).

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

28016

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

27755
[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

43678

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

91934

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

90489

(7.22.4) Please explain

Our CDP response does not include any other entities beyond those accounted for in the consolidated accounting group. As a note, Hubbell's Joint Ventures (JV) are included in financial reporting but are not within our operational control, and thus not included in our Scope 1 and 2 emissions inventory.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

Our CDP response does not include any other entities beyond those accounted for in the consolidated accounting group. As a note, Hubbell's Joint Ventures (JV) are included in financial reporting but are not within our operational control, and thus not included in our Scope 1 and 2 emissions inventory.
[Fixed row]

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:
☑ No

(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Row 1

(7.27.1) Allocation challenges

Select from:

☑ Doing so would require we disclose business sensitive/proprietary information

(7.27.2) Please explain what would help you overcome these challenges

Allocating emissions to our customers would require the disclosure of sensitive information. Customer partnerships that allow for sharing of emissions, product, and revenue-related data may enable Hubbell to disclose sensitive customer-related emissions information.

Row 3

(7.27.1) Allocation challenges

Select from:

☑ Customer base is too large and diverse to accurately track emissions to the customer level

(7.27.2) Please explain what would help you overcome these challenges

Hubbell operates in more than 12 countries to provide electrical and utility solutions to customers around the world. The size and diversity of our customer base makes it challenging to allocate emissions to the customer level. The adoption of an advanced data management solution that combines and streamlines data collection and analysis for products, customers, and emissions may enable Hubbell to overcome the cost barrier to carbon accounting.

Row 4

(7.27.1) Allocation challenges

Select from:

☑ Diversity of product lines makes accurately accounting for each product/product line cost ineffective

(7.27.2) Please explain what would help you overcome these challenges

Due to the diversity and quantity of Hubbell's 1,000,000 products, accounting for each product for customers is not cost effective. The performance of lifecycle assessments for select products that are representative of our product portfolio would make it more feasible to determine the emissions of our products and, in turn, allocate emissions to our customers.
[Add row]

(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

(7.28.1) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Select from:

☑ No

(7.28.3) Primary reason for no plans to develop your capabilities to allocate emissions to your customers

Select from:

☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(7.28.4) Explain why you do not plan to develop capabilities to allocate emissions to your customers

We hesitate to allocate emissions to our customers based on the sensitivity associated with defining the revenues or proportionality of our business with different customers.
[Fixed row]

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:

☑ More than 0% but less than or equal to 5%

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	*Select from:* ☑ Yes

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of purchased or acquired electricity	*Select from:* ☑ Yes
Consumption of purchased or acquired heat	*Select from:* ☑ No
Consumption of purchased or acquired steam	*Select from:* ☑ No
Consumption of purchased or acquired cooling	*Select from:* ☑ No
Generation of electricity, heat, steam, or cooling	*Select from:* ☑ No

[Fixed row]

(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

226414.93

(7.30.1.4) Total (renewable and non-renewable) MWh

226414.93

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

217737.27

(7.30.1.4) Total (renewable and non-renewable) MWh

217737.27

Total energy consumption

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

444152.2

(7.30.1.4) Total (renewable and non-renewable) MWh

444152.2
[Fixed row]

(7.30.6) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	*Select from:* ☑ Yes
Consumption of fuel for the generation of heat	*Select from:* ☑ Yes
Consumption of fuel for the generation of steam	*Select from:* ☑ No
Consumption of fuel for the generation of cooling	*Select from:* ☑ No
Consumption of fuel for co-generation or tri-generation	*Select from:* ☑ No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Hubbell utilizes ethanol as a transportation fuel for some of its vehicles, which is included as part of our total for fuel usage from oil. While ethanol is produced primarily from corn, we hesitate to consider ethanol a sustainable resource especially given its use at Hubbell as a transportation fuel. We've taken the more conservative approach and classified ethanol as an oil rather than sustainable biomass.

Other biomass

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

No data to report.

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

No data to report.

Coal

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

No data to report.

Oil

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

46458.12

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

The total oil value represents energy consumption from transport fuels, heating oil, and propane (LPG).

