

U.K. Tax Disclosure

Hubbell Incorporated (“Hubbell”) and its UK affiliates regard the publication of this tax strategy as complying with paragraph 16(2), 19(2), and 22(2) Schedule 19 of the Finance Act 2016 requiring publication of UK tax strategy. This document sets out our financial year 2021 policy and approach to conducting our tax affairs, handling tax risk, and is periodically reviewed by the Hubbell global tax department and UK company management.

Overview:

Hubbell is committed to ensuring we operate our business in a manner that is ethical, compliant with the tax laws of the countries in which we operate and takes into consideration our responsibility as a corporate taxpayer. Our approach to managing our tax affairs balances our obligation to support the long term growth of the business with our obligation to accurately and timely account for taxes in the jurisdictions we conduct business. We strive to operate with transparency and ensure our decisions protect our reputation and maintain and safeguard investor confidence.

Taxation Principles:

Hubbell approaches UK taxation in a manner that fully aligns with the group’s commercial, reputational and business practices, and is consistent with our commitment to corporate responsibility.

Risk Management and Governance Arrangements

- We determine our compliance obligations by interpreting tax law using relevant guidance and discussing such interpretation with tax authorities where appropriate.
- We regularly review our tax positions for accuracy and strive to stay abreast of tax law changes that potentially impact our tax obligations to ensure we remain compliant.
- We follow international guidelines and local legislation with regard to transfer pricing.
- The Hubbell tax department identifies and manages UK tax risks using its knowledge of the UK group’s operations and UK tax legislation. This is achieved through regular communication with finance staff within the UK business.
- We make decisions in relation to taxation giving due regard to our reputation, integrity and status as a group whose parent company shares are listed on the New York Stock Exchange.

Attitude to tax planning

- We will, where it is responsible and appropriate to do so, take steps to reduce our tax liability in accordance with the law of the countries in which group companies operate. We will claim properly available allowances, deductions, reliefs, incentives, exemptions and credits where it is beneficial to do so.
- We aim for certainty on tax positions we adopt but where tax law is unclear or subject to interpretation, written advice or confirmation is sought to ensure our position is appropriate.

Tax risks

- We have a low risk appetite in relation to tax matters.

Working with HM Revenue and Customs (HMRC)

- We seek a constructive and transparent working relationships with HMRC based on mutual respect and trust that is fully aligned with our company’s ethics policies and code of conduct.