

Sustainability at Hubbell®

2021 ESG Brochure



Hubbell's Sustainability Focus Areas



ENVIRONMENT

We are committed to reducing the environmental impact of our operations and remain focused on addressing and managing risks associated with climate change



PRODUCT

We are dedicated to developing products that enable sustainability for our customers and value chains, including products that provide energy efficient solutions for customers, businesses, and utilities



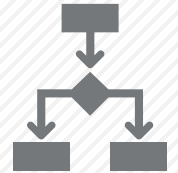
WORKFORCE

Employees are our greatest asset, and we work to attract and develop the most talented people, strive to keep our workplace inclusive and diverse, and prioritize employee health and safety



COMMUNITY

We actively engage with our communities through employee volunteering, employee donation matching, and corporate giving via the Hubbell Foundation



GOVERNANCE

We pursue business ethics, integrity, data privacy and cybersecurity, and sound governance and accountability across our organization and value chain

Core Sustainability Programs



Hubbell's ESG Goals

REDUCE GHG EMISSIONS 10%

BY 2025 COMPARED TO A 2019 ABSOLUTE GREENHOUSE GAS BASELINE

REDUCE WATER CONSUMPTION 10%

BY 2025 COMPARED TO A 2019 ABSOLUTE BASELINE

WHERE WE ARE

- Expanded public ESG disclosures, including alignment with leading sustainability frameworks
- Established goals for reducing greenhouse gas emissions and water consumption
- Launched sustainability website and increased employee awareness of ESG topics
- Hired sustainability and diversity leaders to manage and drive ESG efforts
- Signed the Paradigm for Parity pledge and were recognized as one of the 2021 World's Most Ethical Companies
- Enhanced focus on products that enable sustainability for customers and value chain

WHERE WE'RE HEADED

- Publishing an inaugural sustainability report and enhancing climate change disclosures
- Expanding and refining company-wide sustainability strategy
- Formalizing Hubbell's sustainability governance and ESG policies
- Pursuing product stewardship and circular economy opportunities
- Promoting sustainability and managing risks in Hubbell's supply chain
- Developing new environmental and social targets
- Increasing supplier diversity and engaging with vendors on ESG topics

Sustainability Program Highlights



ENVIRONMENTAL STEWARDSHIP

- Track environmental performance, including greenhouse gas emissions (Scope 1 & 2), water, and waste
- Audited largest facilities for energy reduction opportunities and are implementing efficiency initiatives
- Launched a Hubbell Sustainability and Infrastructure Management Handbook, which provides guidelines on improving the efficiency and sustainability of our facilities



SOCIAL RESPONSIBILITY

- Host two Employee Inclusion Groups: Women Advancing Their Careers at Hubbell (WATCH) and Multicultural Men (MCM)
- Hubbell Foundation donated over \$1 million in 2020
- Employee development formalized through Hubbell University



PRODUCTS WITH IMPACT

- Offer products that support renewable energy infrastructure
- LED lighting products allow for greater energy efficiency
- All products are designed with reliability and safety in mind

Spotlight on Governance

Hubbell named one of the World's Most Ethical Companies

This year, Hubbell was recognized as one of the 2021 World's Most Ethical Companies chosen by the Ethisphere Institute, which since 2007 has honored companies that demonstrate an unwavering commitment to the highest values and positively impacting the communities they serve.

Ethisphere's assessment process focuses on culture, environmental and social practices, ethics and compliance activities, governance, diversity, and initiatives to support a strong value chain.

Hubbell is one of 135 total honorees spanning 22 countries and 47 industries to be recognized for unwavering commitment to business integrity.





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For more information, please visit Hubbell's sustainability website www.Hubbell.com/en/sustainability or email sustainability@Hubbell.com