Gas

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

179956.81

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

We considered the consumption of natural gas in this category.

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

No data to report.

Total fuel

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

226414.93

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

No additional information to report.
[Fixed row]

(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.

Row 1

(7.30.14.1) Country/area

Select from:
☑ Australia

(7.30.14.2) Sourcing method

Select from:
☑ Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

(7.30.14.3) Energy carrier

Select from:
☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:
☑ Low-carbon energy mix, please specify :This energy usage is from Australia's large-scale generation certificates.

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

41.43

(7.30.14.6) Tracking instrument used

Select from:

☑ Australian LGC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Australia

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

The low-carbon emissions associated with the electricity usage of our facilities in Australia are the result of the country-wide large-scale generation certificates and are being reported in alignment with the Greenhouse Gas Protocol's guidance on reporting Scope 2 emissions using the market-based method.
[Add row]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Australia

(7.30.16.1) Consumption of purchased electricity (MWh)

218

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

218.00

Brazil

(7.30.16.1) Consumption of purchased electricity (MWh)

4048

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

4048.00

Canada

(7.30.16.1) Consumption of purchased electricity (MWh)

4677

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

4677.00

Chile

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

China

(7.30.16.1) Consumption of purchased electricity (MWh)

6124

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

6124.00

India

(7.30.16.1) Consumption of purchased electricity (MWh)

865

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

865.00

Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

75

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

75.00

Italy

(7.30.16.1) Consumption of purchased electricity (MWh)

8

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

8.00

Mexico

(7.30.16.1) Consumption of purchased electricity (MWh)

43829

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

43829.00

Philippines

(7.30.16.1) Consumption of purchased electricity (MWh)

163

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

163.00

Puerto Rico

(7.30.16.1) Consumption of purchased electricity (MWh)

8752

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

8752.00

Republic of Korea

(7.30.16.1) Consumption of purchased electricity (MWh)

1

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1.00

Singapore

(7.30.16.1) Consumption of purchased electricity (MWh)

28

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

28.00

Spain

(7.30.16.1) Consumption of purchased electricity (MWh)

223

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

223.00

United Arab Emirates

(7.30.16.1) Consumption of purchased electricity (MWh)

6

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

6.00

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

2572

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2572.00

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

146145

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

146145.00
[Fixed row]

(7.34) Does your organization measure the efficiency of any of its products or services?

(7.34.1) Measurement of product/service efficiency

Select from:

☑ No, and we do not plan to start doing so within the next two years

(7.34.2) Comment

Hubbell's products often constitute parts of the overall system and can perform at the level required by the application. Efficiency may not be applicable or inherent to the products themselves, but rather customized to the applications the products enable. In cases where the product itself utilizes energy, we strive to minimize energy usage and meet requirements as regulated. In addition, we continue to work to understand how our products contribute to overall energy consumption. For example, communications and controls solutions such as metering devices may result in a net increase to energy consumption but when used collectively as a network or system of metering devices, the system may be more energy efficient. We will continue to work to understand how our products contribute to overall energy consumption.
[Fixed row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

25

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

135612

(7.45.3) Metric denominator

Select from:

☑ unit total revenue

(7.45.4) Metric denominator: Unit total

5372900000

(7.45.5) Scope 2 figure used

Select from:

☑ Location-based

(7.45.6) %change from previous year

7.4

(7.45.7) Direction of change

Select from:

☑ Decreased

(7.45.8) Reasons for change

Select all that apply

☑ Other emissions reduction activities

☑ Acquisitions

(7.45.9) Please explain

Hubbell implemented various energy reduction initiatives in 2023 that led to a decrease in greenhouse gas (GHG) emissions per unit of net revenue. Please note, Hubbell calculated its aggregated Scope 1 and 2 GHG emissions intensity figure by dividing the total Scope 1 and 2 GHG emissions per million dollars of total net sales. In 2023, Hubbell acquired Electro Industries/Gauge Tech (EIG), Indústria Electromecânica Balestro Bltda (Balestro), and Northern Star Holdings, Inc. (commercially known as Systems Control) and in the company's financial filings for the 2023 fiscal year, those three acquisitions are included in Hubbell's total net

sales. Therefore, Hubbell's GHG intensity calculation reflects this same approach. Moreover, in May 2023, Hubbell acquired EI Electronics LLC, also known as Electro Industries/GaugeTech (EIG). The EIG acquisition did not trigger Hubbell's rebaseline policy, thus EIG was included in our GHG emissions inventory and in turn, EIG was included in our GHG emissions intensity figure. However, GHG emissions from Balestro and Systems Control were excluded from our GHG emissions inventory due to limitations in accessing complete and accurate data for those new facilities. As a result, Balestro and Systems Control were excluded from our GHG emissions intensity figure. These exclusions may have also contributed to a decrease in our GHG emissions intensity figure. Please see Hubbell's 2023 Annual Report and 2024 Proxy Statement filed with the US Securities and Exchange Commission for further details on Hubbell's acquisitions.
[Add row]

(7.52) Provide any additional climate-related metrics relevant to your business.

Row 1

(7.52.1) Description

Select from:
☑ Waste

(7.52.2) Metric value

5

(7.52.3) Metric numerator

US ton

(7.52.4) Metric denominator (intensity metric only)

unit total revenue (millions)

(7.52.5) %change from previous year

16.67

(7.52.6) Direction of change

Select from:

☑ Decreased

[Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply

☑ Absolute target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:

☑ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

☑ No, and we do not anticipate setting one in the next two years

(7.53.1.5) Date target was set

01/01/2022

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☑ Location-based

(7.53.1.11) End date of base year

12/31/2022

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

42066

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

93598

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

135664.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2030

(7.53.1.55) Targeted reduction from base year (%)

30

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

94964.800

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

43678

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

91934

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

135612.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

0.13

(7.53.1.80) Target status in reporting year

Select from:

☑ Revised

(7.53.1.81) Explain the reasons for the revision, replacement, or retirement of the target

In 2023 we continued to enhance our energy and emissions data measurement and management processes. These activities led to an improvement in the completeness of our inventory. As a result, we restated our historical energy and emissions which therefore led to restated base year emissions for our emissions target. In addition, we updated this target as reported within CDP to "organization wide" coverage, as it covers all Scope 1 and 2 emissions within our operational control.

(7.53.1.82) Explain target coverage and identify any exclusions

For Scope 1 and Scope 2 location-based greenhouse gas (GHG) emissions, Hubbell selected an organizational boundary based on operational control. Therefore, only assets or facilities where our business operates and can directly influence emissions-generating activities are included in our Scope 1 and Scope 2 GHG emissions calculations. 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. Energy is reported in kilowatt-hours (kWh) and greenhouse gas emissions are reported in tCO2e. Hubbell's emissions target coverage aligns with our organizational boundary based on operational control. The target is enterprise-wide and covers emissions from assets or facilities where our business operates and can directly influence emissions-generating activities, per our organizational boundary.

(7.53.1.83) Target objective

ASDA

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Hubbell is committed to developing and executing energy reduction initiatives to make progress toward our target. In 2023, we engaged with our business leaders and invested in emissions reduction projects. However, the benefits of those projects in 2023 were not fully realized in that same year as several projects were not

fully implemented by the end of the reporting year. Moreover, Hubbell's business grew organically and through acquisitions in 2023. As a result, Hubbell did not experience notable progress toward our goals when compared to our base year of 2022. Looking forward, we plan to operationalize our strategy and drive targeted, strategic engagement across our facilities to support the ideation, development, and implementation of initiatives that will result in emissions reductions.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

[Add row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

☑ No other climate-related targets

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Select from:

☑ Yes

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	*29*	*`Numeric input*
To be implemented	*8*	*3528*
Implementation commenced	*8*	*1216*

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Implemented	*26*	*3189*
Not to be implemented	*0*	*`Numeric input*

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☑ Lighting

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

939.75

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

307943

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

589996

(7.55.2.7) Payback period

Select from:

☑ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 11-15 years

(7.55.2.9) Comment

Hubbell implemented five LED lighting initiatives through capital relief from the Sustainability Impact Program. These initiatives were implemented at our facilities in Cuba, Missouri; Lenoir City, Tennessee; Oklahoma City, Oklahoma; South Bend, Indiana; and Wadsworth, Ohio, and involved replacing lighting fixtures with LED fixtures. Together, the five initiatives are estimated to lead to emission savings of approximately 939.97 metric tonnes of CO2e per year. Please note the investment required only represents capital expenditure in the 2023 reporting year. Case Study: LED lighting fixtures were installed in our facility in Oklahoma City, Oklahoma. This initiative is estimated to lead to electric savings of 1,266,144 kWh per year, which translates to approximately 469.38 metric tonnes of CO2e per year.

Row 2

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

☑ Compressed air

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

624.46

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

1222522

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

285027

(7.55.2.7) Payback period

Select from:

☑ 4-10 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 11-15 years

(7.55.2.9) Comment

Hubbell implemented six compressed air initiatives through capital relief from the Sustainability Impact Program. These initiatives were implemented at our facilities in Lenoir City, Tennessee; LeRoy, New York; Rocky Mount, North Carolina; and Wadsworth, Ohio and involved compressed air leak repairs, blow gun optimization, pressure reduction, upgrades, and/or replacements. Together, the six initiatives are estimated to lead to emission savings of approximately 624.46 metric tonnes of CO2e per year. Please note the investment required only represents capital expenditure in the 2023 reporting year. Case Study: 25-year-old compressors were

replaced with more efficient compressed air system units in our facility in Wadsworth, Ohio. This initiative is estimated to lead to electric savings of 825,000 kWh per year, which translates to approximately 393.93 metric tonnes of CO2e per year.

Row 3

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☑ Heating, Ventilation and Air Conditioning (HVAC)

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

992.46

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 1

☑ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

2470705

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

758091

(7.55.2.7) Payback period

Select from:

☑ 4-10 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 16-20 years

(7.55.2.9) Comment

Hubbell implemented ten HVAC initiatives through capital relief from the Sustainability Impact Program. These initiatives were implemented at our facilities in Centralia, Missouri; Lenoir City, Tennessee; LeRoy, New York; South Bend, Indiana; and Vega Baja, Puerto Rico and involved installing, upgrading, replacing, repairing, and/or adding insulation for HVAC systems. Together, the ten initiatives are estimated to lead to emission savings of approximately 992.46 metric tonnes of CO2e per year. Case Study: HVAC upgrades were implemented in our facility in South Bend, Indiana to replace equipment with a more efficient six-unit system. This initiative is estimated to lead to electric savings of 201,637 kWh per year and gas savings of 33,170 therms per year, which translates to approximately 272.48 metric tonnes of CO2e per year.

Row 4

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☑ Insulation

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

544.19

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 1

☑ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

121672

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

1377247

(7.55.2.7) Payback period

Select from:

☑ 11-15 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 21-30 years

(7.55.2.9) Comment

Hubbell implemented an insulation initiative through capital relief from the Sustainability Impact Program. This initiative was implemented at our facility in Lenoir City, Tennessee to install roof assemblies over the existing roof assembly to improve insulation, and thus energy efficiency. The initiative estimated to lead to electric savings of 729,702 kWh per year and gas savings of 44,022 therms per year, translating to an emission savings of approximately 544.19 metric tonnes of CO2e per year. Please note the investment required only represents capital expenditure in the 2023 reporting year.

Row 5

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

☑ Machine/equipment replacement

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

50.32

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

29376

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

78699

(7.55.2.7) Payback period

Select from:

☑ 21-25 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 16-20 years

(7.55.2.9) Comment

Hubbell implemented a machine/equipment replacement project through capital relief from the Sustainability Impact Program. This initiative was implemented to replace an annealing oven with a more efficient annealing furnace. This initiative is estimated to lead to electric savings of 204,000 kWh per year, which translates to an emission savings of approximately 50.32 metric tonnes of CO2e per year.

Row 6

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

☑ Motors and drives

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

19.97

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

12657

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

274600

(7.55.2.7) Payback period

Select from:

☑ >25 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 11-15 years

(7.55.2.9) Comment

Hubbell implemented two motor/drives initiatives through capital relief from the Sustainability Impact Program. These two initiatives were implemented at our facilities in Juarez, Mexico and Toluca, Mexico and involved installing a variable frequency drive and variable speed drive for an air compressor system, respectively. Together, these two initiatives are estimated to lead to emission savings of approximately 19.97 metric tonnes of CO2e per year. Please note the investment required only represents capital expenditures in the 2023 reporting year. Case Study: A variable frequency drive coupled with an efficient air compressor system were installed in our facility in Juarez, Mexico. This initiative is estimated to lead to electric savings of 50,000 kWh per year, which translates to approximately 19.92 metric tonnes of CO2e per year.

Row 7

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

☑ Waste heat recovery

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

18.13

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 1

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

1501

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

22373

(7.55.2.7) Payback period

Select from:

☑ 11-15 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 11-15 years

(7.55.2.9) Comment

Hubbell implemented a waste heat initiative through capital relief from the Sustainability Impact Program. This initiative was implemented at our facility in Montreal, Canada and involved installing ventilation ducts from air compressors to recover hot air for heating. This initiative is estimated to lead to gas savings of approximately 3,413 therms per year, which translates to 18.13 metric tonnes of CO2e per year. Please note the investment required only represents capital expenditure in the 2023 reporting year.
[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:

☑ Other :Environmental Data Management

(7.55.3.2) Comment

Hubbell leverages a data software solution to manage our environmental performance metrics. This data tool comprehensively captures energy consumption, greenhouse gas emissions, water usage, and waste generation from our facilities worldwide. In 2023, we enhanced our environmental data management processes and controls by formalizing our practices through standardized procedural documentation and policies. Streamlining and formalizing our data management process has enabled us to gather insights, make more informed decisions, improve our disclosures, and drive progress toward our sustainability priority and goals.

Row 3

(7.55.3.1) Method

Select from:

☑ Internal incentives/recognition programs

(7.55.3.2) Comment

Hubbell's Executive Officers, including Hubbell's Chairman, President, and Chief Executive Officer, have a Short-Term Incentive award design that has a component (of 20%) based on performance on strategic initiatives and critical priorities, including inclusion and diversity, sustainability/environmental, social, and governance, innovation, and acquisitions.

Row 4

(7.55.3.1) Method

Select from:

☑ Dedicated budget for other emissions reduction activities

(7.55.3.2) Comment

In 2022, we formalized the creation of our Sustainability Impact Program which invests capital in our facilities for projects that drive progress toward our environmental goals and improve our operational performance. In 2023, this program invested capital in facilities for projects that minimized the environmental impact of Hubbell's

business operations. These projects included, but were not limited to, HVAC upgrades, steam trap or compressed air leak repairs, and variable frequency drive installations.

Row 5

(7.55.3.1) Method

Select from:

☑ Financial optimization calculations

(7.55.3.2) Comment

Inputs, especially energy, are a significant portion of Hubbell's costs; therefore, savings in energy or other raw or process materials generally lead to a reduction in Hubbell's costs, which enables financial optimization. Hubbell measures the potential environmental impact reduction and financial benefits (e.g., lower costs) that may result from optimization initiatives, such as energy reduction/efficiency projects.
[Add row]

(7.71) Does your organization assess the life cycle emissions of any of its products or services?

(7.71.1) Assessment of life cycle emissions

Select from:

☑ No, and we do not plan to start doing so within the next two years

(7.71.2) Comment

Hubbell is prioritizing maturing data collection and management processes as a necessary step towards improving and expanding the measurement of enterprise-level emissions. Due to resourcing constraints, Hubbell anticipates continuing to prioritize enterprise-level emissions data collection and other initiatives within Hubbell's sustainability program, including climate-related disclosure, for the next two years.
[Fixed row]

(7.73) Are you providing product level data for your organization's goods or services?

Select from:

☑ No, I am not providing data

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

☑ Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 1

(7.74.1.1) Level of aggregation

Select from:

☑ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☑ The EU Taxonomy for environmentally sustainable economic activities

(7.74.1.3) Type of product(s) or service(s)

Power

☑ Other, please specify :Products across our renewables, utility transmission and distribution components, and utility communications and controls categories

(7.74.1.4) Description of product(s) or service(s)

Hubbell's "Products with Impact" deliver utility and electrical solutions that support the transition to a low-carbon economy by positively impacting at least one of four sustainability areas. These categories are defined using inputs from the EU Taxonomy for Environmentally Sustainable Activities, ISSB SASB Standards on renewable energy and energy efficiency, and CDP's low-carbon product definitions. The categories include: A) Grid Modernization & Infrastructure Hardening: Products that improve grid durability, resilience, and safety, helping adapt to and mitigate climate change impacts, while modernizing and enhancing grid capacities

for communities and wildlife. B) Resource Efficiency: Products designed with resource efficiency goals, reducing energy, water, raw material use, or waste during production or at the consumer stage, and lowering greenhouse gas emissions. C) Electrification: Products advancing electrification in industries (shifting from fossil fuels to electricity) and enabling grids to meet increased energy demands tied to electrification. D) Renewable Energy: Products supporting the generation, transmission, or storage of renewable energy and its integration into the grid.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☑ No

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

65

Row 2

(7.74.1.1) Level of aggregation

Select from:

☑ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☑ Other, please specify : the International Sustainability Standards Board (ISSB) SASB Standards definition of renewable energy-related and energy efficiency-related products; and the CDP definition of low-carbon products

(7.74.1.3) Type of product(s) or service(s)

Power

☑ Other, please specify :Products across our renewables, utility transmission and distribution components, and utility communications and controls categories

(7.74.1.4) Description of product(s) or service(s)

Hubbell's "Products with Impact" deliver utility and electrical solutions that support the transition to a low-carbon economy by positively impacting at least one of four sustainability areas. These categories are defined using inputs from the EU Taxonomy for Environmentally Sustainable Activities, ISSB SASB Standards on renewable energy and energy efficiency, and CDP's low-carbon product definitions. The categories include: A) Grid Modernization & Infrastructure Hardening: Products that improve grid durability, resilience, and safety, helping adapt to and mitigate climate change impacts, while modernizing and enhancing grid capacities for communities and wildlife. B) Resource Efficiency: Products designed with resource efficiency goals, reducing energy, water, raw material use, or waste during production or at the consumer stage, and lowering greenhouse gas emissions. C) Electrification: Products advancing electrification in industries (shifting from fossil fuels to electricity) and enabling grids to meet increased energy demands tied to electrification. D) Renewable Energy: Products supporting the generation, transmission, or storage of renewable energy and its integration into the grid.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☑ No

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

65

[Add row]

(7.79) Has your organization canceled any project-based carbon credits within the reporting year?

Select from:

☑ No

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

(13.1.1) Other environmental information included in your CDP response is verified and/or assured by a third party

Select from:

☑ No, and we do not plan to obtain third-party verification/assurance of other environmental information in our CDP response within the next two years

(13.1.2) Primary reason why other environmental information included in your CDP response is not verified and/or assured by a third party

Select from:

☑ Not an immediate strategic priority

(13.1.3) Explain why other environmental information included in your CDP response is not verified and/or assured by a third party

Hubbell prioritizes the assurance of Scope 1 emissions, Scope 2 emissions (location based), and total water withdrawn (not included in this CDP response). Hubbell has prioritized establishing and maturing our processes for collecting environmental data, implementing an environmental data software solution to enhance data management and analysis, conducting assurance and external verification of our data, and continuously enhancing our procedures to ensure our data is accurate, complete, and credible. As a result, Hubbell has not been able to focus its resources on obtaining third-party assurance or verification outside of what has been listed in this explanation. We plan to consider pursuing additional verification and assurance moving forward where it aligns with our strategic priorities.
[Fixed row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Chairman, President and Chief Executive Officer

(13.3.2) Corresponding job category

Select from:

☑ Board chair

[Fixed row]